

# SUSTAINABILITY REPORT 2021

TOGETHER WE HAVE  
THE POWER TO WIN





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# A MESSAGE FROM OUR CEO

We began in 1846 as a baking soda business. Today, we are a top-tier Consumer Products Company with a large portfolio of brands that consumers love, especially the ARM & HAMMER® brand.

We have a rich heritage of commitment to people and have long regarded ourselves as a friend of the environment. Over 100 years ago, we began using recycled materials in our cartons. We were the first U.S. manufacturer to remove phosphates from laundry detergent. We were the first and only corporate sponsor of the inaugural Earth Day in 1970. Today, 100% of our direct operations' global electricity needs are offset with renewable sources. We are reducing our environmental footprint by increasing renewable energy usage at our facilities, reducing water usage and greenhouse gas (GHG) emissions, reducing solid waste to landfills, developing environmentally responsible packaging and improving our suppliers' environmental practices.

Church & Dighters are goal-oriented people. To create a compass for our sustainability program, we have established aggressive goals for ourselves. Our environmental, social and governance (ESG) efforts are directed towards improving the sustainability profile of our operations and products, positively impacting our employees and the communities in which we operate and minimizing the environmental impact of our expanding global operations.

Our top environmental goal is to achieve carbon neutrality for global operations owned and controlled by us by the end of 2025. We have already offset more than 70% of our carbon dioxide emissions. To achieve carbon neutrality, we partnered with the Arbor Day Foundation in 2016, and over the years have grown to be its largest forestry carbon partner. Through this

partnership we've supported the planting and growing of millions of trees in the Mississippi River Valley and the protection of existing forests in Canada and Peru. These trees will remove carbon dioxide from the atmosphere and emit life-sustaining oxygen. In 2021, we established new science-based targets and submitted our application to the Science-Based Targets Initiative. These new targets take into account the level of carbon reduction needed to meet the goals set forth in the Paris Agreement. Our absolute GHG emissions in 2021 (Scopes 1 + 2 and targeted Scope 3) decreased approximately 4% versus 2020.

We are continuing to pursue our strategy to ensure that our plastic packaging has minimal impact on the environment by eliminating or reducing plastic from our packaging wherever it is practical, including seeking non-plastic alternatives and reducing plastic weight where possible, increasing plastic recyclability and circularity through plastic component simplification and consumer education and by increasing the amount of Post-Consumer Recycled (PCR) plastic in our packaging. Our new concentrated liquid laundry detergent formulas, launching in 2022, will mean that less liquid detergent (and therefore less plastic packaging) is required to deliver the same number of washloads. This change alone is projected to reduce the amount of High-Density Polyethylene plastic in our bottle portfolio by well over 3,000 Tons in 2022. Our goal is to increase PCR plastic to a minimum of 25% average across all global plastic packaging by end of 2025. Currently, 18.4% of our plastic packaging is PCR. Building on our progress, we are continuing the foundational work necessary to disclose a meaningful virgin plastic packaging reduction goal in next year's Sustainability Report.

Since early 2020, the world has faced the challenge of the COVID-19 pandemic. With more than 5,100 employees at over 30 sites around the world, the safety and wellness of our employees have been and continue to be our top priorities. Recognizing that the mental health of our employees is as important as their physical well-being, we launched the Employee Assistance Program (EAP) to provide free professional support to our employees who may be dealing with relationship, emotional, substance abuse or other issues. In 2021, we also launched the Church & Dwight Employee Relief Fund (ERF) to provide financial assistance to those Church & Dighters who have experienced financial hardship due to the COVID-19 pandemic. We continue to work through this challenging chapter, and I remain confident we will emerge as a much stronger and more sustainable company.



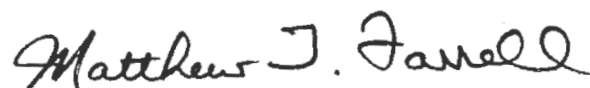
We embrace the diversity of our employees and believe that a diverse and inclusive workforce fosters innovation and cultivates an environment filled with unique perspectives, talents and experiences. Diversity is a strength and makes us better. We are dedicated to maintaining a culture of belonging at Church & Dwight, and have addressed in this Report our goals, programs and commitments regarding Diversity, Equity & Inclusion (DEI).

We take great pride in fostering an enduring culture of “doing well by doing good.” By focusing on making meaningful contributions to society each of us can create a stronger, more resilient company while contributing to a better world. In 2021, we matched, dollar for dollar, donations our employees made to the Church & Dwight Employee Giving Fund (EGF), an employee-run giving program that primarily supports charitable organizations where our employees work and live. Recently, given the scale of the humanitarian crisis in and around Ukraine, the EGF expanded its reach to collect funds from employees globally for the International Red Cross, with Church & Dwight matching employee contributions. The EGF contributed \$1.2 million to 225 deserving organizations in a variety of areas in 2021, and it has contributed over \$15 million to charitable organizations in the U.S. to date. In addition, six organizations in the DEI and Environmental Sustainability space were chosen in 2021 by the Church & Dwight Philanthropic Foundation (the “Foundation”) to receive grants totaling \$1 million in the aggregate. Established in 2020, the Foundation is administered by C&D employees and focused on helping to create equitable and inclusive opportunities and advancing environmental preservation.

While we have made significant progress, we missed some of our goals. In 2021, we achieved a 4% reduction in global process water and/or wastewater normalized to production against our overall annual goal of 10%. Normalized total GHG emissions per weight of product shipped and normalized energy use were reduced in 2021 by 3% and 4%, respectively, each falling short of our 10% reduction target due to erratic production related to the COVID pandemic. We made positive steps in 2021 with regard to DEI, but we are not satisfied with our representation numbers.

We have a clear roadmap to meet our Sustainability and related ESG goals. For our efforts in 2021, we earned public recognition, including being listed as one of Forbes America's Top Midsize Employers, Forbes Green Growth 50, Newsweek's Most Sustainable Companies, Newsweek's America's Most Trusted Companies, the EPA's Green Power Partnership Top 100, the Wall Street Journal's Top 250 Best Run Companies, and in the FTSE4Good Index Series.

Please read this Report to see the progress we have made over the past year to make Church & Dwight a better company.



Matthew T. Farrell  
President and Chief Executive Officer





## 2021 AT A GLANCE



### OUR BRANDS



VITAFUSION brand team **planted trees in underserved communities across the U.S.** in partnership with The Fruit Tree Planting foundation

FIRST RESPONSE brand team provided support to the Black Mama's Matter Alliance and Every Mother Counts and their **commitment to addressing maternal health inequities**



TROJAN brand team **donated and raised money** in support of the youth sex-ed non-profit, HiTOPS, by being a "Finish-Line Sponsor" of its annual half-marathon race



ARM & HAMMER Laundry Detergent brand team partnered with Dress for Success on the "Your Hour, Her Power" campaign to **empower women and lighten their load**



### PRODUCTS

**Achieved 100% Ingredient Disclosure** on pack or on-line world-wide



**Removed over 99% of Chemicals** of Concern from our global portfolio of formulated products



### PACKAGING

**Improved overall recyclability** across our broad portfolio of products (excluding newly-acquired brands)



**Launched our first recyclable tube** to help support our recycling initiatives in the Oral Care space

**Eliminated PVC from our packaging** in our fully integrated (non-pharma product) portfolio



### EMPLOYEES & COMMUNITIES

**Expanded our Employee Assistance Program** to all global locations to provide enhanced support and benefits during the COVID-19 pandemic



**Created a COVID relief fund** to provide financial support to employees adversely affected by the COVID-19 pandemic

**Contributed approximately \$2.2 million to our communities** through donations and grants from our employee led giving program and employee administered foundation



**Increased female and U.S. minority representation** at the management level



### ENVIRONMENT



**Reduced water use by 4%** normalized to production



**Reduced energy use by 3%** in absolute terms



**Recycled or beneficially reused approximately 32 million pounds of waste material**



### RESPONSIBLE SOURCING

**Assessed 94% of at-risk suppliers**



**Sourced over 97% of our palm oil** derivative traceable back to the mills

**Increased our support of certified diverse suppliers by 35% (by spend)**



### CLIMATE CHANGE



**Established new science-based targets** and submitted our application to the Science-Based Targets Initiative

**Reduced targeted GHG emissions** (Scope 1 + Scope 2 + Scope 3 transportation in North America), both absolute and normalized by production



**Offset 73% of our targeted GHG emissions**



# CHURCH & DWIGHT AT A GLANCE

## Our Company

At Church & Dwight, we are focused on creating an inclusive, stronger, more resilient company while contributing to a better, more sustainable world.

- Founded in 1846
- Headquartered in Ewing, NJ
- Over 30 locations around the World
- 2021 Net Sales of \$5,190.1MM
- 2021 Total Stockholder Return of 17.9%
- Publicly traded on New York Stock Exchange (CHD)



## OUR THREE DIVISIONS

### Consumer Domestic

- Household and personal care products for the U.S. market

Our consumer products are sold within the U.S. under a variety of brands through a broad distribution platform that includes supermarkets, mass merchandisers, wholesale clubs, drugstores, convenience stores, home stores, dollar and other discount stores, pet and other specialty stores, and websites and other e-commerce channels, all of which sell our products to consumers.

### Consumer International

- Primarily personal care products for international markets

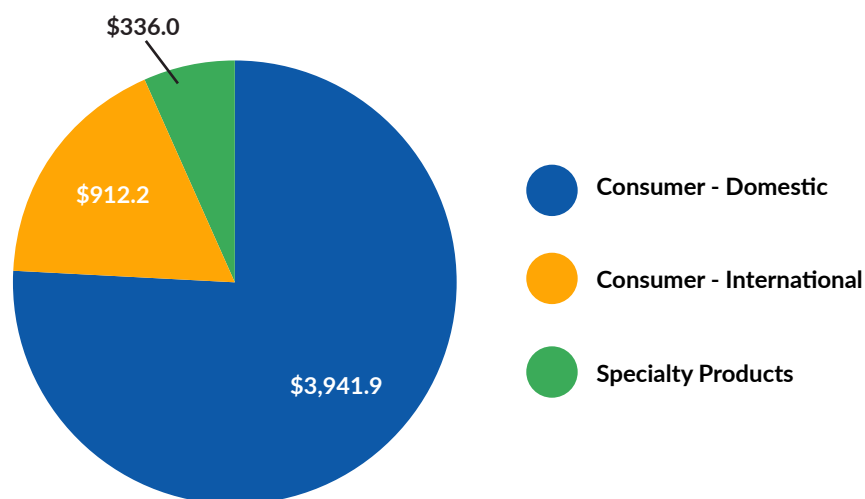
A variety of our personal care, household and over-the-counter products (including some of our "power brands") are sold in international (non-U.S.) markets, including Australia, Canada, France, Germany, Mexico and the United Kingdom, and in more than 130 global export markets around the world, including China, Japan and India. We manage over 60 brands in international markets.

### Specialty Products

- Animal and food production products
  - Bulk sodium bicarbonate
  - Specialty cleaning products

Our specialty products are sold to industrial customers, livestock producers and through distributors.

## 2021 Net Sales (\$millions)



## OUR BRANDS

We develop, manufacture and market a broad range of consumer household, personal care and specialty products. Our consumer products marketing efforts are focused principally on our 14 “power brands.” These well-recognized brand names include ARM & HAMMER® baking soda, cat litter, laundry detergent, carpet deodorizer and other baking soda based products; TROJAN® condoms, lubricants and vibrators; OXICLEAN® stain removers, cleaning solutions, laundry detergents and bleach alternatives; SPINBRUSH® battery-operated toothbrushes; FIRST RESPONSE® home pregnancy and ovulation test kits; NAIR® depilatories; ORAJEL® oral analgesic; XTRA® laundry detergent; L’IL CRITTERS® and VITAFUSION® gummy dietary supplements for children and adults, respectively; BATISTE® dry shampoo; WATERPIK® water flossers and showerheads; FLAWLESS® beauty-products; ZICAM® cold relief and shortening products; and THERABREATH® alcohol-free mouthwash.

### POWER BRANDS







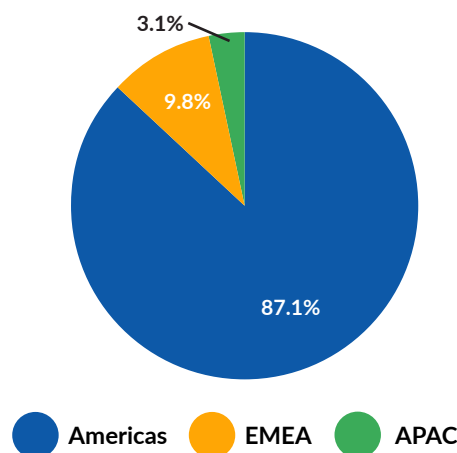
**Productivity:  
Revenue Per  
Employee  
\$1,010,140**

**5,138 Employees  
(globally) in over  
30 locations**

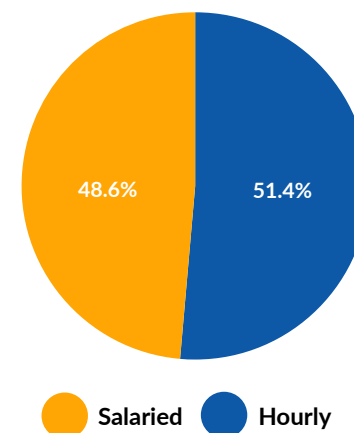
## OUR PEOPLE

In their everyday work, our employees embody our commitments to integrity, quality and innovation, and in doing so, they directly contribute to our long-standing character and reputation.

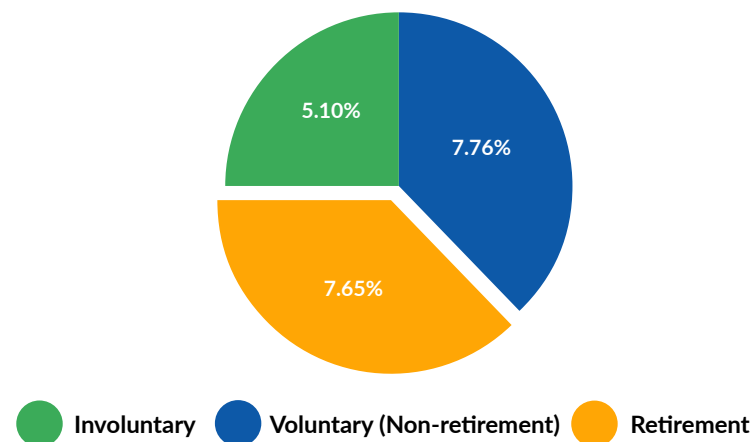
**Location**



**Hourly vs. Salaried**



**2021 Turnover (20.57%)**





# OUR SUSTAINABILITY STRATEGY & ESG PILLARS

Our global sustainability strategy is derived from our heritage and organizational values. We believe that sustainable operations are both financially and operationally beneficial to our business, as well as critical to the health of the communities in which we operate. Sustainability is how we refer to our Environmental, Social and Governance (ESG) efforts as part of our overall success in delivering growth and profitability while making a meaningful and positive impact and contributing to a better world.

## ENVIRONMENTAL

We strive to meet the challenge of managing our environmental footprint and to minimize the impact of our expanding global operations. Our environmental top priorities include providing effective products that are safe for our consumers, the animals they care for and the environment, developing and producing consumer friendly and environmentally responsible packaging improvements across all our global brands, reducing greenhouse gas (GHG) emissions, reducing water usage, recycling solid waste and improving our suppliers' environmental practices.







We have a goal to achieve carbon neutral status for our owned and controlled global operations by 2025, and we have already offset more than 70% of our carbon dioxide emissions. In furtherance of our commitment to reduce our GHG emissions, we recently established new science-based targets and submitted our application to the Science-Based Targets Initiative. These new targets take into account the level of carbon reduction needed to meet the goals set forth in the Paris Agreement. In addition, we improved overall recyclability across our broad portfolio of products, with global recyclability increasing from 71% to 84% since 2018. Almost all (99.8%) of our paper and board packaging is sourced from recycled material and/or sustainably managed forests. We have a goal to increase Post-Consumer Recycled plastic to a minimum of 25% average across all global plastic packaging by end of 2025, and by the end of 2021 we had achieved approximately 18.4% against that goal.

Our operations are subject to federal, state, local and foreign laws, rules and regulations relating to environmental concerns, and we endeavor to take actions necessary to comply with such regulations. These steps include periodic environmental and health and safety audits of our facilities. The audits, conducted by independent firms with expertise in environmental, health and safety compliance, include site visits at each location, as well as, a review of documentary information, to determine compliance with such federal, state, local and foreign laws, rules and regulations.

Please see “Products”, “Packaging”, “Environment” and “Responsible Sourcing” for further details and highlights regarding our ESG - Environmental efforts.

## SOCIAL

**Our Social focus includes our goals of delighting consumers with our brands through our contributions towards a more sustainable world, improving our suppliers' labor, health and safety, environmental and ethical practices, and supporting our employees - all to create a stronger, more resilient company while contributing to a better world.**

In their everyday work, employees embody our commitments to integrity, quality and innovation, and in doing so, directly contribute to our long-standing character and reputation. Employee safety and wellness are top priorities. We developed and administered company-wide policies to ensure the safety of each team member and compliance with OSHA standards and implemented COVID-19 protocols across all locations to ensure both the safety of our employees and compliance with federal and local requirement and guidelines. Recognizing that the mental health of our employees is as important as their physical well-being, we increased the reach of our Employee Assistance Program (EAP) to provide free professional support to our employees who may be dealing with a variety of issues, including relationship, emotional, substance abuse and others. In 2021, we also launched the Church & Dwight Employee Relief Fund (ERF) to lend a helping hand to those Church & Dwigters who have experienced financial hardship due to the COVID-19 pandemic.

We embrace the diversity of our employees and believe that a diverse and inclusive workforce fosters innovation and promotes an environment filled with unique perspectives, talents and experiences. We strive to cultivate a culture and processes that support and enhance our ability to recruit, develop and retain diverse talent at every level. As part of our enhanced diversity and inclusion initiatives that began in 2020, and our commitments to transparency and accountability that will drive continuous progress, we are publishing workplace demographics of our employees in this Report.

We also encourage our employees to become involved in their communities through our Employee Giving Fund (EGF) and The Church & Dwight Philanthropic Foundation, which are described elsewhere in this Report.





We place a high priority on operating in a responsible, respectful and ethical manner. The Church & Dwight Code of Conduct (the “Code of Conduct”) provides guidance on a broad array of business ethics and legal compliance topics. In addition, our Global Operations Guiding Principles (the “Principles”), which are significantly aligned with the United Nations Declaration on Human Rights, address business ethics and compliance, anti-corruption, fair labor conditions, health and safety, and environmental protection, and reflect our commitment to internationally recognized standards and our support and respect for internationally proclaimed human rights. The Code of Conduct and Principles set out the minimum standards we require of ourselves and our suppliers.

Please see “Our Brands”, “Employees and Communities” and “Responsible Sourcing” for further details and highlights regarding our ESG - Social efforts.

## GOVERNANCE

**Our governance focus includes the processes, resources and systems in support of our operational, sustainability and ESG efforts and is described in our Proxy Statement for our Annual Meeting of Stockholders under the caption “Sustainability Strategy and ESG Pillars”.**

Our Corporate Issues Council (the “Council”) comprised of senior executives representing all our key functional areas, guides the integration of sustainability with all parts of our business and drives continuous improvement in our sustainability approach and performance. The Council takes the lead in defining and implementing our sustainability strategies across the six ESG pillars. Its duties include allocating resources to appropriately address sustainability issues; reporting on our progress to drive continuous improvement in our sustainability approach and performance; and monitoring, prioritizing and addressing evolving standards and stakeholder requirements. Our Board of Directors, acting principally through its Governance, Nominating & Corporate Responsibility Committee, oversees our sustainability program and ESG efforts, including our climate change policies and programs.





The Governance, Nominating & Corporate Responsibility Committee, which changed its name in 2021 to more specifically address its overall responsibility for ESG and sustainability matters, focuses on governance, brands, products, packaging, responsible sourcing, environmental and all other aspects of ESG not otherwise overseen by the Compensation & Human Capital Committee and the Audit Committee. Our Compensation & Human Capital Committee, which also changed its name in 2021 to more specifically address its responsibility for human capital matters, focuses on issues related to our people, including diversity, equity and inclusion. Our Audit Committee oversees our compliance and ethics program.

At each regularly scheduled quarterly Board meeting, the Chairs of our Governance, Nominating & Corporate Responsibility Committee, Compensation & Human Capital Committee and Audit Committee each reviews with our Board of Directors the status of the elements of our sustainability program and ESG elements over which they have oversight. These reviews are supplemented by the Chairs or members of management, from time to time, as requested by our Board of Directors or as appropriate.

In addition, our Executive Vice President and General Counsel, who is a member of the Council, meets regularly with the Governance, Nominating & Corporate Responsibility Committee, together with subject matter experts from the Council, to review the health of our sustainability program, opportunities for improvement, and the status of execution against agreed program priorities. Our Board also reviews the results of our periodic employee engagement surveys and has oversight over our planned response strategy.





While management has primary responsibility for stakeholder engagement, our Board of Directors, through its committees and as part of the strategic planning process, is regularly informed about and oversees these efforts. Our Independent Lead Director is responsible for ensuring that stockholder sustainability and ESG related requests, recommendations and proposals are evaluated by the Governance, Nominating & Corporate Responsibility Committee, additional committees within the Board as appropriate, and then by the Board of Directors, if needed.

**For our efforts in 2021, we earned public recognition, including being listed as one of Forbes America's Top Midsize Employers, Forbes Green Growth 50, Newsweek's Most Sustainable Companies, Newsweek's America's Most Trusted Companies, the EPA's Green Power Partnership Top 100, the Wall Street Journal's Top 250 Best Run Companies, and the FTSE4Good Index Series, among others.**





# 6 CORE PILLARS OF SUSTAINABILITY



Our goals related to each of our sustainability pillars are included with a discussion of each pillar on the following pages.



## These six pillars are the core focus of our Environmental and Social efforts:

### PACKAGING

Utilize consumer friendly & environmentally responsible packaging.



### PRODUCTS

Provide safe and effective products for consumers & the environment.



### OUR BRANDS

Delight consumers with our brands & contribute towards a more sustainable world.

Each is supported through our Governance practices that determine how we operate and align the interests of our stakeholders in support of ethical business practices and financial success.



### EMPLOYEES & COMMUNITIES

Embrace the principles of diversity, equity and inclusion ("DEI"), good corporate citizenship and social responsibility within the communities we can impact.



### ENVIRONMENT

Minimize environmental impact of our global operations, with a focus on increased renewable energy usage, reduced water consumption, greenhouse gas emissions and solid waste to landfills.



### RESPONSIBLE SOURCING

Improve our suppliers' environmental, labor, health & safety and ethical practices.

## How we assess material issues

We use the standards and guidelines of the Global Reporting Initiative, Sustainability Accounting Standards Board industry specific standards and the Task Force on Climate-related Financial Disclosures to inform our sustainability and ESG disclosures. These disclosures are included in our Annual Report on Form 10-K ("Annual Report"), our Proxy Statement for our Annual Meeting of Stockholders and this Sustainability Report ("Report"). The "materiality" thresholds in those standards and guidelines may differ from the concept of "materiality" for purposes of the federal securities laws and disclosures required by the Securities and Exchange Commission's ("Commission") rules in our Annual Report.

The inclusion of sustainability and ESG disclosures in this Report and in our other filings with the Commission does not necessarily imply that we consider them to be material for purposes of the federal securities laws or the Commission's rules and regulations governing such disclosure.

Defining our material issues, including environmental matters and reputational risk, is an ongoing process overseen by the Council. The Council established the six pillars of our sustainability program (identified above) by collecting issues our various internal and external stakeholders expressed as sustainability priorities. The Council evaluates and ranks various risks and opportunities based on relative impact and likelihood, discusses the most significant sustainability issues, risks and opportunities we face, and determines which of our internal functions should be accountable for them. Our most material issues are listed in the table to the right, as well as an indication of whether the issue relates to our own operations, our upstream impacts in the supply chain, or our downstream impacts associated with customers and consumers.

Risk factors that we determined to be potentially material for us (as defined by federal securities laws and regulations) are reported in our Annual Report, which includes environmental matters and reputational risk.

Topic	Where do the impacts occur?		
	Upstream*	Operations	Downstream*
<b>Our Brands</b>			
Engaging with customers and consumers; integrating sustainability			✓
<b>Products</b>			
Safe ingredients; disclosure	✓	✓	✓
<b>Packaging</b>			
Consumer-friendly and environmentally responsible	✓	✓	✓
<b>Employees &amp; Communities</b>			
Diversity & Inclusion, gender equality and employee health Community-enhancing philanthropy and outreach		✓	✓
<b>Responsible Sourcing</b>			
Suppliers' environmental, labor, health & safety and ethical practices Palm Oil Derivatives	✓		
<b>Environment</b>			
Energy and GHGs; Water & Waste	✓	✓	✓

\*Upstream refers to the material inputs needed for production and impacts associated with those inputs and resources.  
Downstream refers to impacts that occur where products are distributed and used.



Certain of our business activities and the production of some of the materials used in our products, including petroleum based, agricultural and forest materials and the growing global demand for livestock products which is the focus of our Animal and Food Production business, can contribute to deforestation, climate change and reduction in biodiversity, and can adversely impact water quality and availability, people and communities. Climate change is, in turn, a threat to each of those activities. While we strive to minimize the environmental impact of our global operations, a potential loss in business could result from reduced demand for our products and loss of customers if we do not meet their expectations related to our efforts towards sustainability and fighting climate change. Please see the “Climate Change” section of this Report for a discussion of climate change, our potential impacts and response.

## How We Engage Stakeholders

We regularly receive communications and inquiries from our stakeholders regarding our sustainability practices. Stakeholder issues are included on the agenda for each of the Council’s meetings, and sustainability and ESG related issues raised by investors and other stakeholders are reviewed with the Board’s Governance, Nominating & Corporate Responsibility Committee at each of its meetings.

Our customers continue to express interest in our performance with respect to climate impacts and mitigation, palm oil supply chain management, water use and social impacts in the supply chain. We respond to these requests by sharing information through the CDP Climate Change, Water and Forests Responses. The “Packaging”, “Environment” and “Responsible Sourcing” sections of this Report include more detail about our management of these topics.

We also work with our local communities to address concerns relating to our operations and engage with them through multiple channels including this Report, our filings with the Commission, our corporate website and one-on-one.

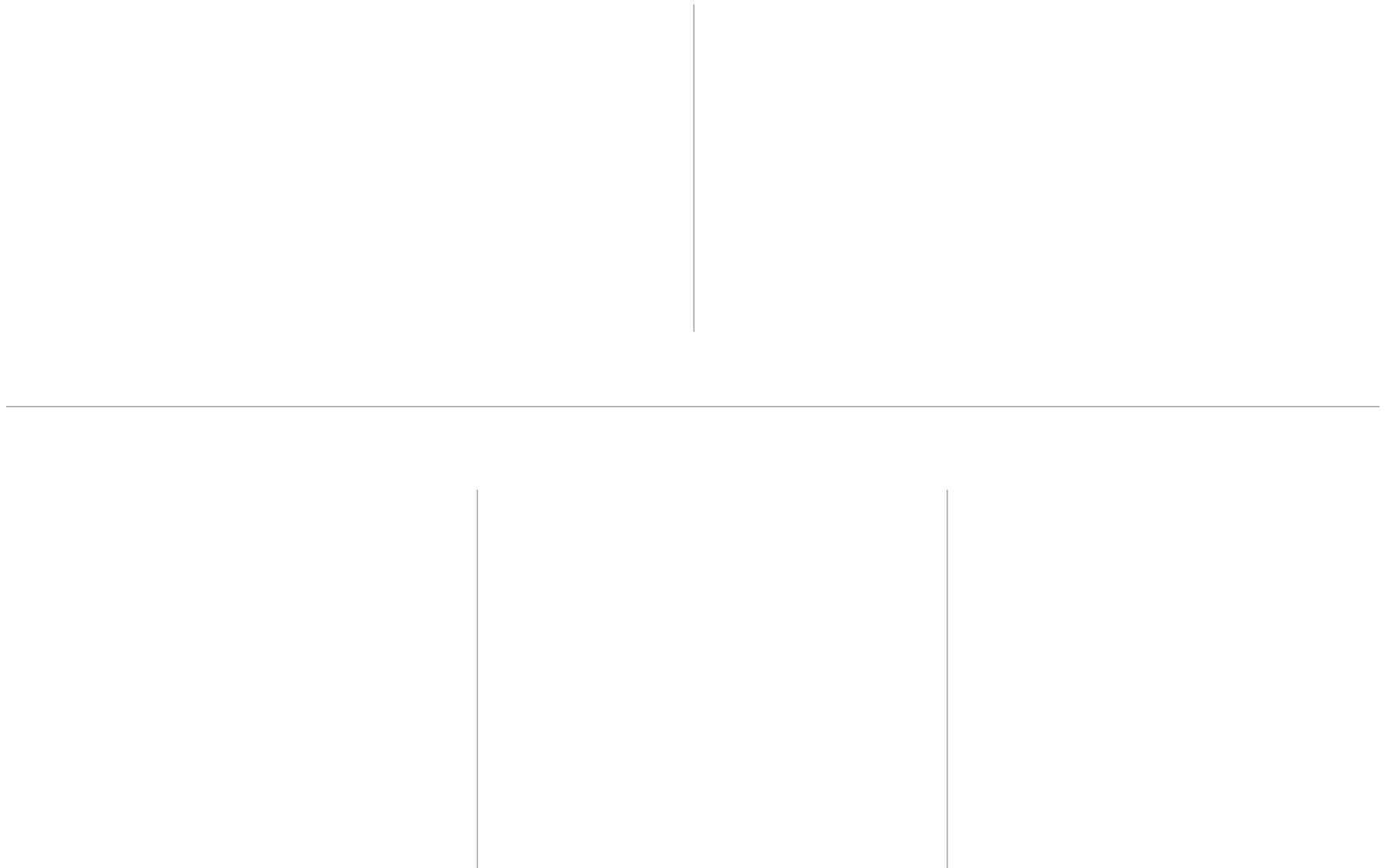


Stakeholder	Method of Engagement	Material Topics of Greatest Interest
<b>Our Employees</b>	<ul style="list-style-type: none"> <li>Employee engagement surveys</li> <li>Corporate Town Hall meetings</li> <li>Quarterly CEO video message</li> <li>Digital signage and plant postings</li> <li>Plant meetings</li> </ul> <ul style="list-style-type: none"> <li>Plant management production walk throughs</li> <li>Intranet site</li> <li>Newsletters – SCOOP and Brand Buzz</li> <li>Social media postings</li> <li>Direct mailing</li> </ul>	<b>Brands</b> – Customer Engagement; Integrating Sustainability <b>Products</b> – Safe Ingredients <b>Packaging</b> <b>Employees</b> – D&I; Health & Safety <b>Community Outreach</b> <b>Environment</b>
<b>Our Consumers</b>	<ul style="list-style-type: none"> <li>Consumer inquiries</li> <li>Consumer surveys</li> <li>Label claims, eco-logos, ingredient listing</li> </ul> <ul style="list-style-type: none"> <li>Social media postings</li> <li>Postings on company website</li> </ul>	<b>Brands</b> – Customer Engagement; Integrating Sustainability <b>Products</b> – Safe Ingredients; Disclosure <b>Packaging</b>
<b>Our Retail Customers and Partners</b>	<ul style="list-style-type: none"> <li>Trade partner supplier expectations</li> <li>Commercial partner inquiries or surveys</li> </ul> <ul style="list-style-type: none"> <li>Meetings, conferences, presentations</li> </ul>	<b>Brands</b> – Customer Engagement; Integrating Sustainability <b>Products</b> - Disclosure <b>Packaging</b> <b>Responsible Sourcing</b> <b>Environment</b>
<b>Our Peers and Suppliers</b>	<ul style="list-style-type: none"> <li>Peer benchmarking</li> <li>Supplier meetings</li> </ul> <ul style="list-style-type: none"> <li>Assessments and disclosure requests</li> <li>Trade meetings, conferences or presentations</li> </ul>	<b>Products</b> - Ingredient Disclosure <b>Packaging</b>
<b>Shareholders and Investor Groups</b>	<ul style="list-style-type: none"> <li>Direct inquiries and feedback</li> <li>Face-to-face meetings</li> <li>Investor conferences</li> <li>Individual communications (written, telephone or web-based)</li> </ul>	<b>Brands</b> – Customer Engagement <b>Products</b> – Safe Ingredients; Disclosure <b>Packaging</b> <b>Employees</b> – D&I; Health & Safety <b>Environment</b> – Energy and GHGs
<b>Government and Regulatory Bodies</b>	<ul style="list-style-type: none"> <li>Monitoring of regulatory activity</li> <li>Face-to-face meetings</li> </ul> <ul style="list-style-type: none"> <li>Inspections and surveys</li> </ul>	<b>Products</b> – Safe Ingredients; Disclosure <b>Employees</b> – Health & Safety <b>Environment</b> – Regulatory Compliance
<b>Non-Governmental Organizations (NGOs)</b>	<ul style="list-style-type: none"> <li>Direct inquiries and feedback</li> <li>Face-to-face meetings</li> <li>Reporting and disclosure expectations</li> </ul>	<b>Products</b> – Safe Ingredients; Disclosure <b>Packaging</b> <b>Responsible Sourcing</b> – Palm Oil <b>Environment</b>
<b>Industry Trade Associations</b>	<ul style="list-style-type: none"> <li>Business association newsletters, updates or mailings</li> <li>Working groups</li> <li>Participation in boards, advisory councils</li> </ul>	<b>Products</b> - Disclosure <b>Packaging</b> <b>Environment</b>
<b>Local Communities and Community Groups</b>	<ul style="list-style-type: none"> <li>Direct inquiries and feedback</li> <li>Face-to-face meetings</li> <li>Charitable donations</li> <li>Sharing of best practices</li> </ul>	<b>Brands</b> – Customer Engagement <b>Community Outreach</b>
<b>Media</b>	<ul style="list-style-type: none"> <li>Direct inquiries and feedback</li> <li>Communications (written, telephone or web-based)</li> </ul>	<b>Brands</b> – Customer Engagement <b>Community Outreach</b>

In addition to the methods already outlined above, we also connect with stakeholders through our involvement with organizations such as industry groups, trade associations, nonprofits and coalitions, including those listed below:







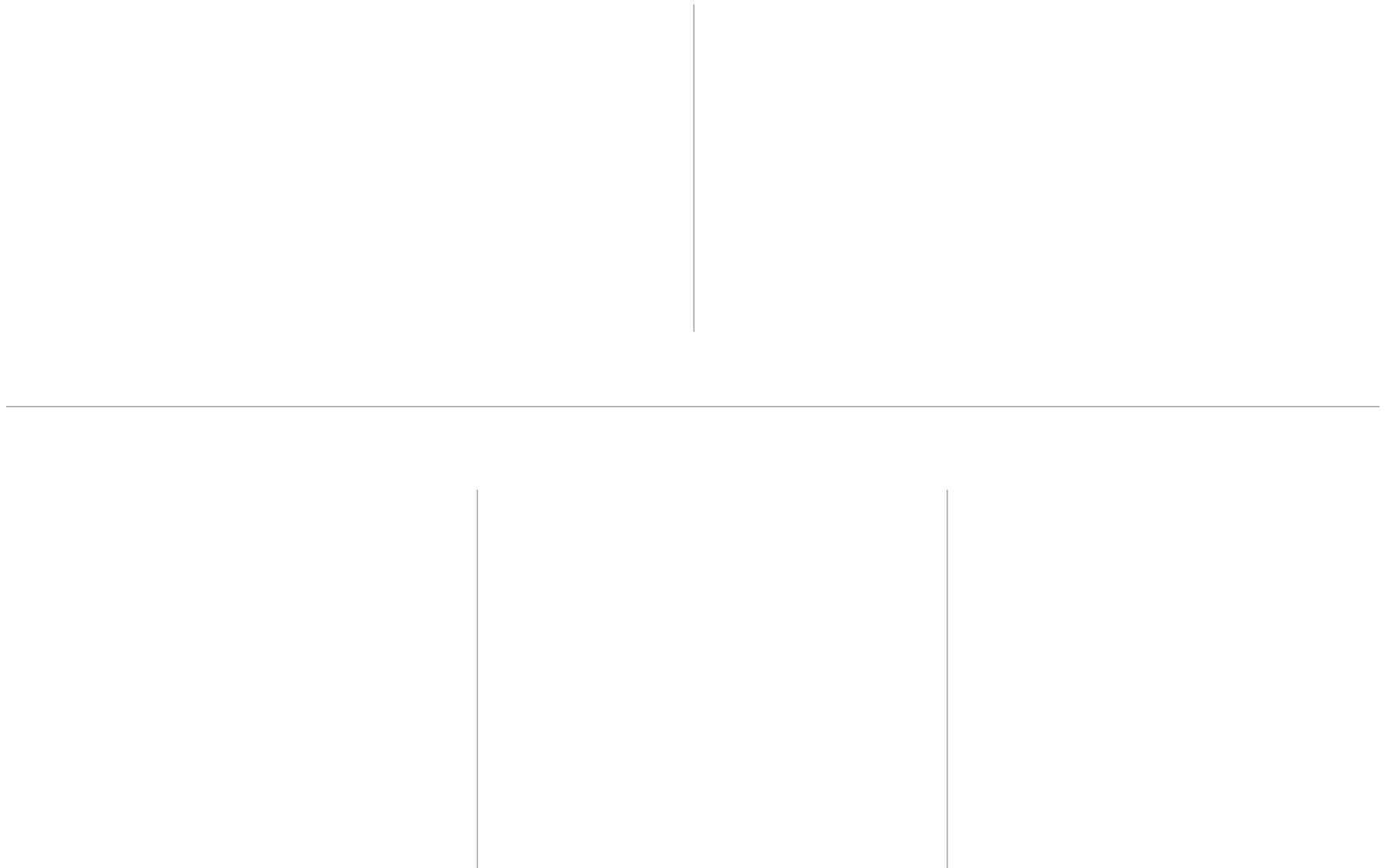
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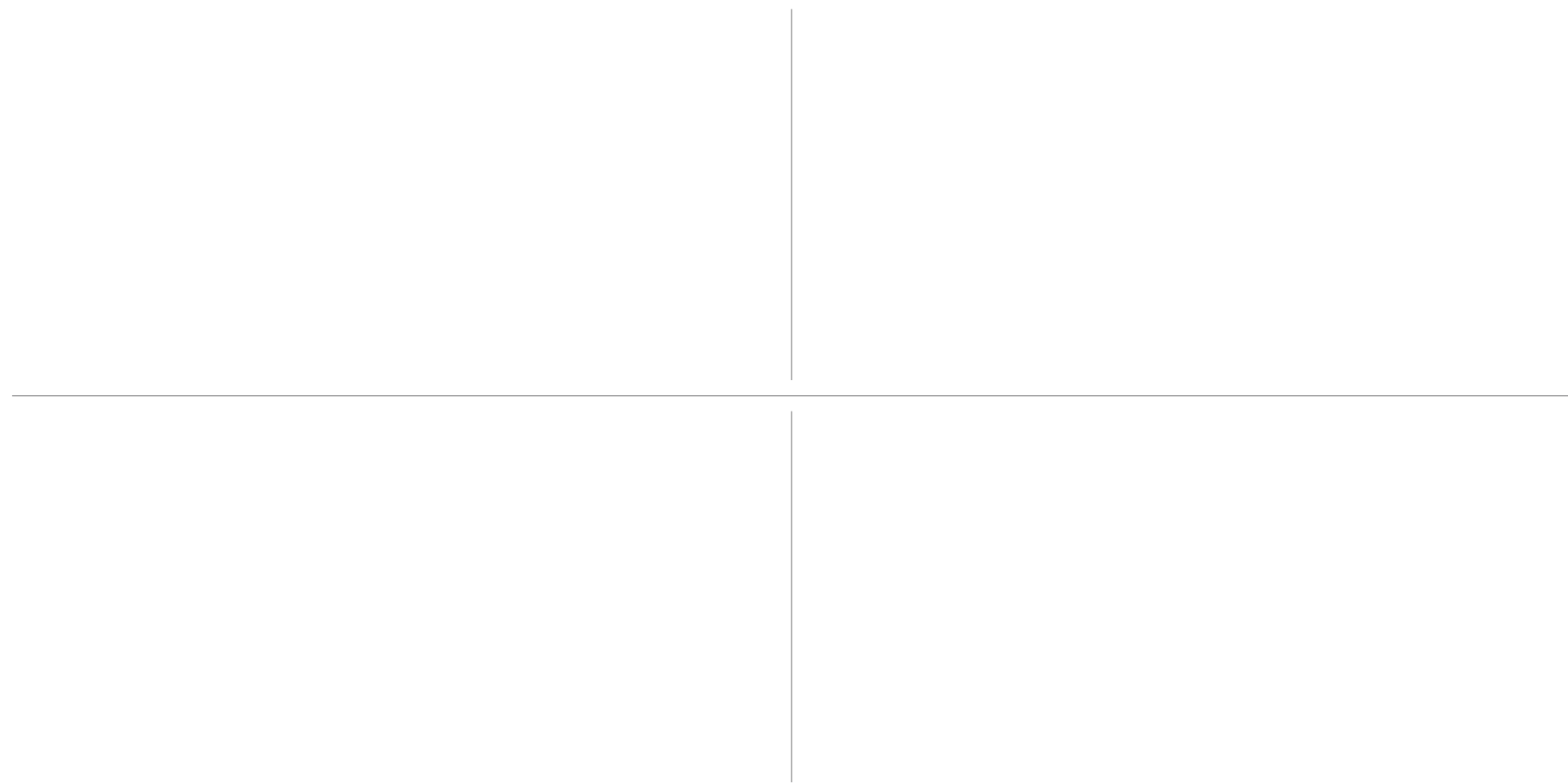
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Our membership in trade associations enables us to combine our efforts and collaborate with other similarly affected companies on a broad variety of issues important to us, e.g., responsible sourcing, sustainable packaging and products and nutrition to name a few. Annually, we evaluate our membership in these associations to ensure their actions are in line with our values and that we are obtaining commensurate business value to further build the business and increase shareholder value. However, as with many associations, there will be diverse points of view, and we will not agree with positions taken by each association on every issue. If we were to identify a misalignment on a policy issue, we would communicate directly with the association or organization and, if necessary, re-evaluate our future participation and support. In all cases, our position on a matter of public policy is the prevailing company position, irrespective of any trade association position. We are consistent in the positions we share with external stakeholders as well as in our trade association engagement.



## POLITICAL ADVOCACY

As a company, we make no payments or contributions to political candidates, parties or committees (including those supporting or opposing ballot initiatives) or to other political entities organized and operating under 26 U.S.C. Sec. 527 of the Internal Revenue Code, such as the Democratic and Republican Governors Associations, or so-called “Super PACs.” In addition, we do not make independent political expenditures in direct support of or opposition to political campaigns. A portion of the membership and other fees we pay to certain of the trade associations and other tax-exempt organizations (e.g., 501(c)(4)s) identified previously in this Report may be aggregated with fees contributed by all other members and used for that association/organization’s political purposes. Annually, we evaluate our membership in those associations/organizations to ensure their actions are in line with our values.

## DATA PRIVACY AND CYBERSECURITY

Increased information technology security threats and more sophisticated computer crime, including ransomware, denial of service and phishing attacks and advanced persistent threats, pose a potential risk to the security of our information technology systems, networks and services, and those of our customers and other business partners, as well as the confidentiality, availability, and integrity of our data, and the data of our customers and other business partners. Accordingly, we take cybersecurity and data privacy and security issues very seriously.



One of the most important ways in which we protect ourselves against these risks is by increasing employee awareness. Every year, all employees are required to take training to better understand the issues and risks relative to data privacy and cybersecurity. In addition, periodically throughout the year our IT department performs phishing and other exercises to both test our systems and reinforce the training. Further, we have developed an Information Security Program, managed by our global chief information security officer (CISO) that is designed to protect and preserve the confidentiality, integrity and continued availability of all information owned by us, or in our care. This program also includes a cyber incident response plan that provides controls and procedures for timely and accurate reporting of any material cybersecurity incident, and its maturity is assessed annually by an external third party.

Our Board of Directors oversees our Information Security Program, and several of our Board members have strong information technology/cybersecurity knowledge and experience. Acting principally through the Audit Committee, our Board is actively involved in the oversight of the significant risks affecting our business, including information security risks. Each of the members of the Audit Committee is independent within the meaning of the NYSE listing standards and meets the additional independence requirements of the NYSE listing standards applicable to audit committee members. Our Board of Directors receives updates on cybersecurity risks from our CISO on a quarterly basis, or more frequently if a material cyber matter arose. The Board of Directors and the Audit Committee receive updates about a third-party independent assessment of our cybersecurity program and our internal response preparedness at least annually. They also receive quarterly updates on the results of exercises and response readiness. The Audit Committee regularly briefs the full Board of Directors on these matters, and the full Board also receives periodic briefings on cyber threats to enhance our directors' literacy on cyber issues.





## DATA PRIVACY AND SECURITY

We collect, use and store personal data of our employees, customers and other third parties in the ordinary course of business. In addition, we sell certain of our products directly to consumers online and through websites, mobile apps and connected devices, and we offer promotions, rebates, customer loyalty and other programs through which our data systems may receive personal information.

We recognize the importance of data privacy and security and are committed to safeguarding and protecting our information and any other information entrusted to us. To date, we have not paid any penalties or settlements relative to an information security breach.

We are required to comply with increasingly complex and changing global data privacy and security laws and regulations that apply to the collection, storage, use, transmission and protection of personal information and other consumer and employee data, including particularly the transfer of personal data between or among countries. We have systems in place to monitor compliance with appropriate privacy laws and regulations, and with our own policies.

We have policies and procedures in place governing the secure storage of personal information collected by us or our third-party service providers.



## CYBERSECURITY

We rely extensively on information technology systems, some of which are managed by third-party service providers, to conduct our business. Our information technology systems and, our third-party providers' systems, have been, and will likely continue to be, subject to advanced computer viruses or other malicious codes, ransomware, unauthorized access attempts, denial of service attacks, phishing, social engineering, hacking and other cyberattacks. If we or our service providers, suppliers or customers experience system failure, their businesses could be disrupted or otherwise negatively affected, which may result in a disruption in our supply chain or reduced customer orders or other business operations.

**To reduce the likelihood of external cyber-attacks impacting our business, we have implemented cyber security controls, perimeter defenses and threat monitoring systems.** In addition, we have immediate response capabilities in place to mitigate identified threats. We also maintain a global system for the control and reporting of access to our critical IT systems, which is tested annually. We have instituted policies addressing the use of IT systems and applications by our employees. To protect our systems and information, we also have a set of IT security standards that we closely monitor in operation. Hardware, software and services that run and manage core operating data are fully backed up with separate contingency systems to provide backup operations should they ever be required. In addition, before being given access to our IT systems, contractors, vendors and other service providers are subject to a risk assessment. To date, we have not seen any material impact on our business or operations from cyber-attacks.





## CLIMATE CHANGE

**One of the most significant risks that the world faces today is climate change.**

It is widely recognized that continued emission of greenhouse gases (GHGs) will cause further warming of the planet that could lead to damaging planetary, economic and social consequences. At Church & Dwight, we recognize the urgent need to reduce our carbon footprint and do our part through resource efficiencies, renewable energy use and a reduced carbon footprint. Our understanding of our full carbon footprint continues to improve as we develop more robust analyses and build upon our engagement opportunities throughout our operations. The urgency of climate change requires us to rethink how we plan. It pushes us to develop new business models, partnerships, solutions and products for a more resilient company.

As climate change and other ESG and sustainability concerns become more prevalent, our stakeholders are increasingly sensitive to these issues. Our customers and consumers are demanding more transparency regarding our efforts to mitigate climate change impacts. During 2021, some of our major customers continued to request that we respond to various questionnaires, including the CDP Climate Change, Water and Forests Questionnaires. We engage with our stakeholders on an ongoing basis to understand and align with their ESG and sustainability requirements and concerns, including those related to climate.





More detailed information on our climate change program is available in our 2021 CDP Climate Change Response, a copy of which is available on our website. In 2021, we received a B score from CDP on our Climate Change Response, which was down from our 2020 A- score. We believe that the reduction of our score is due in part to more companies providing robust responses and raising the overall level of transparency and commitment. We will perform a detailed year-over-year analysis of our identified strengths and weaknesses in order to improve our program and reporting. In addition, we will continue to build out a timely and effective climate strategy that aligns with CDP's climate change priorities and expectations and drives continuous improvement in this area. In 2021, we also continued to align our evaluation and reporting of our efforts to reduce our carbon footprint with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The following disclosures regarding governance, strategy, risk management and metrics and targets are intended to align with TCFD's recommended disclosure framework. For more information on the specific TCFD disclosures, refer to the TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES – INDEX on page 137 of this Report.



CDP is a nonprofit organization that operates a global disclosure system to provide consistent reporting of key environmental impacts.

**Visit [website](#) to learn more.**





## GOVERNANCE

As we noted above in this Report, in addition to other aspects of our sustainability program, the Board of Directors, predominantly through its Governance, Nominating & Corporate Responsibility Committee, oversees our environmental, social and governance (ESG) efforts. Through that Committee and our strategic planning process, the Board has oversight over our climate change strategy and supporting action plans and annual budgets and business plans. Our Corporate Issues Council (the “Council”) has direct management responsibility for our sustainability program and ESG priorities, including our climate change strategy. The Council is comprised of senior executives, subject matter experts and other representatives across various functions. Our Executive Vice President and General Counsel, who is a member of the Council, meets quarterly with the Governance, Nominating & Corporate Responsibility Committee, together with subject matter experts from the Council, to review the health of our sustainability and ESG program, its priorities, and the status of execution against those priorities.

This framework for Board oversight is designed to facilitate the integration of sustainability risks, including climate change, into our overall strategic processes. The Council monitors climate-related issues such as emerging regulations, extreme weather and business continuity, and changing market forces on an ongoing basis. We regularly receive communications and inquiries from our stakeholders regarding our sustainability practices and our management of climate-related issues, and this also informs our understanding of important areas to address. The Council evaluates and discusses the most significant sustainability issues, risks and opportunities we face (including climate-related issues) and the functions within the company that should be accountable for them. Stakeholder issues are included on the agenda for each of the Council's meetings and sustainability issues raised by investors and other stakeholders are reviewed with the Board's Governance, Nominating & Corporate Responsibility Committee at each of its meetings.





## STRATEGY

**Our primary climate change strategic goal is for global operations owned and controlled by us to be carbon neutral by 2025,**

reducing and offsetting our carbon emissions through energy savings projects, renewable energy credits, onsite solar projects and tree planting. Our science-based climate mitigation targets, submitted for validation in December 2021, take into account the level of carbon reduction needed to meet the goals set forth in the Paris Agreement.

To improve our understanding of climate change impacts in our supply chain, we have increased the level of engagement with contract manufacturers. We have developed a comprehensive Scope 3 emissions inventory and reported those emissions in our CDP Climate Change Response in 2021. See further discussion of Scope 3 emissions and our science-based targets in the “Metrics and Targets” section below.

As we evaluate and strengthen our supply chain to minimize disruptions, we are seeking opportunities to shorten our supply chain and increase resilience, which may provide opportunities to reduce Scope 3 emissions by optimizing and minimizing total miles of material and product transportation.

In addition to carbon neutral and science-based targets goals, we are addressing the impacts that climate change may have on our operations, including extreme weather, water and other resource restrictions, and increased temperature impacts on food production and other natural resource production. We consider climate change impacts in our business planning and strategy and in our product and packaging design. For example:

- We strive to eliminate or reducing plastic from our packaging wherever it is practical, including seeking non-plastic alternatives and reducing plastic weight where possible, increasing plastic recyclability and circularity through plastic component simplification and consumer education, and by increasing the amount of Post-Consumer Recycled (PCR) plastic in our packaging.
- We invest in R&D for new products and packaging formulated to minimize water and energy requirements, reduce package weight and increase recyclability of packaging – all of which help reduce our Scope 3 emissions by reducing our use of resources and reducing consumer waste. Scope 3 emissions are the result of activities from assets not owned or controlled by us, but that our organization indirectly impacts either in the upstream supply of materials and resources or in the downstream distribution and use of our products (i.e., our “value chain”).



## Our Approach to Climate Resilience

In considering our overall climate resilience strategy, we think of resilience as both our capacity to recover from and adapt to the physical impacts of climate change and our ability to respond to the impacts of policy and market shifts brought about in response to climate change. These efforts impact many of the issues identified in this Report, including being active water stewards, reducing packaging waste, encouraging our suppliers to produce our ingredients in more sustainable ways and considering the climate impacts of our operations as we innovate for increased efficiency and better value creation.

## Risks and Opportunities

A few examples of our most significant climate-related risks, as set forth in our Annual Report, are discussed below:

- **Reduced availability of transportation or disruptions in our transportation network could adversely affect us.**

We distribute our products and receive raw materials and packaging components primarily by truck, rail and ship and through various ports of entry. Reduced availability of trucking, rail or shipping capacity due to adverse weather conditions, natural disasters, including climatic events (or other potential effect of climate change), allocation of assets to other industries or geographies or otherwise, work stoppages, closure of operations due to government restrictions or sick employees or other impacts of pandemics, strikes or shutdowns of ports of entry or such transportation sources, could lead to inflationary cost pressures, cause us to incur unanticipated expenses and impair our ability to distribute our products or receive our raw materials or packaging components in a timely manner, which could disrupt our operations, strain our customer relationships and competitive position.

- **We are subject to increasing focus and sensitivity by governmental, non-governmental organizations, customers, consumers and investors to ESG issues, including those related to climate change.**

As climate change, land use, water use, deforestation, recyclability or recoverability of packaging, plastic waste, ingredients and other ESG concerns become more prevalent, federal, state and local governments, non-governmental organizations and our customers, consumers and investors are increasingly concerned about these issues.





Their requirements and preferences could negatively impact our ability to obtain raw materials or could increase its acquisition and compliance costs or cause us to contribute funds to recycling and other waste management infrastructure, thus making our products more costly, less competitive than other competitive products or reduce consumer demand. This increased focus on ESG may result in new laws, regulations and requirements that could cause disruptions in, or increased costs associated with, manufacturing our products. This could cause us to incur additional costs or to make changes to our operations to comply with any of the foregoing. We could also lose revenue if our consumers change brands or our customers move business from us because we have not complied with their ESG requirements and ESG-conscious investors may choose not to invest in our Common Stock if we do not comply with their business expectations.

**We have recognized that our customers and consumers are increasingly demanding transparency regarding our efforts to mitigate our impacts on climate change.**

For example, during 2021, some of our major customers requested we respond to various questionnaires, including CDP Climate Change, Water and Forests Questionnaires, and use our responses and CDP grades to evaluate us. Efforts to meet these standards could impact our costs, and failure to meet our customers' expectations could impact our sales. Certain of our business activities and the production of some of the materials used in our products and certain of our business activities, including petroleum based, agricultural and forest materials, and the growing global demand for livestock products which is a focus of our Animal and Food Production business, contribute to deforestation and climate change and reduction in biodiversity, and can adversely impact water quality and availability, people and communities. Climate change is, in turn, a threat to each of those activities. While we strive to minimize the environmental impact of our global operations, a potential loss in business could result from reduced demand for our products and loss of customers if we do not meet their expectations related to our efforts towards sustainability and fighting climate change.





We have also identified significant climate-related opportunities to improve our business performance, including the following examples:

- **Products and services** – We continue to identify opportunities for new products and packaging formulated to minimize water or energy requirements in manufacture or consumer use and increase recyclability of packaging. Examples of product improvements already implemented include laundry products tailored to high-efficiency appliances, and greater recyclability of our products through How2Recycle labeling.
- **Access to new markets** – We recognize that our customers and consumers are increasingly demanding transparency regarding our efforts to mitigate our impacts on climate change. We continuously strive to respond to customer and consumer concerns or perceptions regarding practices for packaging materials, such as plastic packaging, and their sustainability performance. In 2021, our continued efforts in key areas of sustainability earned recognition from various third parties, as noted in this Report. Activities that help establish and improve this reputation enable us to maintain existing markets and expand into other markets and consumer segments where these ideals are valued.
- **Resource efficiency** - Reducing energy use will reduce the costs associated with procuring and managing energy, materials and water. Our primary environmental strategic goal is for operations owned and controlled by us to be carbon neutral by 2025, by offsetting our carbon emissions through energy savings projects, renewable energy credits, onsite solar project and planting trees. As part of this goal, our collective facility-level objectives are designed to reduce total energy consumption or at minimum, remain energy neutral on a year-to-year basis. To achieve this, certain of our plants have implemented a variety of energy efficiency projects. Our CDP Climate Change Response contains more detailed information regarding the impact of these opportunities and the following risks on our business, strategy and financial planning.





## RISK MANAGEMENT

**Risk assessment and risk management are the responsibility of our management, and our Board of Directors has oversight responsibility for those processes and findings.**

The Board and its committees oversee the execution of our environmental, social, governance and sustainability strategies and initiatives as an integral part of the overall strategy and risk management. The Audit Committee of the Board of Directors oversees our enterprise risk assessment program, and our ethics and compliance program, each of which is supported by our Internal Audit department. We actively manage climate-related risks in a way that is integrated with our overall business risk management approach. Our Internal Audit department administers a vigorous risk assessment effort every other year, in collaboration with all our directors and executive officers. This process is designed to identify and rank the most significant risks that affect us as a company by considering the risks associated with companies in the consumer products industry. The assessed risks include sustainability risks, as well as other risks such as economic, industry, enterprise, operational, compliance and financial risks. As part of the risk management process, our Internal Audit department annually prepares an Internal Audit project plan under which it reviews activities directed to mitigate business and financial related risks. This plan is subject to approval by the Audit Committee of our Board of Directors. Our Internal Audit Director meets quarterly with our executive officers to assess any changes in the magnitude of identified risks, as well as the status of mitigation activities regarding the most significant risks, and reports quarterly to the Audit Committee.





**Additional climate-related risks and opportunities that are relevant to our business, as well as how we manage them over the short, medium, and long term, are discussed below:**

- **Current regulations** - The evaluation of applicability of current climate change regulations to our existing operations is primarily the responsibility of our Environmental & Safety Operations Department. For example, we track the applicability of greenhouse gas emissions reporting requirements at all our locations in the U.S. and elsewhere. All our U.S.-based operations are currently below the EPA 25,000 metric tons per facility GHG reporting threshold. Likewise, most of our international manufacturing operation emissions are below their respective reporting thresholds. Several sites do participate in state or provincial level emission reporting as required by rule. This responsibility also includes evaluating new acquisitions for regulatory applicability. The Law Department Regulatory Affairs evaluate impacts on a product level. Our businesses are not in industries heavily affected by existing or potential GHG regulation (such as power or automotive). Relevant risks are included on the agenda of our Corporate Issues Council (the “Council”).
- **Emerging Regulations** - The evaluation of emerging climate change regulations to existing and new operations is the responsibility of our Law and Environmental & Safety Operations Departments, as well as the Council. Additionally, our Chemicals of Concern Committee monitors and tracks emerging data and trends for chemicals that are being reviewed for environmental impact. Each department has a responsibility to ensure that proposed relevant legislation and regulations are included on the agenda of the Council. For example, we are monitoring global regulatory trends regarding carbon pricing and tax frameworks, particularly in the European Union. Facilities may need to allocate additional staff resources in the future if lower reporting thresholds for greenhouse gas emissions are enacted.





- **Technology** - We have publicly stated GHG emission reduction goals. Relevant technology that supports those goals is evaluated by various departments throughout the organization, for example, lighting efficiency improvements that will reduce energy consumption, or new energy monitoring technologies that could create energy savings opportunities. Risks may be associated with cost-effective technology not being available to continue reducing our energy consumption into the future.
- **Legal** - Any sustainability-related legal issues that could have a material impact on us are evaluated and discussed by the Council. To date, we have not identified any climate-related risks associated with actual or potential litigation against us.
- **Market** - Our customers and the relevant climate change issues that are important to their sustainability strategies are relevant and important to us. We respond to their inquiries of our operations, implement appropriate product formulation changes, and make adjustments to meet many global initiatives. For instance, major retailers that sell our products are requesting greenhouse gas reduction initiatives from their suppliers, and we are responsive to their requests. We discuss climate-related issues with our customers, directly and through industry association reporting initiatives.
- **Supply Chain** - To improve our understanding of climate change impacts in our supply chain, we have increased the level of engagement with contract manufacturers.

● **Acute Physical** – We actively monitor the climate change issues that could have an acute effect on our operations such as increased severity of weather-related events. For example, some of our coastal facilities may be subject to business interruption due to climate-related risk of storm damage or flooding. We have established business continuity plans for our operations designed to be implemented in the event of a natural or man-made event. These plans are customized to address relevant concerns at each location. In addition, our supply chain relies upon the availability of shipping facilities to bring raw materials and intermediate goods into the U.S. In recent years, hurricanes and tropical storms have affected port operations and severe weather/flooding in the central U.S. has disrupted rail service and chemical production, posing potential business risks in the form of interruption to our raw material availability and ability to transport products.

● **Chronic physical** – Water availability is a significant factor for some of our manufacturing sites. We manufacture products, such as laundry detergent and other cleaning products, that contain water as an ingredient, while some products require water for processing. Future water scarcity could result in increased operating costs for manufacturing these products or affect our ability to manufacture product. We have publicly stated goals to reduce the impact of our operations and transportation by reducing our greenhouse gas emissions, support the generation of renewable energy and commit to reducing our water consumption by 10% per year on a normalized basis. We have locations that are near the oceans, including our facilities in Folkestone, UK, and Lakewood, NJ, and we monitor chronic conditions such as sea level rise, temperature increases, water quality and availability.





## METRICS AND TARGETS

### Emissions

GHG emissions are associated with all aspects of our supply chain and product use. Raw materials production, raw material transportation to the point of manufacture, product distribution and product use all have impacts. For the purposes of our current 2025 carbon neutral goal for global operations owned and controlled by us, we define our GHG emissions inventory to include those emissions over which we have direct control. This includes Scope 1 direct emissions from our operated facilities, and Scope 2 indirect emissions from our operated facilities (primarily electricity and steam purchases). We also include in our historical assessment of GHG emissions those Scope 3 emissions associated with transport of our finished products to our first point of customer contact (in the U.S. and Canada) and corporate business travel. We have quantified and tracked these elements of our Scope 3 inventory as part of our metrics and targets for several years, and we refer to them in this Report as targeted Scope 3 emissions.

In 2021, for purposes of our preparing our CDP Climate Change Response and establishing our science-based targets, we looked beyond our targeted Scope 3 emissions and also analyzed the Scope 3 emissions resulting from operations in our supply chain that are not owned or controlled by us, as well as emissions from the use of our products. Data regarding this comprehensive Scope 3 emissions inventory was reported in our CDP Climate Change Response in 2021, a copy of which is available on our website. To improve our understanding of climate change impacts in our supply chain, we have increased the level of engagement with contract manufacturers. As we evaluate and strengthen our supply chain to minimize disruptions, we seek opportunities to shorten our supply chain and increase resilience, which may provide opportunities to reduce Scope 3 emissions by optimizing and minimizing total miles of material and product transportation.

The table on the following page provides the most recent three years of data for our Scope 1 and 2 GHG emissions, plus the targeted Scope 3 emissions that we have incorporated into our GHG metrics and targets for many years. We have added the total Scope 3 emissions calculated across all 15 categories as defined in the GHG Protocol's Corporate Value Chain Accounting Standard. These emissions were calculated in 2020-2021 based on supply chain activity for 2019, the most recent data available. We plan to update our Scope 3 emissions inventory periodically.





Our absolute GHG emissions in 2021 (Scopes 1 + 2 and targeted Scope 3) decreased approximately 4% versus 2020. Global GHG emissions from manufacturing operations (Scope 1 + Scope 2) were down 2% in 2021 over 2020 with decreases in both Scope 1 and Scope 2 emissions through various energy reduction programs and projects, primarily related to electricity use. Normalized total GHG emissions per weight of product shipped were reduced by 3% in 2021, falling short of our 10% reduction target due to erratic production at many of our manufacturing facilities that were impacted by COVID-19 pandemic and associated labor and supply chain issues. Our targeted Scope 3 emissions were down nearly 6% in 2021 due primarily to decrease in total miles driven. In 2021, impact from new nodes in our distribution network was fully realized. Total truck miles were down 7% and average miles per shipment was down approximately 3% versus 2020, while total weight of product shipped was up 1% and weight per load was up 5%. As a result of this optimization, more product was delivered in fewer, shorter trips.

In 2021, through electric power RECs and certified carbon forestry credits, we were able to offset a total of 73% of our combined Scope 1, Scope 2 and targeted Scope 3 GHG emissions.

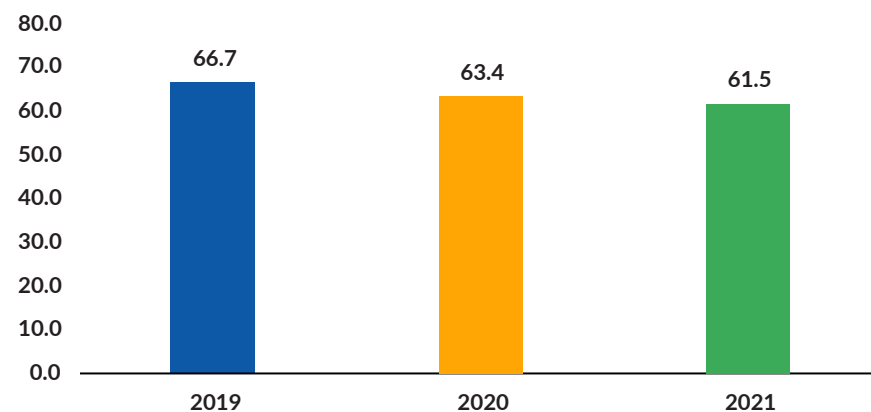
The following chart provides our absolute and normalized GHG emissions. The normalized results provide an indication of GHG emissions relative to production and shipping of products.

GREENHOUSE GAS EMISSIONS (GHG)*			
	2021	2020	2019
GHG Emissions- Scope 1 (MT CO <sub>2</sub> e)	89,100	91,159	87,583
GHG Emissions- Scope 2 (MT CO <sub>2</sub> e)	68,678	69,393	74,853
GHG Emissions- Scope 1+ Scope 2 (MT CO <sub>2</sub> e)	157,778	160,553	162,436
GHG Emissions- Scope 3-North America Transportation Operations (MT CO <sub>2</sub> e)	211,662	225,956	213,892
GHG Emissions – (Total Scope 1 + 2 + 3) (MT of CO <sub>2</sub> e)	369,439	386,508	376,328
GHG Intensity (Scope 1 + Scope 2) (MTs of CO <sub>2</sub> e /MM pounds of product shipped)	26	26	29
GHG Intensity (Total by product shipped) (MTs of CO <sub>2</sub> e /MM pounds of product shipped)	62	63	67
GHG Intensity (Total by USD Sales) (MTs of CO <sub>2</sub> e /MM USD Sales)	71	79	86

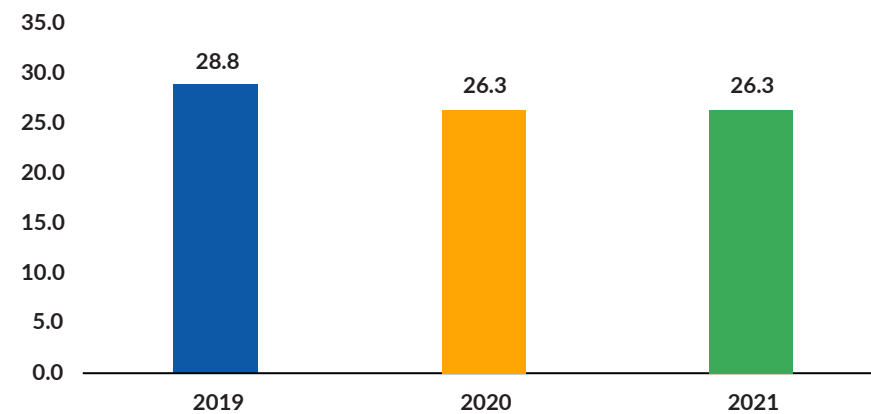
\*All GHG values have been updated to reflect GHG emission factors in GHG Protocol/IEA v15 (05/2021); Defra v9.0 (09/2020); and/or the most current country emission factors available in the applicable Sphera Cloud Corporate Sustainability platform library. As a result, 2019 and 2020 data differ from what was reported in our 2020 Sustainability Report.



Total GHG per product shipped  
[tonnes CO<sub>2</sub>e/MM lb shipped]



Scope 1 + Scope 2 GHG per product shipped  
[tonnes CO<sub>2</sub>e/MM lb shipped]



**Our primary environmental strategic goal is for all global operations owned and controlled by us to be carbon neutral by 2025,**

by reducing and offsetting our carbon emissions through energy savings projects, renewable energy credits (RECs), purchase power agreements (PPAs) onsite solar projects and tree planting. Carbon emissions associated with electricity use are currently 100% offset by RECs, while our Scope 1 and targeted Scope 3 emissions are partially offset by certified forestry credits through the Arbor Day Foundation®. In 2021, our operational goal was to achieve zero increase in carbon emissions from manufacturing operations compared to 2020 to minimize the offsets required. Our actual operational carbon emission (Scope 1 + Scope 2) in 2021 were down 2% versus 2020, and our absolute GHG emissions in 2021 (Scopes 1 + 2 and targeted Scope 3) decreased approximately 4% versus 2020.

In December 2021, we developed new science-based targets and submitted our application to the Science-Based Targets Initiative (SBTi), an organization promoting best practice in emissions reductions in line with climate science. This year, we will engage with SBTi to validate that our targets align with their latest criteria for maintaining global temperature rise to 1.5 degrees Celsius for Scope 1 + Scope 2 emissions and well below 2 degrees Celsius for Scope 3.

- ➔ **Church & Dwight commits to reduce absolute Scope 1 + 2 GHG emissions 46% below 2020 levels by 2031**
- ➔ **Church & Dwight pledges to use absolute Scope 3 emissions below 2019 levels through influencing our supply chain partners\***
- ➔ **Church & Dwight commits to continuing our pledge to use 100% Renewable electricity for operations under our control**

\*Our goal is for our suppliers that represent 75% of our Scope 3 emissions to establish their own science-based targets by 2026. These suppliers include providers of purchased goods and services, capital goods and upstream transportation and distribution







## ENERGY USE

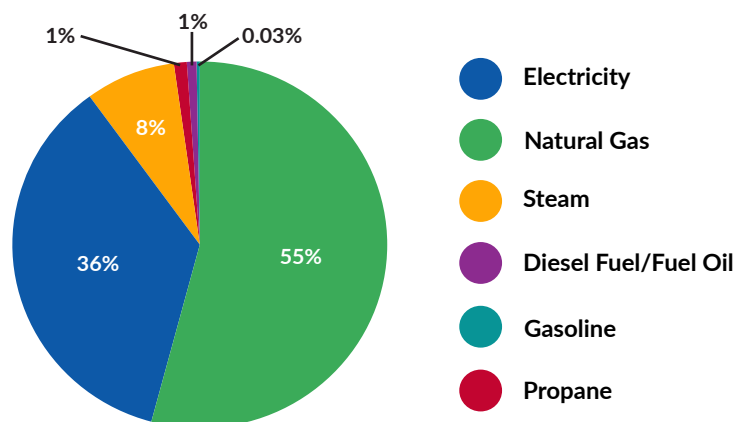
**Natural gas is our primary energy source** (55% of total energy use in gigajoules (GJ) followed by electricity (approximately 36%) and purchased steam (approximately 8%). Remaining fuel sources including diesel, gasoline and propane represent <1% combined.

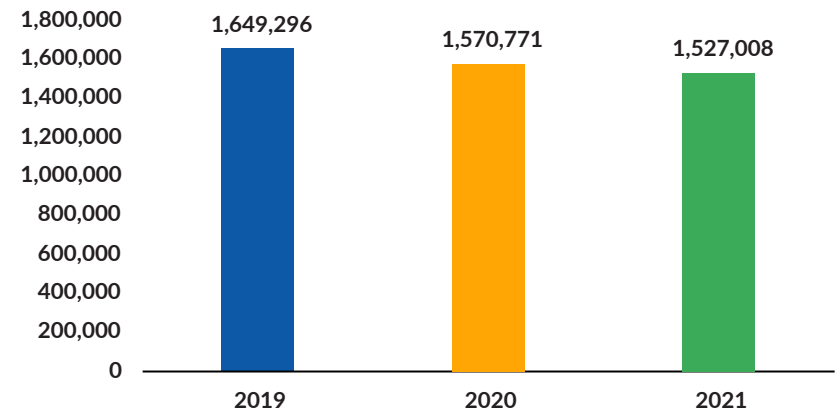
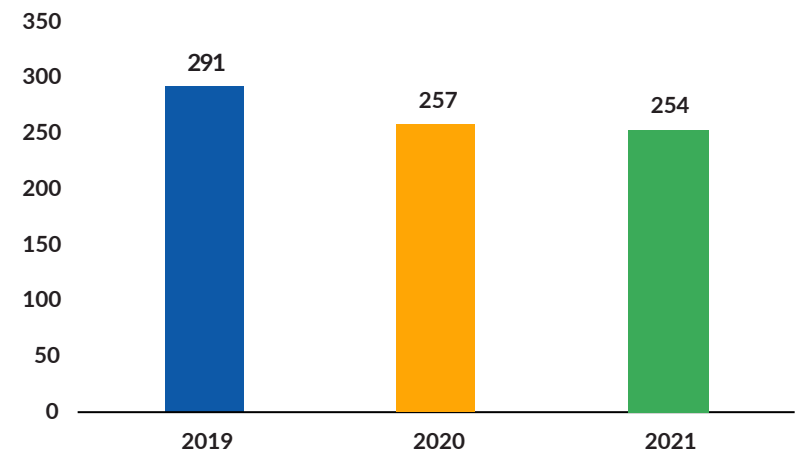
2021 was a particularly challenging year due to supply chain disruptions that impacted production efficiency. As a result, many of our plant operations experienced intermittent production interruptions, excessive changeovers to enable production of products based on material availability and similar impacts that impinged on many efficiency efforts, including energy efficiency. It was only through ongoing energy reduction efforts and projects that we were able to continue an overall energy reduction trend. As shown on the accompanying graphs, natural gas represents the largest energy source used for our operations. In 2021, electricity use was down 1.2%, purchased steam was down 2.5%, while natural gas use was down 3.7%. Implementation of several energy reduction projects has enabled us to minimize increases in our energy use. Some examples are highlighted on the following page.

Efforts to reduce energy usage, specifically natural gas, are a key element of our science-based target commitment to reduce GHG emissions. We will continue to evaluate opportunities to reduce energy use, and to convert onsite combustion processes to greener electricity, while continuing to grow our business. Our long-term commitment to science-based targets will be reflected in shifting to electricity as our primary energy source. Electricity can be generated through low carbon processes. This shift to greener energy sources will be accompanied by continuing efforts to reduce our total overall energy use.

In 2021, our total energy use was approximately 1.53 million GJ, down 3% compared to 2020. Normalized energy use was 254 GJ per million pounds shipped, which represents a 4% reduction over 2020. While the normalized reductions were a positive achievement in 2021, we were unable to achieve our standing 10% reduction goal due to erratic production at many of our manufacturing facilities that were impacted by the COVID-19 pandemic and associated labor and supply chain issues.

## 2021 Energy Use Breakdown



**Energy consumption [GJ]****Energy per product shipped [GJ/MM lb]**



# sparkfund

## SPARKFUND-IMPROVED LIGHTING AND HVAC PERFORMANCE

**Since 2019, we partnered with Sparkfund to change the way we manage our building energy use. Six of our plants partnered with Sparkfund to install, maintain and manage new LED lighting systems.** This turn-key approach puts responsibility for maintenance and monitoring of the lighting system in Sparkfund's hands, reduces capital necessary to re-lamp our sites, and provides the benefit of energy savings associated with the new LED lighting. Our Colonial Heights, Virginia plant completed implementation of Sparkfund management of their HVAC systems and our York, PA plant continued to expand their LED lighting program through Sparkfund. In 2021, Sparkfund lighting and HVAC projects reduced our electricity needs by an estimated 8 million KWH per year (equivalent to approximately 2,800MT of CO<sub>2</sub>e). Since initiating the Sparkfund partnership in 2018 we estimate Sparkfund projects have reduced our electricity use by over 13 million KWH.

## ENERGY AUDITS

In 2021, Church & Dwight engaged in formal, energy audits of six of our largest energy consuming plants. These audits were conducted by a third-party engineering firm and focused on central energy systems such as natural gas, electricity, steam, and compressed air. These audits successfully identified many short-term and longer-term energy conservation measures as well as combustion reduction projects that will support our SBT implementation over the next several years. In 2022, we are performing similar audits in the remainder of our U.S. based locations. The audit program helps us identify and prioritize energy conservation measures and also helps drive our energy reduction and SBT goals further into the organization by directly engaging plant management and workers in examining, understanding, discussing, and communicating their energy consumption footprint and savings opportunities, strengthening our overall commitment to our energy reduction goals.





## **ADDITIONAL STEAM SYSTEM IMPROVEMENTS IN GREEN RIVER, WY**

Building off steam system repairs and audits in 2020, our Green River, WY plant identified several additional steam system improvements including installing timers on steam pumps, installing new valves and increasing frequency of steam leak assessments. In all these projects saved an estimated 2,800 tons of steam use (equivalent to approximately 500 MT CO<sub>2</sub>e).

## **COMPRESSED AIR SYSTEM INSPECTIONS**

Maintenance in several of our plants focused on inspection and repair of compressed air systems, including replacement of some older, inefficient air compressors. These efforts contributed to an electricity KWH reduction of between 1% and 6% at the respective plants.

## **ENERGY AND GREENHOUSE GAS DATA VERIFICATION**

For our 2021 energy and GHG data, as in previous years, we have contracted with an independent third party, ERM CVS, to evaluate and assure that our energy data collection process and emissions calculations are rigorous, inclusive and accurate. The resulting verification statement will be included with our annual CDP Climate Change Response.





**Since 2016, we've partnered with the Arbor Day Foundation® to offset carbon dioxide emissions. Through this partnership we've supported the planting and growing of millions of trees in the Mississippi River Valley and protection of existing forests in Canada and Peru.**

Our partnership offsets the carbon dioxide emissions generated from the use of fossil fuels (primarily natural gas) from our operations and other emissions, such as transportation emissions. In 2021, we continued our commitment to this partnership for verifiable emissions reduction credits with a multiyear \$5 million investment. The Arbor Day Foundation® has become the largest nonprofit membership organization dedicated to planting millions of trees with more than one million members, supporters and partners.

Church & Dwight has grown to be one of the Foundation's most trusted forestry carbon partners, resulting in the reduction and removal of over 878,000MT of carbon from the atmosphere. Verified carbon credits offer the private sector a pathway to engage in the protection, improvement, and restoration of forest ecosystems and the local communities they support.

*"Nature-based climate solutions not only mitigate the environmental impact of daily business operations but also protect the ecosystems and economies that people and wildlife alike rely upon. Verified carbon reduction and removal is a vital near-term step for companies hoping to become carbon-neutral."*

**Dan Lambe, Arbor Day Foundation President  
and Chief Executive**





**Crafted by the Arbor Day Foundation, our forestry carbon portfolio has expanded with the following high-quality global projects:**

- **Protect** - Alto Mayo Protected Forest: The Alto Mayo project conserves 182,000 hectares (ha) of ecologically rich fauna and flora in the Peruvian Andean Amazon. By providing essential funding for forest management, and through a unique community-based conservation model involving over 1,000 families, the project is effectively stemming some of the highest rates of deforestation in Peru's protected areas and has successfully avoided over 17,000 ha from being deforested.
- **Improve** - Darkwoods Forest Conservation: This project zones and monitors different areas of 63,000 ha of private Boreal forest in southeastern British Columbia and targets specific areas for: strict biodiversity protection by limiting/deactivating roads, infrastructure, and activity; public access; invasive species control, conservation research, and a low level of sustainable harvesting. The project leverages carbon finance to conserve critical ecosystems and carbon sequestration areas at an unprecedented scale.
- **Restore** - GreenTrees Reforestation Project: This work aims to reforest one million acres in the Mississippi River Alluvial Valley, one of the most important wetland ecoregions in North America. The project focuses on restoring degraded agricultural lands back to a highly beneficial, native forest ecosystem by helping landowners establish and grow trees on private lands that have been in continuous agricultural use for decades. Reforestation will aid the health of this vital watershed, restore habitat for threatened and endangered wildlife, and support the economic livelihoods of over 550 farming families.







### The Church & Dwight Philanthropic Foundation donated to the Northeast Wilderness Trust to preserve wild land.

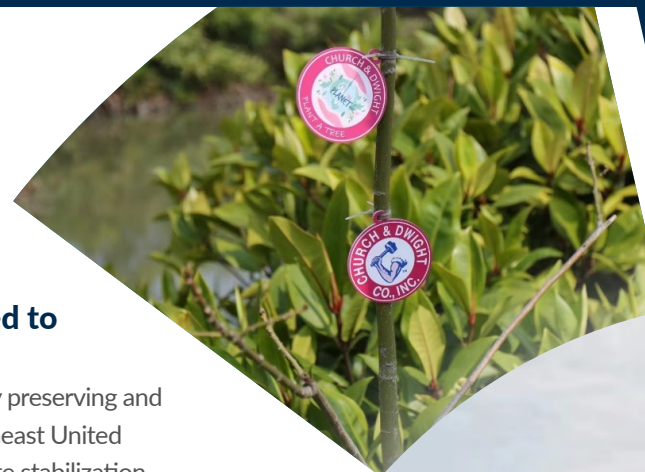
This organization is focused on climate change and biodiversity collapse by preserving and connecting wildlife habitat and carbon sequestration corridors in the northeast United States; a region that has been identified as a critical region for global climate stabilization because of its carbon density and potential for additional carbon accumulation. The Trust's primary efforts are around "rewilding" by giving space back to wildlife and retuning wildlife to the land. The process of rewilding restores ecosystems and the life-supporting functions they provide. These forever-wild places are allies in the fight to slow climate change, as they sequester and store carbon at a greater rate than timberlands. For more information about the Northeast Wilderness Trust, see: [www.newildernesstrust.org](http://www.newildernesstrust.org)



Since 1989, D&R Greenway Land Trust has been on a mission to preserve and care for land and inspire a conservation ethic. Its preserved farms and community gardens provide local organic food for its neighbors—including those most in need. Through strategic land conservation and stewardship, D&R Greenway combats climate change, helps to research carbon sequestration, protects birds and wildlife and ensures cleaner air and drinking water for future generations. In 2021, the Church & Dwight Employee Giving Fund donated to D&R Greenway to help it grow its stewardship team that builds and maintains trails and environmentally important preserves. For more information about the D&R Greenway Land Trust, see: [www.drgreenway.org](http://www.drgreenway.org).

## TREE PLANTING IN GUANGZHOU, CHINA

For the third year in a row, our team in Guangzhou, China planted new trees in the city where they live and work. They are able to watch the trees they planted in prior years get bigger and stronger. It was a great opportunity to get together and help protect the planet.





# OUR BRANDS

**Delight Consumers with Our Brands & Contribute Toward a More Sustainable World**

- Integrate sustainability into our brands and marketing efforts.
- Utilize our brands to drive awareness and engagement around sustainability.

Our brands strive to provide our customers and consumers with high-quality, affordable products and to continuously deliver in the area of social and environmental responsibility. In 2021, our brand teams expanded the positive impact we have on our communities through their philanthropic efforts.





## ARM & HAMMER Laundry Detergent Brand's New Partnership with Dress for Success and Your Hour, Her Power® Campaign in the Midst of the First Global Female Recession

Dress for Success is an international nonprofit organization dedicated to celebrating and helping women, many of whom are facing underemployment, chronic unemployment, or struggling with their economic situations. For these women, Dress for Success provides the resources to succeed during this unprecedented time.

In 2021, the ARM & HAMMER Laundry Detergent brand team partnered with Dress for Success on the "Your Hour, Her Power" campaign to empower women and lighten their load. The campaign is inspired by the belief that when a woman has access to opportunities that can change her life for the better, she becomes powerful beyond measure. With the COVID-19 pandemic impacting women around the world at disproportionate rates, women now face the first female recession. Women are experiencing unprecedented layoffs while balancing business and school closures, home schooling, and tending to the daily needs of loved ones.

**The ARM & HAMMER Laundry Detergent brand donated \$60,000 to support the cause and encouraged people via social media to participate by donating the equivalent of one hour of pay to help women displaced by the pandemic ensure their economic stability.**

The money raised helped Dress for Success provide women access to programs that focus on job search support, financial literacy education, health and wellness, and entry to a professional network and safe community.

*"We are grateful for ARM & HAMMER Laundry's support in helping us raise awareness and funds during this critical time. Together, we are celebrating the qualities that women share including courage, strength, and resilience to help all women regain employment and economic health."*

*Joi Gordon, CEO of Dress for Success*



**DRESS FOR  
SUCCESS®**



**YOUR HOUR  
HER POWER®**



Our VITAFUSION brand celebrated the 5th year of its partnership with The Fruit Tree Planting foundation by planting in underserved communities across the U.S. and supporting their mission of providing delicious nutrition for all.

According to the Centers for Disease Control and Prevention's State Indicator Report on Fruits and Vegetables (2018), only 12.2% of adults meet the recommended daily fruit intake with the driving factors being convenience and affordability. At a time when health and wellness are top of mind, our VITAFUSION brand continues to strive towards its mission of providing delicious nutrition for all by planting fruit trees in communities across the U.S. who need it most.

#### In 2021, we:

- **Participated in a 2-day planting event in Los Angeles, CA with brand ambassador Tiffany Haddish.** This event featured a Satellite Media Tour that helped highlight the VITAFUSION brand's commitment to delicious nutrition for all. At the event, Ms. Haddish planted a soursop tree in honor of the partnership and spoke to the impact that comes with giving back to your community. The team planted a total of 39 trees and distributed 30 trees to community members.
- **Planted 35 trees for Concrete Safaris, an organization centered on providing fruit trees to underserved communities in East Harlem, NY.** This planting will provide nutritious, free, healthy produce for Jefferson House residents, a low-income housing association in East Harlem.
- **Planted fruit trees in San Gabriel, CA and Bay Mills, MI.**
- **Continued to plant internationally to support communities across the globe with plantings in Brazil and Peru.**







**The Fruit Tree Planting Foundation is an international nonprofit dedicated to planting edible fruit trees and plants to benefit the environment and its inhabitants. Since 2017, the VITAFUSION brand has held 313 tree planting and/or distribution events around the world through the Fruit Tree Project, with 74 events in the U.S. and 239 internationally.**

The VITAFUSION brand and the Fruit Tree Planting Foundation have helped increase the accessibility of fresh fruit by planting trees at public schools, Native American communities, city parks, community gardens, low-income neighborhoods and hurricane-stricken areas.



*"VITAFUSION is deeply rooted in health and wellness, making the Fruit Tree Planting Project our mission to provide communities with the nutrients they need."*

Michael Vercelletto,  
Marketing Director



## Our VITAFUSION brand Supported WhyHunger's 36th Annual Hungerthon to Increase Accessibility of Nutritious Foods and Invest in Long-Term Solutions to End Hunger by Building Healthy Communities.

According to the USDA's Food Security Status of U.S. Households, in 2020, 1 in 4 households experienced food insecurity. At a time when health and wellness are top of mind, our VITAFUSION brand team continues their partnership with global nonprofit WhyHunger, dedicated to ending world hunger and advancing the human right to nutritious food.

Building off a successful 2020 partnership with WhyHunger, our VITAFUSION brand team continued its support by matching donations up to \$100,000 in 2021 to help reach WhyHunger's Hungerthon goal of raising \$1,000,000, which will be used to transform communities by providing healthy living opportunities and access to nutritional food. This donation directly impacted local food banks, food pantries, soup kitchens, and community farms, helping address disparity in food access and nutrition during the 2021 Thanksgiving holiday.

According to the USDA, 1 in 6 children is hungry in the U.S., and L'il Critters knows how important it is for children to receive the proper nutrition for their learning, development, and growth. For #NoHungerHolidays, the L'IL CRITTERS brand matched \$50,000 in donations to supplement up to 600,000 meals which have helped many children and families have a healthy and happy holiday.

*"VITAFUSION is committed to taking fruitful steps towards a healthier, happier world. Through our partnership with WhyHunger, we look forward to supporting long-term solutions to end hunger while continuing to help people achieve and maintain a healthy lifestyle. Nutrition is a priority, and we recognize that malnutrition primarily stems from a lack of access."*

*Michael Vercelletto, Marketing Director*

# L'il Critters







## OUR FIRST RESPONSE BRAND EMPOWERED WOMEN'S MATERNAL HEALTH JOURNEYS WITH DIVERSE STORY-TELLING AND CAUSE AWARENESS CAMPAIGNS.

As the manufacturer and distributor of FIRST RESPONSE pregnancy test kits, we are committed to empowering women's maternal health journeys through education and awareness through reputable cause marketing partnerships.

### In 2021, we:

- **Supported National Infertility Awareness Week (NIAW) with the following partners:**
  - **Pregnantish** "This is What Infertility Looks Like" campaign. The campaign showcased diverse storytelling and faces of infertility and was featured on Pregnantish social channels, in a syndicated Glamour article, as well as a segment on NBC New York.
  - **RESOLVE: The National Infertility Association** in their United to RESOLVE virtual event for NIAW.
- **Continued our commitment to addressing maternal health inequities with ongoing support of:**
  - **Black Mama's Matter Alliance (BMMA)** 2021 Black Maternal Health Virtual Conference sponsorship at the 'Change Maker' level which was highlighted via social, in the BMMA newsletter, and throughout the conference.
  - **Every Mother Count's** virtual event for Mother's Day, MAMathon and end of year campaign for Giving Tuesday, pledging to match all donations made for each campaign. Our FIRST RESPONSE brand team helped increase donorship, visibility and further drove engagement and awareness of EMC's mission via influencers, including Kelis Rogers, Rosanna Javier, and Sydney Leroux for Mother's Day and Kyra Epps, Melanie Fiona, Ashlyn Harris, Cristal Allure, and Maddie O Bray for Giving Tuesday.



EVERY  
MOTHER  
COUNTS



# TROJAN<sup>®</sup>

CONDOMS

## OUR TROJAN BRAND PROTECTED COMMUNITIES WITH SEXUAL HEALTH PROGRAMS, EDUCATION, AND DONATIONS.

As the manufacturer and distributor of TROJAN brand condoms, we are committed to complete sexual health through education, and increasing awareness among young adults in the U.S. about the risks of unprotected sex – notably unintended pregnancies and sexually transmitted diseases (STDs).

### In 2021, we:

- Continued our partnership with youth sex-ed nonprofit, HiTOPS, by sponsoring its annual half-marathon race last November in Princeton, NJ. HiTOPS works to foster strong and healthy young people of all identities by providing inclusive sex education and LGBTQ+ support for young people throughout New Jersey. Trojan was the race's "Finish-Line Sponsor," donating and helping to raise thousands of dollars for the organization. Trojan and employees from across Church & Dwight volunteered to help on race day and hand out product from the TROJAN, ARM & HAMMER, OXICLEAN, VITAFUSION and BATISTE brands and more to participants and supporters.



  
**ENTER TO  
GET SOME  
SELF LOVE  
TIPS**

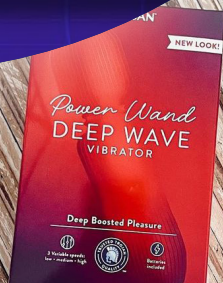






**CELEBRATE IT BY  
DOING SOMETHING  
THAT FEELS GOOD**

- Converted a production line in our Colonial Heights, VA plant to produce latex gloves in response to the nationwide shortage of personal protective equipment caused by the COVID-19 pandemic. Our team at Colonial Heights developed the process from start to finish, working cross-functionally across the company, and produced ~300,000 latex gloves. 16,000 gloves were donated in Q4'21, with the remainder set for donation in Q1'22.
- Worked with the Condom Collective – a youth-led grassroots movement to make the U.S. a sexually healthy nation – to donate more than one million condoms to student-run safe sites in a peer-to-peer program on college campuses.
- Donated vibrators to health organizations across the country to further our mission of sexual health education and avoid destruction of excess inventory.
- Continued a tradition of donating more than one million condoms to health departments across the U.S. annually as a part of a long-standing partnership with the National Coalition of STD Directors. Together, we refocus attention, resources, and consumer education on condoms as a highly effective form of STD and unintended pregnancy prevention. Through this partnership, which is referenced on our condom boxes, we also continue to support the “Condom Connect” Initiatives.





## TERRACYCLE® AND THE ARM & HAMMER BRAND CONTINUE POUCH RECYCLING PARTNERSHIP

In 2021, we continued our partnership with TerraCycle® to provide innovative recycling solutions for ARM & HAMMER and OXICLEAN brand plastic pouches. Since its launch in 2018, the program has diverted 87.1 thousand baking soda and laundry pouches from landfills thanks to 10,600 recycling locations around the country. In 2021, we saw a 38% increase in sign-ups for new recycling locations from 2020.

An estimated 400 million toothpaste tubes end up in landfills across America every year. The ARM & HAMMER brand team has partnered with TerraCycle® to create a way for consumers to curb this issue. The program is similar to the recycling program we have for our ARM & HAMMER and OXICLEAN brand single dose detergent pouches, in that consumers can go to our website to download a shipping label to return their empty tubes to TerraCycle®, who will process them. We are excited about this partnership and will be calling out the recycling option on-pack during our upcoming packaging refresh.

### **The OXICLEAN brand launched media campaigns focused on the sustainable behavior of preserving the clothes and things you love.**

In partnership with Treehugger and The Spruce Décor online platforms, we got the word out to consumers about simple ways to make the things you love last longer. Keeping clothes looking newer longer and saving stained furniture and clothing is what our OXICLEAN brand is all about. The content drove strong relevance, significantly increasing consideration intent among younger consumers.







**The ARM & HAMMER Pet Care brand is passionate about pet adoption. In 2021, the brand continued its mission in supporting overlooked shelter cats through its partnership with the ASPCA, and animal shelters across the nation, to raise awareness for pets needing loving homes. This included:**

- Dedicating a shining light on 'purrfectly impurrfect cats,' a campaign through our ARM & HAMMER Feline Generous platform which grew to include two annual tent-pole events. Through this platform, ARM & HAMMER Pet Care brand team is committed to donating a minimum of \$50,000 annually to animal shelters.
- 1st annual partnership with the ASPCA in June in honor of National Adopt-a-Shelter-Cat Month to highlight senior cats, during our "Senior Tails Giveaway". After receiving over 2,500 submissions, three winning shelters received \$2,500 each.
- In honor of National Cat Day on October 29, the brand launched its "Unsung Heroes" Giveaway to recognize the committed staff and volunteers at cat welfare organizations who go above and beyond to help purrfectly impurrfect shelter cats by meeting their physical, emotional, and medical needs. After receiving over 4,500 entries, three winning shelters were awarded a total of \$30,000, and Kris Kaiser was named our AdvoCAT of the Year for her work as a foster for special needs cats at Bitty Kitty Brigade in Minnesota.
- Continuing our tradition of donating litter to shelters around the country through our plant network, providing over 1,000,000 pounds in 2021.

## THE ARM & HAMMER BRAND TEAM SPONSORED STEM COMPETITION ODYSSEY OF THE MIND™

**In 2021, we continued our partnership with Odyssey of the Mind™, an international STEM competition where students in kindergarten through college work together to solve creative problems at the regional, state, and world level.**

For over 170 years, the ARM & HAMMER brand has been committed to encouraging inventive problem-solving from the kitchen to the outdoors, to the classroom, empowering millions of consumers to dream up countless versatile uses for the product. In 2021, our continued support of Odyssey of the Mind and STEM education included:

- Sponsoring a problem where teams will use ARM & HAMMER baking soda as a key element in their solution and performance.
- Providing \$100,000 in sponsorship grants to help more student teams participate in the program.
- Providing an augmented reality “Hammer Force” mobile game that teaches students about the power of baking soda in practical scientific applications.
- Sharing virtual content at Odyssey of the Mind™ World Finals in May 2021 to provide edutainment to the thousands of teams and families in attendance.

This partnership will help us to advance our mission of championing innovative thinking and we are excited to see the creative solutions these powerful young minds come up with as we continue our support in 2022!







## OUR SPECIALTY HAIR CARE BRANDS PARTNERED WITH CONSCIOUS BEAUTY AT ULTA BEAUTY™

Conscious Beauty at Ulta Beauty™ empowers consumers with transparency and choice to be able to identify clean, cruelty free, vegan, and **sustainably-packaged** brands and products. It also highlights brands that positively impact our communities and planet.

The Specialty Hair Care brands met the qualifications for the pillars below:

- BATISTE® - Sustainable Packaging
- VIVISCAL® - Clean Ingredients
- TOPPIK® - Clean Ingredient
- NAIR® - Clean Ingredients

In addition, to observe International Women's Day, **the BATISTE brand team sponsored the "See Her, Hear Her"** one-hour special with iHeart Radio, celebrating the lives of women in music, including Gwen Stefani and Cardi B. With this, the BATISTE brand team donated \$100,000 to Vital Voices, a nonprofit focused on extending the voices of women changemakers.

**Batiste™**



**VITAL VOICES**  
GLOBAL PARTNERSHIP





# PRODUCTS

## Provide Safe & Effective Products for Consumers & the Environment

- Develop effective products that are safe for our consumers, the animals they care for and the environment worldwide
- Provide informed choices to consumers across the globe through ingredient transparency





## Develop effective products that are safe for our consumers, the animals they care for and the environment

Our Global Research & Development (R&D) organization employs 400 scientists worldwide including: Product development chemists, experts in toxicology, and professionals in consumer relations, sustainability, and regulatory and quality compliance. We also have a strong external network of toxicology and technical experts to provide insight and guidance on specific areas of ingredient or product assessment.

Consumer insight and engagement is key to our product development process to ensure we meet consumer needs and expectations for ingredients, product performance, quality, safety and the environment. The feedback we receive from our consumers and retailers are communicated to Product Development for future innovations.



## Our safety assurance process is global and science-based

Our R&D team follows a rigorous and science-based 4-step evaluation process that is well above and beyond regulatory compliance:

### Step 1. Safe and Sustainable Ingredient Selection

As the first step, our Product Development team reviews our company's "Chemicals of Concern" list to ensure none of the ingredients on this banned list of chemicals are used in any formulations. We use all possible sources to evaluate the safety of each ingredient that goes into our products for any potential acute and chronic human, animal and environmental hazards and strive to select safer chemicals while considering each group. Based on a comprehensive exposure assessment, the toxicologist can establish a range of concentration that the ingredient can be safely used in the product. If safety cannot be confirmed, the ingredient is not allowed in the product and we explore alternative ingredients(s).

### Step 2. Finished Product Evaluation

Our global mission is to ensure safety of our products worldwide under expected use and reasonably foreseeable misuse conditions. If there are any data gaps, a safety program consistent with our company commitment to animal-alternative research is developed to address and resolve the data gaps. Based on our safety assessment, we provide proper use instructions and ingredient and safety related statements on package label and product website.

Product Development and Quality Compliance teams ensure that the finished product (and ingredients) meet all specifications such as formulation verification, stability, shelf life, and preservative efficacy.

#### 1. Ingredient Selection

Evaluate the efficacy and safety of each ingredient.

- Check company "Chemical of Concern" list to ensure the ingredient is not banned
- Data collection and review (acute and chronic toxicity, aquatic toxicity, biodegradation, bioaccumulation)
- Exposure Assessment to ingredient in the product
- Risk Assessment - Should we use the ingredient?

#### 2. Finished Product Evaluation

Ensure safety use of our products under normal use and reasonably foreseeable misuse conditions.

- Health exposure and safety testing program
- Consumer/customer messaging
- Quality Assurance

#### 3. Re-market Clearance

Check the facts and document our science-based R&D product dossier

- Safety
- Quality
- Sustainability
- Performance
- Regulatory

#### 4. Post-market Surveillance

Proactively listen to our consumers and customers.

- Health exposure and safety testing program
- Consumer/customer messaging
- Quality Assurance





### Step 3. Pre-market Clearance

Prior to manufacture and prior to shipment release of every product, the R&D product pre-market dossier is carefully reviewed by our Quality Department to ensure the ingredients and products meet our corporate, industry and regulatory standards.

### Step 4. Post-market Surveillance and Evaluation

Our Consumer Relations team ensures the voice of our consumers and customers is heard at all stages of product life cycle. Adapting quickly to emerging trends, external feedback is analyzed and communicated to the R&D organization to ensure the safety, performance and quality expectations are met. We review feedback from consumers and retailers, which is vital to new product development. Currently, a new internal vigilance team is streamlining how we meet regulatory compliance, while ensuring global feedback is heard by the business. We have also established a partnership with an independent leader in product vigilance to further advance our capabilities.

## Continued monitoring and removal of Chemicals of Concern from formulated products worldwide

Our R&D Chemicals of Concern Committee has developed a master list of Chemicals of Concern for humans, pets and the environment. This list is derived from global regulations, scientific literature and customer/retailer guidelines such as California's Proposition 65, IARC, National Toxicology Program, FDA, REACH SVHC list, UN Endocrine Disruptors, IFRA, and Retailer RSLs.

Our goal was to remove 100% of Chemicals of Concern from formulated products. By the end of 2021 we removed more than 99% of the Chemicals of Concern, except where regulatory hurdles prevented us from achieving 100%. Given this progress, we are now focused on our new goal which continues to elevate our commitment to safe products via monitoring and improvements. Today, none of the chemicals on our master list will be used in any of our formulations. The Committee regularly reviews current and emerging issues to determine if a chemical(s) should be added to our master list. We have removed parabens from majority of our products and we expect to remove them from the remaining few regulated products in the near future. Anti-microbials on the Chemicals of Concern list were removed from FEMFRESH®, TOPPIK, VIVISCAL and CURASH® shampoos.

We design all fragrance mixtures to comply with the safety standards set by the International Fragrance Association, and all flavor mixtures to those of the Flavor and Extract Manufacturers Association and our Chemicals of Concern process, in addition to the regulatory requirements worldwide. We specially manufacture mild hypoallergenic fragrance oils for our scented sensitive skin products. We have moved away from using phthalates in our fragrance oils and finished products. Lilial has been fully removed from fragrance oils in the European cosmetic products and we are in the process of removing it from the cosmetic products in other geographies. Lyrall has been removed from over 90% of our fragrance oils and we are in the process of removing it from the remaining fragrances globally.







## Our commitment to animal-alternative research

It is our corporate policy that we do not conduct, nor do we request that our raw material suppliers conduct, any animal studies unless absolutely required to comply with law or regulations. Our animal-alternative methods of safety and efficacy evaluation include: publicly available toxicology and clinical safety data, computer (in silico) and human-simulated modeling, and in vitro and clinical testing. While many in vitro methodologies are validated for single ingredients, they are not fully validated for ingredient mixtures such as finished products. Therefore, we continue to invest in in vitro testing validation and actively participate in collaborations with industry, regulatory agencies, and special interest groups to validate in vitro testing for chemical mixtures. We also participate in the Consumer Health Care Products Association (CHPA) task force to seek FDA's acceptance of alternatives on fluoride uptake for toothpaste. For more information about our animal testing policy, **please see: <https://churchdwight.com/our-brands/animal-testing-policy.aspx>.**

## Ingredient Disclosure

All ingredients found in our products worldwide are disclosed on-line or on-pack. We devote significant attention and care to transparently disclosing ingredient and safety information for our products. Safety Data Sheets for our products are available on our website. We disclose ingredients in all our products in accordance with the relevant federal regulations.



## Global standardization of our products while adapting to local product needs

Our R&D organization has adopted a “One R&D - Think and Act Global” approach while adapting to local needs. We strive to develop a single formula to meet the needs of consumers worldwide, thereby simplifying and improving our agility to changing needs. We also offer variation(s) of a global formula based on the local consumer preferences, socioeconomics, manufacturing and distributions.

We have mastered consumer safety worldwide, and we continue to further advance our environmental risk assessment of ingredients and products as consumer and regulatory requirements evolve.

## Sustainability & Innovation

We have placed sustainability at the center of product innovation as we recognize it is an integral part of the consumer journey and a winning consumer experience. We are continually developing new sustainability focused tools and flexible processes to further enable and encourage our scientists to incorporate sustainability at all stages of the innovation and development process.





MADE FOR  
SENSITIVE SKIN†

CERTIFIED

100%  
BY  
SkinSAFE™

## Highlights of 2021 Accomplishments

### • Laundry Detergents Water Reduction and Energy Efficiency.

Our new concentrated liquid laundry detergent formulas provide 10% more stain fighters per drop of laundry detergent. The new concentrated formulas will deliver the same great performance that consumers have grown to love and expect from the ARM & HAMMER brand while allowing them to use less product and wash in cold water. This will ultimately reduce the amount of water per dose of laundry detergent product by 11% translating to approximately 28,000 tons of water saved annually.

• **EPA's Safer Choice 2021 Partner Award Winner.** The Environmental Protection Agency (EPA) recognized Church & Dwight Co., Inc. for our continued efforts in creating safer cleaning products as a Safer Choice 2021 Formulator-Product Manufacturer Partner of the Year. From removing phosphates in all detergents to using recycled materials for packaging, sustainability and the well-being of consumers is at the heart of ARM & HAMMER business and product development. The ARM & HAMMER brand also worked in tandem with the EPA to develop and implement an in vitro testing strategy to meet the Safer Choice pH criteria for laundry detergent. Building on this, we continue to pursue new potential opportunities for partnership with the EPA's Safer Choice program. <https://www.epa.gov/saferchoice/2021-safer-choice-partner-year-award-winners-profiles#tab-8>

• **ARM & HAMMER Sensitive Skin Free & Clear Liquid Detergent Certified 100% by SkinSAFE™.** Our Gentle-on-Skin Formula excludes 100% of SkinSAFE's Topmost Considered Skin Allergens. The data-driven SkinSAFE platform developed in collaboration with the Mayo Clinic uses clinical ingredient data to help people with sensitive skin find products that meet their sensitive skin needs and avoid products that don't. Our Free & Clear Liquid Detergent is free from perfumes, dyes and preservatives. It is dermatologist tested and designed to work in both standard machines and today's energy conscious high efficiency (HE) models. The new SkinSAFE rating has been included across ARM & HAMMER Sensitive Free & Clear marketing efforts in 2021 - inclusive of updated packaging, digital banners, PR, and more.

\*certified by SkinSAFE to exclude 100% of their topmost consider skin allergens.  
SkinSAFEproducts.com

- **Continued safety assurance of our laundry detergent unit dose pods.**

In addition to a pictogram and comprehensive warning statements to increase consumer alertness to keep the pods out of the reach of children, we are continuing our collaboration with the American Chemical Institute task force and American Society for Testing and Materials committee to monitor health effects incidents and to ensure continued safe use of the pods.

- **VITAFUSION AND L'IL CRITTERS GUMMY Vitamins.** We source great flavors in nature and do not use synthetic FD&C colors. Our gummy vitamins are gluten free and do not contain high fructose corn syrup. For our Apple Cider Vinegar gummy, the apple cider vinegar is produced in the U.S. and domestic apples are used in the apple juice concentrate.

- **ORAJEL Fluoride Anti-Cavity Toothpastes and Fluoride-Free Training Toothpastes.** The product has been reformulated to replace synthetic ingredients with naturally-sourced ingredients. The Fluoride Toothpaste contains over 99% naturally sourced ingredients and the Training Toothpaste contains 100% naturally sourced ingredients. The formulas use great tasting natural flavors and do not contain artificial colors, dyes, sweeteners, or preservatives. They are free of sodium lauryl sulfate, parabens, gluten, dairy, sugar, alcohol, silicones, and sulfates.





- FEMFRESH Wipes in Europe.** We moved to 99% natural origin ingredients while gaining “Vegan Society” accreditation which means no ingredients from animal origin/derivatives. The new FEMFRESH foam product line is 97% Natural origin, dye-free and vegan certified
- WATERPIK.** In 2021, the WATERPIK brand continued the expansion of the high efficiency, EPA WaterSense certified showerhead product portfolio. These showerheads are engineered from the ground up to maximize performance while reducing flow rates by up to 28%. Over 90% of WATERPIK showerheads shipped in the U.S. in 2021 were WaterSense certified.
- Consumer Education on benefits of Vitamin D.** We have partnered with the Council for Responsible Nutrition Foundation to establish “Vitamin D and Me” website <https://www.vitamindandme.org/> which is intended to educate consumers on fact-based benefits of Vitamin D and its role in immunity and make current robust clinical research on potential benefits of Vitamin D in association with Covid-19 accessible to the consumers.
- Veterinary advisory council for ARM & HAMMER cat litter products.** We take special care supporting the safety of the animals our consumer care for. We have established and regularly meet with our cat expert advisory council comprised of both academic & practicing expert veterinarians and certified cat behaviorists. The advisory council critically reviews and provides feedback on our product performance and safety evaluation strategies to ensure we meet high quality standard for our consumers and their cats.
- Specialty Products.** Our Animal and Food Production business serves a vitally important purpose—to feed people. Agriculture survives because it NEEDS to be sustainable. With our food safety antimicrobial technologies, we are helping customers supply a wholesome and safe food supply to meet the demands of a growing population. Our natural feed ingredients for livestock and poultry, such as prebiotics and probiotics, are used by protein producers as alternatives to antibiotics. We will continue to focus on these global initiatives by doing our part in production and processing by providing products that allow our customers to meet their own sustainability goals.







# PACKAGING

## Utilize Consumer-Friendly and Environmentally Responsible Packaging

- Ensure greater than 95% of global product packaging is recyclable by the end of 2025.
- Ensure all non-pharma product packaging is free from PVC, including timely elimination from newly acquired products.
- Increase Post-Consumer Recycled (PCR) plastic to a minimum of 25% average across all global plastic packaging by end of 2025.
- Source all paper and board packaging from recycled material and/or sustainably managed forests ensuring compliance for all future product acquisitions.

## We are committed to developing and producing consumer friendly and environmentally responsible packaging across all our global brands.

We continuously evaluate plastic component reduction and elimination from our packaging wherever it is practical, including seeking non-plastic alternatives and reducing plastic weight where possible, increasing plastic recyclability and circularity through plastic component simplification and consumer education and by increasing the amount of PCR plastic in our packaging. These include opportunities to reduce our virgin plastic packaging footprint through increased use of PCR plastic, light-weighting, product formula concentration, durable/refillable packaging and plastic material substitution.







## PLASTIC PACKAGING STRATEGY

Aligned with our overall Sustainability objectives, and in recognition of the global challenges around the use of plastic in packaging, we continue to pursue our Plastic Packaging Strategy. We want to ensure that our plastic packaging has minimal impact on the environment, and we hope to achieve that with three key focus areas:

1. **Plastic should be eliminated or reduced from our packaging wherever it is practical.**  
This means seeking non-plastic alternatives from across our supplier base. Plastic should also be reduced in weight where it is not deemed necessary for product protection and containment.
2. **Plastic recyclability should be increased through a combination of plastic component simplification and consumer education.** During development, we will seek solutions to make plastic packaging free from contaminants that prevent recyclability. This can include moving from multiple plastic materials, which cannot be separated, to a mono material structure, or removing metal from plastic packaging.
3. **Plastic sustainability should be grown through increased circularity.** We continue to increase the amount of PCR plastic across our packaging and will increasingly look to source plastic from sources that actively reduce pollution from our Earth's oceans.



## PACKAGING RECYCLABILITY

**We have improved overall recyclability across our broad portfolio of products, with global recyclability increasing from 71% to 84% since 2018.**

This equates to 60 million lbs. of recyclable material recovered from the packaging waste stream every year. As an activator member of the US and UK Plastics Pacts, we collaborate to improve the recyclability of our portfolio and to eliminate problematic and unnecessary plastics, driving action toward a circular economy. Our work with the Association of Plastic Recyclers and The Recycling Partnership helps us design our packaging to deliver recycle-friendly packages, incorporating and producing high quality post-consumer recycled content.

### Consumer Education on Package Recycling

During 2021 we continued the use of How2Recycle labels through our partnership with the Sustainable Packaging Coalition. We increased adoption to more than 2,000 How2Recycle® labels on our North American packages since joining. WATERPIK® now has the majority of their product packaging updated to include How2Recycle labels. How2Recycle labeling will remain a priority for us in all future acquisitions. In addition, we have joined and adopted the On Pack Recycle Label for all products sold in the UK, and our packaging in France will carry the Triman recycle symbols to aid consumers in 2022. These programs are highly beneficial to the recycling industry by informing consumers what should and should not be recycled through clean and simple communication, helping to drive the circular economy.

### Highlights of 2021 Accomplishments

- Cleaner Bottles** - Driving towards our goal to be 95% recyclable by 2025, spray cleaner bottles were identified as a unique and necessary challenge to redesign for recyclability. Removal of the color pigment in the polyethylene terephthalate (PET) bottle is our first phase of transition, and development work was completed in 2021, with implementation set early 2022. Our program of replacing polyethylene terephthalate glycol (PETG) shrinksleeves with cPET sleeves drives us closer to a recyclable container and away from problematic materials for the recycle stream.







- **Tubes** – In 2021, we launched our first recyclable tube to help support our recycling initiatives in the Oral Care space. The launch of ARM & HAMMER 100% Natural Baking Soda toothpaste was the UK's first that is recyclable for the carton, tube and cap. Continuing that success, our 2022 program for the U.S. toothpaste and ORAJEL brands will be to develop recycle ready package conversions in the tube packaging format. To encourage widespread adoption, we have worked closely with suppliers and competitors across the industry to bring tube packaging to recyclable status across North America.

## PLASTIC AND PVC REDUCTION

We continuously look for opportunities to reduce or eliminate plastic from our packaging. We have a specific goal to ensure all non-pharma product packaging is free from PVC. In support of that goal, we no longer use PVC for any of our fully-integrated (non-pharma) packaging, and we are committed to eliminating it from our newly acquired brands. The WATERPIK business over a period of 2 years successfully transitioned to PET, achieving 100% PVC free packaging in 2021. We intend to address the use of PVC in our FLAWLESS products in 2022.

## Highlights of 2021 Accomplishments

- **Baking Soda** - In 2021, we relaunched our ARM & HAMMER Baking Soda in a refillable shaker to the market. The new shaker has a dual flap cap for added functionality, eliminates three lid labels and the container lid is now removable for refill and re-use by the consumer.



## INCREASED USE OF PCR

In addition, we have a goal to increase Post-Consumer Recycled (PCR) plastic to a minimum of 25% average across all global plastic packaging by end of 2025.

By the end of 2021, we achieved approximately 18.4% against that goal.

### Highlights of 2021 Accomplishments

- Laundry Fabric Care** - Our plastics usage in laundry is a major focus towards our 2025 goals, as we continue to increase our qualification of PCR addition across our packaging, navigating the challenges of recycled material supply availability while maintaining consumer performance. In addition, we are working with our core vendors to include higher levels of recycled plastic content. Our liquid laundry today is accountable for 26.5 million lbs. of recycled material back into our laundry bottles. Our Scent Booster product packaging provides us with more opportunity to add PCR, proven at 25% and ready to implement at 50% inclusion. Programs are active on transitioning sleeveing material compatibility with our HDPE containers, to improve material recovery in the recycling system, without the need for consumers to remove the labels. These materials are fully certified from the Association of Plastic Recyclers.





## PAPERBOARD SOURCING

Our goal is to source all paper and board packaging from recycled material and/or sustainably managed forests ensuring compliance for all future product acquisitions, and in 2021, we achieved 99.8% certified sustainable board against that target. Compliance standards are in place with paperboard suppliers to ensure that the corrugated and carton board we use in our packaging is derived from 100% recycled board materials or sustainably sourced forests and is handled through the supply chain in a responsible manner. We will continue to partner with and challenge our paperboard suppliers to meet this lofty goal. All new supplier partners are directed to meet compliance with our certified paperboard goals.



In 2021, our WATERPIK showerhead business completed a transition to more sustainable packaging materials across the entire product portfolio. By investing in a move from PVC to PETE plastic packaging components, we now have a package that is readily recyclable for the end consumer.





## EMPLOYEES & COMMUNITIES

**Embrace the Principles of Diversity, Equity and Inclusion (“DEI”), Good Corporate Citizenship & Social Responsibility Within the Communities We Can Impact**

- ➔ Enhance our Corporate Social Responsibility program to expand goals, programs and commitments around diversity and inclusion, gender equality and health and well-being.
- ➔ Endeavor to have candidate slates and interview panels for campus and experienced hires at corporate locations each consist of at least one candidate who is female and at least one candidate who is from an underrepresented racial and ethnic group.
- ➔ Expand community enhancing, philanthropic programs and initiatives at our global operating sites.

**We are focused on contributing towards a better, more sustainable world, by supporting our employees and our community.**







## AT CHURCH & DWIGHT, WE HAVE A COLLECTIVE ENERGY AND AMBITION.

It's a place where you can make a real difference and we owe it all to our employees. Together, we've spent the past century building iconic brands and providing affordable, quality consumer products for everyday life. Consistent with our environmental heritage, from the earliest design stages of our products to the end of consumer use, employees across all functions support the sustainability priorities summarized in this Report.

With a storied history of success and bold ambitions in sustainability, we look to our current and future employees to help shape our future. We work together to share ideas and contribute to collective goals. We share a passion to work hard, innovate and push boundaries. We may be considered a small company, but we use our size to our advantage. Employees get unrivalled exposure, career growth and opportunity, all with the backing of stable and supportive cross functional teams.

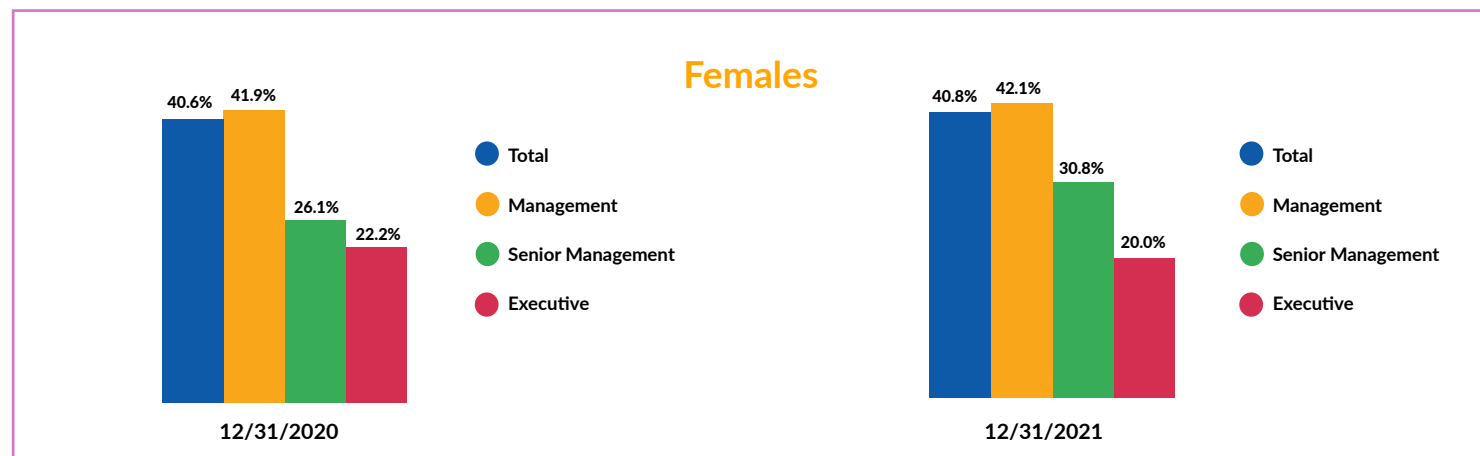
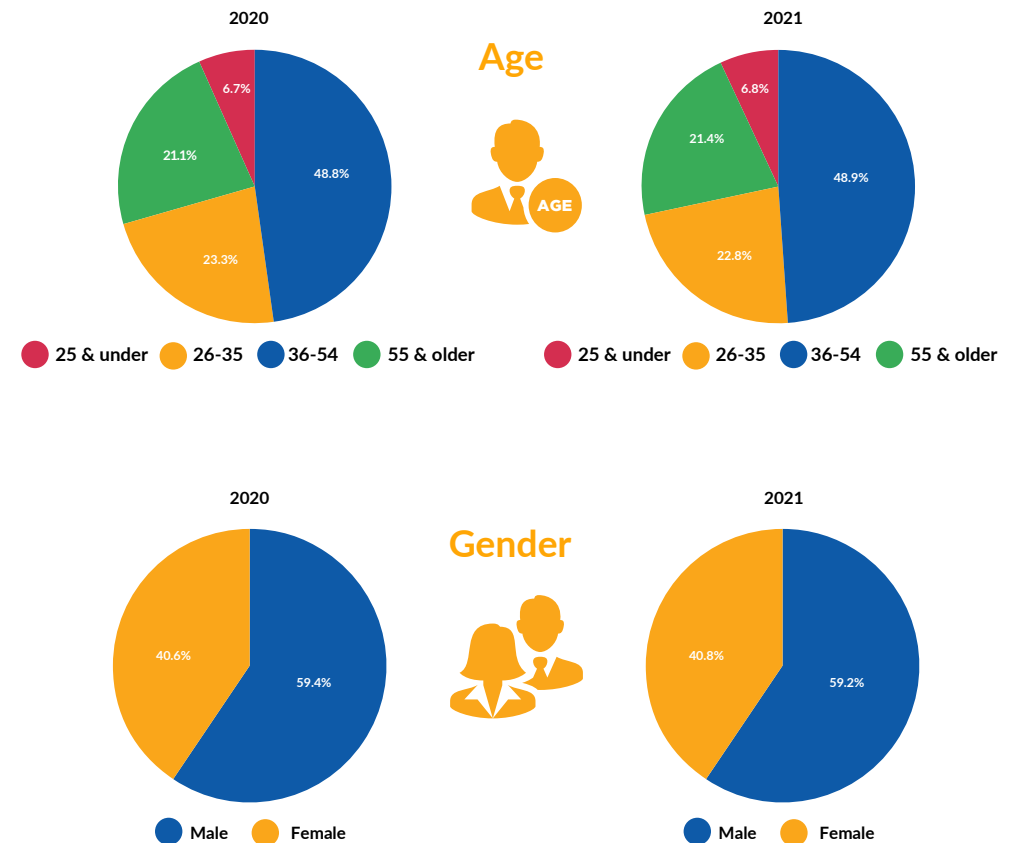
Ours is a culture where relationships matter. We are grounded in a shared sense of purpose that guides major decisions about the business and our people. We believe that we all have something to contribute, and something to gain from working together. We have invested in multiple enhancements to our digital and physical workplaces to allow our employees the best environment to collaborate and to apply themselves in the most productive way.



## DIVERSITY, EQUITY AND INCLUSION

We embrace the diversity of our employees and believe that a diverse workforce fosters innovation and cultivates an environment filled with unique perspectives. As a result, our DEI efforts aspire to help us achieve a more diverse workforce. We strive to cultivate a culture and vision that supports and enhances our ability to recruit, develop and retain diverse talent at every level.

While we are encouraged to see progress in overall female- (+0.2% vs 2020 and +0.3% vs 2019), female management (+0.2% vs 2020 and +0.6% vs 2019), female senior management (+4.7% vs 2020 and +5.3% vs 2019) overall U.S. minority (+1.4% vs 2020 and +3.4% vs 2019), U.S. minority management (+1.3% vs 2020 and 2019) and U.S. minority senior management representation (+0.5% vs 2020 and + 1.4% vs 2019) we recognize we have more work to do in our aspiration to have a diverse workforce reflective of our consumer base.





We are also committed to increasing transparency and disclosure. For the first time, we are publicly disclosing consolidated data from our most recent Employer Information Report (EEO-1) submitted to the Equal Employment Opportunity Commission. The EEO-1 Report is a compliance survey mandated by U.S. federal statute and regulations. Please note that these prescribed categories are different from how we organize our workforce and our jobs, how we apply our inclusion and diversity objectives and initiatives and how we organize our workforce to meet the specific needs of our business. Also, our inclusion and diversity initiatives are global, while the EEO-1 is solely U.S.-focused.

Our EEO-1 Report for 2021 is not available as of the publication of this Report, but the consolidated Employment Data forming a part of our EEO-1 Report for 2020 is included on page 138 of this Report. Our 2021 consolidated Employment Data for 2021 will be posted on our website at [www.churchdwright.com](http://www.churchdwright.com) when it becomes available.

**We have made a clear commitment to long term support of building an inclusive environment through our following Diversity, Equity & Inclusion statement:**

We win when we respect every employee for who they are – regardless of gender, age, race, ethnicity, religion, disability, veteran status, sexual orientation or any other differences. We believe that our employees' contributions are richer because of their diversity. We aim to be a diverse, inclusive and equitable company and are determined to build a culture where people have the power to win together.



In 2021, our DEI initiative continued to progress in supporting an inclusive environment at our facilities while exploring our diversity representation and talent policies for actionable goals and opportunities. This has been an initiative supported both globally and across our varied sites.

## Our DEI strategy includes four areas of focus.

- **Talent Acquisition:** We aim to attract and select a diverse workforce that is representative of the markets we serve.
- **Conscious Inclusion:** We aim to create an environment where everyone feels free to bring their authentic self to work every day.
- **Community Outreach:** We are committed to advancing DEI in the communities we serve by engaging with our community partnerships and philanthropy.
- **How We Run the Business:** We are committed to fostering a diverse and inclusive mindset in our business practices and partnerships with customers, vendors and suppliers.

In addition to our four areas of strategic focus we make a commitment to seek advice and engage our hourly employees through our Inclusion Contributors pillar of the D&I Council.

We continue to work to achieve representation in our company that reflects available talent across all underrepresented groups especially in leadership and technical positions. To that end, we made powerful commitments for 2021 and adopted new, inclusive hiring practices and programs to support historically underrepresented team members in their advancement at all levels of our company. For example, in furtherance of the Board of Directors' commitment to building a diverse and well-rounded Board comprised of individuals from different backgrounds and with a range of experiences and viewpoints, the Governance, Nominating & Corporate Responsibility Committee will continue to require that search firms it engages include a robust selection of women and racially/ethnically diverse candidates in all prospective director candidate pools.





Our senior leaders in the organization engaged in robust training on leading inclusion. The training addressed inclusive leadership concepts and approaches we can use as we execute against our DEI strategy. Following the training, each senior leader participated in a detailed functional analysis of their diversity metrics and inclusion practices. People leaders at Church & Dwight host quarterly “Courageous Conversations” focused on dedicated conversation on each dimension of diversity with their teams. In 2021, conversations highlighted Diverse Abilities, LGBTQIA+, Generations, Veteran, and Immigrant experiences building upon our 2020 discussion on Race, Ethnicity and Gender. Employees have appreciated the dialogue, and the most recent engagement survey results support that overall employees responded favorably to the areas of diversity, inclusion and belonging.

We endeavor to have candidate slates and interview panels for campus and experienced hires at corporate locations each consist of at least one candidate who is female and at least one candidate who is from an underrepresented racial and ethnic group. Additionally, we encourage the slate of candidates and interview panels to encompass a wide array of diverse backgrounds including but not limited to diversity of gender, Military experience, LGBTQIA+ and individuals with disabilities. To reach a more diverse candidate pool, we developed partnerships with local historically Black colleges and universities (HBCUs). During our U.S. campus season, we also have conducted outreach to D&I student groups and clubs at our undergraduate and MBA schools. We are striving to increase our company brand awareness with a wider demographic of students, and to educate them on the variety of opportunities available at both the undergraduate and MBA-levels at Church & Dwight.





Our Board of Directors also recognizes that “tone is set at the top” and the processes applicable to determining the composition of the Board and senior management will have significant impact on attracting and retaining individuals throughout our operations. In 2021, the Board renewed its commitment to having a diverse board and is committed to using refreshment opportunities to strengthen the Board’s diversity. To accomplish this, the Governance, Nominating & Corporate Responsibility Committee will continue to require that the search firms we engage include a robust selection of women and racially/ethnically diverse candidates for serious consideration in all prospective director candidate pools.

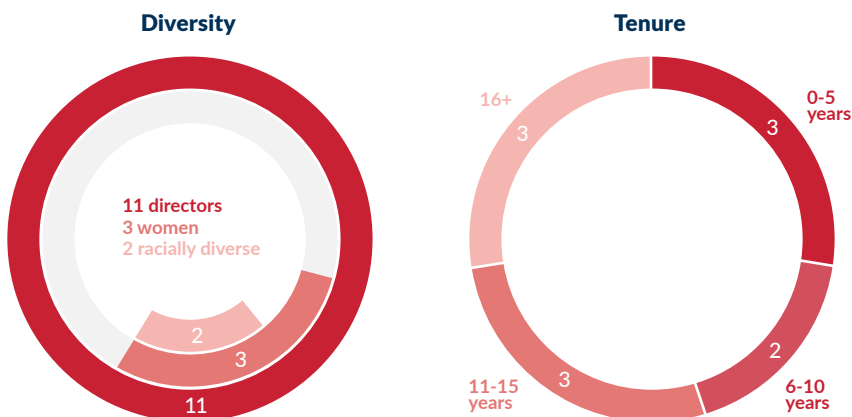
In addition, the Governance, Nominating & Corporate Responsibility Committee is committed to considering the candidacy of women and racially/ethnically diverse candidates for all future vacancies on the Board. The Board has also modified its age and tenure restrictions to increase refreshment of the Board and opportunities to add new and diverse Board members. The new guidelines require that existing Board members retire on the earlier of reaching age 72, or twenty years on the Board and new Board members retire on the earlier of reaching age 72 or fifteen years on the Board. The Board also believes that tenure diversity should be considered in order to achieve an appropriate balance between the detailed Company-knowledge and wisdom that comes with many years of service, and the fresh perspective of newer Board members.

We believe that our current Board has an appropriate balance of experienced and newer directors, with tenure of the current directors averaging 10 years. The Governance, Nominating & Corporate Responsibility Committee balances all of the above considerations when assessing the composition of our Board of Directors.





The following charts demonstrate the Board's commitment to diversity of backgrounds and Board refreshment.



In 2019 we established our U.S.-based Supplier Diversity Program that is designed to drive spend growth with certified diverse suppliers by ensuring their inclusion in our Procurement-led sourcing process. Diverse supplier expenditure increased in 2021, and we continue to expand our Supplier Diversity with the Women's Business Enterprise and National Council, National Minority Supplier Development Council and National LGBT Chamber of Commerce. Refer to the "Responsible Sourcing" section of this Report for additional information on our Supplier Diversity Program.

**BRING YOUR DETERMINATION:** We'll give you the power to own your success and do work you didn't know was possible.

**BRING YOUR TEAM SPIRIT:** We'll offer you an openminded and low-ego environment.

**BRING YOUR COURAGE:** We'll help you make a tangible impact.





## COMPENSATION AND BENEFITS

As part of our overall effort to attract, develop and retain talented employees, our compensation programs are designed to align the compensation of our employees with our Company and their individual performance, and to provide the proper incentives to attract, retain and motivate employees to achieve superior results. Moreover, our policies and procedures are designed to ensure compensation is fair for employees of the same job, at the same level, location and performance. These include utilizing pay grades for appropriate job groupings, making pay decisions based on relevant factors, such as education, experience, and performance, and subjecting pay decisions to higher levels of leadership and Human Resources review to ensure those decisions are fair, equitable and align with our equal employment opportunity policies and objectives.

Employees are eligible for health insurance, prescription drug benefits, dental, vision, hospital indemnity, accident, critical illness, and disability insurance, life insurance, health savings accounts, flexible spending accounts, reproductive rights coverage, participation in savings plans, and identity theft insurance, in each case subject to the terms and conditions of the applicable plans and programs.







## TALENT AND DEVELOPMENT

Our talent strategy is focused on attracting the best talent and recognizing and rewarding performance, while continually developing, engaging and retaining our talented employees. We focus on the team member experience, removing barriers to engagement, further modernizing the human relations process, focusing on hourly team member retention, and continually improving equity and effectiveness of all talent practices including a fair equitable identification and selection hiring process.

We invest resources in professional development and growth as a means of improving employee performance and improving retention. This includes our bi-annual “LEAP” (Leadership Empowerment Achievement Program), which is aimed at continuous learning, professional training and development opportunities, targeted leadership development courses for new and existing leaders of different levels of seniority, tuition reimbursement, and job specific programs for our employees. Over 732 people leaders have participated in the LEAP program since inception. These leaders have received on average 37.5 hours of learning in the LEAP program.

We are committed to ensuring that all employees have the opportunities, tools and resources to develop and drive their careers. Our employees gain valuable experience in their roles and have the opportunity to learn new skills through broad responsibilities and experiences. Employees also broaden their skills by participating in cross functional projects and assignments. Manager and employees discuss their development annual through our performance management cycle.



## THE RED BANDANA AWARD ON YAMMER

The Red Bandana Award recognized employees below director level who demonstrated certain behaviors, which helped drive our company goals and vision. Despite practicing social distancing and working remotely, the award program lived on with virtual postings on our internal social media Yammer page recognizing employees for exemplifying those behaviors.

## HIRING OUR HEROES

The U.S. Chamber of Commerce Foundation's Hiring Our Heroes (HOH) is a nationwide effort to connect veterans, service members and military spouses with meaningful employment opportunities. In collaboration with the U.S. Chamber of Commerce's vast network of state and local chambers and strategic partners from the public, private and nonprofit sectors, their goal is to create a movement across America in hundreds of communities where veterans and military families return every day. We re-established our partnership with HOH in 2019 with the goal of placing fellows in temporary assignments in our domestic plants. To date, we've had three fellows in our Harrisonville, MO plant, all of which received full-time offers. Due to the success of the program and our commitment to hiring military talent, we expanded the program to our corporate office in 2021.

## CAMPUS RECRUITING

We have long established undergraduate and MBA Marketing Internship programs. Our interns and co-ops gain hands-on experience and are given the opportunity to test their abilities. We have a core school approach for connecting with undergraduates and school agnostics, as well as a few core schools for Marketing recruiting.





Diversity, equity and inclusion are a focus for early in-career recruiting. To ensure we attract and engage underrepresented minority students, we conduct outreach to student groups as well as The Consortium, the nation's largest diversity network. Interns work on real-life projects, get exposure to senior leaders across the organization and participate in a multitude of learning events focused on building their business acumen, relationship building and communication skills.

## WORKPLACE FLEXIBILITY (WPF)

We know WPF has proven to increase employee engagement, improve business results and thereby our competitive advantage. WPF takes many forms and is not one size fits all, so our leaders evaluate the various roles in their departments, and in the spirit of what's possible, figure out how to best support flexibility in their respective areas. Enhanced flexibility will continue as corporate locations return to the office. We have achieved a great level of success working in this way and have identified roles within our organization that will be working from home as their primary work location going forward granting us greater flexibility in our sourcing of talent.

## CHARITABLE GIVING

We feel strongly that it's important to support the communities where we operate, and we encourage our employees to become involved in their communities through the Church & Dwight Employee Giving Fund (EGF) and The Church & Dwight Philanthropic Foundation (the "Foundation").

## Employee Giving Fund

In 2005, we established the EGF, a workplace giving program that supports charitable organizations where our employees work and live. While it began with a focus in New Jersey and Pennsylvania, the efforts of this organization are continuing to expand to include other states in which we have locations, such as Colorado, Wisconsin, Iowa and Arkansas. In addition, similar programs launched in our locations in Mexico and Australia in 2021.





Each year, we invite our employees to dedicate a portion of their paychecks to the EGF. We encourage employee donations by offering employees additional time off depending on their level of giving, and by matching all employee contributions dollar for dollar, with no cap. Over the past 16 years since its inception, the EGF has become a cherished part of our culture, and has awarded nearly 2500 grants totaling over \$15 million to charitable organizations in the U.S. Through our annual grant process in 2021, the EGF awarded an aggregate of \$1.2 million to 225 deserving organizations in a variety of areas, including animal rescue, disadvantaged youth, domestic violence, education, physical healthcare, homelessness, hunger relief, mental health and awareness, military services, preservation of the environment, services for the elderly, social equality, and programs for the arts. Employees are encouraged to sponsor their favorite charities in the application process, and funding preference is given to those organizations with an employee sponsor.

Category	# of Orgs	Funding
Animal Rescue	22	\$112,700
Disadvantaged Youth	48	\$284,700
Domestic Violence	6	\$45,000
Educational Support	26	\$102,500
Elderly Services	6	\$54,000
Homelessness	17	\$111,000
Hunger Relief	30	\$189,750
Mental Health & Awareness	13	\$67,000
Military/First Responders Support	7	\$40,500
Performing & Visual Arts	11	\$50,000
Physical Healthcare	19	\$ 75,775
Preservation of the Environment	13	\$100,500
Social Equality	7	\$32,000

Additionally, the EGF funded natural disaster relief through the donation of \$25,000 to the Red Cross to combat wildfires and tornadoes.





While we could not participate in the many volunteer activities conducted during our usual annual Week of Service, employees were still able to give back. Employees purchased back-to-school supplies to support disadvantaged youth, donated clothes and non-perishable items for clothing and food drives and provided supplies for a summer camp and holiday dinner for families in need at HomeFront NJ, a local nonprofit that provides services for homeless youth and families in Central New Jersey, and one of EGF's signature partners.

## CHURCH & DWIGHT PHILANTHROPIC FOUNDATION

The Foundation was established in 2020 with the focus on helping to create equitable and inclusive opportunities and advancing environmental preservation. The Foundation is administered by our employees. In 2021, six organizations were chosen and received grants in aggregate totaling \$1 million. In the DEI space, the following organizations received grants: Junior Achievement, The Trevor Project, and Bowie University. In the Sustainability space, the following organizations received grants: The Recycling Partnership, Ocean Conservancy, Northeast Wilderness Trust, and The Xerces Society for Invertebrate Conservation.





## WORKPLACE SAFETY & HEALTH

Our commitment to employee, contractor and visitor safety and health is integral in everything we do within our organization. We ensure compliance with regulatory agencies' requirements and build our standards to meet or exceed them. We incorporate hazard identification and mitigation in our daily work and new initiatives.

We have made great progress in reducing injuries within our manufacturing facilities. Driven by employee training, injury case management, near miss recognition and robust standardized programs, we continue our work towards our goal of eliminating injuries. Our injury rates are consistently lower than the statistics in our manufacturing categories provided by the U.S. Bureau of Labor Statistics. While we are proud of our advances in workplace safety, we acknowledge our work cannot stop to prevent injuries.

We use continuous improvement, paired with our Lean program to grow our safety systems and culture. We have safety committees at our manufacturing sites, comprised of hourly employees and leadership, working together to improve safety. We utilize industrial hygiene monitoring which enables us to collect data on the effectiveness of our controls. Working with a global Root Cause Analysis program we eliminate hazards through reapplication of countermeasures across facilities.

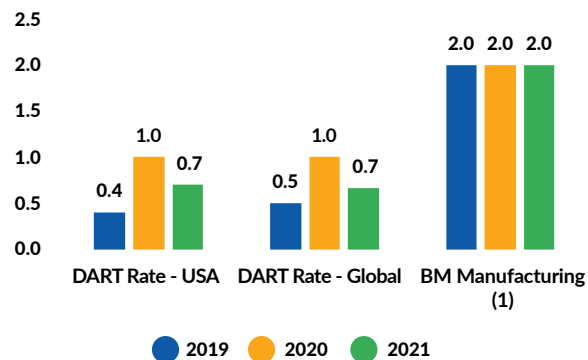




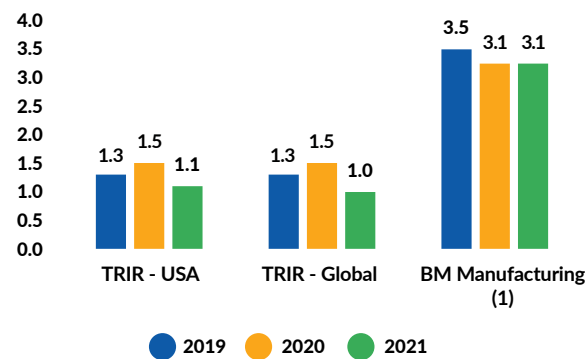
## WORKPLACE SAFETY

We currently use Days Away, Restricted or Transferred (“DART”) rate and Total Recordable Injury Rate (“TRIR”) as our historical safety performance indicators, consistent with U.S. Occupational Safety and Health Administration definitions. Looking to the future, we are developing leading indicators that represent our safety performance to help prevent injuries and incidents within our company. The charts below provide our DART and recordable rates for the past three years, and associated injuries for our global operations. Both metrics are well below the relevant industry benchmark (BM Manufacturing).<sup>1</sup> Note that the data below does not include cases related to the COVID pandemic.

### DART RATES



### TRIR



<sup>1</sup>The U.S. Bureau of Labor Statistics defines Benchmark Manufacturing as: food; beverage and tobacco product; textile mills; textile product mills; apparel; leather and applied product; wood product; paper; printing and related support activities; petroleum and coal products; chemical; plastics and rubber products; nonmetallic mineral product; primary metal; fabricated metal product; machinery; computer and electronic product; electrical equipment, appliance, and component; transportation equipment; furniture and related product; miscellaneous.



## WORKPLACE SAFETY TRAINING

One of our key priorities in our safety program is training. Our training program addresses the hazards we encounter at each site, along with regulatory requirements. We consider safety training as a proactive measure to drive injury prevention and control. Across our sites, we utilize a computer-based program that provides the platform to schedule, store and track all training. This program delivers benefits from the sharing of training and knowledge across our sites.

## WORKPLACE SAFETY AUDITS

We contract a third-party consultant to lead our annual safety audits. Auditing our sites and programs against regulations and internal standards is one of our leading indicators in safety performance. We have enhanced our audits this past year to go beyond federal and state regulatory expectations and include best management practices in the industry. Our audit focuses on management systems and involvement, programs, compliance and employee behavior with a focus on leadership values, worksite analysis, prevention of injuries, and controls. Action plans resulting from these audits are tracked and reviewed to ensure completion and effectiveness.

## SAFETY-RELATED REGULATORY ACTION

Like all other companies, we are subject to regulatory inspection and review. In 2021, we received ten regulatory inquiries (letters, phone calls, planned and unplanned visits) to our global operations sites. As a result of the ten regulatory inquiries, there were five recommendations and zero penalties issued.







# ENVIRONMENT

## Minimize Environmental Impact of Our Global Operations

- Achieve carbon neutral status for our owned and controlled global operations by end of 2025
- Achieve the approved science-based targets to reduce our greenhouse gas emissions by 2031
- Reduce global process water and/ or wastewater by 10% annually normalized to production
- Evaluate reductions in our water footprint in high water-stressed regions
- Maintain a global operations solid waste recycling rate of 75%
- Continue progress toward zero solid waste to landfill for 25% of our operations by end of 2023



## GHG EMISSION REDUCTION GOALS

Our primary environmental strategic goal is for all global operations owned and controlled by us to be carbon neutral by 2025, by reducing and offsetting our carbon emissions through energy savings projects, renewable energy credits (RECs), purchase power agreements (PPAs), onsite solar projects and tree planting. We already offset greater than 70% of the carbon dioxide that we emit today. We also have a new goal to achieve approved science-based targets to reduce our greenhouse gas (GHG) emissions by 2031. For more information about our strategy for achieving these goals, refer to the “Climate Change” section of this Report beginning on page 30.

## MANAGING FOR ENVIRONMENTAL SUSTAINABILITY & SAFETY

It is essential for us to make great products in facilities with robust environmental, health and safety performance. We work toward this high-performance culture by adhering to well established principles defined in our Environmental and Safety Policies. These policies guide our environmental and safety practices and expectations, and they are implemented through the following approach:

- **Accountability** – Each of our facilities has a designated on-site environmental and safety manager responsible for monitoring and managing environmental and safety issues affecting their facility. These environmental and safety managers are closely networked to enable peer mentorship and best practice sharing across facilities.
- **Audits and Inspections** – Each of our facilities undergoes a third-party conducted environmental audit every other year. All facilities are subject to periodic, unannounced inspections by federal, state and local environmental agencies.
- **Awareness** – We offer regular training for all our manufacturing employees to promote awareness of environmental and safety practices and procedures. This includes an annual Environmental and Safety Conference for facility environmental and safety managers. We have systems to share our key performance indicators at both a site level and corporate level regarding action plan progress and sustainability performance.





- **Awards** – Each year we recognize one of our global operations for exemplary environmental safety and sustainability performance. An award is presented to a representative of the operation at a company-wide Town Hall event.

## ENVIRONMENTAL PERFORMANCE

We strive to meet the challenge of managing our environmental footprint and minimize impacts of our expanding operations. We rely upon our employees' strong implementation of our environmental and sustainability initiatives, and on our lean management approaches to achieve our performance goals. We regularly evaluate our primary impact metrics (regulatory compliance, energy use, water use and waste generation) and take necessary actions across the company to optimize our operations. We set goals and track performance against them.

**In addition to our longer-term goals regarding carbon neutrality, water reduction and recycling, we have established annual reduction goals normalized to amount of product shipped, including:**

- 10% reduction in total energy at our operating facilities/MM lbs product shipped
- 10% reduction in water intake at our operating facilities/MM lbs product shipped
- 10% reduction in waste at our operating facilities/MM lbs product shipped
- 10% reduction in GHG emissions/MM lbs product shipped within our defined GHG scope (Scope 1 + Scope 2 + Scope 3 finished goods transportation)



## 2021 CITATIONS & PENALTIES SURCHARGES

All facilities undergo periodic, unannounced inspections by federal, state, and local environmental agencies. In 2021, there were 18 such inspections conducted at our operations, which resulted in no citations. However, two citations were received related to administrative issues that were not associated with any onsite regulatory inspections. One was the result of a technical deficiency on a historic spill/emergency response notification. The second was a missed waste reporting deadline. Corrective actions were identified and immediately implemented. Total penalties in the amount of \$1,000 were assessed and paid by us for the citations received.

## SPILLS/RELEASES TO THE ENVIRONMENT

We monitor and report on spills and releases to the environment. This includes our Colonial Heights, Virginia plant, which, as a result of the manufacturing process, releases ammonia to the atmosphere on a consistent basis each year and in compliance with all air pollution control regulations. We are actively seeking alternate technology that could eliminate ammonia from this process or reduce process emission to below release threshold amounts.

In 2021, we had no reportable accidental releases to the environment.





## REMEDIATION

In 2021, there was limited activity regarding environmental remediation companywide, with the most significant activity occurring in connection with the closure and remediation activity at sites in Brazil maintained by our wholly owned subsidiary Química Geral do Nordeste Ltda. (QGN). The closure and remediation activities are summarized below.

### QGN, Feira de Santana, Brazil

There are ongoing remediation efforts at the closed facility of QGN in Brazil. The remediation efforts include the control and capture of contaminated groundwater through an interceptor trench drainage system, as well as the installation of additional monitoring wells for the site characterization. Remediation spending in 2021 was approximately \$350,000.

### QGN, Itapura, Brazil

The mining operations that supported the inorganic salt manufacturing operation for QGN is undergoing closure activity. The remediation efforts in 2021 are primarily the grading and re-vegetation of the slopes of the surface mine. There was no significant remediation spending in 2021.

## ENERGY

Energy used in our operations is a direct contributor to carbon emissions. Energy is required in all phases of our operations from lighting offices, to burning fuels for heat or steam for processing, to charging electric fork trucks in our warehouses. We use both direct (on site fuel combustion) and indirect (off site electric or steam generation) energy sources in our business. Energy is also used outside our operations by third parties not directly under our control, who provide raw materials and/or contract manufactured products.





We currently track energy use within our operation from all of our company-controlled locations, including administrative offices, R&D operations, manufacturing plants, and warehouse/distribution locations. We track energy consumption in terms of specific fuels, total energy (GJ equivalent for all fuel and electricity use), and our normalized energy consumption in GJ per million pounds of product shipped. Additional discussion of the Energy Metrics and Targets is included in the “Climate Change” section of this Report.

## TRANSPORTATION

In an effort to be more fuel efficient, we ship large portions of our freight via rail instead of trucks. When we do ship via trucks, we have selected core transportation suppliers that are reviewing and implementing various strategies and technologies to reduce their carbon footprint.

**For example, more than 80% of our freight is transported by carriers(s) that have engaged (or have plans to engage) in one or more of the following:**

- Expanded use of Zero-Emissions vehicles, including battery electric and hydrogen fuel cell technology
- Deployment of advanced idle reduction technologies
- Utilization of next generation clean diesel engines
- Active partnership with EPA's SmartWay Program
- Testing of Climate Battery Powered Auxiliary Power Units (APU), with expected improvements in reduced idle time, lower fuel consumption and higher efficiency meeting thermal demands of the cab environment
- Reduced maximum speeds of tractors by two miles per hour, which lowers wind resistance and emissions output
- Field testing of new axle technology that disengages one of the two drive axles at highway speeds which results in lower torque and power requirements, allowing the engine to burn less fuel
- Implementing next generation tractor and trailer aerodynamic solutions



## WASTE

We have a goal to maintain a global operations solid waste recycling rate of 75%, and in 2021 we achieved 71% against that goal. In addition, we have a new goal of continue progress toward zero solid waste to landfill for 25% of our operations by end of 2023, and at the end of 2021 we were at 15% against that goal.

Through our environmental management system, we have procedures in place to responsibly handle and dispose of waste generated in our manufacturing operations. We use properly licensed contractors to transport and dispose of waste from our facilities, and waste volumes are entered monthly into our centralized environmental data system. The volume of waste associated with our product use – the solid waste created by consumers disposing of product packaging – is approximately three times larger than the waste generated in our operations. We have worked extensively to minimize packaging, reduce plastic packaging and increase package recyclability. See the “Packaging” section of this Report for more information.

In 2021, our total waste generation was up by 4% over the prior year. This was primarily driven by trying to balance supply chain issues and customer demand. The general result was creating more frequent, but potentially lower volume, production runs, yielding more frequent product and equipment changeovers on our manufacturing lines. These higher occurrences of changeovers, by their nature created higher volumes of process waste equipment cleanouts, product heels, and in general less efficient manufacturing. This is reflected in our increased 2021 waste volume. In addition, additional trash and cleaning waste related to COVID-19 precautions implemented in 2020 continued throughout 2021 (e.g. contaminated PPE and cleaning waste).

We experienced the trend of increased waste generation across almost all of our waste media types, but exhibited the largest increases in non-hazardous/chemical/process waste and wastewater trucked off site. In 2021, we saw a net increase of approximately 2,500 tons vs 2020. Wastewater transported offsite, which cannot be sent to a public treatment works at the manufacturing location, represents the largest percentage of the waste by weight, at 43%. Trucked wastewater increase (+4%) is directly related to production throughput and supplier and customer induced production runs with increased changeovers. The higher incidents of changeovers also impacted the amount of product-heel waste that must be disposed of through equipment cleanings and washouts increasing our non-hazardous/chemical/process waste generation.





Total recycle weight in 2021 was down nearly 436 tons (3%). For our base material recycling programs, plastic recycle was up (+89 tons) and total corrugate/paper recycle was up (+30 tons). These increases were offset by decreases in wood/pallet, metal, and other recycled materials.

#### Annual Waste Generation Totals [short tons]

	2019	2020	2021
Total Waste Generation	57,758	59,888	62,420
General Trash	6,102	6,416	6,590
Hazardous Waste	1,130	411	452
Non-hazardous/chemical/process waste	13,109	11,348	13,071
Wastewater trucked off site	23,745	25,322	26,351
Recycling	13,673	16,392	15,956

#### Waste Generated and Managed in 2021 [short tons]

	Onsite	Offsite	Total
<b>Hazardous Waste (tons)</b>			
Energy Recovery	0	96	96
Incineration	0	39	39
Other Disposal	0	318	318
Diverted from disposal	0	0	0
			452

	Onsite	Offsite	Total
<b>Non-Hazardous Waste (tons)</b>			
Energy Recovery	0	526	526
Incineration	0	259	259
Other Disposal	1,827	43,400	45,227
Diverted from disposal	0	15,956	15,956
			61,968

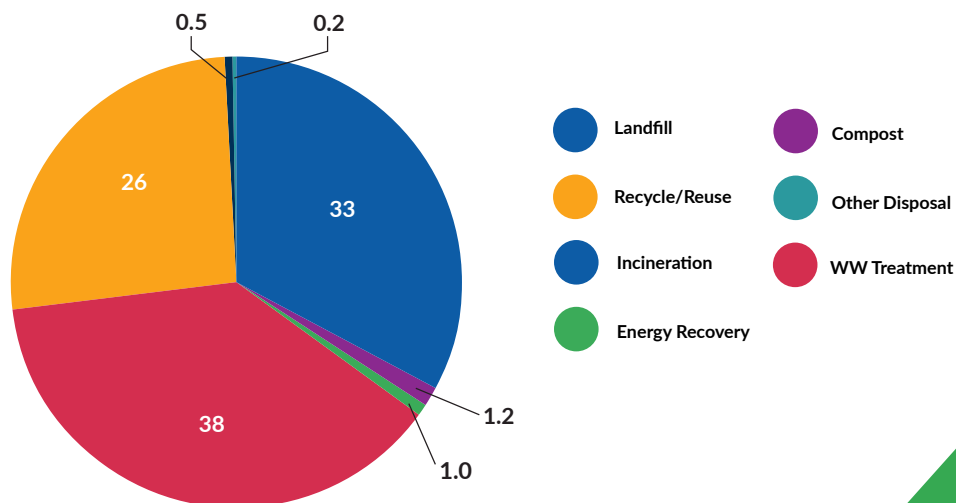


Hazardous waste generation increased by 41 tons in 2021, and still represents less than 1% of all waste generated. Most of our facilities are considered small quantity generators of hazardous waste. No hazardous wastes are treated onsite. All hazardous wastes are transported offsite by properly licensed vendors to appropriate treatment, storage, or disposal sites. All solid waste is transported offsite and properly disposed at licensed facilities, except for our facility in Wyoming that maintains an onsite non-hazardous waste landfill. We have no international shipments of hazardous or nonhazardous wastes.

In 2021, our recycle rate was 71%, down from 72% in 2020, just below our target. We continue to work towards our recycle rate goal of 75% for our combined recycle and general trash waste streams.

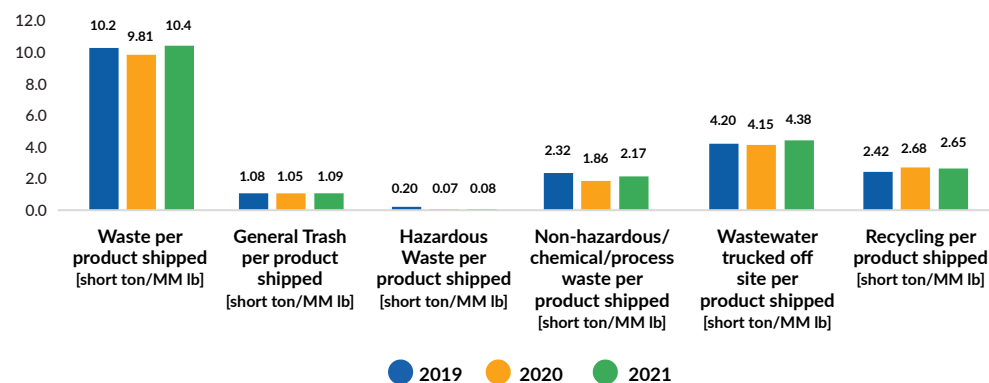
The following charts provide a comparison of the offsite waste disposal methods utilized in 2021, and normalized waste generation quantities for the last three years. Overall, our normalized waste generation to million pounds of product shipped was up in 2021. The normalized metric was up 6%. This was largely due to increased process scrap and wastewater volumes generated by higher frequency of changeovers encountered due to supply chain impacts on our manufacturing operations throughout 2021. We did not achieve our 10% reduction in normalized waste (tons/million pounds shipped). In 2022, we expect to further leverage our Lean processes to help reduce our waste volumes as we continue to strive for our ever green 10% reduction target normalized waste per million pounds of product shipped.

### 2021 Waste by Fate (%)





### Normalized Waste Trends (tons/MM lb)



COVID-19 precautions, workforce limitations due to illness, and travel restriction/reduced personal interactions all put an unprecedented strain on our production operations in 2021. Demand for our products led many of our production locations to achieve record high output milestones. Despite these additional obstacles, as with energy and water, we continued exploring ways to save energy, reduce water and minimize waste as we increased production. Our operating plants regularly develop specific, targeted waste minimization projects. While these efforts are not always successful, the net results are reflected in the 2021 metrics described in this Report.





## WASTE REDUCTION PROJECTS

### Continued Beneficial Reuse

In our 2020 report we discussed expanding beneficial reuse/recycling of solid gummy vitamin wastes to an animal feed supplement process at our York, PA plant. In 2021, we identified and implemented similar options for beneficial reuse of the solid gummy vitamin wastes to an animal feed supplement at our Vancouver, WA plant. This diverted an additional 1,250 tons of waste from landfills in 2021. In all, 32 million pounds of waste that otherwise was destined for landfills was diverted to beneficial reuse or recycling from our plants. We continued to seek out beneficial reuse opportunities for many of our waste materials.

### Material Processing/Handling Improvements

Several of our plants have implemented small to medium sized projects to improve general material processing and handling. Some examples include better seals and maintenance on enclosed transfer equipment to minimize solid powder leaks, changing to container liners with roll equipment to maximize product removal before disposal, and installation and maintenance of improved product weight measurement and delivery equipment/processes that reduce the amount of container under/over fills and associated wastes. We estimate from projects implemented in 2021 that approximately 1,200 tons of line scrap annually has been eliminated.

### Product Reclaim

Many of our production processes include a step for reclaim of suitable off specification product. These reclaim loops are utilized in production of liquid laundry detergent, cat litter, and sodium bicarbonate to name a couple examples. Additional product reclaim or improved product reclaim processes were incorporated into our manufacturing of OxiClean and our laundry detergent





## WATER

Water is a critical resource for the sustainable future of our business, the communities in which we operate, and the planet as a whole. At Church & Dwight, we recognize that responsible management of that resource to ensure the availability of adequate water volume and quality is part of our company contribution to the sustainable future of the communities in which we live and work. Water is a shared resource for all. Our water risk assessments and especially new location strategy includes evaluation of adequate water availability. We regularly work with our public water suppliers and regulatory authorities to support them and to understand potential for local water resource constraints, the needs of other users and potential impacts on our business and the locations where we operate.

Water quality and quantity are critical aspects of our operations as well. Water is a necessary ingredient in many of our products and operations. The majority of our water consumption is as a product ingredient. Water used for cooling, cleaning or other process operations, and sanitary use is treated and discharged back to the environment.

Our water reduction programs have not yet achieved the gross reductions we had planned, but our data does show that we have achieved a steady reduction in annual water intake since 2017. These water reduction efforts are contributing to a steady reduction in normalized total water intake (thousand gallons/million pounds product shipped). In consideration of this we have established a water goal for the company to work towards an annual 10% reduction of normalized water intake per million pounds of product shipped. In 2021, we achieved a 5% reduction in total water intake and a 4% reduction in water intake normalized per million pounds of product shipped. We did not achieve our annual goal of 10% reduction in water intake per million pounds of product shipped. We remain committed to reducing our water use. Additional information regarding our water use strategy and performance is provided below.

## WATER STRESS RISK

The World Resources Institute (WRI) water risk evaluation identifies areas with higher exposure to water stress related risks and is an aggregated measure of selected regional water risk indicators such as physical quantity, physical quality and regulatory & reputational risk. Our 2021 update of the overall water stress risk associated with our operating locations used the most recent version of the Aqueduct 3.0 Water Risk Atlas, Global Maps Data found on the WRI website (<https://www.wri.org/aqueduct>). This most recent review found that the overall baseline water-stress risk classification lowered the risk for two of our locations compared to our previous reviews, while the balance remained at the same risk classifications.

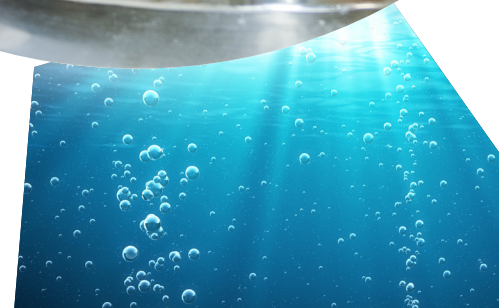
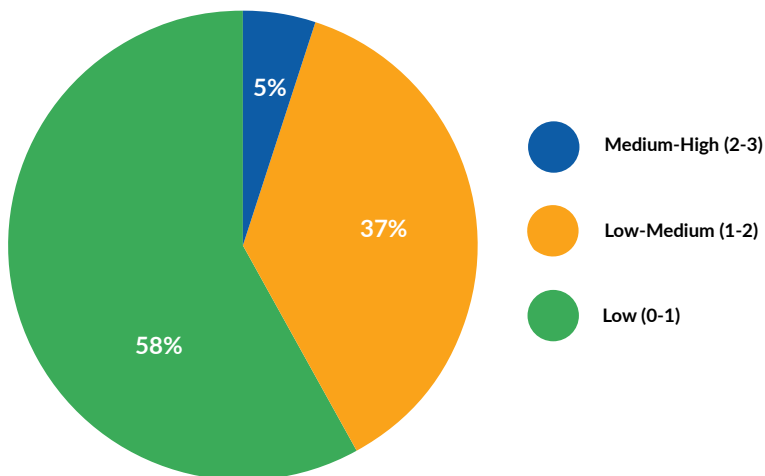




None of our facilities are in areas classified with extremely high or high water-stress risk as identified by the WRI. Three of our North American locations and our United Kingdom plant are in medium to high water-stress risk areas. The majority of our locations are in low to medium risk or low risk areas as defined by WRI. In terms of overall extraction, approximately 95% of our total water extraction is from locations classified a low or low-medium overall water-stress risk.

We continue to periodically assess our water risk through the WRI classification as well as conducting public water and ground water supply assessments, primarily focused on our high volume or critical water quality locations, and we have established a new goal to evaluate reductions in our water footprint in high water-stressed regions. Water supply issues are often part of our business interruption risk planning and exercises. As a result of our attention to water issues, we have not experienced any business disruptions related to water availability or quality and have not identified any imminent water supply concerns that would affect our operations or the locations where we operate.

### Percent Total Water Extraction by WRI Water Risk Category





## WATER INTAKE AND USE

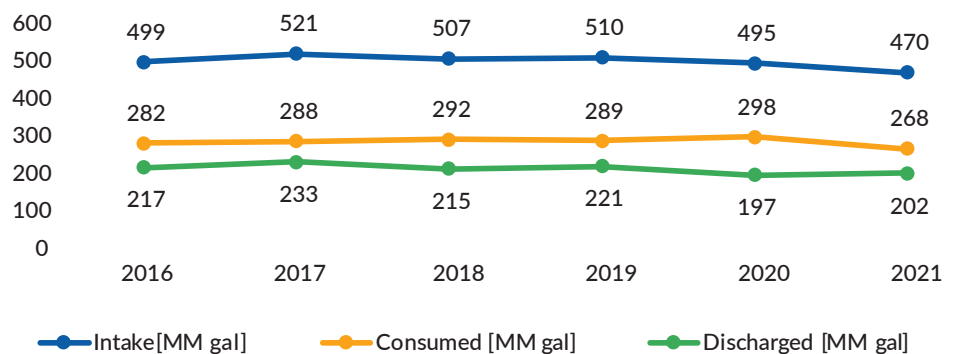
Approximately 84% of our water intake is from public water supply systems. The remaining 16% is from groundwater wells on our facilities. We routinely interact with our public water supply purveyors to evaluate our incoming water quality and quantity to assure it meets drinking water quality standards and that available water capacity can meet company needs. Well water used is regularly tested to verify it also meets our quality standards. Even with incoming water meeting drinking water quality standards, most of our locations engage in tertiary water treatment to provide the highest quality necessary for our production operations.

**We define net water consumption as: Net Consumption (gal) = Total water intake (gal) – Total water discharges/disposals (gal)**

During 2021, our operations required nearly 470 million gallons of freshwater intake, down 25 million gallons (-5%) from 2020. Total water discharged was increased by approximately 5 million gallons (3%) compared to 2020. As a result, total water net consumption was down approximately 10% in 2021. We consumed approximately 57% of the water extracted and discharged 43% back to the environment in 2021. The consumption estimate includes evaporative losses. Our water use efficiency improved as can be seen in our normalized water metric (thousand gallons water intake/mm lbs. product shipped), which decreased by 4% from 2020 to 2021.

The charts show the absolute and normalized water intake and water consumption for 2016 through 2021.

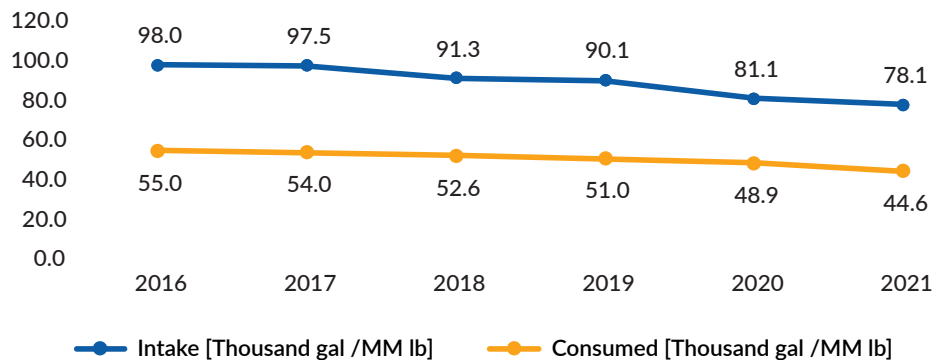
### Total Water (MM gallons)





We continue efforts to identify and implement specific projects related to water conservation. Projects include eliminating single pass uses, optimizing water reclaim/recycling systems, minimizing evaporative losses and improving efficiency in our water handling and treatment equipment, especially at our most water intensive plants. While we continue to seek projects that will have a substantial impact on reducing our water use, we are also making changes on the site level throughout the organization that contribute to our ongoing water minimization efforts. Sites have installed waterless toilets, implemented improved operations and maintenance programs to minimize water leaks or valve failures, installed smart meters to better monitor water use, and evaluated opportunities to reclaim or re-use wasted water. Not every effort has been successful, but they all help drive our culture of responsibility, sustainability, and conservation that resulted in an absolute reduction of 25 million gallons of water intake in 2021 vs 2020.

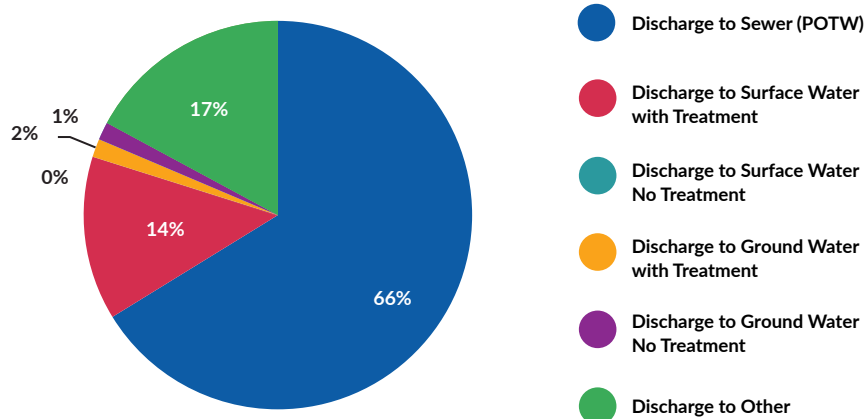
### Normalized Water Use (thousand gallons/MM lb shipped)



## WASTEWATER DISCHARGES

We generate and discharge industrial and sanitary waste waters from our operations. These discharges have potential to impact water quality of a receiving water body. Approximately 99% of our wastewater is discharged to local municipal wastewater treatment plants, transported offsite for appropriate disposal, or treated onsite prior to discharge. The remaining 1% is direct discharge of clean fire system water. Approximately 83% of our wastewater is treated off site by others before being discharged to the environment, which means it is discharged directly to a public treatment works for further treatment, hauled to an offsite facility for further treatment prior to discharge, or discharged to off-site evaporation ponds with no direct discharge.

### Wastewater Discharge Distribution







Process wastewaters are discharged under permits issued by the appropriate local jurisdiction and treatment authorities. At about one quarter of our locations' specific wastewater streams, such as high strength biochemical oxygen demand or surfactant streams, are segregated, collected, and transported off site to an appropriate treatment facility when the local wastewater authority is unable to receive the discharges. Priority wastewater treatment (or pre-treatment) of our wastewaters varies by site, operation, and local requirements, but may include pH adjustment, solids removal, metals removal (e.g., zinc), and organics reduction.

Our Old Fort, Ohio plant is the only operation with a direct industrial wastewater discharge. This plant manufactures sodium bicarbonate and other products. Under the EPA Clean Water Act, Categorical Pre-Treatment regulations the sodium bicarbonate manufacturing process is considered a "zero discharge" process. All wastewater impacted by sodium bicarbonate is recovered and re-used in the sodium bicarbonate process or other production. The Old Fort plant treats and discharges sanitary and general wastewater (from mechanical systems, non-contact cooling, and other non-sodium bicarbonate processes). Treatment processes include filtration, settling, pH adjustment, and microbial disinfection (for sanitary wastes). The discharges are allowed under a permit issued by the state environmental regulatory authority and include regular monitoring of wastewater parameters for compliance with established limits. Parameters include flow, color, dissolved oxygen, solids, nitrogen, fecal coliform, chlorine residual, chemical and biological oxygen demand, oil and grease, and pH. No permit excursions or violations occurred in 2021. In 2021, the plant discharged 28.4 million gallons of treated wastewater to the Sandusky River. The lower Sandusky River is classified as an Ohio Scenic River. In anticipation of plant expansion, we received permission in 2021 to expand and upgrade the wastewater treatment capacity allowed by our permit. We continue to work with local regulatory authorities to ensure our wastewater is properly managed prior to discharge minimizing any impact to the receiving waters.

As a result of onsite treatment, pre-treatment, and off-site treatment of our wastewater, discharges from our operations do not significantly affect water quality in any receiving water bodies.

## Water Conservation Projects

### Reverse Osmosis and Water Purification Process Changes

A number of our operating plants conduct water purification processes, including reverse osmosis, to ensure we use the highest quality water in our products. Many of these processes can waste large volumes of water during regeneration and back washing the system treatment media or system start up flushing (reject) until the desired water quality is reached. We have actively engaged in examining these processes. Through adjusting performance parameters or installing reject water capture and feedback loops, we saved an estimated 3.7 million gallons of water in 2021 that otherwise would have been wasted. We estimate by implementing these changes we have saved greater than 12 million gallons of water since 2019.

### Elimination of a Once Through Cooling Water Process in UK

Our Folkestone, England plant installed a chilled water loop to replace an existing single-pass cooling system for jacketed product mix tanks. Thanks to this process change the plant saved approximately 2.8 million gallons of cooling water discharge. This change, in combination with other smaller water conservation measures, resulted in reducing the plant water intake by nearly 1/3 in 2021 vs 2020.

### Even the Small Changes Help

A number of our plants also evaluated and made changes to cleaning and sanitation practices. These changes are often slow to take hold as we must ensure and validate that equipment cleaning continues to meet our GMP and quality standards. Some smaller changes have included installation of clean-in-place or fixed volume wash systems, campaigning production where possible to minimize equipment changeover cleaning, employee training to raise consciousness of excess water use during manual cleaning, and similar practices. In 2021, we estimate savings of between 0.5 to 1 million gallons of water related to improved cleaning practices and wash water management.

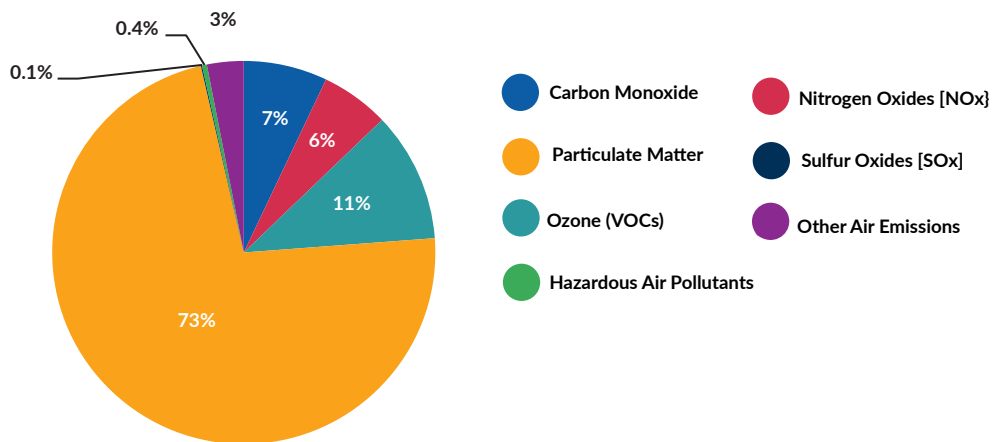




## AIR EMISSIONS

In addition to greenhouse gas emissions discussed in the Climate Change section of this Report, several of our facilities report on specific air emissions as required by a facility air permit. The chart below represents the breakdown of Criteria Air Pollutant emissions as defined by the EPA for those facilities that are required to track or report air emissions. In 2021, our total reported air emissions of criteria pollutants were approximately 300 tons with 73% being particulates.

### 2021 Criteria Air Pollutant Emissions





## GLOBAL LEAN IMPLEMENTATION

We have the ambition to be recognized as the LEAN expert in CPG industry by 2025. LEAN is intended to minimize waste, improve overall equipment effectiveness, and engage the workforce. During 2021, we conducted over 1,250 Lean activities engaging over 2,500 employees and yielding \$9.4MM in efficiency savings as part of our Good to Great program. This is our 3rd year applying LEAN concepts. In 2021, six plants achieved "Lean Bronze Level Certification", an important Lean milestone that signifies these plants met industry standards in the application of LEAN principles

Through the application of LEAN principles, we are achieving higher levels of production output, productivity and reduced material losses. Our goal for 2022 is to achieve Bronze Level Certification for the two additional plants and Silver Level Certification at three additional plants.



Montreal Canada Bronze  
certification in November 2021







## RESPONSIBLE SOURCING

**Committed to Improving our  
Supply Chain's Environmental,  
Social and Ethical Practices**

- Assess 100% of at-risk suppliers
- Source 100% RSPO Certified Mass Balance palm oil ingredients by the end of 2025
- Continue to purchase at least 97% of palm oil ingredients traceable to mills
- Continue to manage our operations in a responsible and sustainable manner



**By upholding high ethical standards, continually evaluating our environmental impact, creating a safe workplace, and vigilantly maintaining our commitment to responsible sourcing, we have held our position as a trusted provider of household, personal care and specialty products for over 170 years.**

Our supply chain is a significant part of our business, and more than half of our employees support its day-to-day operations. We source from over 500 suppliers and contract manufacturers, the majority of which are located in North America. All of our employees and suppliers are expected to comply with our **Global Operations Guiding Principles** (the “Principles”), which are incorporated by reference into most of our supplier agreements.

The Principles address business ethics and compliance, anti-corruption, fair labor conditions, health and safety, and environmental protection, and reflect our commitment to internationally recognized standards and our support and respect for internationally proclaimed human rights. They are significantly aligned with the United Nations Declaration on Human Rights; the International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work; and the Labor Principles of the United Nations Global Compact.

The Principles are also significantly aligned with the Ethical Trading Initiative Base Code, the California Transparency in Supply Chains Act of 2010, the UK Modern Slavery Act of 2015 and the methodology and guidance documents provided by Sedex, which provide a universally recognizable and common framework.





In 2021, we focused our Responsible Sourcing Program, further educating our employees responsible for relationships with suppliers and contract manufacturers on potential Human Rights challenges in the supply chain and our Responsible Sourcing Program. We continued our relationship with AIM-PROGRESS, a forum of manufacturers and suppliers that promotes responsible sourcing practices, to help benchmark and provide industry guidance in support of our responsible sourcing journey. We worked with our supply base to onboard participating factories in at-risk geographies on the Sedex platform.

We support the Transparency in Supply Chains Act of 2010 and the UK Modern Slavery act of 2015. We conducted risk-based supplier audits against ISO Quality Standards and Food Safety Standards. Audits are conducted by our Quality Department and supplemented, as needed, by independent third parties. Suppliers found to be in violation of our Principles are subject to corrective actions which may include follow up audits and termination of business.

We have a training program for applicable employees and management that reinforces our Principles. This program supplements our Code of Conduct training that applies to all employees and directors, and requires compliance with applicable laws, including those prohibiting slavery and human trafficking. Any violation of applicable laws, our Code of Conduct or our Principles by a Church & Dwight employee or supplier may result in disciplinary action, including termination of employment or business relationship.





## RESPONSIBLE SOURCING - PALM OIL

While we do not directly buy or use palm oil or palm kernel oil in our products, some of our products – including animal feed, liquid laundry detergents, gummy vitamins, oral care and feminine care products – incorporate palm oil derivatives. Although our use of palm oil derivatives is relatively low, approximately less than 4% of total direct materials spend, we recognize the palm oil industry has a significant impact on biodiversity, climate change, people and communities. Accordingly, we strive to responsibly source palm oil derivatives in a manner that does not contribute to deforestation of high conservation value, high carbon stock forest and peatlands, or exploitation of people and local communities.

In 2021, we continued our membership with the Roundtable on Sustainable Palm Oil (RSPO) and completed our second Annual Communication of Progress (for 2020 results). While we are not RSPO Supply Chain Certified, we purchased virtually all of the 39,203 tons of palm oil derivative raw material volume we consumed from one RSPO member supplier that has represented to us that this material is over 97% traceable to the mill. More than 32% of this volume was purchased in mass balance material. Our supplier has also represented to us that all such palm oil derivatives have been produced in conformance with its “No Deforestation, No Peat, No Exploitation Policy.”

Due to the complexity of the palm oil derivative supply chain, the process of achieving traceability involves a number of companies at many tiers. Because our greatest opportunity to influence the supply chain is through our partnerships with our suppliers, our objective of surpassing 97% traceability to the mills is subject to change based on the progress of our suppliers. In addition to full traceability to mills, we support and encourage suppliers to achieve as much traceability to the plantations as possible and to comply with RSPO standards as they evolve.



**Beyond traceability, our more comprehensive Palm Oil Sustainable Sourcing Commitment expands the scope of our responsibility to help address the following specific sourcing practices:**

- Ending our contributions to deforestation by conserving and protecting primary and secondary forests, High Carbon Stock<sup>1</sup> and High Conservation Value<sup>2</sup> forests across all supplier landholdings
- Ending new development on peatlands, regardless of depth
- Leveraging best management practices<sup>3</sup> for existing palm oil plantations on peat soils.
- Prohibiting the use of fire for preparation or clearing of land areas.
- Reducing greenhouse gas emissions from deforestation and existing operations.
- Complying with existing RSPO Principles and Criteria or other equivalent standards.
- Ending any exploitation of the rights of indigenous peoples and local communities

1. High Carbon Stock (HCS) forests as defined at <http://highcarbonstock.org> by the HCS Steering Group.

2. High Conservation Value (HCV) as defined by the HCV network:  
<https://www.hcvnetwork.org/about-hcvf/the-six-high-conservation-values>.

3. Best management practices covered by the "RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat."

To accomplish these goals, we require our primary supplier to meet or exceed the standards set forth in its No Deforestation, No Peat, No Exploitation Policy, provide quarterly reports regarding its supply chain mapping, provide progress reports against the commitments set forth in its policy, and meet or exceed RSPO standards for RSPO certification. From time to time we may also further investigate various other approaches and tools that may be available to help us assess our supply chain.



## CONFLICT MINERALS

We are **committed to ensuring** that our products do not contain conflict minerals that have funded armed groups in the Democratic Republic of the Congo or an adjoining country. Any supplier found to be in violation of our policies is subject to corrective action, which may include termination of business.

## SUPPLIER DIVERSITY

Established in 2019, our U.S.-based Supplier Diversity Program aims at driving spend growth with certified diverse suppliers by ensuring their inclusion in our Procurement led sourcing process. We joined two of the leading Supplier Diversity Certification organizations, The Women's Business Enterprise National Council and The National Minority Supplier Development Council, to help inform and develop our program's foundation. We require that diverse suppliers are certified by one of these organizations to be part of our Supplier Diversity Program. Our Supplier Diversity Program 2019 baseline spend was \$18.6MM.

In 2021, we built upon our foundation by educating and collaborating with stakeholders throughout the organization on our Supplier Diversity Program and goals. The Supplier Diversity Program underwent significant transition in 2021, including the recruitment of a new supplier diversity leader. We used this opportunity to benchmark the Supplier Diversity Program, refresh its strategy, and reset priorities. We enhanced the resources available to our team by enriching our data to understand our true impact on the diverse supplier community and how we can include these suppliers in future sourcing opportunities. Through increased stakeholder engagement, we increased our consolidated Direct and Indirect spend with certified diverse suppliers to \$50MM in support of our revised 2025 target of \$125MM (up from 75MM). We also further expanded our program in 2021 by joining The National LGBT Chamber of Commerce (NGLCC).





## ABOUT THIS REPORT

**This 2021 Sustainability Report continues our commitment to transparently communicate our sustainability efforts.**

This Report reflects our performance for the year ended December 31, 2021, along with prior data and information on changes to our operations, plants and data collection process, where relevant. This Report also references 2022 initiatives planned at the time of publishing the Report.

To lead the collection of information and the report preparation process, we assembled a team representing Environmental, Health & Safety, Finance, Human Resources, Law, Marketing, Operations, Procurement and R&D.

For our 2021 energy and greenhouse gas (GHG) data, we have contracted with an independent third party, ERM CVS to evaluate and assure that our energy data collection process and emissions calculations are rigorous, inclusive and accurate. The resulting verification statement will be included with our annual CDP Climate Change Response.



The Report includes disclosures recommended by the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD) and the Global Reporting Initiative (GRI).

We have addressed GRI's four Reporting Principles in defining the scope and content of this Report:

- **Stakeholder Inclusiveness** – This Report addresses those topics that are of greatest interest to a broad range of stakeholders.
- **Sustainability Context** – We reference the key sustainability challenges that our company is facing, and how our actions and performance fit into the larger context; see for example our discussion of responsible sourcing and palm oil.
- **Materiality** – This Report covers our significant economic, environmental and social impacts.
- **Completeness** – We provide information on our global operations, representing company-wide performance throughout 2021.

Employment and Environmental, Health & Safety indicators include all our operated manufacturing and distribution facilities, our R&D Corporate Technical Center and our corporate headquarters, with select smaller scale operations excluded. For more information on our company, joint ventures and subsidiaries worldwide, please see our Annual Report on Form 10K for the fiscal year ended December 31, 2021 on our corporate website (link below).

We welcome input from all stakeholders, including customers, consumers, shareholders, investors, nonprofit organizations, non-governmental organizations, neighbors and employees, who seek to help us improve our business and sustainability performance. Please send questions or comments about this Report to [sustainability@churchdwright.com](mailto:sustainability@churchdwright.com).

For all other inquiries, **please visit [www.churchdwright.com](http://www.churchdwright.com)**.





## SUSTAINABILITY PERFORMANCE DATA

INDICATOR	UNIT	2021	2020	2019	2018	GRI
ENVIRONMENTAL						
Total Energy Use	Thousand GJ	1,527	1,571	1,649	1,713	302-1
Electricity	Thousand KWH	152,743	154,506	158,968	161,261	302-1
Natural Gas	DecaTherms (US)	793,068	823,545	825,249	848,502	302-1
Propane	Pounds	361,950	356,330	381,565	371,134	302-1
Gasoline	Gallons	2,975	3,861	3,842	4,241	302-1
Diesel	Gallons	86,262	101,784	90,592	77,831	302-1
Purchased Steam	Short Tons	46,917	48,102	72,365	84,493	302-1
Energy Intensity	GJ/MM LBS SHP	254	257	291	309	302-3
Direct (Scope 1) GHG Emissions	Metric Tons CO2e	89,100	91,159	87,583	89,402	305-1
Energy indirect (Scope 2) [location based] GHG Emissions	Metric Tons CO2e	68,678	69,393	74,853	80,808	305-2
Energy indirect (Scope 2) [market based] GHG Emissions	Metric Tons CO2e	7,516	7,832	11,659	13,608	305-2
Total (Scope 1 and Location based Scope 2) GHG Emissions	Metric Tons CO2e	157,778	160,553	162,436	170,210	
Other indirect (Scope 3) GHG Emissions- transport only	Metric Tons CO2e	211,662	225,956	213,892	224,579	305-3
Total GHG Emissions (Scope 1+ 2 + 3)	Metric Tons CO2e	369,439	386,508	376,328	394,780	
GHG Emissions Intensity (Scope 1 + 2)/product shipped	Metric Tons CO2e /MM LBS SHP	26	26	29	31	305-4
Total GHG Emissions Intensity (Scope 1 + 2 + 3)/product shipped	Metric Tons CO2e /MM LBS SHP	62	63	67	71	305-4
Total GHG Emissions Intensity (Scope 1 + 2 + 3)/sales	Metric Tons CO2e /MM US\$ Sales	71	79	86	95	305-4
Net Water Consumption	Thousand Gallons	267,962	298,350	288,533	292,033	303-5
Water Intake (Withdrawal)	Thousand Gallons	470,304	495,187	509,769	506,564	303-3
Water Effluent (Discharge)	Thousand Gallons	202,342	196,837	221,235	214,531	303-4

## SUSTAINABILITY PERFORMANCE DATA (CONTINUED)

INDICATOR	UNIT	2021	2020	2019	2018	GRI
ENVIRONMENTAL						
Water Intake Intensity/product shipped	Thousand Gallons/MM LBS SHP	78.1	81.1	90.0	91.3	303-3
Total Waste Produced	Tons	62,420	59,888	57,758	61,960	306-2
Hazardous Waste Produced	Tons	452	411	1,130	910	306-2
Non-hazardous Solid Waste Produced	Tons	19,661	17,763	19,211	20,041	306-2
Wastewater Trucked for Offsite Disposal	Tons	26,351	25,322	23,745	29,444	306-1
Recycled Non-hazardous Waste Produced	Tons	15,956	16,392	13,673	11,565	306-2
Waste Produced Intensity/product shipped	Tons/MM LBS SHP	10.4	9.8	10.2	11.2	
Environmental Penalties	US \$	\$1,000	\$3,375	\$6,500	\$22,500	307-1
Total Reported Releases	Total	1	1	4	3	
Accidental Releases	Total	0	0	3	2	
Continuous Releases	Total	1	1	1	1	
SOCIAL						
Total Employees	Total	5,138	5,108	4,831	4,727	102-7
Employees – Domestic (Within U.S.)	Total	4,101	4,098	3,833	3,766	102-7
Employees – International (Outside of U.S.)	Total	1,037	1,010	998	961	102-8
Total Female Employees	Percent	41	41	40	41	405-1
Total Male Employees	Percent	59	59	60	59	405-1
Days Away, Restricted, or Transferred (DART) Rate (Global)	Recordable Incidents/100 FTE	0.7	1.0	0.5	0.8	403-9



## SUSTAINABILITY PERFORMANCE DATA (CONTINUED)

INDICATOR	UNIT	2021	2020	2019	2018	GRI
ECONOMIC						
Net Sales	Billions	\$5,190.1	\$4.90	\$4.36	\$4.15	102-7
Consumer Domestic Sales	Millions	\$3,941.9	\$3,767.6	\$3,302.6	\$3,129.9	102-7
Consumer International Sales	Millions	\$912.2	\$828.2	\$756.3	\$709.5	102-7
Specialty Products Sales	Millions	\$336.0	\$300	\$298.8	\$306.5	102-7
Employee Giving Fund Distributions	Millions	\$1.2	\$1.1	\$1.2	\$1.2	201-1
Philanthropic Foundation Distributions	Millions	\$1.0				201-1

## GRI INDEX

We align our sustainability reporting with the Global Reporting Initiative (GRI) Standards, an internationally recognized guidance for transparency in sustainability performance. The Index below lists the GRI indicators addressed in this Report, and either includes the information directly or provides a reference to the relevant section(s) within this Report.

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
GENERAL DISCLOSURES		
102-1	Name of organization	Church & Dwight Co., Inc.
102-2	Activities, brands, products and services	Church & Dwight At A Glance
102-3	Location of headquarters	Ewing, New Jersey, U.S.
102-4	Location of operations	Church & Dwight At A Glance
102-5	Nature of ownership and legal form	Church & Dwight At A Glance
102-6	Markets served	Church & Dwight At A Glance
102-7	Scale of the organization	Church & Dwight At A Glance
102-8	Information on employees and other workers	Our People Sustainability Performance Data
102-9	Supply chain	Responsible Sourcing See pp. 7-8 of Annual Report (available at <a href="https://investor.churchdwight.com">investor.churchdwight.com</a> )

## GRI INDEX (CONTINUED)

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
GENERAL DISCLOSURES		
102-10	Significant changes to the organization and its supply chain	No significant changes in 2021. While we acquired a new brand in 2021, THERABREATH, the acquisition did not include any new facilities.
102-11	Precautionary approach	Products
102-12	External initiatives	How We Engage Stakeholders List of Trade Associations and Other Affiliations (pp 21-25) Responsible Sourcing
102-13	Membership in associations	How We Engage Stakeholders List of Trade Associations and Other Affiliations (pp 21-25)
102-14	Statement from senior decision-maker	CEO Letter
102-16	Values, principles, standards and norms of behavior	CEO Letter Our Sustainability Strategy and ESG Pillars How We Engage Stakeholders Responsible Sourcing
102-18	Governance structure	See the <a href="#">Corporate Governance section of our website</a>
102-40	List of stakeholder groups	How We Engage Stakeholders
102-41	Collective bargaining agreements	Internationally, we employ union employees in France, Mexico and New Zealand. Employees covered by collective bargaining agreements represent less than 1% of our total workforce. We believe our relations with both our union and non-union employees are satisfactory.
102-42	Selection of stakeholders	About This Report How We Engage Stakeholders
102-43	Approach to engagement	About This Report How We Engage Stakeholders
102-45	Entities included in the report	Our data includes all operations under Church & Dwight control. We have one joint venture (JV), The ARMAKLEEN Company, that is included in our reported data. A second JV, Armand Products Company, is not included because we do not have operational control. See pp. 5-6 of Annual Report ( <a href="#">available at investor.churchdwight.com</a> ).



## GRI INDEX (CONTINUED)

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
GENERAL DISCLOSURES		
102-46	Defining report content	Our Sustainability Strategy & ESG Pillars About This Report
102-47	List of material topics	How We Assess Material Issues
102-48	Restatements of information	Climate Change – Metrics and Targets Sustainability Performance Data
102-49	Significant changes in material topics and boundaries	There were no significant changes in the topics and boundaries of our reporting for 2021.
102-50	Reporting period	About This Report
102-51	Date of previous report	Our previous report was published in 2020 and included performance data for calendar year 2019.
102-52	Reporting cycle	Annual
102-53	Contact point	About This Report
102-54	Claims of reporting in accordance with the GRI Standards	This Report has been prepared in accordance with the GRI Standards, Core option.
102-55	GRI index	GRI Index
102-56	External assurance	Climate Change – Metrics and Targets Energy and Greenhouse Gas Data Verification

## GRI INDEX (CONTINUED)

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
MANAGEMENT APPROACH		
103	Management approach for each material issue	
	Our Brands: Engaging with customers and consumers; integrating sustainability	Our Brands
	Products: Safe ingredients; disclosure	Products
	Packaging: Consumer-friendly and environmentally responsible	Packaging
	Employees & Communities: Diversity & inclusion, gender equality, employee health	Employees and Communities
	Employees & Communities: Community-enhancing philanthropy and outreach	Employees and Communities Our Brands
	Responsible Sourcing: Suppliers' environmental, labor, health & safety and ethical practices	Responsible Sourcing
	Environment: Energy and GHGs; water and waste	Climate Change Environment
ECONOMIC PERFORMANCE		
201-1	Direct economic value	Church & Dwight At A Glance - Our Brands Employees and Communities Compensation and Benefits Sustainability Performance Data
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change – Strategy CDP Climate Change Response
205-2	Communication and training about anti-corruption policies and procedures	Our Sustainability Strategy & ESG Pillars Responsible Sourcing



## GRI INDEX (CONTINUED)

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
ENVIRONMENTAL PERFORMANCE		
301-2	Recycled input materials used	Packaging
302-1	Energy consumption within the organization	Climate Change; Energy Use Sustainability Performance Data
302-3	Energy intensity	Climate Change; Energy Use Sustainability Performance Data
302-4	Reduction of energy consumption	Climate Change; Energy Use
303-1	Interactions with water as a shared resource	Water
303-2	Management of water discharge-related impacts	Water
303-3	Water withdrawal	Water Intake and Use
303-4	Water discharge	Wastewater Discharges Sustainability Performance Data
303-5	Water consumption	Water Intake and Use Water Stress Risk Sustainability Performance Data
305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	Climate Change – Metrics and Targets Sustainability Performance Data
305-2	Indirect (Scope 2) GHG emissions	Climate Change – Metrics and Targets Sustainability Performance Data
305-3	Other indirect (Scope 3) GHG emissions	Climate Change – Metrics and Targets Sustainability Performance Data
305-4	GHG emissions intensity	Climate Change – Metrics and Targets Sustainability Performance Data
305-5	Initiatives to reduce GHG emissions	Climate Change – Metrics and Targets

## GRI INDEX (CONTINUED)

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
ENVIRONMENTAL PERFORMANCE		
305-7	SO <sub>x</sub> , NO <sub>x</sub> , and other air emissions	Air Emissions
306-1	Waste generation and significant waste-related impacts	Waste
306-2	Management of significant waste-related impacts	Waste
306-3	Waste generated	Waste Sustainability Performance Data
306-4	Waste diverted from disposal	Waste
306-5	Waste directed to disposal	Waste Sustainability Performance Data
307-1	Environmental fines and sanctions	2021 Citations & Penalties/Surcharges Sustainability Performance Data
308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Sourcing – Palm Oil Conflict Minerals
SOCIAL PERFORMANCE		
403-1	Occupational health and safety management system	Workplace Safety & Health
403-2	Hazard identification, risk assessment and incident investigation	Workplace Safety & Health
403-3	Occupational health services	Workplace Safety & Health
403-4	Worker participation, consultation and communication on occupational health and safety	Workplace Safety & Health
403-5	Worker training on occupational health and safety	Workplace Safety Training
403-6	Promotion of worker health	Workplace Safety & Health



## GRI INDEX (CONTINUED)

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
SOCIAL PERFORMANCE		
403-7	Prevention and mitigation of occupational health & safety impacts directly linked by business relationships	Responsible Sourcing Workplace Safety & Health
403-9	Work-related injuries	Workplace Safety Sustainability Performance Data
404-2	Programs for upgrading employee skills and transition assistance programs	Employees and Communities: Talent and Development
404-3	Percentage of employees receiving regular performance and career development reviews	All Church & Dwight employees receive an annual performance review
412-2	Employee training on human rights policies or procedures	Responsible Sourcing
413-1	Community engagement	Our Brands Employees and Communities
414-2	Negative social impacts in the supply chain	Responsible Sourcing
416-1	Assessment of the health and safety impacts of products and services	Products
417-2	Product and service information and labeling	Products
417-3	Marketing communications	Church & Dwight experienced no incidents of non-compliance with regulations or voluntary codes regarding marketing communications in 2021.

## SASB INDEX

We are referencing the Sustainability Accounting Standards Board (SASB) industry-specific sustainability accounting standards covering financially material issues. The table below summarizes our disclosures related to the SASB indicators for the Household and Personal Care Products category.

Many of these issues have been included in our CDP Responses and in previous years' sustainability reports. The table below provides company-wide quantitative data where available, as well as references to those report sections where we address relevant sustainability topics. We are working to improve our systems to allow greater transparency around products and packaging data in the future.

SASB CODE	METRIC/UNIT OF MEASURE	REPORT SECTION (OR DIRECT INFORMATION)
WATER MANAGEMENT		
CG-HP-140a.1	Total water withdrawn: Thousand cubic meters (m <sup>3</sup> )	1,780 thousand cubic meters
CG-HP-140a.1	Total water consumed: Percentage (%)	57%
CG-HP-140a.1	Percentage of each in regions with High or Extremely High Baseline Water Stress	Water, pages 109-115
CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water, pages 109-115
PRODUCT ENVIRONMENTAL, HEALTH, AND SAFETY PERFORMANCE		
CG-HP-250a.1	Revenue from products that contain REACH substances of very high concern (SVHC)	We maintain systems and processes in place to ensure human and environmental safety of our products. For detailed information on how we specifically manage the safety of our products and ingredients, see our disclosures beginning on page 65 of this Report.
CG-HP-250a.2	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	We maintain systems and processes in place to ensure human and environmental safety of our products. For detailed information on how we specifically manage the safety of our products and ingredients, see our disclosures beginning on page 65 of this Report.
CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	Products, page 65
CG-HP-250a.4	Revenue from products designed with green chemistry principles	We embrace many of the principles of green chemistry across our product innovation/development and processing efforts and continue to make progress. Further information and insights on these areas can be found beginning on page 65 of this Report.



## SASB INDEX (CONTINUED)

SASB CODE	METRIC/UNIT OF MEASURE	REPORT SECTION (OR DIRECT INFORMATION)
PACKAGING LIFECYCLE MANAGEMENT		
CG-HP-410a.1	Total weight of packaging: Metric tons	Approximately 195,000 metric tons
CG-HP-410a.1	Percentage made from recycled and/or renewable materials: Percent (%)	Paperboard Sourcing, page 80
CG-HP-410a.1	Percentage that is recyclable, reusable, and/or compostable: Percent (%)	Approximately 84% (excluding newly-acquired brands)
CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Packaging, pages 75-80
ENVIRONMENTAL & SOCIAL IMPACTS OF PALM OIL SUPPLY CHAIN		
CG-HP-430a.1	Amount of palm oil sourced: Metric tons	35,600 metric tons
CG-HP-430a.1	Percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book & claim: Percent (%)	See Palm Oil section, pages 121-122
ACTIVITY METRICS		
CG-HP-000.A	Total weight of products sold: Metric tons	Approximately 2,700,000 metric tons
CG-HP-000.B	Number of manufacturing facilities	17

## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES - INDEX

The Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information. The information below is our first reporting of these metrics in this Report.

TCFD REPORTING		SECTION REFERENCED	
Governance	(a) Describe the board's oversight of climate-related risks and opportunities.	Climate Change: Governance	CDP C1.1
	(b) Describe management's role in assessing and managing climate-related risks and opportunities.	Climate Change: Governance	CDP C1.2
Strategy	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate Change: Strategy	CDP C2.2, C2.3
	(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate Change: Strategy	CDP C2.3, 2.4
	(c) Describe the resilience of the organization's strategy, taking into consideration different climate scenarios, including a 2-degree C or lower scenario.	Climate Change: Strategy	CDP C3.1
Risk Management	(a) Describe the organization's processes for identifying and assessing climate-related risks.	Climate Change: Risk Management	CDP C2.2
	(b) Describe the organization's processes for managing climate-related risks.	Climate Change: Risk Management	CDP C2.2
	(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate Change: Risk Management	CDP C1.1, C2.2
Metrics and Targets	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate Change: Metrics and Targets	CDP C4.1, C4.2
	(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	Climate Change: Metrics and Targets	CDP C6, C2.2, C2.3
	(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate Change: Metrics and Targets	CDP C4.1, C4.2



## 2021 EEO-1 DATA

The following table presents the consolidated data submitted to the U.S. Equal Employment Opportunity Commission (EEO-1 survey results) for the fiscal year ended December 31, 2021, which is the most recent annual data currently available.

Please note that these prescribed categories are different from how we organize our workforce and our jobs and how we apply our inclusion and diversity objectives and initiatives. We organize our workforce to meet the specific needs of our business. Also, our inclusion and diversity initiatives are global, while the EEO-1 is solely U.S.-focused.

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	6	1	90	2	0	3	0	0	34	2	0	3	0	0	141
First/Mid Officials & Mgrs	15	10	243	11	2	11	0	5	148	19	0	22	0	3	489
Professionals	21	28	242	21	0	52	2	4	240	24	0	52	2	7	695
Technicians	9	3	57	6	0	5	1	3	44	27	0	5	0	0	160
Sales Workers	3	3	48	0	0	0	0	1	31	0	0	0	0	0	86
Administrative Support	5	24	41	4	0	7	0	3	170	11	2	22	4	3	296
Craft Workers	21	0	192	5	0	4	2	2	2	1	0	0	0	0	229
Operatives	183	96	703	111	14	26	5	21	213	32	4	22	1	11	1442
Laborers & Helpers	24	65	167	24	8	18	1	4	72	53	7	34	2	2	481
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	287	230	1783	184	24	126	11	43	954	169	13	160	9	26	4019
Previous Year Total	270	215	1712	184	19	119	9	41	916	173	9	149	10	26	3852



# 2021

**SUSTAINABILITY  
REPORT**