



# Building Better Together

2020 Corporate Citizenship Report





# Contents

## Moving onwards and upwards ..... 3

Letter from our President & CEO .....	4
2020 highlights .....	6

## Embarking on a new era..... 7

Our company and brands .....	9
Our values .....	11
Corporate citizenship philosophies.....	12
Corporate governance .....	13
Ethics and compliance .....	15

## Fostering a diverse and inclusive culture ..... 17

Our diversity, inclusion and belonging goals.....	19
Our progress .....	20
Employee engagement .....	21

## Supporting our people ..... 23

Employee health and well-being during the COVID-19 pandemic .....	25
Talent and culture.....	27
Safety in the workplace.....	29
Wellness.....	30

## About this report

As a global consumer products company with brands loved by millions around the world, Newell Brands (NASDAQ: NWL) is well-positioned to make a positive impact through the passion and talent of our people, products, operations and partnerships. Our second annual Corporate Citizenship Report (formerly the Corporate Social Responsibility Report) outlines our philosophy, goals, initiatives and progress across areas of critical importance to our company, our communities and our stakeholders. We take seriously our responsibility to serve as a force for good in the world and while we know there is much work yet to be done, we are proud of the progress we've made in this important endeavor.

## Reducing our environmental impact ..... 31

Carbon emissions and energy use.....	33
Our sustainability goals.....	35
A culture of sustainability .....	39
Innovation, sustainable design and circularity.....	40
Product safety.....	44

## Sourcing responsibly and ethically ..... 46

Standards of integrity .....	48
Audits.....	49
Supplier trainings and our zero-tolerance policy .....	50
Responsible sourcing and social compliance .....	51

## Engaging with our communities..... 52

The Newell Brands Charitable Foundation .....	54
Corporate donations and employee volunteerism.....	56
Corporate citizenship and civic participation .....	57

## Appendix ..... 59

Forward-looking information .....	60
GRI disclosures.....	61
SASB index.....	73



Pictured: Sharpie markers

# Moving onwards and upwards

Toward a more sustainable future



# Letter from our President & CEO

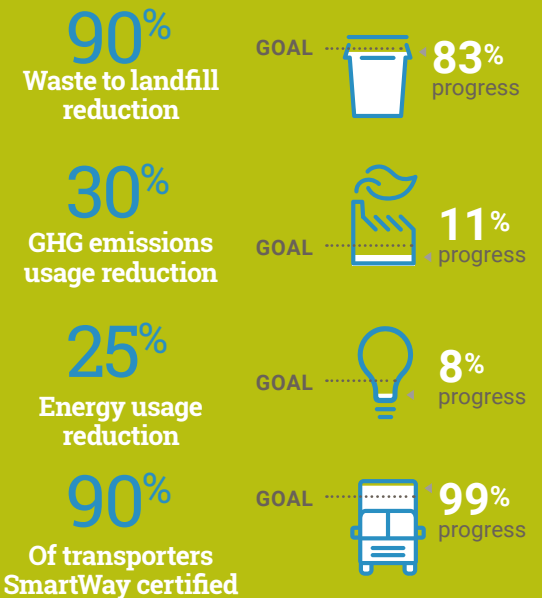
When we released our 2019 report, we were only just beginning to grapple with what has become a multiyear global pandemic that has disrupted our lives at work, at home and in our communities in ways we would not have dared to imagine. It is in times like these that we are reminded of one another's humanity, and we are called to support each other. While there appears to be light at the end of the tunnel, and we keep our gaze cast toward those brighter days ahead, we cannot overstate the profound ways in which COVID-19 altered our business and our lives in 2020.

As the global community unified to slow the menace of COVID-19, the unwelcome but familiar forces of natural disasters exacerbated by climate change and the manmade scourge of bigotry and racial injustice made clear our urgent need to do more—to demand better of ourselves and our institutions, to act decisively to save the ground beneath our feet and to ensure that the absolute rights and dignity of all people are recognized and respected without question.

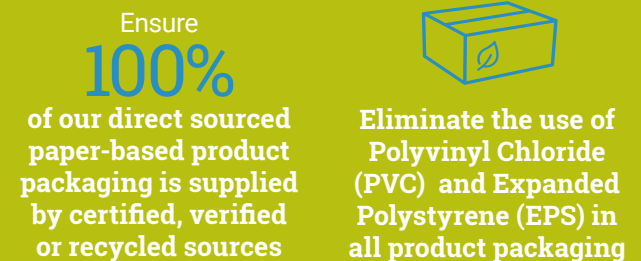
It was within this context that I was humbled to see the very best of our people at Newell. Rather than shy away from the challenges facing us, our people came together and united as One Newell Brands. They supported and promoted each other's safety and well-being, delivered against enormous odds to drive our turnaround, gave back to communities in need, served as stewards of the environment and worked to ensure our planet-friendly, attractive and innovative products would continue creating moments of joy and peace of mind for consumers around the globe. Our people engaged in important conversations, worked to advance our commitment to diversity, inclusion and belonging, and embraced the belief that diverse people, voices and ideas drive a dynamic company culture, greater business innovation and more highly engaged employees.



In 2020, we made progress against our **2025 sustainability goals**:



We also worked diligently to address hard-to-recycle materials and responsible sourcing to progress toward our **2025 packaging goals**:



We are increasing our focus on product and packaging circularity and exploring longer-term solutions that will help us address our areas of environmental impact.



In my Embracing Our Humanity letter, I expressed my deep desire for unity, inclusivity and allyship, and we left 2020 with a call to action to strengthen our commitments to diversity, inclusion and belonging (DI&B). It is in that spirit that we established the following goals:

- We will strive to have a **Leadership Team of at least 30 percent women**.
- **Our Business Unit CEOs and center-led Functional Heads will work toward representation within their direct reports (inclusive of themselves) of at least 30 percent women**, with a longer-term, aspirational goal to be 40-50 percent women, and at least one leader of color or openly LGBTQ+ leader.
- **We commit to a **policy** that slates for roles at the Director level and higher, that we post externally, will be diverse in terms of gender, race and sexual orientation**. We will continue to research and analyze what it will take to turn diverse slates into true representation at the leadership level at Newell.
- **At the people manager level in the U.S., we will work toward representation for women and people of color (POC) that matches the relevant talent market in terms of geography and function**. We will also consider a longer-term, aspirational goal that our leadership levels will trend toward the representation of our overall employee population.

In this year's report you will see how our Newell family—from our Board of Directors and Executive Leadership Team to our employees in offices and, most of all, the frontline heroes in our manufacturing facilities, distribution centers, research and development labs and retail stores met the moment with courage, perseverance and open hearts. We recognized the role our products play in our consumers' daily lives and their importance during uncertain times. Our frontline employees worked tirelessly to ensure we could meet customer and consumer demand for essential products such as food preservation, food storage containers, cookware, baby gear and cleaning and sanitation supplies. As such, we prioritized the health and well-being of our frontline employees by heightening safety measures, including exposure protocols, increased cleaning and sanitation, face mask mandates and social distancing measures.

We committed ourselves to being ethical, trustworthy partners to customers, consumers, shareholders, suppliers and each other and, above all, we embraced our moral responsibility to be a force for good in the world.

This report tells the story of the progress we have made in the areas we recognize as imperatives to our success and inherent to our role as a responsible global corporate citizen. In our 2020 highlights you will see some of our key achievements, and on the following pages you will see stories about how we are pushing forward our corporate citizenship ambitions and driving shareholder value through our people, our operations and our products. While we remain in the early stages of this journey, I'm proud of our accomplishments and delighted to share these pages with you.

I thank you for your continued support of our brands and I welcome you to hold us accountable to delivering on our commitments and the high standards we expect of ourselves.

Onwards and upwards,

**Ravi Saligram**  
President & CEO

*Ravi*



Pictured: Millefiori Milano reed diffuser

# 2020 highlights

Donated more than  
**380,000** products in  
support of COVID-19 relief

Supported over **300** nonprofits  
on GivingTuesday, and  
distributed **25** grants  
to community organizations through the Local Impact Grant Program



Engaged  
**140+** employee  
Sustainability Champions  
around the world

**18%**  
of our Board members  
are women and  
**27%** are people of color

**50%**  
of our  
Business Unit  
heads are women



Promoted civic  
engagement through  
partnerships  
with Vote.org and the Civic Alliance



Donated nearly  
**\$9 Million**  
of in-kind product  
donations to  
communities in need



Launched  
Project Fulcrum in  
support of creating more  
**sustainable  
packaging**

Signed the  
CEO Action for  
Diversity  
& Inclusion pledge

Improved  
**MSCI ESG**  
rating to AA

Published more than  
**70** pieces of  
informative  
content  
on a dedicated COVID-19  
channel on our internal  
app Newell Now

**23%**  
of VPs hired in 2020 were  
people of  
color

Achieved a **99%** completion rate  
of Newell's Code of Conduct Training

Developed  
**30,000**  
face  
shields  
that were donated to  
local hospitals



Saved **8.5 MW**  
of energy  
through investments  
in LED lighting



Earned a  
**100%**  
on the HRC  
Foundation's  
Corporate  
Equality Index

Established **4** new  
Employee  
Resource  
Groups



Established 2 new  
partnerships with TerraCycle  
to provide end-of-life recycling solutions for our products



# Embarking on a new era

## Toward a more sustainable future

As a leading global consumer products company, we have an opportunity and responsibility to make our products and operations more sustainable. By adopting new principles and practices across our company and brands, we are finding innovative ways to reduce our environmental footprint, empower our people and continue to deliver our beloved products.



Pictured: Sunbeam heating pad



Pictured: Baby Jogger stroller

In early 2020, as the world began to shift in unimaginable ways, our own evolution was already underway. Following a significant season of change within our company, we embarked on a promising new era full of opportunity, accompanied by high expectations of ourselves—as individuals, as a house of brands and, above all else, as a responsible corporate citizen. While we adapted to new realities and adjusted our plans, priorities and operations, we came together and grounded ourselves in an unwavering objective to build trust with our partners, customers and consumers through ethical and responsible business practices and a deeply held commitment to our people and our communities.

## 2020 achievements

---

We established new corporate values.

---

We created a Public Affairs Council.

---

We conducted outreach to institutional investors on topics related to corporate citizenship.



# Our company and brands

Newell Brands is a leading global consumer products company with a portfolio of iconic brands, including Rubbermaid®, Paper Mate®, Sharpie®, EXPO®, Coleman®, Marmot®, Sunbeam®, Graco®, NUK®, Calphalon®, Yankee Candle®, First Alert® and many more. Founded by Edgar Newell in 1903, the company's entrepreneurial spirit, commitment to innovation and investment in beloved brands has endured for more than a century. We are dedicated to enhancing the lives of consumers around the world with planet friendly, innovative and attractive products that create moments of joy and provide peace of mind.

In 2019, Ravi Saligram joined the company as President & CEO and, together with the Leadership Team, took decisive action to accelerate the company's turnaround journey. In addition to establishing core tenets to return the company to growth and promote long-term success, he has articulated a people-first philosophy; formed a world-class Leadership Team; made diversity, inclusion and belonging a hallmark of Newell; and embraced our company's moral obligation to do good.

With our global footprint, we recognize our responsibility to model ethical and sustainable practices at each step of the product lifecycle, as well as in our workplace, operations and communities. Sustainability is not a destination but an ongoing journey of continuous improvement. We are proud stewards of many brands that support a more environmentally-conscience lifestyle, including but not limited to Rubbermaid® Freshworks®, Rubbermaid Commercial Products™, Contigo®, Bubba®, Sistema® and Marmot®. These products help consumers decrease their use of single-use plastics, reduce food waste, recycle and divert waste correctly and enjoy the outdoors with sustainably sourced products.



## Our brands

Our products are found in more than 90 percent of U.S. households and sold in nearly 200 countries around the world. Our family of approximately 100 brands is organized into eight operating Business Units. Our brands include:

### Food



### Commercial



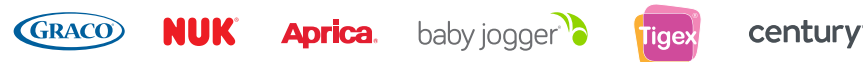
### Home Appliances



### Writing



### Baby



### Outdoor & Recreation



### Home Fragrance



### Connected Home & Security





# Our values

To fulfill our purpose and achieve our mission, we embrace a set of values that guide our actions as well as our relationships with consumers, customers, suppliers and each other. They are grounded in a people-first philosophy, enabling us to deliver results and best-in-class innovation, drive long-term sustainability and promote a winning culture. Our values are embedded into every level of our organization and guide all we do.



## truth.

We find unity in our diversity.



## transparency.

We are honest with each other and ourselves.



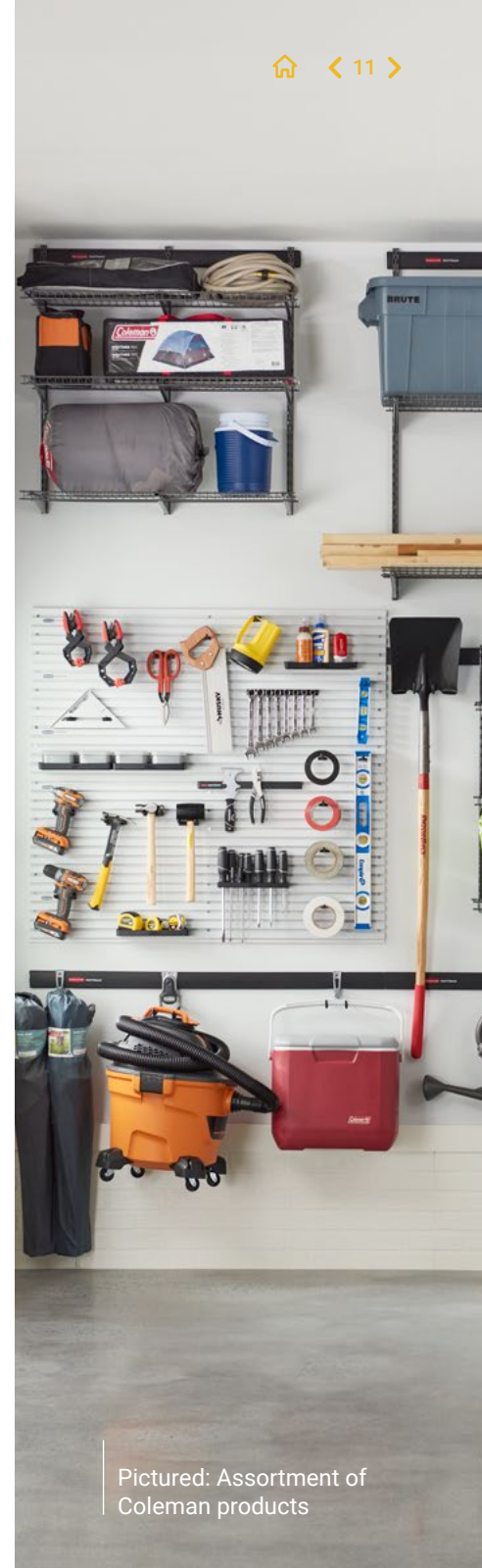
## teamwork.

Together we are better than the sum of our parts.



## trust.

We are committed to our customers, suppliers, consumers, and each other.



Pictured: Assortment of Coleman products

# Corporate citizenship philosophies

As a corporate citizen, we take seriously our responsibility to do our part to address the most pressing environmental, social and community issues in the neighborhoods we call home, the markets where we conduct business and the planet that sustains us. Our corporate citizenship philosophies guide our efforts to be a force for good and the tangible ways we're making a difference.



Pictured: Oster blender

## Diversity, Inclusion and Belonging

We believe diversity, inclusion and belonging are critical to the success of our business and to helping attract, retain and develop the best talent. A diverse and inclusive workplace creates an environment rich with innovative ideas, an engaged workforce and better solutions. We are committed to building inclusive teams that reflect the diversity of our brands and consumers.

## Employee Engagement

Our people are our greatest asset and drive our success through their passion and commitment. Through our company-sponsored programs, we encourage and support them to drive positive change across the organization. We celebrate our Sustainability Champions who are empowered to implement sustainability initiatives at their locations and our give@newell Ambassadors who help spread awareness of the many volunteer efforts and opportunities available across our organization.

## Sustainability Governance

Our corporate citizenship approach is rooted in strong leadership. We have instituted a CSR Council with cross-functional senior leadership involvement and sponsorship along with supporting councils, such as the Sustainability and Social Compliance Council. The Nominating/Governance Committee of our Board of Directors provides oversight of our programs and policies.

## Climate and Emissions Reduction

Climate change is one of our society's most pressing issues and we aim to lower emissions across our value chain. In addition to setting operational energy goals to increase our efficiency and lower consumption at our manufacturing sites, we are optimizing our transport fleet's efficiency, reducing electricity use and moving toward circularity.

## Energy Management

Energy is one of our largest impacts on the climate and natural resources. We work actively with our sites to improve efficient energy management, set reduction goals and implement energy-saving projects.

## Waste Minimization and Diversion

Our facilities are already optimized to send a minimal amount to landfill, and we remain committed to finding new ways to divert waste to more productive uses, including reuse and recycling.

## Product and Packaging Lifecycle Innovation

Reducing the impact of our packaging is critical to increasing the circularity of our products. We have developed a rigorous set of packaging and design guidelines to source more sustainable materials and reduce waste.

## Water Stewardship

We respect the importance water has for the communities near our manufacturing sites. We use very little freshwater in our operations and recycle water in a closed-loop system in several locations, and we continue to increase water reuse and lower our water consumption.

## Human Rights and Responsible Sourcing

Our suppliers and their employees are an extension of our team. We set stringent standards around ethical conduct and safe working conditions that our suppliers are required to meet. We also require our suppliers to maintain high standards through ongoing training, assessments and engagement.

## Community Outreach

We have a responsibility to give back to the communities in which we operate through philanthropy, volunteer hours and in-kind donations. We are committed to partnering with nonprofit and civic groups that align with our values to create change locally, nationally and worldwide.



# Corporate governance

Our Board of Directors and Leadership Team establish our long-term strategic direction and the framework of principles and practices that ensure accountability, fairness and transparency in our relationships with all our stakeholders. Our people-first approach drives business results and growth through integrity while increasing connectedness and alignment across the company.

Together, the Board and Leadership Team, perform functions such as providing oversight of management practices, advising on succession planning, managing risks and engaging with our stakeholders. Board member independence and diversity are critical components of objective oversight and continuous improvement. Of our 11 Board members, 10 are independent.

## Board composition

As of December 31, 2020

Number of Directors	11
Percent Director Independence	91%
Percent Women on Board	18%
Percent Minority on Board	27%
Percent Under 30 Years Old	0%
Percent 30 – 50 Years Old	27%
Percent Over 50 Years Old	73%
Average Director Tenure	4 years

## GET TO KNOW NEWELL

“Newell is committed to being a responsible corporate citizen and doing the right thing in the right way. We have made meaningful progress on diversity, inclusion and belonging, environmental sustainability and philanthropy over the past few years and we are committed to building on this momentum going forward. Importantly, our focus on responsible corporate citizenship is fully supported by the Board of Directors.”

### Rob Steele

Chair, Nominating and Governance  
Committee of the Board, Newell Brands



The Board of Directors offers ongoing counsel and ensures our compliance in all areas of business, including corporate citizenship topic areas, through the work of Board Committees.

- **The Nominating/Governance Committee** oversees corporate citizenship topic areas, including environmental health and safety, ethics and compliance policy and practices, sustainability, philanthropy and diversity, inclusion and belonging.
- **The Audit Committee** holds responsibility for ensuring the ethics and integrity of financial statements, company compliance and audits, and oversees any potential material issues that may surface throughout the course of enterprise risk assessments.
- **The Organizational Development & Compensation Committee** reviews executive compensation and pay-for-performance, as well as policies and procedures relating to succession planning of critical roles and human capital management and development.
- **The Finance Committee** has oversight for our capital structure, financial plans, policies, practices and performance.

Additional details regarding our corporate governance policies and disclosures can be found in our most recent [Proxy Statement](#) and on our [Investor Relations](#) website.

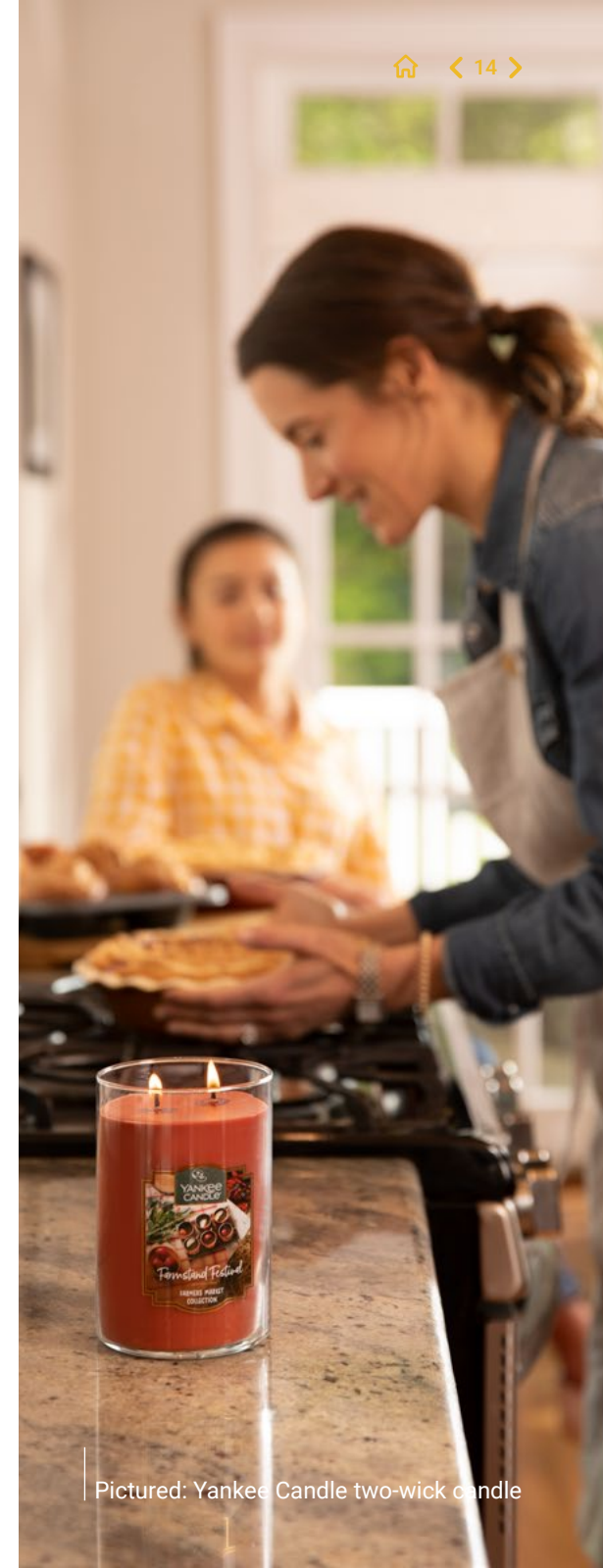
## Corporate Social Responsibility (CSR) Council

Our CSR Council ensures alignment across all internal stakeholder groups responsible for our corporate citizenship initiatives. This cross-functional Council is composed of leaders from Diversity, Inclusion and Belonging, Sustainability and Social Compliance, Responsible Sourcing, Philanthropy, Communications, Product Design and Innovation, Safety and Ethics. The CSR Council convenes monthly to review these topics and related initiatives and to discuss progress against our goals.

To demonstrate the importance we place on corporate citizenship, the Council has seven executive sponsors: Our Chief Legal & Administrative Officer, Chief Procurement Officer, Chief Supply Chain Officer, Chief Customer Officer, Chief Human Resources Officer, Business Unit CEO, Home Appliances and SVP, Design & Innovation.

## Public Affairs Council

Chaired by our Chief Legal & Administrative Officer, with leaders from Communications, Legal and Human Resources, our Public Affairs Council monitors federal, state and local laws and regulations that may affect our operations. The Council also identifies opportunities for us to advocate for our interests through our industry association memberships and internal and external communications to stakeholder groups.



Pictured: Yankee Candle two-wick candle



# Ethics and compliance

At Newell Brands, our belief is that we should do things right and always do the right thing. We are committed to operating with the highest ethical standards and in full compliance with the law. Our success hinges on our ability to gain and maintain the trust of customers, consumers, business partners, employees and other stakeholders.

Our Global Ethics & Compliance program is managed by our Chief Ethics & Compliance Officer, who reports to the Chief Legal & Administrative Officer and provides regular updates to the Nominating/Governance Committee and Audit Committee of the Board of Directors.

In late 2019, we launched a broad risk assessment designed to identify and address areas of potential risk related to bribery, corruption and trade sanctions. The insights from this ongoing assessment are helping us to ensure compliance with our Code of Conduct and relevant regulations; and, improve our operations and how we communicate about these matters with regulators, suppliers, customers, consumers and business partners in the U.S. and abroad.

## Policies on ethics and human rights

We have established several policies to provide guidance to our employees and suppliers on ethical behavior and legal and regulatory compliance. Our Code of Conduct guides our Board of Directors, executive officers and employees globally, while our Vendor Code of Conduct guides our business partners. We review these codes annually and update them as needed.

In addition, we maintain an International Export Compliance Policy to address trade sanctions, export controls and anti-boycott regulations. This policy provides practical guidance for employees involved in international transactions, such as importing and exporting.

As a global company, we must also comply with anti-corruption and anti-bribery laws of the countries in which we do business. We circulated an updated Global Anti-Bribery and Anti-Corruption Compliance Policy in 2020 to employees that describes their responsibility to deter and detect fraud and corrupt, dishonest or illegal activities.

Our respect for human rights is a focus of both our [Code of Conduct](#) and [Vendor Code of Conduct](#), including requirements related to:

- **Wages and benefits**
- **Child labor**
- **Working hours**
- **Forced or indentured labor and human trafficking**
- **Discrimination, harassment and disciplinary practices**
- **Freedom of association**

Human rights due diligence risk assessments are covered by a combination of internal and external, third-party social compliance audits against the Newell Brands Vendor Code of Conduct that the CSR team conducts. We also accept shared industry audits such as the Business Social Compliance Initiative certification and the Sedex Members Ethical Trade Audit. See [Responsible sourcing and social compliance](#) for a discussion of compliance with our Codes of Conduct.

Our Internal Audit team also conducts audits on the Ethics & Compliance program and related issues. For example, in 2020, our Internal Audit team conducted a General Data Protection Regulation audit with a focus on eCommerce.

## GET TO KNOW NEWELL

“Our Code of Conduct ensures that Newell employees and Board Members are champions of our commitment to ethical business practices, human rights and workplace respect. We are very proud of our consistently high training completion rate, and recognize the critical role training plays in creating a strong foundation of ethical conduct.”

### Malini Sangha

Chief Ethics & Compliance Officer,  
Newell Brands



## Ethics training

Our Code of Conduct training is mandatory for all our employees and leaders. It covers topics such as cultivating a respectful workplace, conducting business in an ethical and legal manner and how to report issues.

The training program includes a variety of employee touchpoints, including comprehensive and refresher courses that highlight a rotation of relevant topics. We review hotline reports to ensure that Code of Conduct training topics address areas where compliance may be a concern.

Our goal is for 100 percent of employees to complete the online Code of Conduct training each year. In 2020, 99.9 percent of employees completed the training. Employees without access to online training periodically receive in-person Code of Conduct training.

In 2020,  
**99.9%**  
employees  
completed the  
training

Certain employees may be required to complete additional ethics and compliance trainings. For instance, employees involved in international transactions were required to complete our Trade Sanctions training to ensure they understand their obligations with respect to relevant policies and procedures.

**Employees who may interact with government officials or entities must take our Anti-Bribery & Anti-Corruption training, which was launched in 2020.**

We conduct all legally-required trainings in specific locations on issues relevant to those geographies. For example, we provided essential international training after the enactment of the EU's General Data Protection Regulation and, in the U.S., we ensured that training was given on the California Consumer Privacy Act.

## Ethics Hotline

Newell Brands maintains an [Ethics Hotline](#) for employees and third parties to ask questions, raise concerns or report potential violations of the Code of Conduct without fear of reprisal. The Ethics Hotline is available 24/7 in multiple languages. Initial intake is handled by an independent third party and reports are thoroughly investigated and tracked by the Ethics & Compliance team.

## Speak Up! We're Listening

If you have a question, concern or suspect a violation of our Code of Conduct please reach out.



### Ethics Mailbox

Email: [Ethics@newellco.com](mailto:Ethics@newellco.com)



### Ethics Hotline

Phone: (888) 255-8163 (U.S.)

[Click here for a list of phone numbers for outside the U.S.](#)

# Fostering a diverse and inclusive culture

## Ensuring opportunities for all

At Newell Brands, we are committed to strengthening our diversity, inclusion and belonging (DI&B) efforts throughout the company. We view diversity as the blending of many backgrounds, experiences and perspectives within our teams. We see inclusion as fostering a collaborative workplace that equally values open participation from individuals with different ideas and viewpoints. We define belonging as the ability for employees to feel empowered to bring their whole selves to work. The outcome of prioritizing DI&B is an environment rich with innovative ideas, an engaged workforce and effective solutions.



Pictured: Rubbermaid  
Brilliance food storage  
containers





This year we invested in a long-term approach to DI&B. We sharpened our focus on making sure diverse voices are represented at all levels of the company, especially on the Leadership Team and in the Boardroom. We believe racial injustice in the U.S. and abroad cannot go unaddressed and we are taking action to become a stronger, more inclusive and more unified Newell.

## 2020 achievements

---

We set ambitious DI&B goals, including having a Leadership Team of at least 30 percent women.

---

We launched four new Employee Resource Groups (ERGs), for a total of six.

---

We scored 100% on the Human Rights Campaign Foundation's Corporate Equality Index.

# Our diversity, inclusion and belonging goals

We have always viewed DI&B as critical to employee engagement and to the success of our business. Driven by our new Leadership Team and 2020's sobering events around racial injustice in America, we are more focused than ever on using our influence to do our part to eliminate systemic inequalities and reduce barriers to creating diverse and inclusive environments. Addressing inequity in our company and communities is both a business imperative and at the core of who we are and what we do.

In 2020, our President & CEO, Ravi Saligram, signed the [CEO Action Pledge for Diversity & Inclusion](#), promising to support a more inclusive workplace by empowering and mobilizing our employees to effect change. With this pledge, Newell commits to supporting conversations around race, instituting anti-bias training and sharing results-driven DI&B plans with the Board of Directors.

Our SVP, Talent and Culture oversees our DI&B programs and initiatives. To further support these efforts, we plan to hire a Global Director, DI&B in 2021.

## In 2020, we established four specific DI&B goals:

1. We will strive to have a **Leadership Team of at least 30 percent women**.
2. **Our Business Unit CEOs and center-led Functional Heads will work toward representation within their direct reports (inclusive of themselves) of at least 30 percent women**, with a longer-term, aspirational goal to be 40-50 percent women, and at least one leader of color or openly LGBTQ+ leader.
3. We commit to a **policy that slates for roles at the Director level and higher, that we post externally, will be diverse in terms of gender, race and sexual orientation**. We will continue to research and analyze what it will take to turn diverse slates into true representation at the leadership level at Newell.
4. **At the people manager level in the U.S., we will work toward representation for women and people of color (POC) that matches the relevant talent market in terms of geography and function**. We will also consider a longer-term, aspirational goal that our leadership levels will trend toward the representation of our overall employee population.

These are short-term goals, which will be enhanced and evolved as we complete our DI&B diagnostic work.



These goals are enabled by

## 5 Pillars

### Talent & Work Environment

Eliminating bias and promoting an inclusive work environment

### Culture & Engagement

Requiring anti-bias training and amplifying diverse voices

### Rewards & Equity

Remedying pay inequities and adapting benefits to diverse needs

### Community & the Consumer

Speaking with a strong, unified voice about DI&B and partnering for mutual gain

### Representation & Accountability

Setting diversity goals and reporting representation at all levels

We partnered with a prominent consulting firm to identify DI&B gaps that need to be addressed. Their analysis will include a careful audit of our talent data which will be benchmarked against our peers. Further, a qualitative analysis consisting of surveys and small focus groups will provide insight into the next stages of cultural training that may be needed. We will use the results of this analysis, by mid-2021, to inform our enhanced DI&B strategy.

# Our progress

DI&B progress is powered from the top, which was our focus in 2020, and will continue to be one of our key objectives in 2021. Four of our eight Business Unit heads are now female, exceeding our current goal of having at least 30 percent of our Leadership Team represented by women. In 2020, we also hired women and POC

in director and VP levels at a rate that outpaces progress in any previous year. These accomplishments provide a strong foundation upon which we will continue to build and strengthen representation across all levels of the business. For more information about our workforce demographics, see our [EEO-1 workforce demographics](#).

We continue our practice of annual pay equity analysis with remediation and process improvements to close any wage gaps based on gender and race.

“I’m committed to creating a work environment at Newell Brands where our 31,000 employees can bring their whole selves to work, achieve their full potential and feel a strong sense of belonging.”

**Ravi Saligram**

President & CEO, Newell Brands

## POC\*

	All	Professional	People Manager	Director	VP/ SVP
Black/ African American (U.S.)	11%	7%	5.8%	2.8%	3.2%
Latino/ Hispanic (U.S.)	10.3%	7.7%	7.5%	4.8%	1.1%
Asian (U.S.)	6.5%	7.2%	5.1%	4.8%	4.2%
Two or More Races (U.S.)	1.6%	1.7%	1.4%	1%	3.2%
American Indian/ Alaskan (U.S.)	0.7%	0.2%	0.3%	0%	0%
Native Hawaiian/ Pacific Islander (U.S.)	0.5%	0.3%	0.4%	0.4%	1.1%

## Global\*

	All	Professional	People Manager	Director	VP/ SVP
Women	47.9%	45.8%	39.7%	32.7%	30.2%
Men	52.1%	54.2%	60.3%	67.3%	69.8%

## U.S.\*

	All	Professional	People Manager	Director	VP/ SVP
POC	31%	24.1%	20.6%	14.5%	12.6%
White	69%	75.9%	79.4%	85.5%	87.4%

\*As of December 31, 2020



# Employee engagement

The Human Rights Campaign Foundation awarded us a score of 100 percent, the highest possible, on their 2021 Corporate Equality Index. The Index benchmarks companies based on their corporate policies and practices related to LGBTQ+ workplace equality. We recently enhanced our support for LGBTQ+ staff by ensuring equivalency in same- and different-sex spousal and domestic benefits, rolling out new LGBTQ-focused marketing and relaunching OPEN, an employee resource group (ERG) for LGBTQ employees and allies.

**The Human Rights Campaign Foundation awarded us a score of 100% on its 2021 Corporate Equality Index**

**Employee Resource Groups** are global, employee-led groups designed to amplify employee voices within Newell's internal and external activities. ERGs provide our employees with unique opportunities for networking, engaging in important dialogue and participating in professional development programming. ERGs host activities such as guest speakers, skill building workshops, volunteer activities and more, all of which bring together employees from across our locations. In addition to our previously launched ERGs, RAY for women and allies and BEACON for Black employees and allies, we added four new ERGs in 2020: OPEN, our ERG for LGBTQ+ employees and allies, NAAPA for our Asian American employees and allies, HOLA for our Hispanic and Latinx employees and allies and VETS for veterans and allies.



“ Helping to start and lead a chapter of RAY has been an incredible experience! I am most excited about the global engagement we have experienced in a very short period of time – our EMEA partners have brought an invaluable perspective to our discussions – and we are eager to make strides as a globally united organization in 2021.”

**Bridget Archbold**  
Senior Manager, Brand Activation



“ Transitioning from an office rich with various cultures, BEACON is the community I needed to make me feel embraced in a new environment. All of the programming has poured into my development and connecting to my peer group across divisions has added value to my life and work at Newell.”

**Renee Drumgold**  
Research and Development Leader



“ Veterans are a resilient group of people with extraordinary life experiences that can add a lot of depth to an organization. I think that having this resource available will be invaluable to employees who have served and will ultimately help increase the numbers of veterans within the company.”

**Mike Botson**  
Key Account Manager



“ Being a proud Latin American immigrant and US citizen, when I learned about HOLA, I immediately thought that it was the perfect ERG to find professional support from individuals with a similar background as mine, cultivate a deeper sense of belonging within the organization, network in a safe environment, meet new friends and colleagues who share a common cultural history and being able to talk about unique issues and celebrate the nuances that come along with our culture.”

**Alexandra Harcha-Montes**  
Principal, Graphic Design



“ I grew up in a traditional Chinese family, and since moving away for college and work, there was a void that NAAPA has been able to fill by providing a home within the workplace. I get a great sense of pride in welcoming others into this home and learning about each other's cultures and values while embracing our many shared experiences.”

**Jeff Hwa**  
Automation Engineer



“ I was offered the opportunity to help relaunch OPEN at Newell in June of 2020, and I jumped at the chance. For me, it was an amazing opportunity to get more involved, share my story, and meet new people to hear their perspective. I have enjoyed learning so much about different parts of the LGBTQ+ community by being a part of OPEN. The ERGs are a great way to network across the company, make new friends, and learn something new!”

**Todd Benjamin**  
Senior Manager, Sales Operations



ERGs were a great force of unification amid the challenges presented by COVID-19. In a year where many of our employees worked remotely, virtual ERG programming served as a critical mechanism for employee engagement. BEACON, for example, hosted a two-part series called Dismantling Your Bias, featuring Michelle Wonsley-Ford, Executive Director for the Center for Racial Justice in Education, and Tre'vell Anderson, award-winning journalist, social curator and world changer. HOLA hosted a program called The Power of the Hispanic Consumer, which featured the Wiper Agency, an organization that specializes in the U.S. Hispanic Market. And NAAPA curated a week of virtual activities in celebration of Diwali, including a Bollywood dance class and a rangoli and henna art competition.

In addition to the programming offered by our ERGs, we provide our employees with memberships to various organizations, including the Society of Women Engineers and the Asian American Professional Association.

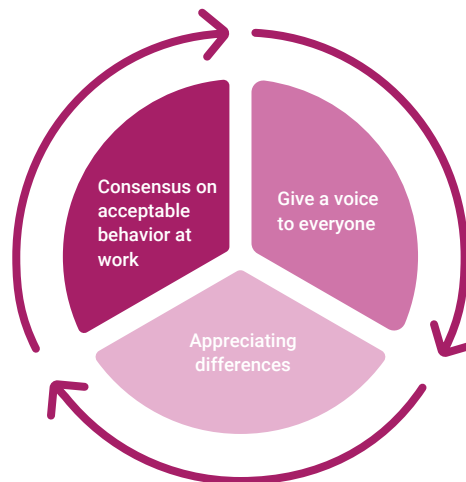
In order to make Newell a more inclusive workplace in the context of hiring, we supported Georgia Senate Bill 288 (SB 288) in partnership with the Metro Atlanta Chamber of Commerce. This law was consistent with Newell's long-standing history of not precluding job applicants from employment based on conviction information that is not relevant to our hiring process. We believe individuals deserve second chances and we were proud to offer Newell's support in removing such barriers in Georgia.

## Training and partnerships

In 2020, we revamped our annual mandatory, interactive Respect in the Workplace training to cover the subtle and less widely discussed aspects of an inclusive, committed culture. Led by our Labor & Employment and Employee Relations teams, this training helped our employees engage in important conversations around harassment, bullying, microaggressions and unconscious bias. We view this training as an important starting point in our long-term efforts to educate and empower our employees to recognize and respond to incidences of bias and discrimination.

We also became a member of [Catalyst](#), a global nonprofit that helps companies evolve their workplaces to better support women. As a Catalyst partner, all Newell employees have access to Catalyst's research, programming, tools and resources that cover a range of topics, including the future of work, unconscious bias and supporting LGBTQ+ employees.

## Creating a Culture of Respect



Because we always do what is right.

## GET TO KNOW NEWELL

“Investing in diversity is an investment in the future. When we provide the platform for all voices to be present and heard, we inspire greatness. Empowering our employees to bring their best ideas forward leads to a collaborative culture and a thriving environment where innovation can flourish. At Newell, we know it's not just the right thing to do, it's the smart thing to do, and we are enthusiastic about this journey.”

### Samantha Charleston

Senior Vice President, Talent & Culture,  
Newell Brands



# Supporting our people

## With a safe and empowering environment

At Newell Brands, our people are our greatest resource. Recruiting, developing and retaining a high-performing and engaged workforce requires a supportive and inclusive work environment where our people have the opportunity to thrive and reach their full potential. We aim to cultivate an environment where our employees receive clear, regular communication from us and engaging programs and professional development opportunities.







The challenges of COVID-19 provided us with a call to double down on our commitment to our people. We took immediate action to ensure the health and safety of our employees and provided additional benefits to our frontline workforce. We made great progress in our turnaround and unified as One Newell Brands as a result of the dedication and resilience of our employees

## 2020 achievements

We received the Best of Phoenix PRSA Georgia Award for Compassionate COVID-19 Communications.

Our employee mobile app, Newell Now, surpassed 10,000 users.

We reduced our rate of workplace incidents by over one-third.

# Employee health and well-being during the COVID-19 pandemic

When we learned of the gravity of COVID-19, we established three priorities: protecting the health and well-being of our employees; maintaining financial viability and business continuity; and keeping manufacturing facilities and distribution centers operating, where permitted and deemed prudent, to provide products to our consumers.

To ensure the health and safety of our employees, and further our commitment to timely and transparent communications, we assembled two task forces that met daily:

- **A cross-functional COVID-19 Task Force** focused on developments related to the virus, site impacts, travel policies, government orders, communications, employee case tracking and employee contact tracing.
- **A Supply Chain Task Force** focused on continuity of operations, safety protocols, PPE sourcing, vendor/supplier capability and evaluation/testing of potential technologies.

As the need for flexibility and work-life balance became more important than ever, people managers were provided with additional training and support to ensure they could respond to employees' experiences and concerns during the pandemic.

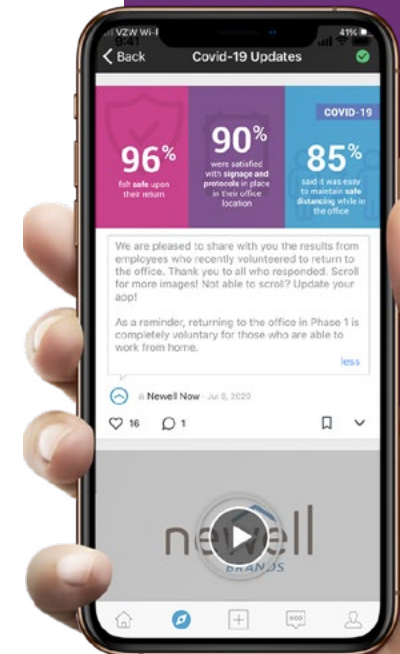
## Digital communication during the pandemic

With 31,000 employees facing uncertainty in stores, manufacturing facilities, distribution centers and offices around the globe, communication became more important than ever. To ensure employees received the latest COVID-19 updates in a timely manner and easily accessible format, we launched a dedicated COVID-19 channel on our employee-facing mobile app, Newell Now. We published a range of content from safety tips to the latest medical information and new company procedures, to keep our teams safe at work. App usage rates rose significantly from the previous year, with 47 percent more professional employees and 76 percent more manufacturing employees using the app in 2020. In fact, the app surpassed 10,000 total users—roughly a third of our global team and almost 100 percent of our professional staff. Beyond pandemic news, the Newell Now app enabled our office-based employees to stay connected and share updates and photos while working remotely.

We also partnered with Dr. Sonja Rasmussen, an epidemiologist, pediatrician and professor at the University of Florida College of Medicine, who was previously responsible for pandemic influenza preparedness at the Centers for Disease Control, to provide medical information to our leadership and employees. Dr. Rasmussen held several webinars to answer questions from our employees and their family members and responded directly to questions by email. Dr. Rasmussen will continue providing her expertise to Newell leadership and employees in 2021.

Thanks to these efforts, we were honored to receive the Best of Phoenix Award during the Public Relations Society of America (PRSA) Georgia Phoenix Awards. We received the top award for "Compassionate COVID-19 Communications" which included keeping our employees fully equipped with reliable, up-to-date information on the pandemic.

We published  
**+70**  
pieces of  
informative  
content on a  
dedicated COVID-19  
channel in the  
Newell Now app





## Supporting our frontline heroes

Our frontline employees worked tirelessly to ensure we could meet customer and consumer demand for essential products such as food preservation and storage containers, cookware, baby gear and sanitation supplies. Across our manufacturing plants, distribution centers and research labs, we implemented heightened safety measures such as staggered scheduling, new clock in and out procedures, temperature checks, plexiglass barriers, exposure protocols, increased cleaning and sanitation, face mask mandates, social distancing measures and more.

In acknowledgement of our frontline heroes' resilience and commitment, we issued temporary wage increases, offered paid emergency sick leave for those who became ill or needed to care for sick family members and provided cash bonuses.

To ensure the safety of our professional employees who could fulfill their responsibilities from home, we temporarily closed our offices, moved to remote working and adopted a number of measures to ensure continued connectivity such as video conferencing and work from home guidelines.

Where possible and permitted by law, we orchestrated a carefully phased, limited reopening of some offices beginning in June. Employees were permitted to voluntarily return, should they wish to do so, subject to a 20 percent occupancy limit. Numerous safety measures were implemented, such as temperature checks and mask requirements; providing hand sanitizer, cleaning wipes and masks; extensive signage on floors and walls with protocol; hygiene and safety reminders; and limiting occupancy in conference rooms. In a Return to Office Employee Survey, 95 percent of respondents who chose to return to the office said they felt safe while at work.

**95%**  
of respondents who  
chose to return to  
the office said they  
felt safe while  
at work

**“I appreciate how seriously the organization is taking this. It comes across and makes me feel safe and comfortable. I trust the process.”**

From Return to Office Staff Survey



Pictured: Rubbermaid Commercial Products hand sanitizer



# Talent and culture

Our people are our greatest asset and building an empowered, unified team is central to our culture. Our Human Resources team is focused on driving a world-class people agenda that enables our business strategy and an inclusive, winning culture.

Our Chief Human Resources Officer oversees our people strategy globally. To recruit, develop and retain the best talent, we prioritize transparent communication and provide opportunities for growth and development.

## Feedback

To evaluate and identify opportunities for recognition and growth, we use a global platform for annual performance reviews called grow@newell. At year end, managers and employees review the year's accomplishments and challenges and set goals for the upcoming year. This process is designed to support our employees on their career journeys and to provide tools, trainings and resources for their professional development.

On a more regular basis, we provide feedback to, and solicit it from, all employees to better tailor their experience as Newell team members. Performance-based feedback is shared on an ongoing basis through our grow@newell platform. We also conduct an engagement survey periodically to gain valuable insights into employees' perceptions and experiences. We use this information to help us shape future offerings, programs and services.

## GET TO KNOW NEWELL

“Our approach to talent rests in the belief that when you do right by your people, they return that loyalty in spades. The challenges experienced throughout 2020 amplified the fantastic people managers across the organization whose leadership ensured that teams were able to successfully stay connected and meet goals, while maintaining employee safety and well-being as the top priority.”

### Steve Parsons

Chief Human Resources Officer, Newell Brands



Pictured: Paper Mate pens`



## Communications

As a large, geographically dispersed company, it's critical that our employees feel connected to each other, our leaders, our brands and our purpose. In addition to email, a key avenue for sharing content and information is through our aforementioned employee mobile app, **Newell Now**.

Our quarterly **Global Meetings** are hosted by our President & CEO, Ravi Saligram, and feature business updates, new innovations, anniversary celebrations and Q&A. These company-wide meetings provide a unique opportunity to share updates on company performance and progress and highlight wins from the quarter. Through transparent communication from senior leadership, these strategic meetings help to build confidence and trust in our leaders, keep employees informed about metrics and generate excitement about the future. Survey results from 2020 found that because of these meetings, nearly 90 percent of respondents felt optimistic about Newell's future and have confidence in our Leadership Team.

In addition to the Global Meetings, our employees are also encouraged to watch our external-facing quarterly earnings webcast. To further enhance employees' understanding of our financial results and provide an opportunity for them to ask questions, we launched **Earnings Explained**, a quarterly internal webcast hosted by our Chief Financial Officer and President, Business Operations. During Earnings Explained, employees hear a summary of our financial results and are provided the opportunity to ask questions.

We also offer our employees exposure to senior leaders through an award-winning podcast called **Leaders Live**. During these podcasts, the Corporate Communications team interviews leaders on topics such as diversity, inclusion and belonging, community engagement, sustainability and innovation. The goal is to help increase connectedness and build awareness about what is happening across the company. During the pandemic, we produced five Leaders Live episodes specifically on COVID-19-related topics.

Another way we provide greater visibility of our leadership is through our award-winning video series, **Fishbowl**. In this series, members of our Leadership Team respond to lighthearted questions in an unscripted Q&A session. Questions range from "Who is your celebrity doppelganger?" to "What three things would you want with you on a deserted island?" The video snippets provide a unique and entertaining opportunity for employees to see our leaders from a more personal and approachable perspective.

These higher-profile events and communications punctuate a regular cadence of local townhalls and roundtable discussions happening year-round.

### EXCERPT FROM PEOPLE MANAGER TRAINING ON PANDEMIC MANAGEMENT

- Avoid early morning and lunchtime meetings.
- Encourage employees to block time on their calendar for personal time.
- Acknowledge areas of work-life stress and create adaptable plans to manage workload.
- Prioritize regular, frequent check-ins.

# Safety in the workplace

The health, safety and well-being of our employees is our number one priority. Accordingly, we have instituted a safety management system, Safety Excellence and Leadership (SEAL), to guide us toward our aspirational goal of zero injuries, zero unsafe conditions and zero unsafe behaviors.

SEAL supports each of our locations in building consistent, reliable safety programs, and educates our team members on policies through trainings. The objective of SEAL is to build a caring culture underpinned by safe work practices. While each location can customize its policies based on national regulations, each site undergoes a formal review every year to ensure SEAL guidelines are working effectively.

Likewise, each team member undergoes thorough on-site and online trainings in safety, communications and regulations to orient them to their location. Most of our SEAL and other standard trainings were conducted remotely in 2020.

SEAL itself is also reviewed and updated annually to incorporate relevant changes. In 2021, we will be updating the Emergency Action Plan to include business continuity planning guidelines to reflect learnings from operating during a pandemic.

Implementing SEAL across all of our facilities continues to result in increased safety. In 2020, we had 235 recordable incidents, down from 336 in 2019—a 33 percent decrease. The most common work-related injuries were strains and sprains.

**33%**  
decrease in  
recordable  
incidents  
down to 235  
from 336 in 2019



## Elements of SEAL

1

**Compliance:**  
Ensuring regulatory compliance

2

**Safety Culture:**  
Our vision, goals and  
employee engagement

3

**Proactive Safety Processes:**  
Procedures, training and  
preventive strategies

4

**General Implementation  
and Housekeeping**

5

**Incident Management:**  
Responding to injuries and illnesses

## Safety Performance Metrics

	2017	2018	2019	2020
Recordable injuries	589	517	336	235
Global recordable incident rate	1.09	1.41	.99	.74



# Wellness

Employee health and wellness took on new significance this year. Through our well@newell program, we provide health insurance as well as dental and vision coverage for our full-time, U.S.-based employees and equivalent benefits to our full-time team members globally. We also provide paid parental leave; a 401K plan with a 6 percent company match; support with tuition, fertility solutions, dependent care and more. For a full list of our benefits, visit [our careers website](#).

To promote preventative screenings and healthy behaviors, U.S. employees are eligible for discounts on medical insurance premiums by getting an annual physical and staying tobacco-free. Our telemedicine program makes care accessible to employees 24/7, wherever they are.

Our U.S. employees especially appreciated our back-up care benefit during the pandemic, which provides heavily subsidized quality care as a pre-planned or on-demand service. Care is available both in a center or in-home for children, adults and elder relatives. Our back-up care service responded quickly to the needs of 2020 by enhancing the offerings to include assistance with webinars and services to support the need for virtual learning and home schooling.

Finally, our Employee Assistance Program is available to all our employees globally to help them or their family members manage stressful life events. These could include anxiety and depression, family dynamics, substance abuse, child and elder care solutions and legal or financial issues.



Pictured: ExOfficio clothing

# Reducing our environmental impact

## Designing better solutions for the future

Our culture of stewardship extends to the materials and natural resources we rely on. We take responsibility for the impact of our operations and products throughout their lifecycle, from design and manufacturing to use and end-of-life. Producing high-quality, reliable products requires the use of raw materials and energy and creates waste. We have set ambitious targets to address these and other environmental impacts and plans to manage climate risk.



Pictured: Rubbermaid Commercial Products waste container





2020 was the second-hottest year on record<sup>1</sup>. As we globally face environmental impacts due to climate change, biodiversity loss and plastic waste, it is paramount that we continue to proactively address these topics. We are committed to reducing our environmental impact across our brands, operations and the life of our products. We are doing this by embedding a culture of sustainability throughout our organization, with both a top-down and bottom-up approach. Through our CSR Council and Sustainability and Social Compliance Council, we set policies and goals in support of environmental responsibility and our 2025 sustainability goals. Our Sustainability Champions and Sustainability Awards programs empower employees to drive initiatives related to environmental responsibility at the site level.

As we mature in our sustainability journey, we continue to increase our transparency and accountability. We believe these efforts will make us not only better stewards of our planet, but also a more efficient and strategic organization. We are establishing a more rigorous and comprehensive process for gathering data, standardizing the metrics we use and centralizing the corporate citizenship work we do across our brands and operations. The longevity and continued success of our business depends on our ability to operate more sustainably.

## 2020 achievements

**We are making steady progress toward our 2025 goals.**

**We launched two new recycling partnerships with TerraCycle.**

**We launched Project Fulcrum, standard-setting sustainable packaging guidelines.**



# Carbon emissions and energy use

Climate change affects our entire value chain—from our raw materials to our consumers. Preparing for the future enables us to improve efficiency and resiliency across our organization and supports our goals of reducing our carbon emissions and energy use. We are doing this by developing a climate strategy in 2021 and setting short- and long-term goals to reinforce our supply chains and keep product in stock, while reducing our environmental impact. We also plan to announce a carbon neutrality achievement target in the next Corporate Citizenship Report.

Besides managing energy and emissions, we are looking more closely at climate-related risks such as more frequent extreme weather events, higher costs for goods and commodities, instability in consumer markets, pressure from customers and mandatory financial, legal and regulatory disclosures. This strategy will be driven by the CSR Council with input from our Board of Directors. Additionally, members of our Leadership Team will be required to consider climate-related risks and opportunities in their business areas.

The COVID-19 pandemic demonstrated the challenges communities and businesses are likely to face due to climate change, such as reduced access to goods and services. As a result of the pandemic, we experienced operational complexities as we responded to a rapid demand growth for essential items. In addition to managing pandemic-related supply chain disruptions and consumer demand surges, we have been centralizing reporting oversight and energy and emissions tracking for many of our manufacturing sites and distribution centers that were inherited during the 2016 acquisition of Jarden.

In 2020, we identified a facility in which energy use and emissions had not been counted in previous measurements. We have adjusted our calculations to reflect this update for 2020 and previous years, shown in the [chart below](#). This centralization process will entail expanding data collection to include all our distribution centers, increasing our total measured facilities. We anticipate completing this process by the end of 2021, but the complexity of this endeavor may necessitate new baselines, measurement and progress in future reports. Going forward, we will continue to carefully assess our energy use and greenhouse gas (GHG) emissions to measure changes that may result from identifying, adding or closing facilities. To ensure reporting accuracy, in 2022 we will commission a third-party audit of our energy use and GHG emissions for disclosure in our 2021 Corporate Citizenship Report.



## Energy and GHG Emissions

	2016*	2017	2018	2019	2020	2025
Energy usage (Elect + NG) mWh	991,047	962,123	936,871	923,468	908,691	—
Cumulative percent energy reduction (25% 2025 Reduction Goal)	—	-3%	-5%	-7%	-8%	-25%
Scope 1 & 2 GHG emissions (MT CO <sub>2</sub> e)	417,798	402,403	377,396	367,730	372,119	—
Cumulative percent GHG emissions reduction (30% 2025 Reduction Goal)	—	-4%	-10%	-12%	-11%	-30%

\* Baseline adjustments to align with operational and portfolio changes

Despite the disruptions presented by COVID-19, we continue to make progress toward our 2025 climate and energy goals. These reductions have been driven by action across all segments of the company. For example, inspired by the success of the LED retrofit in our Coleman® site in Wichita, Kansas, we launched an LED lighting project across many of our sites in North America. The project created a high-quality standard of lighting for all distribution and manufacturing sites and will result in electricity savings of 6.4 million kWh/year. Due to the pandemic, installation of the new LED technology has been delayed at 15 sites until early 2021.



Pictured: Rubbermaid Commercial Products decorative refuse container

### Sustainability in action

Our Coleman® manufacturing site in Wichita, Kansas converted all of its lighting to LED bulbs, saving more than **\$300,000** over their lifetime and over **4.4M kWh** in electricity annually. The replaced tube lights were recycled.

# Our sustainability goals

Looking ahead, we have company-wide goals to reduce our environmental footprint across four areas of impact compared to our 2016 baseline: carbon emissions, energy, waste and logistics. Our goals are currently tied to our direct-owned manufacturing sites; sites are also encouraged to set their own incremental reduction goals.

## Goals

	2025	2020	2019
Waste to landfill reduction	90%	83%*	72%*
Energy reduction	25%	8%*	7%*
Scope 1 & 2 GHG emissions reduction	30%	11%*	12%*
SmartWay certified transporters	90%	99%**	>80%**

\* Cumulative reduction

\*\* Certified

We have already made steady progress on these goals and the sections that follow detail our efforts across these impact areas. We also disclose our progress annually to the [Carbon Disclosure Project](#) (CDP), a leading nonprofit global disclosure system, and [Project Gigaton](#), a Walmart initiative to eliminate one billion metric tons (a gigaton) of greenhouse gases from the global value chain by 2030. These are important transparency vehicles for providing details on our energy and emissions performance, and also help us to manage our risks and opportunities. We work closely with our retail partners in pursuit of our key sustainability goals and metrics. Through regularly scheduled meetings, we can effectively track our collective progress and share best practices.



## SmartWay® Leading the Way

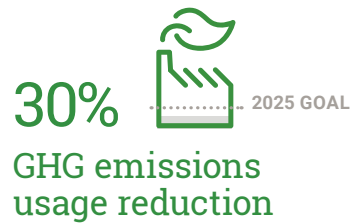
The Environmental Protection Agency's SmartWay® Transport Partnership helps companies measure, benchmark and improve freight transportation efficiency with emissions accounting methodologies and tools. We have already surpassed our goal for 2025. By the end of 2020, 99 percent of our products were transported by SmartWay approved vendors.





## Working with our customers to reduce emissions

As a Giga-Guru member of Walmart's Project Gigaton initiative, we have joined other major brands to reduce emissions in Walmart's global value chain by 1 billion metric tons—a gigaton—by 2030. As part of this commitment, by 2025, we will reduce emissions by 30 percent against a 2016 baseline through the continued improvement of our manufacturing processes and publicly reporting on our progress.



To reach our larger 2025 energy and emissions goals, we have set several ancillary goals for the short-, medium- and long-term.

### Short-term

We have identified energy efficiency as the lowest-hanging fruit of our environmental impact, particularly in manufacturing. With more than 43 million square feet of facilities across 20 countries, we are leveraging our scale and partnerships to find meaningful savings in energy use, optimize processes and investigate alternative energy sources. In 2020, we saved 8.52 MW of energy through investments in LED lighting alone. We have begun to methodically measure our energy use at all of our sites to clearly ascertain how our footprint will impact the climate in the future.

### Medium-term

We plan to incorporate our vast supply chain and logistics into our sustainability strategy. We are conducting pilot programs with key suppliers to help them understand their environmental impact and set up joint sustainability initiatives. Our CSR team will begin exploring renewable energy solutions in 2021.

### Long-term

We are moving toward greater product circularity. We engage with recycling advocates globally and our brands are working with their suppliers to use more sustainable inputs in their products and packaging.



Pictured: Calphalon skillet

## Waste reduction

As the Zero Waste movement grows, and consumers desire products with lower impact materials and packaging, we are reducing waste across our products and operations. We work with each of our sites to reduce landfill waste through production optimization and increased recycling. We work with each of our brands to increase the use of recycled or lower footprint materials and to shift to easy-to-recycle packaging. For example, our Rubbermaid Commercial Products facility in Cleveland, Tennessee identified an opportunity to turn waste into a resource by partnering with the local [4H chapter](#) and [FFA](#) (formerly Future Farmers of America). Over 26,000 pounds of pepper trash, a natural byproduct of cotton processing, was diverted from landfills and used as an ingredient for feedstuff for local cattle. Efforts like these have allowed us to make swift progress toward our goal of reducing waste to landfill by 90 percent by 2025. By the end of 2020, we had already reduced waste to landfill by 83 percent from our 2016 baseline.

2025 GOAL  83% progress

**90%**  
waste to landfill  
reduction

### Manufacturing waste (metric tons)\*

	2020
<b>Waste</b>	<b>141,000</b>
Recycled material (refers to off-site recycled content)	<b>118,000</b>
Percent of waste diverted from landfill	<b>83%</b>

\* Owned manufacturing sites only

### Sustainability in action

In 2019, Mike Vinson, Wayne Eigenmann and Kristen Rivera from our facilities in Tennessee, North Carolina and Georgia launched a cross-functional collaboration between Corporate IT and CSR to securely recycle e-waste at Newell Brands. Since the program's inception, Newell has recycled over 11,000 pieces of e-waste.



Pictured: Rubbermaid Commercial Products BRUTE Container

## Water and land conservation

At Newell Brands, we recognize that our operations impact the local water and land where our facilities are located. Water is an important, though minimally used, resource throughout our operations. Most of our manufacturing sites do not require freshwater for production and we engage several closed-loop water systems to reduce our impact on local water quantity and environmental outflow. Because of this, freshwater usage is not considered material to our operations and we do not currently have a water reduction goal in place. We do, however, track our consumption and plan to set a reduction goal soon. We also continue to encourage our sites to conserve water and track water consumption. In 2020, our global water consumption was more than 630 million gallons. In 2021, we will be creating a water use intensity framework to more closely understand areas for reductions.

Where needed, we also take responsibility for environmental remediation matters. Remediation obligations may arise from events such as spills, for example, or with regard to properties that were impacted by historical operations, in some cases operations by other entities for which the company has assumed responsibility. We work with relevant authorities and stakeholders on remediation projects, including federal, state, and/or local agencies. As of December 31, 2020, our estimated costs for environmental remediation matters were \$42 million.

### Sustainability in action

In 2020, Dell's Conservation Fund planted 3,338 trees in honor of our shared commitment to increasing sustainability. We also launched an annual partnership with the Arbor Day Foundation which will plant 15,000 trees on our behalf in 2021.





# A culture of sustainability

Our environmental impact is managed by our Global CSR team. The CSR team's Director also oversees our CSR Council and a more targeted second oversight group, the Sustainability and Social Compliance Council, which meets regularly to share information, updates and sustainability successes from across various departments and regions.

## Sustainability Champions

Our Sustainability Champions are passionate employees who implement sustainability initiatives and engage fellow employees in creating a more environmentally friendly culture at sites around the world. There are over 140 Champions across 100 locations in 29 countries. You'll find stories about our Champions' grassroots work throughout these pages.

## Sustainability training

In addition to the work done by our Champions, we provide training to our internal teams on various topics around sustainability. We strive to educate, engage and empower our employees to reduce their own environmental impact and improve the sustainability performance of their sites. Training topics include operational effectiveness, efficient resource use, product innovation through sustainability, meeting environmental regulations and more. The environmental regulatory compliance of our facilities is maintained through ongoing training and procedures. Facilities regularly self-report their progress and are periodically assessed by internal and external auditors. These procedures govern all relevant environmental operations including waste management, stormwater management and spill response.

## Sustainability Awards

We reward our sites for their success in leading sustainability initiatives through annual Sustainability Awards. Sites are invited to submit sustainability stories within three categories: Employee Engagement, Resource Reduction and Product Stewardship. The 2020 Awards went to:

### **GOLD AWARD:** Maryville, TN

Reduced  
**120,000**  
pounds of waste  
per year with enhanced waste management

### **SILVER AWARD:** Mogadore, OH

Saved  
**793,331**  
kWh of energy  
per year with a lighting upgrade

### **BRONZE AWARD:** Cleveland, TN

Diverted  
**26,000**  
pounds of waste  
byproduct through local partnership

## GET TO KNOW NEWELL

“ At Newell Brands, we are committed to developing a more sustainable and socially responsible supply chain. We recognize the immense opportunity we have as responsible corporate citizens to make a positive impact on people and our planet.”

### Adam Rutstein

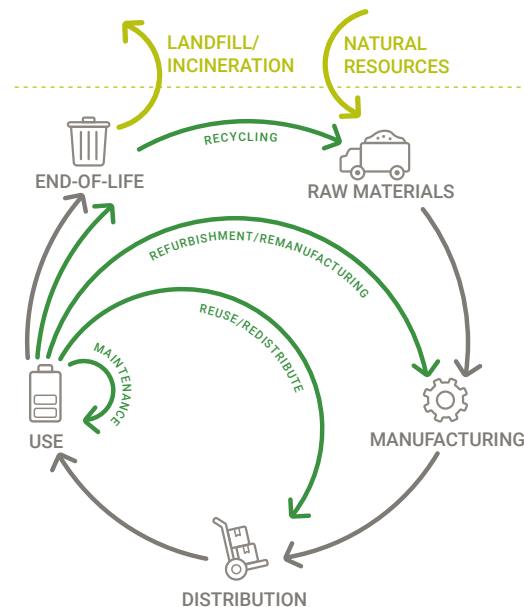
Director, Global Corporate Social Responsibility, Newell Brands



# Innovation, sustainable design and circularity

As a consumer products company, design innovation is fundamental to everything we do. We strive to be an industry leader, not just in the products we make, but in making them sustainably—from design and sourcing through manufacturing, packaging, distribution, use and end-of-life. We believe sustainability drives innovation: considering how to make our products as, or more, effective while reducing waste and virgin material use leads to creative solutions. Over time, we have centralized our sustainable design efforts to provide a consistent approach across brands. We want to make all our products sustainable starting at the design stage, rather than treating sustainability as an afterthought.

Our Design team uses six design strategies to evaluate concepts and help inform our approach to sustainable product design.



The next phase in our sustainable design journey is a shift toward circularity. Our circular economy principles, which we have aligned with the best practices outlined by the [Ellen MacArthur Foundation](#), guide us to reduce our products' footprints, increase their longevity, seek out recycled or greener materials and avoid landfilling. This process includes considering the entire lifecycle of a product and its impact at every stage.

## Our circular design principles

- 1 Design out waste and pollution
- 2 Keep products and materials in use
- 3 Regenerate natural systems

## SUSTAINABILITY STRATEGIES FOR PRODUCT DESIGN



Reimagine  
The Offering



Responsible  
Material Choice



System  
Efficiency



Modularity &  
Compatibility



Product  
Longevity



End-Of-Life  
Consideration.

## Sustainable materials

Choosing our materials selectively—and seeking opportunities to minimize them without compromising product integrity—is essential. This has a significant impact on product performance and cost, and on the environment. We are exploring both the use of more sustainable materials, such as recycled plastics and sustainable fibers, and a reduction in overall material use. For example, in 2020, Sistema Plastics, which is known for its reusable and multipurpose storage containers, drinkware and lunchboxes, launched its new Renew line that uses between 30-72 percent post-industrial recycled plastic content and can be recycled anywhere #5 polypropylene plastics are accepted. Similarly, Spontex, which makes household cleaning tools, now uses sustainably sourced wood fibers in their cellulose products, such as sponges. Currently, 59 percent of fibers come from [PEFC-certified sources](#). This number will rise to 100 percent by the end of 2021.

Outerwear brand Marmot® now includes an environmental impact report card tag on 45 percent of its products. The tag includes information like fiber types and PFC use, as well as a rating. [Read more here.](#)

## Newell x ArtCenter: reimagining our products without plastic

In the spring of 2020, we partnered with the ArtCenter College of Design in Pasadena, California to reimagine some of our iconic products for a new era. The Life Without Plastics project launched as a 14-week student design clinic overseen by our SVP, Design and Senior Principal, Industrial Design. Using sustainable materials, student teams created innovative versions of Coleman® insulated coolers, Expo® dry erase markers, Holmes® air purifiers, FoodSaver® vacuum sealers, Graco® strollers and Mr. Coffee® coffeemakers.

Students were instructed to reduce plastics in their designs and to lean toward minimization, modularity, durability and repairability, recycling and reuse and circularity. The results impressed our team. The project teams embedded sustainability criteria into their products while keeping in mind the brands' personalities and the products' appeal to Millennials and GenZ, adding digital features. The Expo® dry erase markers, for example, included an IoT-enabled recycled whiteboard. [Read more about the partnership here.](#)

### Sustainability in action

Josep Ardanuy, a Safety and Environmental Coordinator at our Mapa Spontex plant in Malgrat, Spain replaced fluff paste made from virgin cotton with recycled cotton dust, a byproduct from the recycling of white cotton t-shirts. In the first eleven months since implementing this change, the plant repurposed **329 tons** of recycled cotton powder, saving **\$317,000**.



Pictured: Mr. Coffee coffee maker concept created by ArtCenter students

## How2Recycle

### Recycling labels

The How2Recycle (H2R) label, created by the Sustainable Packaging Coalition's nonprofit arm, was created to provide accurate, consistent on-package labeling to reduce consumer confusion. We are proud to have developed How2Recycle labels for over 700 products.

The On-Pack Recycling Label (OPRL), used in the U.K., delivers a simple, consistent, U.K.-wide recycling message on packaging to help consumers recycle more material correctly, more often. By the end of 2020, we had designed more than 60 products to include the OPRL label.



## Sustainable packaging

Redesigning our packaging to be more sustainable is a key aspect of our current design and innovation strategy. It not only reduces our footprint, it also saves money and answers calls for better packaging from our customers and consumers. As a member of the [Sustainable Packaging Coalition®](#) since 2019, we are aligned with their mission of sourcing responsibly and optimizing and recovering packaging resources where possible. Our approach is first to avoid packaging whenever possible. For example, warranty leaflets were removed from pen boxes for 77 SKUs in our Fine Writing division, saving 36 tons of paper per year. In cases where packaging is necessary, we prioritize formats and materials that are sustainable and support a circular economy. Yankee Candle, for example, replaced plastic lamination and thermoform packaging with biodegradable film and recyclable corrugate inserts for their holiday line of candles for a European retailer, Boots, saving 7,256 pounds of plastic. Another brand, Dymo®, redesigned the packaging for its D1, LetraTag and LabelWriter SKUs to be made with at least 60 percent recycled content and sustainably sourced fibers.

In 2019, we set two packaging goals:

- To eliminate the use of Polyvinyl Chloride (PVC) and Expanded Polystyrene (EPS) in all packaging by 2025
- To source 100 percent of our direct-sourced paper-based packaging from certified, verified or recycled sources by 2025

In furtherance of these goals, our NUK® brand has designed out PVC from 100 percent of its SKUs. In addition, our Writing brands have designed out PVC from 100 percent of SKUs packaged in the Czech Republic, and EPS use has been completely eliminated from the packaging of our X-Acto® electric sharpener line.



Pictured: X-acto electric sharpener

In 2020, we launched Project Fulcrum, a company-wide initiative to standardize packaging across our enterprise, with sustainability at its core. Project Fulcrum is run by a cross-functional team that includes leaders from Packaging, Engineering, Procurement, Sustainability and Design. The team created a Packaging Playbook to provide our brands with tools, resources and best practices to develop more sustainable packaging. In it, we lay out our seven Packaging Sustainability Principles:

1. Optimize material use and eliminate unnecessary components
2. Measure and reduce environmental impacts
3. Use materials that are widely recycled and design packaging to be recycled
4. Increase the use of recycled and sustainably sourced fibers
5. Eliminate problematic materials
6. Increase recycled content of plastic packaging
7. Provide clear recycling instructions

The Playbook offers thorough guidelines for packaging engineers, from eCommerce packaging regulations to material specifications and packaging lifecycle assessments. The development of the Playbook was an important achievement in our move to centralize design processes at the corporate level.



Pictured: Coleman lantern

## Product end-of-life

One of the key tenets of a circular product strategy is to keep products and materials in circulation for as long as possible. By designing materials for longer life and recyclability, we help to reduce the amount of harmful chemicals and greenhouse gases emitted into the environment from landfill sites. Four of our brands, Yankee Candle®, Rubbermaid®, Mapa® and Spontex®, have recycling partnerships with TerraCycle, an innovative recycling company that manages hard-to-recycle materials. Through the partnership, consumers can send in products from these brands for recycling, at no extra cost, when they have reached their end-of-life.



MAPA  
PROFESSIONAL

+

Spontex

Rubbermaid

+

YANKEE  
CANDLE®



Pictured: Rubbermaid food storage containers



Pictured: Quickie push broom

# Product safety

Consumer safety is a top priority. We continually test our products to ensure they meet or exceed all applicable safety regulations. Our Business Units are responsible for ensuring our products are compliant with applicable regulatory requirements, which they regularly report on to the Leadership Team and Board of Directors.

We conduct ongoing evaluation and testing of our products to find potential risks before they reach consumers, and many of our products receive third-party safety audits to ensure they meet federal standards. Our product safety testing includes our Design Failure Mode and Effect Analysis (DFMEA) tool. DFMEA identifies potential risks or failures in new products and recognizes when an existing product's design changes. Using the DFMEA tool, our design teams can identify potential points of product failure, assign them a hazard score and determine remedies.

As part of our product safety review process, Business Unit cross-functional teams including Research & Development (R&D), Quality, Compliance, Legal, Engineering and Consumer Care meet regularly to address potential health and injury risks to anyone that may interact with our products. This procedure applies to all of our products with increased inherent risk, including products intended to be used by or for children under 12; products with a cord; certain glass products; camping (and other products) using fuel and/or pressurized gas; and products providing home safety features. This process has been developed and refined by our Baby Business Unit over many years and has been adopted by other Business Units. For North America alone, our Baby business did over 200 safety reviews in 2020. Globally, all products for children go through a third-party safety audit at least once annually to ensure ongoing compliance.

During the development of each product in the Home Appliances business, an average of 75 tests are conducted that meet or exceed regulatory and consumer testing requirements. One hundred percent of all production batches are inspected with an average of 60 inspection tests to ensure that product quality and compliance are sustained throughout each product's lifecycle.

Our Consumer Care team has more than 10,000 conversations with consumers a day through phone lines, social media, websites, email and more. This team helps with product use and care, answers product questions, assists with purchases and handles product complaints. The Consumer Care team has a formalized product complaint handling protocol including documentation, retrieval for inspection and product replacement. Complaints are reviewed daily and shared with the Business Units' R&D and Quality teams, including trends and reporting of potential product safety complaints for further investigation.

In North America alone,  
our Baby business did  
**200+**  
safety reviews  
in 2020



Pictured: Graco car seat



We have a global product recall guide that applies to all Business Units, and a global cross-functional team that is prepared to convene in the unlikely event that a product defect or safety issue might be identified, and a product recall is required.

In 2020, we had three voluntary product recalls:

- [Crock-pot® 6-Quart Express Crock Multi-Cooker](#)
- [Graco Little Lounger Rocking Seat](#)
- The inclined sleeper accessory included with the [Graco Pack 'n Play Day2Dream Playard with Bedside Sleeper](#), [Graco Pack 'n Play Nuzzle Nest Playard](#), [Graco Pack 'n Play Everest Playard](#) and [Graco Pack 'n Play Rock 'n Grow Playard](#)

A total of 1,106,560 units of these products were recalled from the U.S., Canada and Mexico. A 2019 recall was reannounced and expanded in 2020 of the [Contigo® Kids Cleanable Water Bottle](#), to include 5.7 million water bottles and replacements lids. The recall included the replacement lids that were given to consumers as part of the August 2019 recall.

Many of our employees are respected leaders in product safety and participate actively in standards bodies and committees around the world. In our Baby business, we have employees who are committee leaders and members of ASTM International and the International Organization for Standardization (ISO). In the Writing business, we have an employee who serves on the board of The Art and Creative Materials Institute, Inc. (ACMI), an international association of about 200 art, craft and creative material manufacturers, which seeks to promote safety in art and creative products through a product certification program.

We use our experience and expertise to help craft requirements that reflect real world product safety concerns. We engage with regulatory agencies like Health Canada, Transport Canada, the U.S. National Highway Traffic Safety Administration and the U.K. Ministry of Transport to share learnings from our field and laboratory experience and to discuss emerging trends. When we feel our contribution can benefit safety regulatory deliberations, we publicly comment on proposed rulemaking at the global, national and state levels.

## Hazardous substances and chemicals of concern

We work to ensure that our products are compliant with all applicable substance restrictions in the markets in which they are sold. Substance restrictions are tailored to brands or product categories and may be based upon various published chemical lists from international, federal, state and local regulatory bodies, as well as industry associations.

The lists are rigorously monitored and regularly updated as regulations change. We require our suppliers to provide materials, components and products that comply with all regulations. Products produced in-house follow similar procedures, with each Business Unit responsible for product compliance. Compliance is screened through certificates of conformity, full substance disclosures and product testing. Our Writing business also utilizes the Duke Toxicology Program that provides toxicological assessments of consumer and commercial products necessary to comply with international, federal and state laws. The program maintains a database of over 1,500 toxic chemicals that is used to provide risk assessments necessary for various products and services.

For example, our Baby business restricts more than 500 types of substances from being used in product materials as a result of scientifically supported data from over 20 different regulatory and industry entities around the globe.

## Animal testing

As a leading manufacturer of quality products, we are concerned about animal testing. None of our finished products undergo animal testing, including our Oster brand line of animal care products. That said, we cannot guarantee that every product input or material does not undergo animal testing by third-party, indirect suppliers. We do, however, strongly encourage our direct suppliers to work with their partners to avoid these practices.

# Sourcing responsibly and ethically

## Growing through integrity

Our Responsible Sourcing program, which includes both social compliance and supply chain security, aims to increase transparency across our supply chain so we can ensure our customers and consumers receive high quality, ethically produced and sustainable products. This means our sourced inputs and manufactured products must follow the highest caliber of ethics and integrity. We achieve this through rigorous standards, set forth in our Vendor Code of Conduct and Responsible Sourcing Manual. We audit against the requirements outlined within our Vendor Code of Conduct and provide regular trainings to our suppliers as part of our commitment to supplier development.



Pictured: WoodWick candle





Protecting our employees and communities extends to all the workers in our supply chains, including those of our suppliers. We have established rigorous standards on human rights to include child and forced labor, health and safety, wages and benefits, laws and regulations and anti-bribery. Our suppliers are audited regularly against these standards and provided with training to remain in compliance, all with the goal of creating a more transparent supply chain. Even with the challenges posed by COVID-19, we continued to support our supply chain with trainings and ensured social compliance through audits and supplier development.

## 2020 achievements

---

We completed more than 500 social compliance audits. This includes both Newell audits and industry audits that were accepted according to our shared audit guidelines.

---

We completed our annual supplier training event virtually due to COVID-19 and conducted four training webinars with suppliers.



# Standards of integrity

Our Employee [Code of Conduct](#), available in 12 languages, enumerates standards for ethical and honest behavior at all levels of the company. It is directed primarily at our employees but includes guidelines for dealing with external stakeholders, such as industry groups, vendors and others. It covers complying with legal regulations, dealing fairly and transparently, avoiding conflicts of interest and reporting ethics violations.

Separately, our [Vendor Code of Conduct](#) establishes the standard of conduct we expect from our suppliers in a number of areas, including human rights, labor requirements, health and safety, environmental compliance and management practices. Additionally, our [Responsible Sourcing Manual](#) provides detailed, technical specifications for factory standards, as well as corrective actions suppliers can take should they fail to meet those standards.

The objective of our social compliance work is to responsibly source from suppliers that are aligned with our Vendor Code of Conduct, while also enhancing the satisfaction of our customers and consumers. Additional benefits include reducing disruptions to our supply chain, improving transparency, protecting our reputation as a brand and enhancing the capabilities of our suppliers. To ensure we are meeting these goals, we have annual targets we set around social compliance.



Pictured: Elmer's Glue products

## 2020 social compliance targets

Achieve an

**80%**

corrective action  
plan closure rate

Conduct

quarterly training  
webinars for suppliers

Hold

annual quarterly  
supplier training events  
(conducted virtually due to COVID-19)

Audit

**100%**

of vendors on a  
three-year rolling basis

In 2020, while the pandemic forced us to shift to online trainings, we still made meaningful progress toward our social compliance objectives.

# Audits

We regularly audit all our finished goods suppliers, both when they are newly added and on an ongoing basis. Our goal is to audit 100 percent of our sourced finished goods suppliers on a three-year rolling basis. In 2020, we achieved 95 percent of this goal due to challenges presented by COVID-19, and we are committed to meeting this goal in the first half of 2021.

All new finished goods suppliers must complete our social compliance audit that includes an in-depth assessment of human rights, labor and environmental compliance. This audit provides us with a comprehensive risk profile on a particular supplier and serves as a starting point for driving long-term sustainable solutions with them. Once an audit is completed, we review our findings with the supplier and establish corrective action plans where necessary to ensure any areas of concern are addressed for the long term.

The Responsible Sourcing Audit team also conducts social compliance and supply chain security performance reviews for all finished goods suppliers. These consist of internal audits conducted by our Responsible Sourcing Audit team and external third-party audits conducted with our audit template, or valid industry audits that meet our shared

audit guidelines.

Our audit program seeks to drive long-term sustainable improvements with our suppliers. This includes rooting out violations to our standards as set forth in our Vendor Code of Conduct and Responsible Sourcing Manual. In particular, we have zero-tolerance for the following practices:

- Child labor
- Forced or prison labor
- Bribery attempts in any form
- Discrimination
- Harassment
- Corporal punishment
- Unauthorized subcontracting
- Falsified documents
- Denial of access
- Circumvention of the audit process
- Wastewater discharge into the environment without treatment
- Contraband container contents



# Supplier trainings and our zero-tolerance policy

To educate our vendors and help them succeed in preventing incidents, we provide frequent trainings. We offer on-site finished goods supplier trainings twice a year and thematic webinars four times a year in addition to frequent e-learning modules and roundtables. Our trainings focus on sharing best practices, continuous improvement, ensuring alignment with legal and Newell requirements and celebrating achievements.

We recognize that meeting our guidelines can be challenging due to entrenched operating procedures and cultural differences. We use our trainings not only to provide critical updates and guidance to meet program requirements, but also as an opportunity to build a closer relationship with our suppliers. Our strong relationships with our suppliers drive greater transparency into our supply chain and help us reduce violations.

In 2020, our four quarterly vendor training webinars were offered in English and Mandarin, and covered the following topics:

- **Continuous improvement in fire safety**
- **Forced labor**
- **Newell's Code of Conduct & anti-bribery**
- **Zero-tolerance issues & how to prevent them**

In March, we held a virtual roundtable with a sampling of our suppliers to discuss how to remediate high-risk findings and proactively address social compliance issues. We also virtually conducted our 13th annual supplier training event which focused on human rights, responsible sourcing, sustainability and supply chain security.

Our annual supplier training and our quarterly webinars include tracks on zero-tolerance issues. We also sent a letter to all suppliers outlining our expectations regarding zero-tolerance. In 2020, we established a Zero-tolerance Committee with executive leadership to increase oversight of compliance. On the ground, individuals within supplier factories can report grievances or violations to our 24-hour [Ethics Hotline](#), a retaliation-free outlet which any Newell Brands employee or supplier can use to issue a complaint. Through our audits we also ensure that our suppliers have established the appropriate grievance mechanisms for their own employees in their factories.





# Responsible sourcing and social compliance

Our Vendor Code of Conduct outlines our restrictions on forced labor, and we audit our suppliers to ensure forced labor or commonly associated indicators do not exist within our supply chain. We maintain a zero-tolerance stance on forced labor issues. We are committed to educating our suppliers and training them on forced labor to further mitigate these risks within our supply chain and we will take the appropriate actions to prevent forced labor risks when needed. Read more about our policies, tools and progress in our [U.K. Modern Slavery Act statement](#).

We also adopt a shoulder-to-shoulder approach with our supplier partners on social compliance. We meet with them and our customers to share program updates,

align on emerging trends and partner on social compliance objectives.

## Conflict minerals

The term “conflict minerals” encompasses tin, tungsten, tantalum and gold (3TG), and can be found in in everyday products such as cellphones, cars or jewelry. Trade in these minerals is sometimes controlled by armed insurgent groups utilizing forced labor, particularly across the Democratic Republic of Congo (DRC) and surrounding regions. We actively survey the sources of all 3TG minerals used in our products to avoid those that come from conflict sources. We publish the results in an annual [Conflict Minerals Report](#).



Pictured: Rubbermaid Brilliance food storage containers

# Engaging with our communities

## Lifting up those in need

As a global company with business operations in over 40 countries, we take seriously our responsibility to support our local communities. We work closely with community partners to support causes that align with our business and philanthropic priorities through donations funded by The Newell Brands Charitable Foundation, in-kind product donations and volunteer efforts.







In 2020, COVID-19 presented unique and unimagined challenges to communities around the world. We also witnessed a renewed civic movement for racial justice and equity. To respond to these developments, we strategically strengthened partnerships with both local and national nonprofits to provide assistance to communities during these difficult times.

#### Our philanthropic activities include:

- Providing financial support through The Newell Brands Charitable Foundation
- Building meaningful and impactful partnerships with nonprofits to support and amplify their efforts
- Engaging employees through the Local Impact Grant Program, matching campaigns and offering paid time off for volunteering for employees in the U.S. and Canada
- Making in-kind donations of Newell Brands products to organizations around the world
- Supporting in-need communities in times of extraordinary events, like natural disasters

## 2020 achievements

We funded 25 local nonprofits selected by our employees through the Local Impact Grant Program.

We gave nearly \$9 million of in-kind product donations to nonprofits and community groups worldwide.

We provided 30,000 face shields to local hospitals in response to COVID-19, all of which were developed in-house.

Together, our employees and The Newell Brands Charitable Foundation supported over 300 nonprofits on Giving Tuesday.



# The Newell Brands Charitable Foundation

We are committed to making the world a better place and to empowering our employees to make a difference in their local communities. The Newell Brands Charitable Foundation's philanthropic endeavors are guided by our Giving Pillars, which align with our areas of business and were selected based on where we can make the greatest impact.



## Child Safety & Development

Big Brothers Big Sisters Atlanta

Ronald McDonald House of Akron

Boys and Girls Club



## Education

We All Code

Empowered Girls of NC

Clarke School for the Deaf



## Outdoor Play & the Environment

Camp Ooch

Atlanta Fulton County Zoo

ERAC-CE



## Diversity & Inclusion

Black Girls Code

Ada Jenkins



## Hunger

Loaves and Fishes

Brimfield Community Cupboard

Northern Illinois Food Bank

## Local Impact Grant Program

Through The Foundation, we provide cash grants of up to \$25,000 each to local nonprofits that align with our Giving Pillars. Nonprofits are identified by our employees from select locations across North America. Once nominated, eligible organizations are invited to formally apply for grants and our employees vote on the finalists.



## GivingTuesday

For GivingTuesday, a movement that encourages donating to nonprofit organizations on the Tuesday after Thanksgiving in the U.S., we offered employees who participated in making a donation a match of up to \$25 to the nonprofit of their choice. In 2020, The Foundation and our employees were able to support over 300 nonprofits.

## Atlanta-area community support

Making an impact in Atlanta, home to our global headquarters, is also a priority.

We support Atlanta Public Schools through both a partnership with the [Empty Stocking Fund](#) and by participating in “Back to School Bash,” a community event where students can receive free school supplies, health care and more. We have provided monetary donations through The Foundation, and our corporate Business Units have also supported by donating millions of products that are essential to students returning to school, whether in-person or virtually.

We are committed to developing meaningful volunteer opportunities for our employees to give back in honor of Martin Luther King Jr. Day. In 2020, we partnered with [Hands On Atlanta](#) and [Trees Atlanta](#) to plant 300 trees at a park located near our headquarters.

## Disaster relief

In times of crisis, we partner with disaster relief organizations, such as the [American Red Cross](#). We strive to respond to emergencies and natural disasters with financial support from The Foundation, product donations and, in some cases, employee contributions through a corporate-funded match. In 2020, we made donations to the American Red Cross for communities impacted by wildfires in the Western United States and bushfires in Australia.

In response to the physical and mental health impacts experienced by healthcare providers due to COVID-19, The Foundation donated to [Health Research, Inc.](#) to support frontline healthcare workers in the Tristate area.

## GET TO KNOW NEWELL

“Our commitment to creating moments of joy and peace of mind extends to the communities where we live and work. Core to the mission of The Newell Brands Charitable Foundation is our belief that we can use the power of our brands and the passion of our people to make a difference. We are proud to do our part to make the world a better place through volunteerism, product donations and financial support.”

### Beth Stellato

Vice President, Corporate Communications,  
Newell Brands & President, Newell Brands  
Charitable Foundation



# Corporate donations and employee volunteerism

In addition to donations made by our employees and The Foundation, Newell Brands provides corporate support to local and global communities through monetary and in-kind donations and employee volunteer hours.

Together with our Business Units, we gave nearly **\$9 million** of in-kind product donations to nonprofits and community groups worldwide

## Reducing hunger

2020 saw a rise in food insecurity and hunger due to disruption caused by COVID-19. The elderly population was particularly at risk due to their susceptibility to the virus. We donated \$50,000 to [Meals on Wheels](#), a nonprofit dedicated to addressing senior isolation and hunger, which was personally matched by our President & CEO, Ravi Saligram, for a total of \$100,000.



## Responding to COVID-19

We were well positioned to offer support during the COVID-19 pandemic due to our wide range of relevant household products, and we donated more than 380,000 products valued at over \$1.2 million. This included cleaning products such as mops and wet wipes, food-related items like cookware, storage containers and appliances and much more. To support frontline healthcare workers, our in-house design team developed and produced 30,000 protective face shields which were donated to local hospitals



## Volunteerism

Through the give@newell program, our employees are empowered to donate their time to causes they are passionate about through both company-sponsored and locally driven volunteer initiatives. All full-time employees in the U.S. and Canada annually receive eight hours of paid time off to use on approved volunteer opportunities.

Our give@newell Ambassadors team is composed of employees who are nominated by fellow colleagues based on their ability to lead and inspire through their involvement in their local communities. Our team of more than 30 dedicated Ambassadors located around the world serve as champions for company-sponsored volunteer opportunities. They lead volunteer initiatives, encourage other employees to participate and gather feedback that provides valuable insights to ensure successful programming year after year.



# Corporate citizenship and civic participation

2020 shined a spotlight on racial inequity and reinvigorated a civic movement for racial justice. The months leading up to the November elections in the U.S. also carried heightened tensions as individuals, leaders and organizations pushed for their voices to be heard. These events strengthened our commitment to ensuring access to accurate information and resources—for all of our employees—and supporting increased civic engagement. In that spirit, we established partnerships with organizations addressing racism, discrimination and voting access.

As outlined in our [Government Affairs Policy](#), we do not use corporate funds to make contributions to support federal, state or local political parties, candidates, campaigns, ballot measures, political organizations or social welfare organizations. Consistent with this policy, since at least 2016, we have not made any political expenditures to these groups, nor do we have any intention to do so in the future.

## Racial justice

In 2020, we partnered with [Teaching for Change](#), a nonprofit that encourages teachers and students to question and re-think the world inside and outside their classrooms by building a more equitable, multicultural society and becoming active global citizens. We also launched a multi-year partnership with Atlanta's [Woodruff Arts Center](#), the third-largest performing arts center in the U.S. The Center's commitment to showcasing diverse artists and stories, offering civil rights education and ensuring access to the arts for underserved populations strongly parallels our own DI&B philosophy. Through this partnership, our employees gain unique benefits including ticket discounts, diversity training opportunities and engagement with the local arts community. In conjunction with this partnership, our President & CEO, Ravi Saligram, joined the Governing Board of the Woodruff Arts Center in fall 2020.

We also donated to the [NAACP Legal Defense and Educational Fund](#), America's premier legal organization, fighting for racial justice.



Teaching For  
**CHANGE**

“The Newell Brands Charitable Foundation's support for our Social Justice Books program came at a critical time last year. With the combination of COVID-19 and the call to support Black individuals and communities as a result of ongoing acts of racial injustice, our budget was tight. And yet, the requests from parents for our children's books recommendations was high. The partnership with The Newell Brands Charitable Foundation was a great relief and allowed us to meet the increased demand by continuing to update and add to our lists of social justice children's books.”

**Deborah Menkart**

Executive Director, Teaching for Change

## Voting access

2020 was an important election year in the United States and we worked with several nonprofits to support voting access and provide non-partisan information and resources to our employees.

We made a financial donation to [Vote.org](#) a nonprofit, non-partisan voting registration technology platform. We are a strong advocate of Vote.org's non-partisan work to help remove obstacles and provide support to ensure all eligible Americans are able to vote. Vote.org was the primary source for the non-partisan information we published regularly via a dedicated Election 2020 channel on our employee app, Newell Now.

In October, we became members of [Civic Alliance](#), a non-partisan coalition of businesses working to strengthen democracy. The Alliance equips employees to vote and take part in civic discourse. We are joined by more than 350 other member companies including Target, Unilever, Amazon and Microsoft. This partnership builds on our commitment to offering voter-friendly workplace policies and also increases the number of non-partisan tools, resources and programs we can share with our teams to create an inclusive culture of civically engaged employees.

We also partnered with [gavotingworks](#), a non-partisan taskforce of several Georgia organizations and companies to educate Georgia residents, including Newell employees, about elections, and to provide ballot drop boxes in Georgia communities with limited polling locations.



Pictured: Sharpie pens

## GET TO KNOW NEWELL

“ I love being a give@newell ambassador because our focus is giving back to the community where we live, learn, work and play. It's the Newell way. A sharing, giving community is stronger and the benefits of volunteering are endless. It's good for the volunteers as well as the people who receive the help.”

### Sherrie Dockery

Customer Service Coordinator,  
Newell Brands & give@newell Ambassador

# Appendix





This report references widely adopted standards for sustainability reporting, Global Reporting Initiative (GRI) standards and Sustainability Accounting Standards Board (SASB) standards, found on the pages that follow. We will be conducting a materiality assessment in 2021 to further support our participation in these reporting standards.

For more information or questions regarding this report or corporate citizenship at Newell, please contact [media@newellco.com](mailto:media@newellco.com).

### Newell Brands Corporate Headquarters

6655 Peachtree Dunwoody Road  
Atlanta, GA 30328  
[newellbrands.com/contact](https://newellbrands.com/contact)

## Forward-looking information

Some of the statements in this report, particularly those related to future goals, commitments and programs as well as business performance and objectives are forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. These statements generally can be identified by the use of words or phrases, including, but not limited to, "intend," "anticipate," "believe," "estimate," "project," "target," "plan," "expect," "setting up," "beginning to," "will," "should," "would," "resume" or similar statements. We caution that forward-looking statements are not guarantees because there are inherent difficulties in predicting future results. Actual results may differ materially from those expressed or implied in the forward-looking statements. Important risk factors that could cause actual results to differ materially from those suggested by the forward-looking statements can be found in our current and periodic reports filed with the U.S. Securities and Exchange Commission, including with limitation our 2020 Annual Report on Form 10-K.



Pictured: Crock-pot slow cooker

## GRI - General Disclosures

### Organizational Profile

GRI Standard	Disclosure	Location / Direct Answer
102-1	Name of the organization	Newell Brands
102-2	Activities, brands, products, and services	<a href="#">Our company and brands</a>
102-3	Location of headquarters	Atlanta, Georgia, USA
102-4	Location of operations	<a href="#">Reducing our environmental impact</a>
102-5	Ownership and legal form	Newell Brands is a publicly traded company on the New York stock exchange under the symbol "NWL"
102-6	Markets served	<a href="#">Our company and brands</a>
102-7	Scale of the organization	<a href="#">See 2021 Proxy Statement</a>
102-8	Information on employees and other workers	<a href="#">Fostering a diverse and inclusive culture</a>
102-9	Supply chain	<a href="#">Sourcing responsibly and ethically</a>
102-10	Significant changes to the organization and its supply chain	In 2015, Newell Rubbermaid announced its intention to acquire Jarden Corporation and its diverse global portfolio of well-known brands such as Ball, Yankee Candle, FoodSaver and more. The transaction closed in April 2016 and created Newell Brands. <a href="#">Embarking on a new era</a>
102-11	Precautionary Principle or approach	<a href="#">Reducing our environmental impact</a> ; <a href="#">Sourcing responsibly and ethically</a>
102-12	External initiatives	<a href="#">Ethics and compliance</a> ; <a href="#">Fostering a diverse and inclusive culture</a> ; <a href="#">Supporting our people</a> ; <a href="#">Reducing our environmental impact</a> ; <a href="#">Sourcing responsibly and ethically</a> ; <a href="#">Engaging with our communities</a>
102-13	Membership of associations	<a href="#">Ethics and compliance</a> ; <a href="#">Fostering a diverse and inclusive culture</a> ; <a href="#">Supporting our people</a> ; <a href="#">Reducing our environmental impact</a> ; <a href="#">Sourcing responsibly and ethically</a> ; <a href="#">Engaging with our communities</a>

## GRI - General Disclosures

### Strategy

GRI Standard	Disclosure	Location / Direct Answer
102-14	Statement from senior decision-maker	<a href="#">Letter from our President &amp; CEO</a>
102-15	Key impacts, risks, and opportunities	<a href="#">Our corporate citizenship philosophies</a>

### Ethics and Integrity

102-16	Values, principles, standards, and norms of behavior	<a href="#">Our values</a> ; <a href="#">Our corporate citizenship philosophies</a> ; <a href="#">Ethics and compliance</a>
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Ethics and compliance</a>

### Governance

102-18	Governance structure	<a href="#">Corporate governance</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	<a href="#">Corporate governance</a>
102-22	Composition of the highest governance body and its committees	<a href="#">Corporate governance</a>
102-23	Chair of the highest governance body	<a href="#">Corporate governance</a>
102-26	Role of highest governance body in setting purpose, values, and strategy	<a href="#">Corporate governance</a>
102-32	Highest governance body's role in sustainability reporting	<a href="#">Corporate governance</a>



## GRI - General Disclosures

### Stakeholder Engagement

GRI Standard	Disclosure	Location / Direct Answer
102-40	List of stakeholder groups	<a href="#">Ethics and compliance</a> ; <a href="#">Fostering a diverse and inclusive culture</a> ; <a href="#">Supporting our people</a> ; <a href="#">Reducing our environmental impact</a> ; <a href="#">Sourcing responsibly and ethically</a> ; <a href="#">Engaging with our communities</a>
	Collective bargaining agreements	This may get eliminated from the chart. Stand by.
102-42	Identifying and selecting stakeholders	The stakeholders selected for the 2019 report were once again engaged for the purposes of continuity.
102-43	Approach to stakeholder engagement	<a href="#">Supporting our people</a>
102-44	Key topics and concerns raised	<a href="#">Supporting our people</a>

### Reporting Practice

102-45	Entities included in the consolidated financial statements	<a href="#">Our company and brands</a>
102-46	Defining report content and topic Boundaries	<a href="#">Embarking on a new era</a>
102-47	List of material topics	<a href="#">Our corporate citizenship philosophies</a> Materiality assessment to be conducted ahead of the 2021 Corporate Citizenship Report.
102-48	Restatements of information	<a href="#">Carbon emissions and energy use</a> (updated previous energy use and emissions figures)
102-49	Changes in reporting	There are no significant changes in material topics or topic Boundaries.
102-50	Reporting period	This report is applicable to 2020

## GRI - Specific Disclosures

GRI Standard	Disclosure	Location / Direct Answer
<b>Economic performance</b>		
201-1	Direct economic value generated and distributed	<a href="#">See 2021 Proxy Statement</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Reducing our environmental impact</a>
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Fostering a diverse and inclusive culture</a>
<b>Procurement practices</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Sourcing responsibly and ethically</a>
103-2	The management approach and its components	<a href="#">Sourcing responsibly and ethically</a>
103-3	Evaluation of the management approach	<a href="#">Sourcing responsibly and ethically</a>
<b>Anti-corruption</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Ethics and compliance</a>
103-2	The management approach and its components	<a href="#">Ethics and compliance</a>
103-3	Evaluation of the management approach	<a href="#">Ethics and compliance</a>
205-1	Operations assessed for risks related to corruption	<a href="#">Ethics and compliance</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Ethics and compliance</a>

## GRI - Specific Disclosures

GRI Standard	Disclosure	Location / Direct Answer
<b>Materials</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Our corporate citizenship philosophies; Innovation, sustainable design and circularity</a>
103-2	The management approach and its components	<a href="#">Our corporate citizenship philosophies; Innovation, sustainable design and circularity</a>
103-3	Evaluation of the management approach	<a href="#">Our corporate citizenship philosophies; Innovation, sustainable design and circularity</a>
<b>Energy</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Our corporate citizenship philosophies; Reducing our environmental impact</a>
103-2	The management approach and its components	<a href="#">Our corporate citizenship philosophies; Reducing our environmental impact</a>
103-3	Evaluation of the management approach	<a href="#">Our corporate citizenship philosophies; Reducing our environmental impact</a>
302-1	Energy consumption within the organization	<a href="#">Reducing our environmental impact</a>
302-4	Reduction of energy consumption	<a href="#">Our sustainability goals</a>
<b>Water and Effluents</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Our corporate citizenship philosophies; Reducing our environmental impact</a>
103-2	The management approach and its components	<a href="#">Our corporate citizenship philosophies; Reducing our environmental impact</a>
103-3	Evaluation of the management approach	<a href="#">Our corporate citizenship philosophies; Reducing our environmental impact</a>
303-1	Interactions with water as a shared resource	<a href="#">Our sustainability goals</a>
303-2	Management of water discharge-related impacts	<a href="#">Our sustainability goals</a>
303-5	Water consumption	<a href="#">Our sustainability goals</a>



## GRI - Specific Disclosures

GRI Standard	Disclosure	Location / Direct Answer
<b>Biodiversity</b>		
304-3	Habitats protected or restored	<a href="#">Our sustainability goals</a>
103-1	Explanation of the material topic and its Boundary	<a href="#">Our corporate citizenship philosophies</a> ; <a href="#">Reducing our environmental impact</a>
103-2	The management approach and its components	<a href="#">Our corporate citizenship philosophies</a> ; <a href="#">Reducing our environmental impact</a>
103-3	Evaluation of the management approach	<a href="#">Our corporate citizenship philosophies</a> ; <a href="#">Reducing our environmental impact</a>
302-1	Energy consumption within the organization	<a href="#">Reducing our environmental impact</a>
302-4	Reduction of energy consumption	<a href="#">Our sustainability goals</a>
<b>Emissions</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Our corporate citizenship philosophies</a> ; <a href="#">Reducing our environmental impact</a>
103-2	The management approach and its components	<a href="#">Our corporate citizenship philosophies</a> ; <a href="#">Reducing our environmental impact</a>
103-3	Evaluation of the management approach	<a href="#">Our corporate citizenship philosophies</a> ; <a href="#">Reducing our environmental impact</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">Our corporate citizenship philosophies</a> ; <a href="#">Reducing our environmental impact</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Our corporate citizenship philosophies</a> ; <a href="#">Reducing our environmental impact</a>
305-5	Reduction of GHG emissions	<a href="#">Our sustainability goals</a>

## GRI - Specific Disclosures

GRI Standard	Disclosure	Location / Direct Answer
<b>Waste</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Our corporate citizenship philosophies; Reducing our environmental impact</a>
103-2	The management approach and its components	<a href="#">Our corporate citizenship philosophies; Reducing our environmental impact</a>
103-3	Evaluation of the management approach	<a href="#">Our corporate citizenship philosophies; Reducing our environmental impact</a>
306-1	Waste generation and significant waste-related impacts	<a href="#">Our sustainability goals</a>
306-2	Management of significant waste-related impacts	<a href="#">Our sustainability goals</a>
306-3	Waste generated	<a href="#">Our sustainability goals</a>
306-4	Waste diverted from disposal	<a href="#">Our sustainability goals</a>
306-5	Waste directed to disposal	<a href="#">Our sustainability goals</a>
<b>Environmental Compliance</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">A culture of sustainability; Sourcing responsibly and ethically</a>
103-2	The management approach and its components	<a href="#">A culture of sustainability; Sourcing responsibly and ethically</a>
103-3	Evaluation of the management approach	<a href="#">A culture of sustainability; Sourcing responsibly and ethically</a>
307-1	Non-compliance with environmental laws and regulations	<a href="#">A culture of sustainability</a>
<b>Supplier Environmental Assessment</b>		
	Non-compliance with environmental laws and regulations	<a href="#">A culture of sustainability</a>
308-1	New suppliers that were screened using environmental criteria	<a href="#">Sourcing responsibly and ethically</a>

## GRI - Specific Disclosures

GRI Standard	Disclosure	Location / Direct Answer
<b>Employment</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Fostering a diverse and inclusive culture</a> ; <a href="#">Supporting our people</a>
103-2	The management approach and its components	<a href="#">Fostering a diverse and inclusive culture</a> ; <a href="#">Supporting our people</a>
103-3	Evaluation of the management approach	<a href="#">Fostering a diverse and inclusive culture</a> ; <a href="#">Supporting our people</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Fostering a diverse and inclusive culture</a>
401-3	Parental leave	<a href="#">Wellness</a>
<b>Occupational Health and Safety</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Safety in the workplace</a> ; <a href="#">Wellness</a>
103-2	The management approach and its components	<a href="#">Safety in the workplace</a> ; <a href="#">Wellness</a>
103-3	Evaluation of the management approach	<a href="#">Safety in the workplace</a> ; <a href="#">Wellness</a>
403-1	Occupational health and safety management system	<a href="#">Safety in the workplace</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Safety in the workplace</a>
403-3	Occupational health services	<a href="#">Wellness</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Safety in the workplace</a>
403-5	Worker training on occupational health and safety	<a href="#">Safety in the workplace</a>
403-6	Promotion of worker health	<a href="#">Safety in the workplace</a> ; <a href="#">Wellness</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Safety in the workplace</a>
403-8	Workers covered by an occupational health and safety management system	<a href="#">Safety in the workplace</a>
403-9	Work-related injuries	<a href="#">Safety in the workplace</a>



## GRI - Specific Disclosures

GRI Standard	Disclosure	Location / Direct Answer
<b>Training and Education</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Ethics and compliance</a> ; <a href="#">Fostering a diverse and inclusive culture</a> ; <a href="#">Supporting our people</a>
103-2	The management approach and its components	<a href="#">Ethics and compliance</a> ; <a href="#">Fostering a diverse and inclusive culture</a> ; <a href="#">Supporting our people</a>
103-3	Evaluation of the management approach	<a href="#">Ethics and compliance</a> ; <a href="#">Fostering a diverse and inclusive culture</a> ; <a href="#">Supporting our people</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Talent and culture</a>
<b>Diversity and Equal Opportunity</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Fostering a diverse and inclusive culture</a>
103-2	The management approach and its components	<a href="#">Fostering a diverse and inclusive culture</a>
103-3	Evaluation of the management approach	<a href="#">Fostering a diverse and inclusive culture</a>
405-1	Diversity of governance bodies and employees	<a href="#">Fostering a diverse and inclusive culture</a>
<b>Non-discrimination</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Fostering a diverse and inclusive culture</a>
103-2	The management approach and its components	<a href="#">Fostering a diverse and inclusive culture</a>
103-3	Evaluation of the management approach	<a href="#">Fostering a diverse and inclusive culture</a>

## GRI - Specific Disclosures

GRI Standard	Disclosure	Location / Direct Answer
<b>Child Labor</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Ethics and compliance</a>
103-2	The management approach and its components	<a href="#">Ethics and compliance</a>
103-3	Evaluation of the management approach	<a href="#">Ethics and compliance</a>
<b>Forced or Compulsory Labor</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Ethics and compliance</a>
103-2	The management approach and its components	<a href="#">Ethics and compliance</a>
103-3	Evaluation of the management approach	<a href="#">Ethics and compliance</a>
<b>Human Rights Assessment</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Fostering a diverse and inclusive culture; Sourcing responsibly and ethically</a>
103-2	The management approach and its components	<a href="#">Fostering a diverse and inclusive culture; Sourcing responsibly and ethically</a>
103-3	Evaluation of the management approach	<a href="#">Fostering a diverse and inclusive culture; Sourcing responsibly and ethically</a>
412-1	Operations that have been subject to human rights reviews or impact assessments	<a href="#">Sourcing responsibly and ethically</a>
412-2	Employee training on human rights policies or procedures	<a href="#">Fostering a diverse and inclusive culture; Sourcing responsibly and ethically</a>

## GRI - Specific Disclosures

GRI Standard	Disclosure	Location / Direct Answer
<b>Local Communities</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Engaging with our communities</a>
103-2	The management approach and its components	<a href="#">Engaging with our communities</a>
103-3	Evaluation of the management approach	<a href="#">Engaging with our communities</a>
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Engaging with our communities</a>

## Supplier Social Assessment

103-1	Explanation of the material topic and its Boundary	<a href="#">Corporate governance</a> ; <a href="#">Ethics and compliance</a> ; <a href="#">Sourcing responsibly and ethically</a>
103-2	The management approach and its components	<a href="#">Corporate governance</a> ; <a href="#">Ethics and compliance</a> ; <a href="#">Sourcing responsibly and ethically</a>
103-3	Evaluation of the management approach	<a href="#">Corporate governance</a> ; <a href="#">Ethics and compliance</a> ; <a href="#">Sourcing responsibly and ethically</a>

## Public Policy

103-1	Explanation of the material topic and its Boundary	<a href="#">Encouraging corporate citizenship and civic participation</a>
103-2	The management approach and its components	<a href="#">Encouraging corporate citizenship and civic participation</a>
103-3	Evaluation of the management approach	<a href="#">Encouraging corporate citizenship and civic participation</a>
415-1	Political contributions	<a href="#">Encouraging corporate citizenship and civic participation</a>



## GRI - Specific Disclosures

GRI Standard	Disclosure	Location / Direct Answer
<b>Customer Health and Safety</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Product safety</a>
103-2	The management approach and its components	<a href="#">Product safety</a>
103-3	Evaluation of the management approach	<a href="#">Product safety</a>
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Product safety</a>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">Product safety</a>
<b>Socioeconomic Compliance</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Corporate governance; Ethics and compliance; Sourcing responsibly and ethically</a>
103-2	The management approach and its components	<a href="#">Corporate governance; Ethics and compliance; Sourcing responsibly and ethically</a>
103-3	Evaluation of the management approach	<a href="#">Corporate governance; Ethics and compliance; Sourcing responsibly and ethically</a>
419-1	Non-compliance with laws and regulations in the social and economic area	<a href="#">Corporate governance; Ethics and compliance; Sourcing responsibly and ethically</a>

## SASB Index - Household and Personal

Topic	Accounting Metric	Reponse/Location
<b>Sustainability Disclosure Topics &amp; Accounting Metrics</b>		
Water management	CG-HP-140a.1 (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	While water has not been identified as a material issue for the company, Newell Brands continues to track and evaluate water usage and strives to reduce consumption over time. See report section on <a href="#">Reducing our environmental impact</a> .
	CG-HP-140a.2 Description of water management risks and discussion of strategies and practices to mitigate those risks	
Product environmental, health, and safety performance	CG-HP-250a.1 Revenue from products that contain REACH substances of very high concern (SVHC)	Newell Brands currently does not track these revenue-related disclosures, and we'll be evaluating measurement for future reports.
	CG-HP-250a.2 Revenue from products that contain substances on the California DTSC Candidate Chemical List	
	CG-HP-250a.4 Revenue from products designed with green chemistry principles	
	CG-HP-250a.3 Discussion of process to identify and manage emerging materials and chemicals of concern	<a href="#">Product safety</a>
Packaging lifecycle management	CG-HP-410a.1 (1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Newell Brands currently does not track these measurements, and we'll be evaluating measurement for future reports.
	CG-HP-410a.2 Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	<a href="#">Innovation, sustainable design and circularity</a>
Environmental and social impacts of palm oil supply chain	CG-HP-430a.1 Amount of palm oil sourced, 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	Not material to Newell's products or operations
<b>Activity Metrics</b>		
	Number of manufacturing facilities	45