

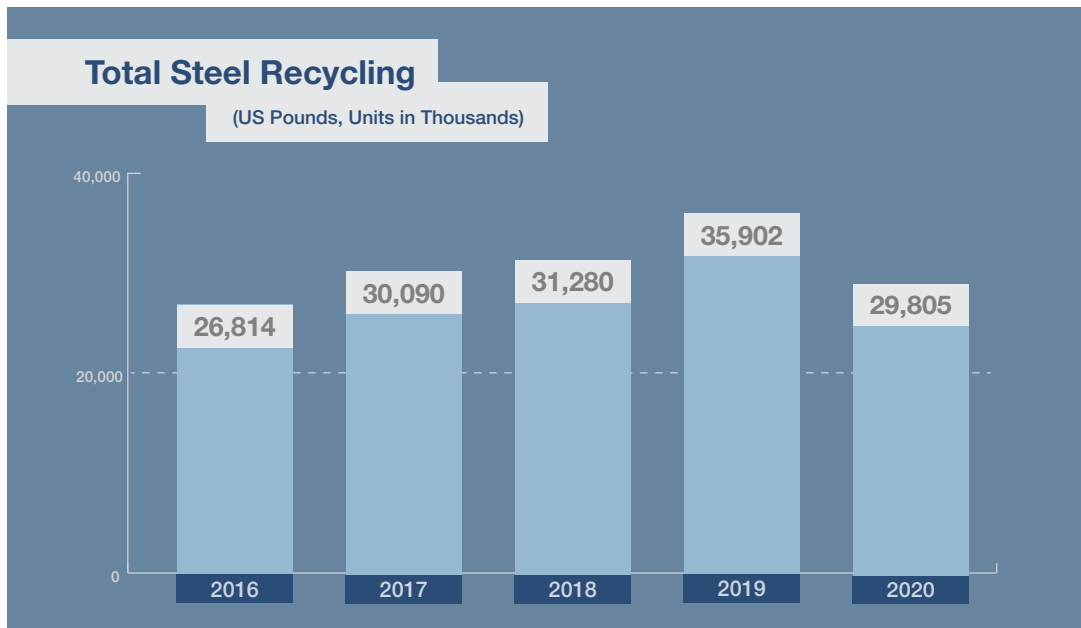


# Building A More Sustainable Future

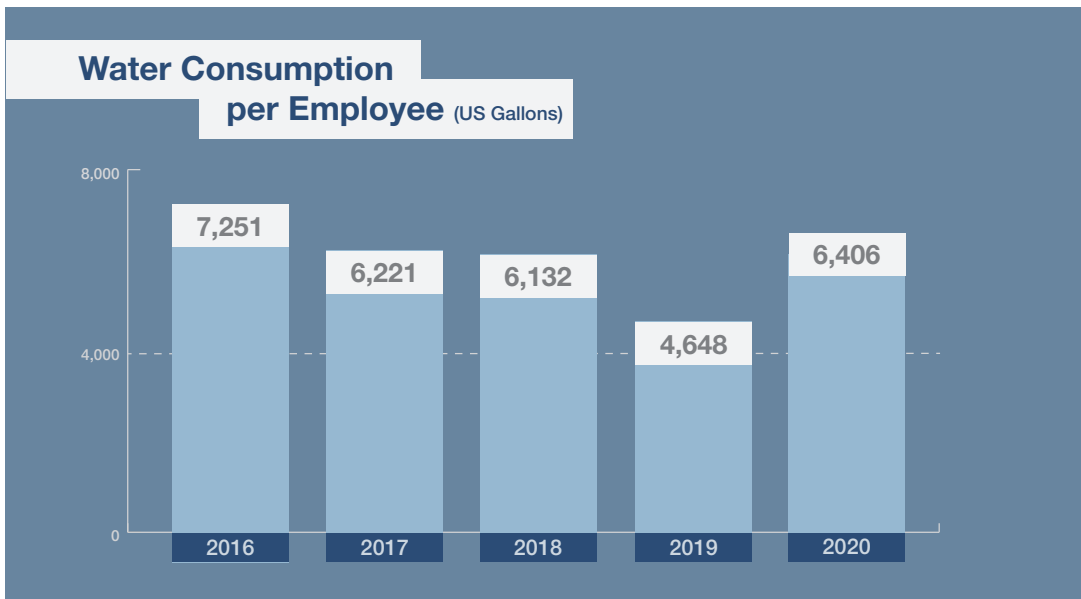
Sustainability, Environmental and Social  
Responsibility Data Addendum 2021

# Environmental Responsibility

## Recycling



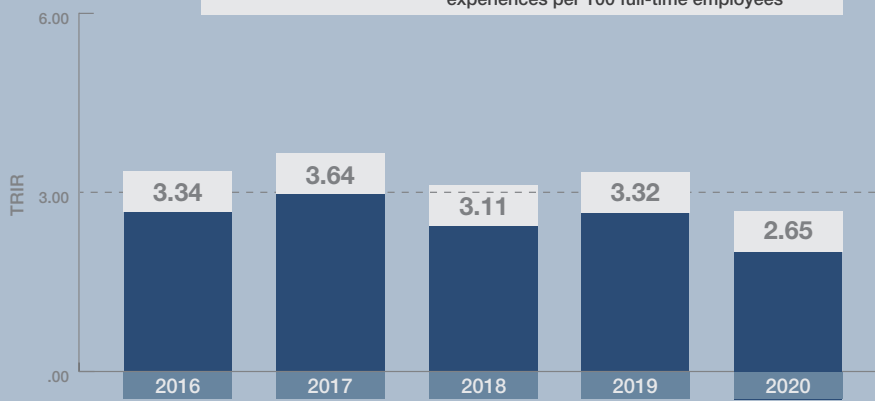
## Water Management



# Safety

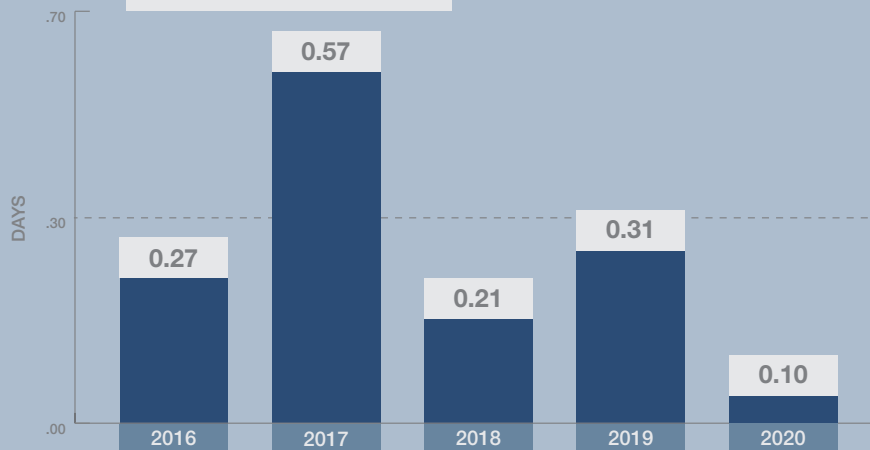
## Total Recordable Incident Rate

Injuries (defined by OSHA) that a company experiences per 100 full-time employees



Data is limited to North American region only, includes all physical locations (office, warehouse, factory)

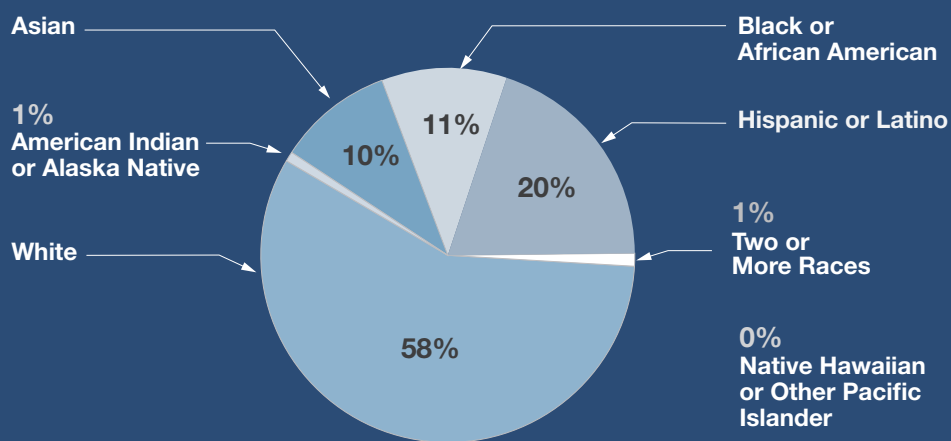
## Time Loss per Employee to Injury



Data is global, including all physical locations (office, warehouse, factory)

# Supporting Our Employees

## Diversity Distribution in United States – December 2020



## Diversity Distribution by Level – December 2020

	Individual Contributors	Middle Management	Senior Leadership
American Indian or Alaska Native	1%	0%	0%
Asian	11%	7%	8%
Black or African American	11%	2%	4%
Hispanic or Latino	22%	8%	0%
Native Hawaiian or Other Pacific Islander	1%	0%	0%
Two or More Races	1%	2%	0%
White	53%	81%	88%

## Employee Gender Breakdown – December 2020

	All U.S. Employees	Individual Contributors	Middle Management	Senior Leadership
Women	22%	23%	19%	22%
Men	78%	77%	81%	78%