



# ESG Scorecard

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## PRODUCTS

Targets	Metrics	Baseline	Objective	Timing
<b>Sustainable product offerings.</b> Offer sustainable options in each product line across our portfolio by 2025	% of US product lines <sup>1</sup> with at least one sustainable product offering <sup>2</sup>	85% (2020)	100%	2025
<b>Sustainable packaging.</b> Use recyclable or reusable packaging for all of our branded products and make available for private-label products, by 2025	% of US consumer branded products <sup>3</sup> that have recyclable or reusable packaging <sup>4</sup>	95% (2020)	100%	2025
<b>Post-consumer waste.</b> Provide recycling instructions for all of our branded products by 2022	% of US consumer branded products <sup>3</sup> with recycling instructions on the product label or on the company website	80% with <i>packaging</i> instructions <sup>5</sup> (2020) 29% with <i>product</i> instructions <sup>5</sup> (2020)	100%	2022

## PEOPLE

<b>Safety.</b> Strive for zero incidents	Total Recordable Rate	0.74 (2020)	0	
<b>Diversity.</b> Commit to increasing our gender and ethnicity representation at all levels through year over year improvements.	% of female diversity representation in total workforce % of ethnic diversity representation in total workforce	32% (2020) 39% (2020)	Targeted Improvement	
<b>Pay equity.</b> Continue our commitment to maintaining pay equity	Gender Pay Equity Ethnic Pay Equity	Achieved (as of 6/30/21)	100% <sup>5</sup>	

## COMMUNITIES

<b>Community collaboration.</b> Divert hard-to-recycle plastics from landfills by expanding availability of the Hefty EnergyBag program	<ul style="list-style-type: none"> <li>Amount of hard-to-recycle plastics diverted from landfills through the Hefty EnergyBag program</li> <li>Number and % of US households with access to both curbside recycling and the EnergyBag program</li> </ul>	2.2M lbs <sup>7</sup> 700K HHs <sup>6,7</sup> 1% HHs <sup>6,7</sup>	400M lbs 50M HHs 75% HHs	
<b>Greenhouse gas emissions.</b> Set science-based targets by 2023 to reduce greenhouse gas emissions	In progress	In progress	In progress	2023
<b>Waste to landfill.</b> Achieve zero waste to landfill for manufacturing and logistics by 2025	Percentage of total waste diverted from landfill <sup>8</sup>	91% (2020)	Zero waste certification	2025

<sup>1</sup>International & Canada product lines not included

<sup>2</sup>A sustainable product is a product that is recyclable, reusable, compostable, made with recycled content or made with raw materials derived from renewable resources

<sup>3</sup>International, Canada & B2B products not included; <sup>4</sup>Primary & secondary packaging; <sup>5</sup>Plus or minus 3%

<sup>6</sup>Based on estimated US households with access to curbside recycling, using public resources such as the US Census Bureau, [The Recycling Partnership](#) and the [Sustainable Packaging Coalition](#) organizations

<sup>7</sup>From program inception (late 2016) to year end 2020; <sup>8</sup>Standalone warehouse locations data not included

