

**sustainability
report**

Tupperware Brands

2019





ABOUT THIS REPORT

Welcome to the ninth Sustainability Report of Tupperware Brands. This Report summarizes our Environmental, Social and Governance (ESG) performance, and outlines how we have continued to make a positive difference around the world through our products and our people. We publish this Report at a time when we, along with the rest of the world, are confronting the economic and social challenges of the COVID-19 pandemic. As a result, while this annual Report is delayed beyond our June/July publication plan, our commitment to transparency remains steadfast.

Tupperware Brands' last report was published in 2019, covering our performance in 2018. This Report includes quantitative performance data from January 1, 2019 to December 31, 2019, while our narrative is extended to cover meaningful and current events of 2020 at the time of publication.

The 2019 Report reflects the priority sustainability impacts of our business on stakeholders that were defined in a materiality assessment conducted in 2017. In 2021, we will conduct a new materiality assessment that will reflect developments in our business strategy and new stakeholder expectations in what we hope will be a post-COVID world.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2016, Core option, applying the reporting principles for defining report content and for report quality as defined in GRI Standard 101: Foundation 2016. In addition, for the first time, we report against the Sustainability Accounting Standards Board (SASB) Standard for the Containers & Packaging Industry in the Resource Transformation Sector (with approval from SASB, which places Tupperware Brands in the Household & Personal Products Industry within the Consumer Goods Sector, a category that is largely not applicable to Tupperware's business model and activity). The GRI Content Index and the SASB Index are available for download as a [separate Appendix on our website](#).

We report on all owned and managed operations around the world. The data and information in this Report have been subject to rigorous internal reviews by our finance, compliance and legal departments. They have not been externally assured.

For information about our governance structure, please see our current Proxy Statement on the Tupperware Brands website. We welcome your queries and views on this report and your suggestions for improvement. Please contact: sustainability@tupperware.com

Nurturing a better future

4 A Message From Our CEO

6 About Tupperware Brands

6 About the Company

7 An Overview of Tupperware's COVID-19 Response

7 Tupperware's Vision to Nurture a Better Future

11 Focus on the Environment: No Time to Waste

11 Environmental Performance

13 A New Era of Circularity for Tupperware Brands

18 Product Innovation with the Environment and Customer in Mind

21 Focus on our Societies: Building Resilient Communities

21 Creativity and Community Through COVID-19

24 Building Resilience through our Global Impact Partnerships

25 A New Initiative to Engage Tupperware Volunteers

27 Focus on our Governance: Action with Accountability

27 Governance, Compliance and Ethics

30 Supporting our Associates

32 Safe Working Practices

33 A Focus on the Future





A Message from our CEO

As we approach our 75th anniversary next year, it makes me reflect on the positive effect Tupperware has had on the world and on the difference this brand has had on me in my short time as President and CEO. Joining Tupperware this year was an easy choice for me. I was inspired by the power of the brand name and the opportunity to elevate awareness for the impact this brand can have on people and communities. I've spent much of my career in the direct-selling industry and I was confident I knew what it would take to strengthen this beloved iconic brand to an elite level. What I quickly discovered though was that the power of the brand was much more than its name. The perception of the brand is rooted in the love and trust consumers have with our products as a result of their experiences over the years. This experience starts with our obsession for designing innovative, functional and environmentally responsible products, and it is amplified by the passion, education and skills of our Sales Force. This year, as a team, we have risen to the occasion to deliver food, financial aid and safe and reusable food containers and water bottles to those in need and those serving on the frontlines during the pandemic. Why? Because it is core to our purpose to nurture a better

future every day. In 2020, we have achieved a lot and, though this report specifically covers activities from 2019, we look forward to reporting out in more detail the following actions our new leadership team has been able to execute in short-order since joining Tupperware in April 2020.

- We accelerated the availability of our digital tools and virtual platforms around the world during the global pandemic and empowered our Sales Force to amplify its reach in ways never thought possible or even attempted in the past
- Through the first three quarters of 2020, we've achieved historic sales growth in a number of our markets
- We added new faces and new perspectives to the Tupperware family
- We reorganized the organization structure to focus on the efficiency of key markets
- We improved positioning and focus towards the needs and concerns of the consumer – with a redefined commitment to choose to do good for our people, planet and communities

I've been in awe of our recent success and our renewed focus, and I'm excited about our future because as I have recently learned, we are not an organization that stands idle regarding the social and environmental issues facing each and every one of us. Rather, we use them to influence the way we create, think and act as a corporation.

We are an organization that has a legacy and responsibility to collectively nurture a better future each and every day.

Stay safe and healthy,

Miguel Fernandez
President & CEO of Tupperware Brands



About Tupperware Brands

Tupperware Brands Corporation (NYSE: TUP) is a leading global consumer products company that designs innovative, functional and environmentally responsible products that people love and trust.

ABOUT THE COMPANY

Founded in 1946, Tupperware's signature container created the modern food storage category that revolutionized the way the world stores, serves and prepares food. Today, our iconic brand has more than 8,500 functional design and utility patents for solution-oriented kitchen and home products. With a purpose to nurture a better future, Tupperware products are an alternative to single-use items.

Our Footprint

We are headquartered in Orlando, Florida, and maintain a global network of 14 manufacturing facilities, directly employ more than **11,500 corporate Associates** and have product sales in nearly **80 countries**. These businesses are primarily driven by our **nearly 3 million independent consultants around the world**.

Our Economic Results

In 2019, we generated \$1.78 billion in net sales, of which 48% was generated in emerging markets.

Our Principles

Our WHY:

Every day we nurture a better future.

Our HOW:

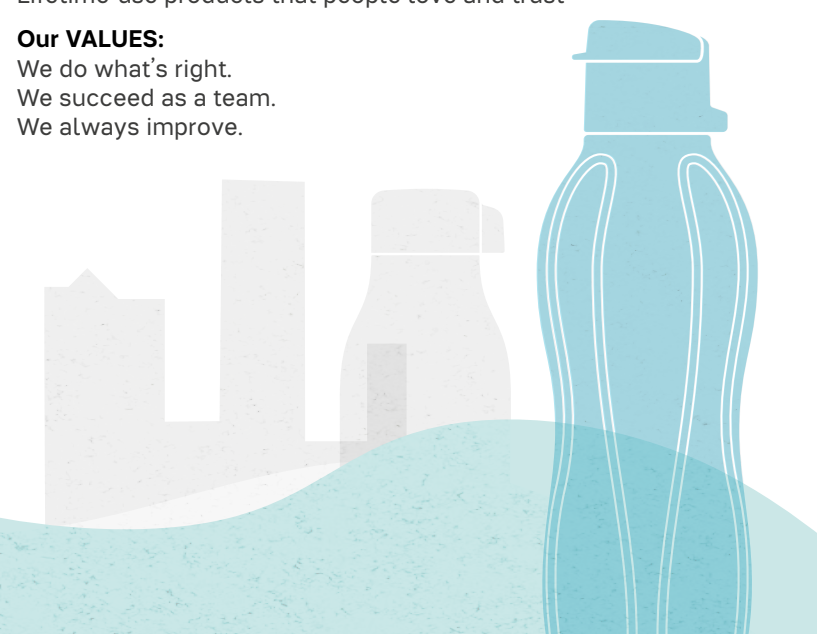
Through an obsession with designing innovative, functional and environmentally responsible products.

Our WHAT:

Lifetime-use products that people love and trust

Our VALUES:

We do what's right.
We succeed as a team.
We always improve.



AN OVERVIEW OF TUPPERWARE'S COVID-19 RESPONSE

Ensuring the safety and security of our Associates and team members across the globe has been and continues to be a top priority in 2020 as we faced the challenges of the COVID-19 pandemic.

Since April 2020, we have followed guidance from the Centers for Disease Control and Prevention (CDC) and the World Health Organization (WHO) on the actions required by individuals and businesses, and have monitored local and state governments and public health institution recommendations in the markets where we operate.

We have been revising in real-time our policies and procedures to keep our community safe around the world, adding work from home options for our global Associates and digital tools for our Sales Force to serve our customers during this unprecedented time.

At a corporate level, to manage our global response, we activated our Business Continuity Committee with representatives from key business functions from all over the world, with a task to guide our global organization through the pandemic. This committee has a dual focus on business continuity and health and safety.

Our actions include:

- Travel bans on a country by country basis in line with emerging needs and regulation
- Work from home arrangements and support for Associates with virtual tools and equipment as required
- Provision of all required Personal Protective Equipment in all our manufacturing locations that continued to operate during the pandemic
- Acceleration of digital platforms for our Sales Force to enable customers to continue to acquire our products
- Detailed reporting systems covering the impacts of the pandemic throughout our business
- Communications and training for all on all aspects of necessary behaviors and actions

TUPPERWARE'S VISION TO NURTURE A BETTER FUTURE

Tupperware Brands has always been a positive force in society, helping improve lives through innovative products for modern, efficient, sustainable living; entrepreneurship opportunities that help individuals become financially independent, and responsible conduct that supports our contribution to economic life, women's empowerment, a more sustainable planet and thriving communities. In 2017 and 2018, we articulated this as the nine priority impacts of our business:

Focus on the Environment	Focus on our Societies	Focus on Governance
Innovation Minimizing waste Valuing our planet	Inspiring entrepreneurship Access to meaningful work Thriving communities	Compliance Empowering our Associates Ethical sourcing

For the current period, we continue to report against these nine stated topics, which remain relevant even as our business and social context has changed. In both 2019 and 2020, changes were made in our leadership and in the Company's growth strategy. Also, in 2020, as a result of COVID-19 and the direction of the new leadership team, we revised our corporate principles, purpose, mission and values to place an emphasis on the priority focus area of waste mitigation. In 2021, we expect to analyze areas of impact and redefine priorities.

Sustainable Development Goals












Tupperware Brands makes an important contribution to advancing the UN Sustainable Development Goals, in several ways:

5 GENDER EQUALITY 	Our entire business approach centers on advancing and empowering anyone to achieve financial self-sufficiency through our direct selling business model. This belief is demonstrated through our female representation at a corporate level where women make up 40% of our Board of Directors, 24% of our Executives and 59% of our Associates.
8 DECENT WORK AND ECONOMIC GROWTH 	We provide opportunities in emerging and developed markets for individuals to gain entrepreneurship skills and develop their own business through the Tupperware opportunity. Additionally, we directly employ more than 11,000 Associates around the world, conducting our business in a fair and responsible manner, upholding their rights and offering opportunities to advance personally and professionally.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	We operate 14 manufacturing facilities around the globe and drive innovation to meet changing consumer needs and modern lifestyles. Our durable products provide a sustainable alternative to the environmental problems caused by single-use plastics and we are advancing new technologies to mitigate food waste.
10 REDUCED INEQUALITIES 	As we drive entrepreneurship skills and business opportunities for individuals around the globe, the impact the Tupperware business and products can have on entire communities includes reducing inequalities and offering opportunities to diverse women and men to improve their lives.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	We operate our business according to responsible principles, support ethical sourcing of raw materials and minimize resource consumption and environmental impacts in our manufacturing operations.
13 CLIMATE ACTION 	We work hard to reduce our impact on climate change, driving energy efficiencies throughout our manufacturing. In 2018, we adopted sustainability targets that commit us to doing more, including increasing our use of renewable energy.




Read more about our actions that advance the SDGs in the following sections of this report.

Our Sustainability Targets

In 2018, we established a suite of ambitious environmental sustainability targets in support of our priority impacts and in alignment with the SDGs. In 2019, we made progress in a number of areas.

Focus Area	Targets by 2025	Status	Making Progress
Manufacturing Plants	Zero waste to landfill		<ul style="list-style-type: none"> Reduced waste to landfill by 21% compared to 2018 50% of our plants do not send any waste to landfill any longer
	20% reduction in electricity, water consumed and waste generated per ton produced		<ul style="list-style-type: none"> Significantly reduced electricity (-14%), water (-8%) consumption, and waste generation (-14%) versus 2018 Achieved notable progress with investments in plant electrical infrastructure in Brazil and Mexico plants
	30% of energy purchased or produced will be from renewable sources		<ul style="list-style-type: none"> Signed contract for a solar panel installation for a plant in Portugal
	All our facilities will be certified to Environmental Quality Standard ISO 14001		<ul style="list-style-type: none"> In 2019, 2 new locations have been certified. 6 of our 14 (46%) manufacturing facilities are ISO 14001 certified
	Zero Ozone Depleting Substances (ODS) in our manufacturing processes		<ul style="list-style-type: none"> Achieved Zero ODS in 2019 for the third consecutive year
Packaging	Eliminate plastic polybags by 2025 (30% by 2020, 50% by 2022)		<ul style="list-style-type: none"> Reviewed approx. 1,500 packaging procedures, which led to 200 packaging changes and an overall reduction of more than 200 tons of plastic which represent a 9% reduction of plastic packaging Replaced plastic polybags by paper alternatives to become 100% plastic polybag free in India from October 2019 Evaluated several compostable alternatives to plastic polybags² <p><small>²Progress delay due to COVID-19</small></p>
	All Tupperware product packaging to be compostable or biodegradable		<ul style="list-style-type: none"> Focusing on plastic polybags reduction, several options have been identified and tested: <ul style="list-style-type: none"> Bags used by our sales force to carry Tupperware products that can dissolve in hot water Packing of our products in compostable bags We aim at introducing selected options in 2021
Materials	Sustainably source materials and packaging		<ul style="list-style-type: none"> Introduced the <i>ECO+ material</i> in 2019 – the first product derived from this new material was our Eco Straw which was launched in select markets around the world This ECO+ material will become our umbrella for the introduction of more sustainable material solution in the future
Products	All consumers in all countries will have the opportunity to return used products by 2025		<ul style="list-style-type: none"> Currently working to develop this offer
	90% of all returned items will be turned into meaningful products and the remaining 10% will be responsibly disposed of		<ul style="list-style-type: none"> We are already advancing with our own circular concept with the <i>Recycline™</i> range Working to ensure that the remaining products received are sustainably disposed of through repurposing or incineration
	90% of Tupperware products will be fully recyclable		<ul style="list-style-type: none"> Most of our products are made of independent mono plastic components that are already recyclable. Working to measure the recyclability rate across our product ranges and to identify ways through different design to improve full recyclability

Given the challenges the global pandemic brought in 2020, the turnaround plan of the company under new leadership, and an enhanced commitment to nurturing a better future, we will be re-evaluating our targets and timelines in 2021 which will be published in next year's report.

 Complete
  OnTrack
  Making Progress



FOCUS ON THE ENVIRONMENT

No Time to Waste

The climate emergency is one of the most pervasive and threatening crises of our time¹. It affects everyone, everywhere, and has the potential to impact many aspects of our lives, including where we live, our health and wellbeing, and the continuity of essential services.

At Tupperware Brands, we have recognized the role we must play in contributing to a prosperous future.

Our [No Time To Waste](#) strategy, developed in 2019, outlines our commitment to significantly reduce waste at every step of the lifecycle of our product – design, manufacturing and distribution, to consumption, recycling and recovery.

For details of our specific progress in 2019 against our No Time to Waste targets, see: [Our Sustainability Targets](#).

Environmental Performance

We operate at high levels of efficiency and aim to optimize resource use in all our manufacturing plants around the world. Currently, we focus our attention in three areas in which we have the biggest impact:

- **Electricity consumption:** Electricity represents 85% of all the energy consumed and 92% of our greenhouse gas emissions. An improvement in our electricity efficiency will deliver our most significant impact on climate change mitigation.
- **Water consumption:** Water is used mostly for cooling our molds used in the manufacturing process as well as for hygiene and food preparation at our sites. We monitor consumption and discharge and aim at continuous process improvement through early leak detection and other measures.
- **Waste generation:** We actively explore new ways to limit waste impact in line with our target of zero waste to landfill by 2025. We reduce waste by partnering with suppliers to reduce excess material use and we maximize reuse, for example, of packing materials or pallets. What we cannot eliminate or reuse, we aim to recycle through separating waste streams at each site and identifying local recycling solutions.



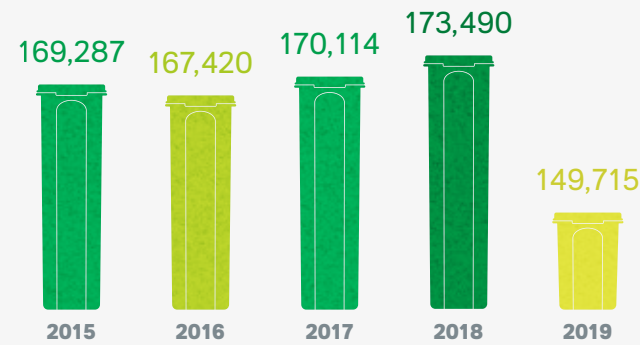
¹ <https://www.unenvironment.org/explore-topics/climate-change/why-does-climate-change-matter>



ENVIRONMENTAL PERFORMANCE

In 2019, the results of our ongoing efforts were demonstrated in reduced impact across our key operational environmental metrics.

14% reduction in energy consumption in 2019



ENERGY CONSUMPTION (MWH)

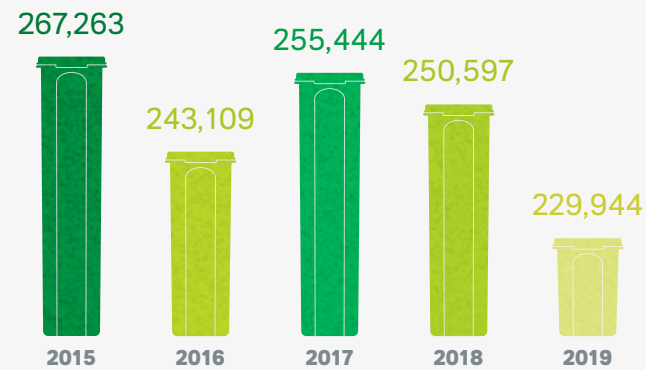
12% reduction in GHG emissions in 2019



GHG EMISSIONS INTENSITY (tons CO2e)

8% reduction in water withdrawal in 2019

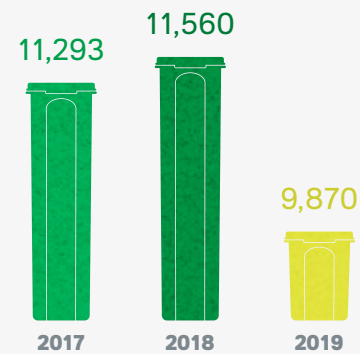
92% of total waste recycled, recovered or reused in 2019 (93% in 2018)



WATER WITHDRAWAL (M³)

15% reduction in total waste in 2019

3% of total (4% in 2018)



TOTAL WASTE (tons)



A NEW ERA OF CIRCULARITY FOR TUPPERWARE BRANDS

For nearly 75 years, Tupperware Brands has provided consumers with solutions to reduce their waste with reusable, innovative, safe and environmentally responsible products that help consumers store, prepare and cook food. We use our heritage of innovation as a guide to sourcing, selecting and testing new materials that offer increasingly important benefits for a circular economy and the elimination of waste from sourcing to end-of-life.

Through No Time to Waste, we have committed to advancing partnerships to support global solutions the drive greater material efficiency and circularity and advance solutions to the global challenges of waste accumulation in our ecosystems.

- In 2019, we reported our progress as a signatory of the [Ellen MacArthur Foundation's New Plastic Economy Global Commitment](#), which establishes targets for collective action to create a circular economy for plastic.
- We also engaged with [World Central Kitchen](#) to help reduce single-use plastic waste in disaster relief efforts by providing reusable Tupperware products instead of disposables.

The most fundamental change we can make is through our continuous efforts to deliver more operations, materials and partnershipsthat advance our goal of full circularity.³



³The circular economy is the new economic model for sustainable development, playing a key role in achieving the SDGs. In this model, nothing is wasted, everything lasts longer and is shared, reused, repaired or recycled. This model reduces pressure on natural resources and moves us forward on our journey to a prosperous future.



**Introducing our ECO+ Material:
A Revolutionary Material**

At Tupperware Brands, we use our heritage of innovation as a guide to sourcing, selecting and testing first to market sustainable materials – what we call ECO+ material.

Our journey to sourcing new sustainable material started with a collaboration with SABIC, a long-term supplier of Tupperware Brands and a global leader in the manufacturing sustainable materials. In 2019, SABIC introduced a revolutionary new material that used recycled, low quality, mixed plastic waste otherwise destined for incineration or landfill. This new, recycled material uniquely offered the same high-quality product and molding needs for Tupperware and was approved for food safety. Tupperware became one of the few brands in the world to utilize this revolutionary new material.

ECO+ MATERIAL:

MATERIAL MADE FROM RECYCLED,
RENEWABLE OR SUSTAINABLY
SOURCED CONTENT.

SABIC is the first to offer a plastics solution to support a circular economy with polymers comprising more than 99% Mixed Plastic Waste that is certified to International Sustainability and Carbon Certification (ISCC) Standards. Tupperware is the first partner to offer this innovative material in food-related products.

“ We continue to innovate with materials and look to create more sustainable and environmentally responsible solutions to support a circular economy. Our material is made through a process that takes mixed plastic waste destined for disposal, breaks it down to its original raw state, and recreates high-quality plastic that maintains the purity and quality that are the hallmark of Tupperware products. ”

SERGI MONROS, VICE PRESIDENT, PERFORMANCE POLYMERS & INDUSTRY SOLUTIONS, SABIC



As this process scales up, limited quantities of the SABIC circular polymer are currently available, so we have targeted our initial product development where we can make an immediate difference by offering alternatives to widely adopted single-use plastic products.

To date, we have used approximately 50 tons of circular polymer, restricted only by its limited availability to date. This translates into 75 tons of municipal mixed plastic waste reused for circular polymer production, and the resulting avoidance of 100 tons CO2 emissions from waste that would otherwise be landfilled. As volumes grow, we expect to significantly increase this positive impact on our value chain and the environment.

We are now expanding the ECO+ line and testing new innovations in the sustainability space like bio-based material. This journey has no destination for us – we are committed to constantly finding, testing and using innovative material that would support our No Time to Waste commitment and to increase ECO+ material use across our product lines.

Introducing our first products made of ECO+ material: the Eco Straw and Cup

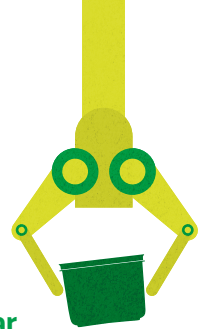
Millions of single-use plastic straws are thrown away each day, amounting to thousands of tons of plastic waste that typically ends up in landfill. Even though enterprises and governments around the world are steadily banning single use straws, the problem remains significant. An alternative to the single use straw was desperately needed.

Tupperware introduced the ECO Straw in markets around the world during 2019, and customers immediately welcomed it. The new straw was made from ECO+ material, is high quality, innovative, reusable, washable and long lasting.

The straw has a patented needle tip to allow a comfortable and safe drinking experience. Each ECO Straw has two detachable pieces so it can be adjusted to fit any size drink, large or small, and comes together with its own cleaning brush so it can be easily cleaned for re-use time and time again. It fits into a pouch for on-the-go use.

We also launched the Coffee to-Go Cup for iced coffee or other chilled beverages, also made from ECO+ material.





Recycline

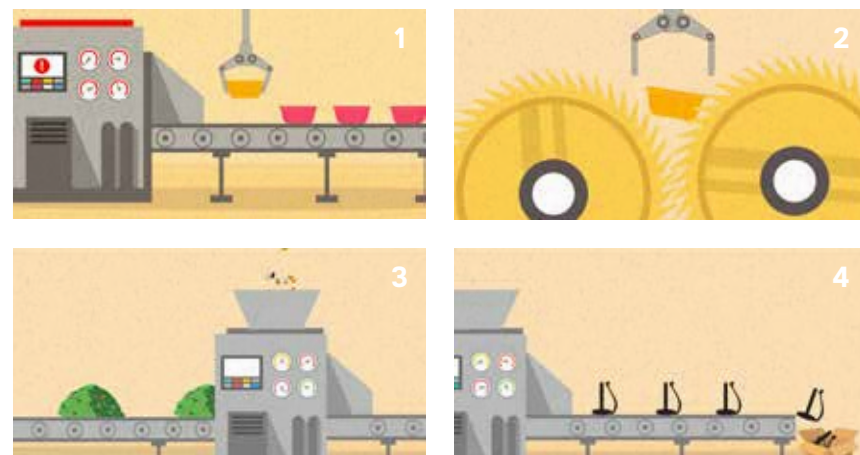
By Tupperware®

Advancing our own circular products with Recycline™

Another route to improving our contribution to the circular economy is through Recycline™. **Recycline™ is a program in which returned or damaged products covered by our Lifetime Warranty are broken down and made to help create new high-quality products.**

Our Recycline™ products are not used for food preparation, as we cannot guarantee they meet our most stringent purity and safety standards.

However, they can be safely used for other products such as kitchen or cleaning accessories, paper towel holders and other household storage items. In 2019, we stepped up our outreach in Mexico, Brazil and the U.S. to identify new ways of retrieving Tupperware products from these markets in order to further expand this circular product line.



Engaging customers in our No Time to Waste mission

Our No Time to Waste strategy is not only about changing our own practices at Tupperware, **it's also about engaging and exciting our entire global community about the opportunity to help protect the planet through the choices we make every day.** In the U.S., for example, our Sales Force added the No Time to Waste message to Kit Bags, Eco Bottles, Hats, Shirts, Reusable Shopping Totes and other merchandise, in an effort to educate consumers on the smart changes they can make to their daily habits. Throughout 2019 and 2020, we further raised awareness with a call to action to customers with several targeted sales promotions for our ECO Straw, ECO Coffee To-Go Cup and other products that enable greater convenience while providing alternatives to single-use plastics.



Reducing plastic use and waste in our Chinese factory

In 2019, we transformed our packaging processes to avoid use of single-use plastic and repurpose cardboard waste. Prior to this change, plastic air-filled bubbles were used to fill cartons to provide stability for our products in transportation and avoid damage. At the same time, cartons used to receive materials in our factory were disposed of for recycling.

The team at our plant in China, seeking to reduce plastics in our packaging, came up with an efficient idea: replacing the plastic bubbles with shredded cartons. The plant now saves more than 9,200 kg of plastic per year.

Achieving zero waste in South Africa

In 2019, our South African plant formed a technological partnership with Smartmatta, a waste management company. Prior to the partnership, all waste was segregated at source and recycling, reuse or recovery solutions were easily identified for all but two waste streams: paper supplied with labels and disposable hairnets for line operators. Interim solutions were deployed to convert this waste into energy through Smartmatta's recovery process, while, in parallel we work on testing alternative materials to avoid these waste streams in the future. By the end of 2019, our South African plant has achieved zero waste status (and, reduced the cost of waste by 30%).



“ No Time to Waste is ingrained in our DNA and reflected in our product line that encourages customers to trade single-use plastics for reusable, high-quality Tupperware products. In North America, we invested significant efforts in educating our Sales Force and customers, and once we did, we saw incredible engagement at all levels. ”

KALI PETERSON, DIRECTOR OF PRODUCT MARKETING & MARKETING OPERATIONS AT TUPPERWARE BRANDS



PRODUCT INNOVATION WITH THE ENVIRONMENT AND CUSTOMER IN MIND

Year after year, we continue to delight our customers with innovations that make life at home and in the kitchen more convenient and more efficient, and also provide solutions to sustainable-living with products that aim to reduce food waste, energy consumption, food storage and more. Our innovation is consumer driven – our millions of Sales Force members are always learning from customers and their evolving needs.

What starts as a conversation in a single market can rapidly become a global product, changing lives around the world. In 2019, we delivered many innovative products for the benefit of our customers, and we were also honored once again with many design awards in several countries.

Some highlights from 2019:



Handy Spiral:
This a small, handy, tool cuts vegetables like zucchini, carrots and cucumber into a noodle shape. The Handy Spiral offers a different way to eat vegetables, making them attractive as a healthy and fun meal vegetarian meal or as an alternative to carbohydrate-rich pasta. We were prompted to develop the Handy Spiral after the success of our earlier Fusion Master Spiralizer launch, with the Hand Spiral as a compact version that retains the efficiency and safety of the Spiralizer while offering easier use for those times when you need a fast solution in the kitchen. The Handy Spiral design also enables use of the entire vegetable so there is hardly any waste at all.



Horizontal Peeler Plus:
Every kitchen needs a peeler. But this product does much more than a conventional peeler, making food preparation cleaner, easier and much more fun! This 6-in-1 product has two different blade sides for soft and hard ingredients for peeling citrus fruits, hard vegetables such as potatoes and carrots and a serrated blade to peel soft produce such as tomatoes and mangos. There is also an integrated tool to remove the eyes from potatoes. The Horizontal Peeler Plus saves on kitchen space, preparation time and avoids the need to keep multiple tools for food preparation in any modern kitchen.



Stackable Freezer Mates:
This is an important addition to our ranges of stackable containers – perfectly adapted for freezer temperatures, enabling single portions of leftovers or food to be prepared to be efficiently stored and stacked for use at any time. Flexible stackability means that containers can be stored to any height, in a compact space-saving design, making the best use of the available freezer space with maximum flexibility to freeze and thaw foods to fit within anyone’s busy schedule.

In 2019 and 2020 to date, we were honored to receive eight design awards for our newly introduced product innovations:

Design Centre Nordrhein Westfalen

Red Dot Award



Aloha Collection (2020)
Horizontal Peeler Plus (2020)
Stacking Thermal Container Set (2019)

The Chicago Athenaeum

Good Design Award



Aloha Bowls Range (2019)
Cold Brew Carafe (2019)
Universal Jar 3L (2019)

Industrie Forum Design, Hannover

IF Seal



Stacking Thermal Container Set (2019)
Universal Jar 3L (2019)

Vegetables in space: our ongoing collaboration with NASA

We’ve been continuing to work with our partners at [Techshot, Inc.](#) and [NASA - National Aeronautics and Space Administration](#) to perfect the flow and delivery of water and nutrients to plants in space. In early 2020, our PONDS (Passive Orbital Nutrient Delivery System) plant growth systems were onboard a third launch of the SpaceX-20 CRS mission to the International Space Station. We are confident that continuing collaboration and trials will enable NASA astronauts to enjoy fresh food in space, opening up unprecedented possibilities for healthy and nutritious space exploration.



“ We are exploring ways to capitalize on the science behind this innovation and use that knowledge to enable consumers around the world to reduce their impact of single-use plastic and food waste through the use of our environmentally responsible products. ”

MIGUEL FERNANDEZ,
PRESIDENT AND CEO OF TUPPERWARE BRANDS

Tupperware was Named a Top Design Company of the Year in Fast Company’s 2019 Innovation by Design Awards.

From a pool of more than 4,300 entries, Tupperware received two honors: **Design Company of the Year** and **Best Design in North America** for helping plants grow in space in partnership with Techshot.



FOCUS ON OUR SOCIETIES:

Building resilient communities

The Tupperware business model was built on the power of communities and the strong network of interactions that we form through our social networks. The first Tupperware Parties in 1949 were centered on the power of community to learn, share and support one another. Today, with a footprint in communities around the world we continue to contribute by providing an entrepreneurship platform for women so they can gain skills, cultivate confidence and earn a meaningful livelihood.



CREATIVITY AND COMMUNITY THROUGH COVID-19


The challenges and restrictions of the COVID-19 pandemic in every country in which we operate impacted every community – our hearts went out to those suffering during the pandemic, with loved ones who were sick or lost their lives to the virus, and many others who suffered from isolation. At the same time, our Sales Force halted in-home interactions with Tupperware customers as lockdowns and restrictions on movement came into effect.


Confronted with a new reality, the entire Tupperware team demonstrated ingenuity, collaboration and creativity to continue to support our customers and communities. As an example, acting with unprecedented urgency, the U.S. immediately supported Sales Force with digital platforms


to enable them to reach customers. We quickly understood that COVID-19 restrictions meant more food preparation was taking place in the home, creating an urgent demand for food preparation and storage products. We provided training for the Sales Force and encouraged moving parties online.

With weekly meetings to help our Sales Force in the U.S. understand and navigate the new needs and opportunities, Sales Force were soon delivering 15 – 20 virtual parties every week, compared to 4 or 5 in-home parties prior to the pandemic, and achieving sales growth of more than 30%.

Stories from our U.S. Sales Force in the COVID-19 Pandemic

 **Rochelle Laganieri**, a Director, had never engaged on social media to reach customers prior to COVID-19. She learned how to host Tupperware parties online through Facebook Live. While a typical in-home party has 20 guests for Rochelle, one Facebook Live alone garnered 214 views. She is now able to extend beyond her geographical area and has hostesses from across the country. In the future, Rochelle intends to host online and in-home parties, whichever her customers prefer.


 **Rena Bickley**, an Executive Manager in the United States, ran a campaign to donate soup mugs to local nursing homes. More than 400 medical heroes received Tupperware soup mugs thanks to Rena. The campaign wasn't about making money or growing her business. For Rena, it was all about helping make peoples' lives better.


 **Tara Henderson**, a Director, in the United States is an example of the power of determination. In April 2020, Tara was furloughed from her full-time job that was a primary source of income for her family. She knew her Tupperware business could provide what she needed to support them. Within six weeks, Tara became a new Director and has continued to grow her business and her team through consistent effort and focusing on how she can help others thrive in these times.




Stories from our Sales Force around the world in the COVID-19 pandemic

Around the world, we witnessed similar examples of creativity and commitment from our Sales Force to maintain continuity and supply to make the lives of our customers easier during the pandemic.

 **Jayeeta Roy Chowdhury**, an Executive Manager in India, is the main source of income for her family. Once COVID-19 hit, she realized how important "going virtual" would be. She started hosting two or three sessions per week, with a focus on powerful demonstrations, and saw a huge increase in her results, reaching nearly 200% in sales. She also added nearly 15 new consultants to her team each month, focusing on mentoring and training her new recruits to leverage the power of digital selling.

 **Simone Alves Criativa**, Team Leader, from Brazil had to take her decade of experience in-person selling to new digital platforms in 2020. Simone did not back away from this new challenge but rather persisted in learning this new skill. Now, Simone has her own YouTube channel and has found a new way to keep her customers closer than ever before.

 **Melisa Anselmo**, a Unit Manager in Argentina, joined our Sales Force more than five years ago, and built her business online right from the start using the Instagram platform, which now boasts more than 14,000 followers. With a 100% virtual business from the beginning, her sales have grown year-over-year and has been well positioned to continue to serve customers in this way through the COVID-19 pandemic.



Helping communities stay resilient through COVID-19

Throughout our communities around the world, our Associates have been busy offering support where it has been needed most throughout the pandemic. There are too many examples to share in this report, but there is hardly a Tupperware community anywhere that did not experience the expression of our values and partnerships to make life a little easier in difficult times.

- **Adopting first responders:** In several cities across the U.S., Associates and Sales Force teams supported First Responders with donations of Tupperware soup, soup mug kits and other items to police and firefighters.
- **Supporting healthcare staff:** Tupperware donated 5,000 CrystalWave containers to Brigham and Women's Hospital in Boston, Massachusetts to provide a safe way for staff to store their PPE equipment. Our vented containers allow condensation to escape so that N95 masks can be stored safely.
- **Alleviating hunger in India:** As part of our long-standing partnership with Zomato Feeding India, we again stepped up in 2020 to support efforts to alleviate hunger exacerbated by COVID-19. Tupperware India provided ration kits to 5,730 families in the cities of Bengaluru, Delhi and Jaipur. Zomato Feeding India's initiative, 'Feed the Daily Wager,' provides a nourishing supply of meals for those who are out of work. Additionally, Tupperware India ran a 'Nourish the Needy' campaign for Associates to make contributions with matching by Tupperware India.

“ The Tupperware opportunity to earn a livelihood was critical during the first months of the COVID-19 pandemic and remains relevant as the effects of the pandemic continue. Being able to earn an income with Tupperware was a lifeline for many. In the first half of 2020, we welcomed more than 50,000 women to our Sales Force in the U.S. ”

PIETER SWANEPOEL,
PRESIDENT TUPPERWARE UNITED STATES & CANADA

“ The pandemic has brought the world to a standstill. Innumerable people are left hungry, especially the daily wage earners as they have lost employment opportunity and have nowhere to go. There is a great need for everyone to be involved in addressing this raging problem. We're proud that through our association with Zomato Feeding India, we're able to do our part. ”

DEEPAK CHHABRA,
MANAGING DIRECTOR, TUPPERWARE INDIA



BUILDING RESILIENCE THROUGH OUR GLOBAL IMPACT PARTNERSHIPS

Tupperware maintains several partnerships at global level that advance social and environmental causes. We work collaboratively with our partners year after year to make lives easier in our communities and help protect our planet. We are pleased to share some notable collaborations from 2019.

Collaborating to support World Water Day

Through international relief efforts and support from partners like Tupperware, Clean the World Foundation provides families with access to hygiene supplies that meet their basic needs, improving health in a way that sustains results over time. In 2019, Tupperware U.S. and Canada rallied around the mission to support access to clean drinkable water hygiene and sanitation in developing countries with a Buy One, Give One campaign to raise awareness and action in honor of World Water Day.

In total, Tupperware donated 43,000 reusable drinking items to Clean the World Foundation to support its mission of improving water, sanitation, and hygiene in developing countries. In addition, we contributed funds to support transporting the kits to where they were needed.



Clean the World



Disaster relief with World Central Kitchen

Our partnership with World Central Kitchen (WCK) centers on reducing the impact of single-use plastic waste in disaster relief efforts by providing reusable Tupperware products and logistical support for unforeseen disasters around the globe.

In 2019, we supported WCK with several marketing campaigns that offered the opportunity for customers to buy products with a Tupperware donation to WCK programs.

The most significant need in 2019 that benefited from our collaboration were the relief efforts following the devastating impact of Hurricane Dorian in the Bahamas, for which we raised \$23,000 through our product sales. Tupperware's total contribution was almost \$132,000 including our year-one partnership contribution and other initiatives such as TuppSoho, Tupperware's first-ever pop-up store in New York, in which a portion of sales were donated to WCK for every ECO Bottle sold. We staged Tupperware reusable containers in several locations across the globe for quick access for WCK teams to use as part of their on-the-ground meal distribution efforts.

“ We're grateful for supporters like Tupperware Brands, who share our goal of helping local communities quickly return to thriving economies where philanthropy does not displace commerce and where the dignity of a hot meal can serve as an inspirational source of better days to come.”

NATE MOOK,
CEO OF WORLD CENTRAL KITCHEN



A new initiative to engage Tupperware volunteers

In 2019, we launched a new initiative that makes it easy for Tupperware Associates to select causes close to their hearts and either donate funds or engage in active volunteer support, or both. The cloud-based platform, called INSPIRE, went live in April 2019 for our Associates based in Orlando, and we expect to expand nationally and globally over time.

The INSPIRE platform, powered by the Benevity company, now includes hundreds of Associates who have access to an entire database of nonprofit organizations that are vetted as part of the Benevity service. Associates can donate to a nonprofit of their choice through payroll giving or one-time donations and earn a matching sum from Tupperware of up to 50%. At launch, we provided seed funding of \$20 per Associate to get them started with a donation to their preferred nonprofit. One of the causes we specifically encouraged in 2019 by providing a higher rate of company matching (100%) was the Associate Giving Campaign benefiting Heart of Florida United Way Campaign. Similarly, Associates can use INSPIRE to record their volunteer hours – Tupperware allows eight hours per quarter of paid volunteer time for Associates.

“ At its very core Tupperware Inspire is set up for success because it is tied to the company's business needs and supports causes that their employees are passionate about. The innovative program leaders and champions have a growth mindset geared toward impact. Despite having nearly half of all eligible employees participate in last year's annual giving campaign (a great success!), we're confident that the best is yet to come.”

ANUSHA SRIJEYANATHAN,
EXECUTIVE VP, CLIENT SUCCESS AT BENEVITY

By mid-2020, after a year of the INSPIRE program, we had raised a total of \$164,402 (including payroll giving pledges and Tupperware matching) for 136 unique causes and recorded more than 700 volunteer hours.





FOCUS ON OUR GOVERNANCE:

Action with Accountability

At Tupperware, we believe that our legacy of responsible business forms the foundation for our future success. Starting with robust corporate governance, invested sustainability leadership and moving through compliant, ethical, safe and inclusive practices across our entire value chain, we aim to ensure we meet the high expectations of Tupperware Brands as a leading multinational corporation.



Governance, Compliance and Ethics

Strengthening our Board of Directors: In 2019, there were several changes to our Board of Directors with the introduction of a new Chair and new Chief Executive Officer. We appointed a separate Chair and CEO, which strengthened our governance structure and decision-making processes. Susan M. Cameron, a retired Chairman and CEO and experienced company Director, became Chair of Tupperware Brands, and Miguel Fernandez, former Global President of Avon Products Inc. joined the Board upon his appointment as CEO in April 2020. There were several other Board changes that brought in new thinking and approaches, which will help Tupperware move forward on a refreshed strategic path in the coming years.

Our Board of Directors currently comprises 10 members, of whom 4 (40%) are women, including the Chair (as at mid-2020).

For more details of corporate governance at Tupperware, including Board Committees and their composition, see: <https://ir.tupperwarebrands.com/corporate-governance/governance-documents>

Increased focus on culture

In 2019, the Board updated its [Compensation and Management Development Committee Charter](#) and among other things, included a focus on Culture, Diversity and Inclusion, demonstrating the Board's commitment to deepening a culture that is welcoming, empowering and engaging for all. The Committee is responsible for ensuring our compensation and Human Resources practices are aligned with our diversity and inclusion aspirations and goals, including recruitment, compensation and performance management.

Ethical conduct

Our Code of Conduct guides our behavior in all aspects of responsible business, including respecting labor rights, acting with concern for safety, health, energy conservation and the environment, a commitment to respecting ethnic and cultural diversity and maintaining a business free from bribery, corruption and false dealing of any kind. The Code of Conduct is available in 14 languages. All our new Associates receive our Code of Conduct and sign their agreement to uphold its provisions. Associates are asked to confirm this agreement annually and those at manager level and above also report any potential conflicts of interest. Additionally, we conduct annual Code of Conduct training for selected groups of Associates based on a review of training needs. In 2019, we planned, for implementation in 2020, a new, rigorous training program covering the Code of Conduct, and asking every employee to re-read the Code and recertify. The training includes short videos of our leaders speaking about aspects of ethical conduct, as well as other training materials.

Our Ethics Committee, comprising senior executives from Legal, Finance, Audit and Human Resources, met frequently in 2019, with 4 formal quarterly reviews and several ad hoc meetings in between as events warranted. We also took the opportunity in 2020, with our new CEO coming on board, for him to reinforce our culture of ethics, accountability and responsibility through his meetings with our top business leaders and in Town Hall meetings that are regularly attended by more than 1,000 ASSOCIATES.

Grievance mechanisms

We maintain an anonymous hotline, available in several languages for Associates and third parties to report suspected breaches of our Code of Conduct at any time, without fear of reprisal. Reports registered with the hotline are examined by our Ethics Committee, comprised of senior management. The Ethics Committee ensures that all issues raised are fully investigated and appropriate actions are taken.

Compliance and risk management

We maintain a comprehensive risk-based training and communications program, ensuring Associates are educated in all aspects of compliance that affect the way they perform their roles. With an in-house team of 22 lawyers, we maintain compliance focus across our global business. In early 2020, we engaged a new Head of Internal Audit, who is also a member of our Ethics Committee, to review our practices and enhance the strategy moving forward. We look forward to reporting more on this in our 2020 report next year.

“ Immediately upon joining the company, I made a high-level risk assessment, to familiarize myself with the key needs and opportunities, as I plan our workload for the coming year. I wanted to understand how the leadership views our risk planning and mitigation plans, and the potential risks in the environments we operate in. I conducted 23 interviews with company leaders, and this will serve us well as we embark on a deeper risk assessment in the coming months.”

ALEXANDRA MORENO,
VICE PRESIDENT, INTERNAL AUDIT
AND ENTERPRISE RISK MANAGEMENT

Data privacy and data security

We continued our focus on embedding data privacy awareness and practice in line with regulation to ensure our global businesses are compliant both in the European Union with GDPR regulation in force there, and across the world. We maintain counsel in our legal group that specializes in global data privacy, so we have a finger on the pulse at all times. We did not experience any significant data privacy breaches in 2019. We also reinforced our training on data security with a new online training module that is now part of our basic training program for all Associates.

Ethical sourcing

We seek out suppliers that share our values and at the same time, meet or exceed our commercial standards. Our objective is to achieve long-term, positive, partnership-based relationships with our global strategic suppliers while setting an expectation for our 11,000+ suppliers of goods and services to respect and uphold our values. New suppliers are subject to a thorough qualification process which includes a risk assessment of a legal, financial, operational or reputational damage (sanction checks) assessment. The supplier must pass this screening prior to conducting business with Tupperware Brands.

Our Supplier [Code of Conduct](#) binds suppliers to compliance with and adherence to compliance laws, anti-bribery laws in the U.S. and Europe, as well as forced

labor, child labor, ethical employment and environmental practices. In addition, our supply chain performs due diligence on new suppliers, including labor and environmental practices, asking suppliers to self-certify to our standards. Based on our evaluation of the risks of the activity and the manufacturing location, we may mandate a third party environmental, social and governance (ESG) audit, using typically SMETA (Sedex Members Ethical Trade Audit) 4 pillars standards. We also rely on reports that can be provided by other third parties using SMETA or Business Social Compliance Initiative (BSCI) standards. Our internal audit group performs checks from time-to-time to ensure that these standards are maintained. Where possible, our global procurement department engages with our suppliers in initiatives to improve process and engineering efficiencies for product or packaging design and supply processes.



SUPPORTING OUR ASSOCIATES

“ At Tupperware Brands, we value our associates around the world and aim to provide an empowering workplace where everyone can shine, in their own unique way, while contributing to our purpose and living our principles.”

BEATRIZ DIAZ DE LA FUENTE,
CHIEF HUMAN RESOURCES OFFICER

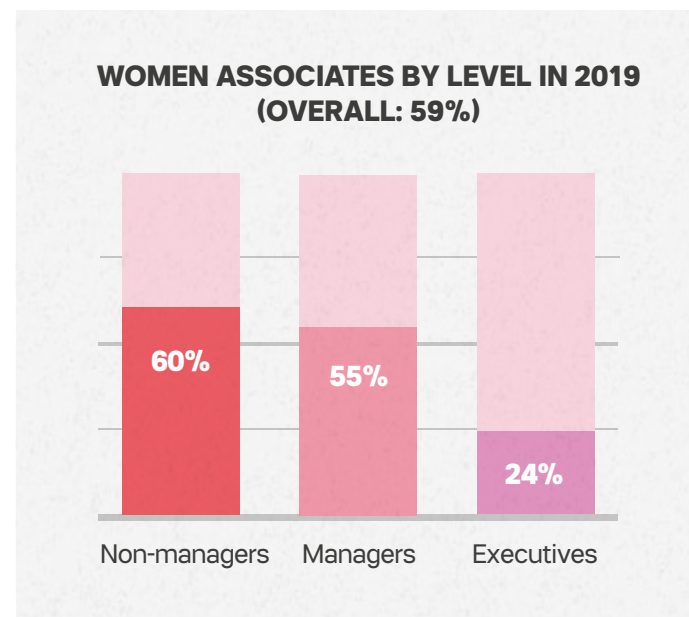
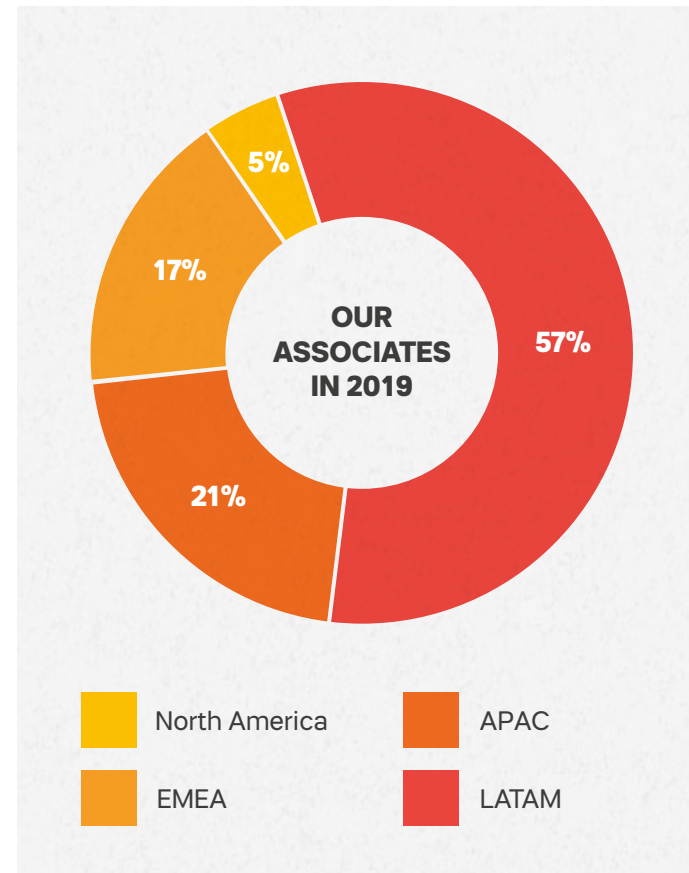
We aim to maintain a working environment that is ethical, inclusive and supportive of constant learning and development in line with our three core values:

- Do what’s right
- Succeed as a team
- Always improve

2019-2020 have been challenging years for our Associates, with business uncertainties compounded by the impacts of the global COVID-19 pandemic. Under these circumstances, we have aimed to maintain our development, wellness and performance management programs as much as possible, while protecting our Associates and supporting them both personally and professionally.

During these years, we have maintained essential training and development programs, and all core Human Resources processes. With a change in Human Resources leadership during this period, as well as COVID-19 creating challenges of its own, we are currently reviewing our strategy and expect to refresh our policies and approaches in the coming year.

A primary focus in 2020, of course, was helping our Associates in our offices and factories around the world stay healthy and safe throughout the pandemic through a range of different initiatives and in some cases beyond compliance with regulation in each country.



Example: Reorganizing for remote working in the Philippines

In the Philippines, with employee safety and also flexible, efficient working opportunities in mind, we have implemented a hybrid work arrangement at our Philippines Head office, offering Associates options to work at home or the office, as the nature of the work permits. In a survey, Associates stated their working preferences and the new arrangements take these into account in the following features:

- Flexible office space that allows Associates to choose where to work, with offices primarily for work that requires in-person collaboration in co-working spaces that are booked as needed.
- Smaller offices accommodating 40 Associates at a given time, less than half of our total team. This delivers cost benefits for the organization on leasing, maintenance and parking.
- Flexible working hours, with agreement in Associate teams on core hours when inperson or virtual meetings can be scheduled. The feedback from Associates working remotely was that virtual meetings take up many hours in a day, leaving insufficient time to do focused work, free of distractions.
- Transition to laptop computers for all Associates and a monthly cash allowance towards the costs of home working as well as improved tools and platforms for virtual meetings and communications.
- Embedded performance conversations in monthly coaching sessions, holding Associates accountable for delivering objectives through more regular check-ins with their supervisors, instead of formal performance reviews three times per year.
- Learning sessions on mindfulness, managing motivation while working from home and leading remotely to help Associates invest in their mental health and wellbeing, especially during the COVID-19 pandemic.

To date, the response has been overwhelmingly positive, demonstrating that even in times of crisis, we can work together to create better solutions.

Health and safety for Associates during COVID-19 pandemic

All our manufacturing locations maintained their operations throughout the pandemic, in line with regulatory guidance and with implementation of all hygiene, sanitization, PPE, signage, distancing and training arrangements required to keep people safe. We took advantage of our first-hand experience at our manufacturing facility in China, the first to confront COVID-19 challenges, and used their advice as we prepared the rest of our operations.

Keeping healthy with TupperFit

Since 2008, our award-winning TupperFit program encourages our Associates to enhance their lives through personal fitness, health and nutrition. In 2019, we maintained our programs with global quarterly challenges and a host of local health and fitness activities that engaged thousands of Associates around the world. In 2019, the four global health challenges were:

- **Salt Awareness:** Helping Associates understand the role and risks of salt in their daily diet.
- **Mental Health:** Raising awareness of the different types of mental health issues that challenge us all, and making it both acceptable and preferable to raise such issues and seek help.
- **Annual Walk / Run:** An exercise option that is fun to do together. For night shift workers, we arranged night walk options.
- **Healthy Lifestyles:** Helping Associates understand and take advantage of available support to live healthier lifestyles.

In 2020, due to the COVID-19 pandemic, we supported our Associates with virtual programs to encourage exercise, mental health and stress management.

At Tupperware in India, with running events and marathons canceled due to the pandemic, our team connected with **FeetApart**, India’s first App-Based Virtual Run Challenge, to encourage our Associates in India to continue to exercise safely during the pandemic restrictions.

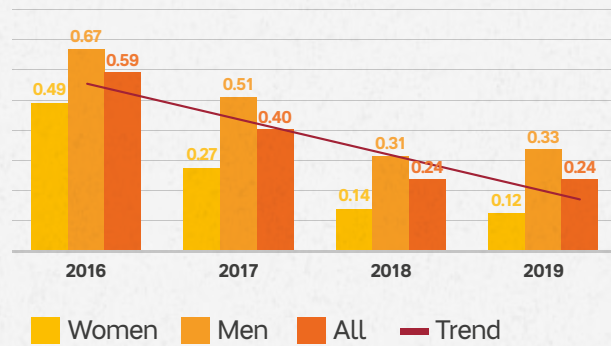


SAFE WORKING PRACTICES

We believe that safe working is a fundamental element of responsible business practice and we maintain a deeply embedded culture of safety throughout our global operations. We comply with all applicable safety legislation wherever we operate and in addition, we hold ourselves accountable to our own stringent safety standards and practices encompassing our Associates, contractors and visitors to our sites. Responsibility for safety management rests with our Chief Operating Officer who is supported by a global infrastructure of safety officers and safety committees at each of our facilities, overseeing safety compliance, risk management, hazard elimination and performance reporting.

Over the past four years, our consistent efforts to improve our safety culture and practice have paid off with a reduction of 59% in our global lost time injury rate. And in 2019, we recorded for the first time, a zero injury rate across all our contracted workers around our regions.

LOST TIME INJURY RATE



Safe practices all year round: All our facilities develop individual annual safety programs and compete for our coveted Annual Safety Trophy. In 2019, our facility in South Africa was recognized as a leader in safe practices for achieving zero accidents and a rich combination of safety activities reaching all Associates throughout the year. These included:

- More than 10,000 hours of safety training and participation in STOP (Safety Training Observation Program), adding 12 trained STOP observers to form a team of 40;
- Formation of six safety sub-committees focusing on improving safety performance across specific operational activities;
- Participation in worldwide safety initiatives including annual Safety Week engaging all Associates and contractors in focused training, hazard assessment, fire-fighting tools and practical skill development, competitions and discussions as well as a safety event simulation drill, accident awareness training and a night-time fire evacuation drill, and
- Improvements to pedestrian safety guidance and provisions in the factory

“ We are never complacent when it comes to safety. Nothing we do is more important than providing a safe workplace for all – our ultimate goal is that everyone goes home safely. Every person in the plant is responsible not only for their own safety, but also for the safety of others. We reinforce our safety culture every day. When it comes to safety, we work as One Team.”

ESTELLE MICHAU,
PLANT MANAGER, SOUTH AFRICA

A Focus on the Future

As we contemplate the future, we see much uncertainty in the way the world, regions and countries will emerge from the COVID-19 pandemic and the economic hardships we have witnessed, the effects of which will likely last for years to come.

However, there are some things that we can be certain about. The most important is that at Tupperware we will continue to live our purpose to nurture a better future each and every day, and we will do so in line with our core values and deep concern and care for our people, our communities and the environment.

In the face of the pandemic, we have delivered some of our most innovative, creative and agile moments, and we expect to leverage these going forward, making us stronger, faster and better placed to serve our customers around the world.

This means accelerating and expanding our digital presence, revising the way we work across the world and delivering amazing innovations that meet the current and future needs of our consumers. Similarly, we will continue to reduce our environmental footprint through our operations and advocate for the elimination of single-use plastics and reduction of food waste by providing alternative, environmentally preferable solutions.

Above all, we will always remember that relationships are what make our business work and we will continue to cherish the personal connections and sense of family that has made Tupperware such a success around the world.

Tupperware®