APPENDIX

THIS APPENDIX CONTAINS:
Our GRI content index (p. 4),
and our SASB index (p. 2).

Our full 2022 Evironmental, Social and Governance Report can be downloaded from our website

Tupperware®

SASB DISCLOSURE

RESOURCE TRANSFORMATION:
CONTAINERS & PACKAGING INDUSTRY

TOPIC	CODE	METRIC	UNIT	RESPONSE, REPORT PAGE NUMBER OR GRI INDICATOR
GREENHOUSE GAS EMISSIONS	RT-CP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Metric tons (t) CO2e, Percentage (%)	Report page 23
	RT-CP-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	Report page 23, 26
AIR QUALITY	RT-CP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) Sox, (3) volatile organic compounds (VOCs), (4) particulate matter (PM)	Metric tons (t)	GRI 305-7
ENERGY MANAGEMENT	RT-CP-130a.1	(1) Total energy consumed	Gigajoules (GJ), Percentage (%)	GRI 302-1
	RT-CP-130a.1	(2) Percentage grid electricity	Gigajoules (GJ), Percentage (%)	GRI 302-1
	RT-CP-130a.1	(3) Percentage renewable	Gigajoules (GJ), Percentage (%)	GRI 302-1
	RT-CP-130a.1	(4) Total self-generated energy	Gigajoules (GJ), Percentage (%)	GRI 302-1
WATER MANAGEMENT	RT-CP-140a.1	(1) Total water withdrawn	Thousand cubic meters (m^3), Percentage (%)	GRI 303-1
	RT-CP-140a.1	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), Percentage (%)	[See table below]
	RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	[See explanation below]
	RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number	GRI 307-1
WASTE MANAGEMENT	RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	Metric tons (t), Percentage (%)	GRI 306-2
PRODUCT SAFETY	RT-CP-250a.1	Number of recalls issued, total units recalled	Number	None
	RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	N/A	[See explanation below]
PRODUCT LIFECYCLE MANAGEMENT	RT-CP-410a.1	Percentage of raw materials from: (1) recycled content	Percentage (%) by weight	GRI 301-1
	RT-CP-410a.1	(2) Renewable resources	Percentage (%) by weight	GRI 301-1
	RT-CP-410a.1	(3) Renewable and recycled content	Percentage (%) by weight	GRI 301-1
	RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	N/A	Report page 25
SUPPLY CHAIN MANAGEMENT	RT-CP-430a.1	Total wood fiber produced, percentage from certified sources	Metric tons (t), Percentage (%)	Not significant
	RT-CP-430a.2	Total aluminum purchased, percentage from certified sources	Metric tons (t), Percentage (%)	Not applicable
ACTIVITY METRICS	RT-CP-000.A	Amount of production by substrate	Metric tons (t)	GRI 301-1
	RT-CP-000.B	Percentage of production as (1) paper/wood, (2) glass, (3) metal, and (4) plastic	Percentage (%) by revenue	Plastic is our main component at more than 95% of our Tupperware production. Other materials not significant. See also: GRI 301-1 Materials used by weight or volume. Paper/cardboard and polybags are used as packaging and the remaining volume is used for the manufacturing of our products.
	RT-CP-000.C	Number of employees	Number	10,375

RT-CP-140A.1

FACTORY LOCATION	2021 WATER WITHDRAWAL (M3)	WATER RISK	WATER STRESS
BELGIUM	4,563	Medium-High	Extremely High
INDIA	9,601	Extremely High	Extremely High
MEXICO	42,440	High	Extremely High
GREECE	18,466	High	Extremely High
BRAZIL	27,874	High	Medium-High
VENEZUELA	1,408	High	High

RT-CP-140A.2

Tupperware recognizes water as a valuable and at-risk natural resource, but we use modest volumes of water in our operations, including at our sites located in areas of high water stress, so we do not consider water to be a significant risk to our business. In our factories around the world, process water is used primarily for cooling and hygiene purposes and is discharged back to source with low to zero levels of contamination. Nonetheless, as part of our overall environmental approach, we have committed to reducing water use by 20% by 2025 across our operations. We plan to do this by ongoing efficiencies such as early leak detection, preventive maintenance, equipment upgrades, water-saving fittings for hygiene, water recycling for cooling and irrigation and other ways of achieving incremental improvements. See GRI 303-3 and GRI 303-4 for performance metrics.

RT-CP-250A.2

Tupperware is fully committed to the health and the safety of our consumers by taking a conservative, science-based approach to the development of our products and material to ensure compliance with the most stringent regulations, mostly regarding food contact compliance. We are committed to safety in our operations and to developing products that are safe for our customers and their intended application. As part of this commitment, Tupperware has a long-standing history of implementing both hazard and risk assessment tools in our product development processes and we use a precautionary approach, striving to protect human health and the environment even in the absence of scientific certainty or regulatory requirements. Our centralized regulatory department located in Belgium reviews all products against applicable legislation and our additional internal precautionary rules. As such, 100% of Tupperware materials and products worldwide are assessed by our Regulatory Department for human and environmental hazards through a REACH SVHC screening. In addition, for our food contact products, we use only materials approved and compliant for food contact by governing bodies such as the European Food Safety Authority (EFSA) and the United States Food and Drug administration (FDA) and regularly test our products against applicable protocols with accredited laboratories for both overall migration as well as specific migration as defined in the plastic regulation EU 10/2011. Our Tupperware analytical laboratory is ISO 17025 accredited by the Belgian accreditation body (which falls under the authority of the Belgian Federal Public Service Economy) for performing overall migration in certain food simulants. This ensures the reliability of its results and its independence from any internal influence. As part of our precautionary approach, we perform internal risk assessments on the product formulas. We ban or limit the use of certain chemicals in our formulas. For example, PVC, phthalates and dioxin are banned and we do not allow the presence of substance of very high concern (SVHC) at more than 0.1%. We maintain an ongoing relationship and interaction with leading laboratories, experts and associations, we integrate the SIN list input to help us stay up to date with potential or emerging chemical risks.

GRI Index

CATEGORY	INDICATOR	TOPIC	RESPONSE OR REPORT PAGE #
ORGANIZATION & REPORTING PRACTICES	2-1	Organizational details	Report page 5
	2-2	Entities included in the organization's sustainability reporting	Report page 5
	2-3	Reporting period, frequency and contact point	Annual reporting frequency; 2022 report covers activities in calendar year 2021. Contact point: Josh Decktor; Global Head, Environmental, Social Governance & Sustainability | JoshDecktor@Tupperware.com
	2-4	Restatements of information	Environmental data has been restated in some cases for 2018 through 2020 due to additional verification and for the purpose of showing year-over-year progress. Details in data notes before relevant indicators.
ACTIVITIES & WORKERS	2-6	Activities, value chain and other business relationships	*Tupperware 10-K filing*, page 1
	2-7	Employees	[See table below]
	2-8	Workers who are not employees	[See table below]
STRATEGY, POLICIES & PRACTICES	2-22	Statement on sustainable development strategy	Report page 9
	2-23	Policy commitments	Report page 37
	2-24	Embedding policy commitments	Report page 37
	2-26	Mechanisms for seeking advice and raising concerns	*Proxy statement*, page 12
	2-27	Compliance with laws and regulations	Report page 37
	2-28	Membership associations	U.S. Chamber Foundation
STAKEHOLDER ENGAGEMENT	2-29	Approach to stakeholder engagement	[See table below]
EMPLOYEES	2-30	Collective bargaining agreements	41%
MATERIAL TOPICS	3-1	Process to determine material topics	Report page 13
	3-2	List of material topics	[See table below]
	3-3	Management of material topics	[See table below]
MATERIALS	301-1	Materials used by weight or volume	[See table below]
	301-2	Recycled input materials used	[See table below]
	301-3	Reclaimed products and their packaging materials	[See table below]
ENERGY	302-1	Energy consumption within the organization	[See table below]
	302-2	Energy consumption outside of the organization	[See table below]
	302-3	Energy intensity	[See table below]
	302-4	Reduction of energy consumption	[See table below]
WATER & EFFLUENTS	303-1	Interactions with water as a shared resource	See our response in our SASB disclosure, RT-CP-140a.2: Description of water management risks.
	303-2	Management of water discharge-related impacts	See our response in our SASB disclosure, RT-CP-140a.2: Description of water management risks.
	303-3	Water withdrawal	[See table below]
	303-4	Water discharge	[See table below]
	303-5	Water consumption	[See table below]
EMISSIONS	305-1	Direct (Scope 1) GHG emissions	[See table below]
	305-2	Energy indirect (Scope 2) GHG emissions	[See table below]
	305-4	GHG emissions intensity	[See table below]
	305-6	Emissions of ozone-depleting substances (ODS)	We have transitioned from minimal use of ODS up to and excluding 2018 to zero. In 2021, we did not generate emissions from ODS.
	305-7	Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions	VOC: 1,686Kg PM: 392Kg NOx: 15,155Kg CO: 438Kg SO2: 8Kg Methane: 2,969Kg

WASTE	306-1	Waste generation and significant waste-related impacts	The main source of waste generation at Tupperware sites is operational waste from raw materials and packaging materials, chemical waste from our operations (industrial oil) and laboratory facilities and organic waste from our dining facilities. Most of our waste is non-hazardous and readily recycled or reused. Hazardous waste represents approximately 12% of our total waste in 2021 and is generated mainly by the replacement of the oil used in our machines. This oil is recycled for reuse.
	306-2	Management of significant waste-related impacts	We aim to reduce waste at the source and recycle or reuse what we cannot reduce. All our operational staff are trained in waste management and each site has waste targets and a waste management program. Waste streams are defined and maintained at each site for segregation of waste. Discarded products in our production (plastic) are almost entirely recycled back into our production lines. Overall, we have been successful in reducing the total volume of waste generated each year, and in 2021, more than 88% of our total waste was diverted from landfill.
	306-3	Waste generated	[See table below]
	306-4	Waste diverted from disposal	[See table below]
	306-5	Waste directed to disposal	[See table below]
SUPPLIER ENVIRONMENTAL ASSESSMENT	308-1	New suppliers that were screened using environmental criteria	100%
EMPLOYMENT	401-1	New employee hires and employee turnover	[See table below]
OCCUPATIONAL HEALTH & SAFETY	403-1	Occupational health and safety management system	Tupperware operates in compliance with all applicable safety legislation wherever we operate and in addition, we hold ourselves accountable to our own stringent safety system, standards and practices encompassing our Associates, contractors and visitors to our sites. At present, we do not certify our Safety Management System to an external standard, except for one site in Belgium that is certified to ISO 45001.
	403-2	Hazard identification, risk assessment and incident investigation	We maintain several practices as a routine part of our operations for the identification of hazards, risk assessment and corrective actions. These include the capture of safe/unsafe behavior observations, the establishment of Machine Safety Analysis, Job Safety Analysis, root cause analysis of incidents and establishment of short-term and long-term corrective actions.
	403-3	Occupational health services	We facilitate access to health services where necessary for our Associates and provide basic health and safety facilities at our sites. In our larger sites, we employ doctors, and in some cases, nurses. For example, in South Africa, we employ a full-time nurse and in Mexico, we employ a full-time doctor.
	403-4	Worker participation, consultation and communication on occupational health and safety	Each site has several Safety Committees made up of Associates and managers, including the Site Management. All levels, genders, departments and Associates are represented in these Safety Committees.
	403-5	Worker training on occupational health and safety	We maintain a comprehensive site of suite of safety training programs for our Associates and contractors working at our sites. Safety Coordinators at each site are responsible for the delivery of and participation in safety training. On average, training person-hours per ear amount to more than 100,000 hours across the organization. Safety training includes forklift training, safe behavior programs, electricity safety, working at height, LOTO programs and many more. In addition to ongoing programs, we also run a global Safety Week in which all of our manufacturing sites participate in intensive training activities for all Associates and contractors working at our sites.
	403-6	Promotion of worker health	Report page 31
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Supplier Code of Conduct incorporates supplier commitments to protect the health and safety of workers employed by Tupperware suppliers.
	403-8	Workers covered by an occupational health and safety management system	All Tupperware Associates in supply chain operations around the world are covered by our occupational health and safety standards, policies and programs.
	403-9	Work-related injuries	[See table below]
	403-10	Work-related ill health	We report zero cases of work-related ill health, and zero fatalities as a result of work-related ill health in our operations globally for the years 2018 through 2021, for both Associates and Contractors. We have not identified any specific causes of work-related ill health in our operations.
DIVERSITY & EQUAL OPPORTUNITY	405-1	Diversity of governance bodies and employees	[See table below]

NON-DISCRIMINATION	406-1	Incidents of discrimination and corrective actions taken	None
LOCAL COMMUNITIES	413-1	Operations with local community engagement, impact, assessments and development programs	Our approach is to engage in community activities at 100% of the locations where we have manufacturing sites.
SUPPLIER SOCIAL ASSESSMENT	414-1	New suppliers that were screened using social criteria	100%
CUSTOMER HEALTH & SAFETY	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	All our products are evaluated for strict compliance with the applicable regulatory requirements. When solicited, Tupperware works promptly and closely with the national and local regulatory authorities, customers and consumers to provide all the necessary supporting documents and information to prove their suitability and compliance for their intended use. Our products are designed with consumer safety in mind from the start. Each new product is also going through a Safety review with a committee to assess its suitability. From a health standpoint, a dedicated team ensures that we meet or exceed the local and Tupperware stringent requirements applicable to the product. This process is further described in SASB disclosure RT-CP-250a.2: Managing materials and chemicals of concern. From 2016 to 2021, Tupperware has not been subject to any fines or sanctions for the violation of regulations related to product safety.
MARKETING & LABELING	417-2	Incidents of non-compliance concerning product and service information and labeling	We are committed to complying with the applicable laws and regulations in every country where we do business and were not subject to fines or sanctions for non-compliance on any matter for the 2021 reporting year.

2-7 EMPLOYEES
2-8 WORKERS WHO ARE NOT EMPLOYEES

EMPLOYEES BY REGION AND GENDER	WOMEN	MEN	2021 TOTAL
NORTH AMERICA	322	273	**595**
LATAM	4,034	2,526	**6,560**
APAC	832	821	**1,653**
EMEA	806	761	**1,567**
TOTAL	5,994	4,381	**10,375**

EMPLOYEES BY CONTRACT	WOMEN	MEN	2021 TOTAL
FULL TIME	5,890	4,298	**10,188**
PART TIME	104	83	**187**
PERMANENT	5,272	3,708	**9,492**
TEMPORARY*	418	441	**883**

*Temporary employees in role at year end.

EMPLOYEES BY LEVEL	2021 RESPONSE	PERCENTAGE
EXECUTIVE	10	**0.1%**
MANAGER	1,339	**12.9%**
OTHER	9,026	**86.9%**
ALL EMPLOYEES	10,375	**N/A**

2-29 STAKEHOLDER ENGAGEMENT

KEY GROUPS	EXPECTATIONS	TUPPERWARE RESPONSE
ASSOCIATES: MORE THAN 10,000 INDIVIDUALS DIRECTLY EMPLOYED BY TUPPERWARE WHO LEAD AND DRIVE THE BUSINESS.	Based on surveys of our Associates in our materiality assessment process, the most important topics for them were safe working practices, wellness and health, and personal development	We continue to invest in our human resources programs and benefits, including occupational health, safety and wellbeing, and extensive training, learning and development programs.
SALES FORCE: APPROXIMATELY 3 MILLION INDEPENDENT ENTREPRENEURS WHO SELL AND DISTRIBUTE OUR PRODUCTS.	Members of the Sales Force seek opportunities to develop personally and professionally and gain benefit from their sales efforts. They seek innovative products that provide new solutions for Tupperware customers.	We continue to deliver innovative products responding to Sales Force requests. During 2021, we have strongly supported the Sales Force with new digital tools and training, and tailored programs to help them meet their objectives while beginning to collaborate with retail operations.
CONSUMERS: MILLIONS OF CONSUMERS THROUGHOUT THE WORLD WHO USE OUR BRANDS DAILY TO IMPROVE THEIR LIVES.	Our customers expect useful and innovative products that make a difference in their lives as well as help them be efficient and environmentally responsible.	We drive product design with our consumers in mind and make products accessible via a global network of Sales Force members and other sales channels. In 2021, we introduced more innovative and award-winning products, including expanded ECO+ products to help customers lead a more sustainable lifestyle, and we significantly increased our use of sustainable resins and materials.
RETAIL CUSTOMERS AND PARTNERS: MANY ORGANIZATIONS AROUND THE WORLD THAT ENGAGE WITH TUPPERWARE TO RESELL AND DISTRIBUTE OUR PRODUCTS.	Retail customers and partners expect Tupperware to maintain a socially responsible and ethical value chain, safe working practices and climate responsibility.	We maintain high standards of social responsibility through our supply chain and aim to meet the needs throughout our retail business.
COMMUNITIES: THE LOCAL COMMUNITIES IN WHICH WE DO BUSINESS, WHERE WE HAVE DEEP-ROOTED CONNECTIONS THROUGH THE SALES FORCE AND OUR LOCAL OPERATIONS.	Local communities expect us to support them through local hiring, opportunities for local entrepreneurs through the Sales Force and contribution to charitable programs that support social development.	We continue to support local communities in many ways through charitable donations, volunteering efforts and disaster relief response.
SUPPLIERS: MORE THAN 11,000 SUPPLIERS INVOLVED IN OUR GLOBAL SUPPLY CHAIN	Our suppliers around the globe seek to support product innovation, safety and quality, and engage on minimizing waste. They engage with Tupperware to drive a socially responsible and ethical supply chain.	We hold suppliers accountable through our Supplier Code of Conduct and engage with them to meet ethical supply chain standards.
INDUSTRY ASSOCIATIONS: ORGANIZATIONS THAT ADDRESS INDUSTRY AND SECTOR ISSUES AND SUPPORT A SHARED INDUSTRY POSITION ON ESG MATTERS	Industry associations expect Tupperware to play a prominent role in driving a circular economy, while advancing innovation and product safety and quality, and reducing waste impacts.	Tupperware is a signatory to the Ellen MacArthur Foundation's New Plastic Economy Global Commitment.
NGOS: ORGANIZATIONS THAT ADVANCE SOCIAL AND ENVIRONMENTAL CAUSES	NGO's differ in their expectations depending on their primary interest, and may cover the entire range of economic, social and environmental impacts.	We aim to meet the needs of NGOs in different ways, based on engagement with them in key areas of Tupperware's impact.
INVESTORS: INDIVIDUAL AND INSTITUTIONAL INVESTORS THAT ACQUIRE OR MAY CONSIDER ACQUIRING TUPPERWARE STOCK.	Investors expect strong corporate governance, ethical conduct and due attention to critical ESG matters.	We maintain high standards of corporate governance and compliance and are continuing to improve our internal controls and systems.

3-2 MATERIAL TOPICS

TOPIC	DESCRIPTION
GREENHOUSE GAS EMISSIONS AND CLIMATE STRATEGY	Includes the greenhouse gas (GHG) emissions associated with operations and throughout value chain, the management of climate risk, and strategies employed to identify and act on opportunities presented by climate change.
OPERATIONAL PACKAGING AND WASTE	Hazardous and non-hazardous waste produced, generated, or used in packaging and the degree it is either recovered (recycled) or diverted to landfills for disposal.
COMMUNITY ENGAGEMENT	Supporting local causes, community cohesiveness, and impact on local community economics.
SAFE WORKING PRACTICES	Physical safety and protection on the job and active measurements, including training, to ensure the safety of associates within direct operations.
TALEN ATTRACTION, DEVELOPMENT AND RETENTION	Creating a working environment that both attracts new talent and retains current associates necessary to compete in the future. Development, training, education enablement, and managing economic opportunity and paths to upward mobility, etc.
CULTURE, DIVERSITY, EQUITY AND INCLUSION	Representation of vulnerable and historically under-represented groups across the business; management of recruiting, advancement, and retention of diverse company associates.
PRODUCT SAFETY AND QUALITY	Safe and quality products meeting the expectations of consumers and product specifications as marketed. This includes, but is not limited to, food contact safety, safety of our plastic during use, and chemical safety (BPA, phthalates).
PRODUCT INNOVATION	Continued innovation of products, including but not limited to materials, design, and application in order to meet current and future consumer demands and in part creating more sustainable and environmentally responsible solutions to support a circular economy.
CIRCULAR AND SUSTAINABLE BUSINESS MODEL	The circular economy is the new economic model for sustainable development. In this model, nothing is wasted, everything lasts longer and is shared, reused, repaired or recycled.
ETHICS, INTEGRITY AND COMPLIANCE	Ethical corporate culture and approach to business; includes mechanisms for ethics oversight and resources for associates. Corporate culture of compliance, including on topics like antitrust, anticorruption, environmental, health and safety, wellness, labor and employment, licenses and permits.

301-1 MATERIALS USED BY WEIGHT OR VOLUME

KEY MATERIAL USED IN PRODUCTION/PACKAGING	UNIT	2021 RESPONSE
POLYPROPYLENE	Metric tons	39,849
LOW-DENSITY POLYETHYLENE	Metric tons	10,660
HIGH-DENSITY POLYETHYLENE	Metric tons	319
POLYCARBONATE	Metric tons	2,242
POLY BAGS	Metric tons	1,536
PAPER/CARDBOARD	Metric tons	21,191
OTHER RESINS	Metric tons	4,326

301-2 RECYCLED INPUT MATERIALS USED

SUSTAINABLE RESINS USED IN OWNED MANUFACTURING FACILITIES	UNIT	2021 RESPONSE
TOTAL CIRCULAR RESINS PURCHASED	Metric tons	153
TOTAL RENEWABLE RESINS PURCHASED	Metric tons	672
TOTAL RECYCLINE RESINS PURCHASED	Metric tons	673
TOTAL SUSTAINABLE RESINS	Metric tons	1,497
TOTAL AMOUNT OF RESINS PURCHASED	Metric tons	57,409
PERCENT SUSTAINABLE	Percentage	2.6%

301-3 RECLAIMED PRODUCTS AND THEIR PACKAGING MATERIALS

RECLAIMED PRODUCTS AND PROCESSING	UNIT	2021 RESPONSE
WEIGHT OF RETURNED PRODUCTS	Kg	769,766
WEIGHT OF RETURNS DISPOSED (INCINERATION/LANDFILL)	Kg	38,860
WEIGHT OF PRODUCTS RESOLD OR RECYCLED	Kg	670,327
WEIGHT OF PRODUCTS REPURPOSED INTERNALLY (RECYCLINE)	Kg	60,578
PERCENTAGE OF RECLAIMED PRODUCTS REUSED	%	95%

302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION
302-3 ENERGY INTENSITY

ENERGY TYPE FOR MANUFACTURING AND OFFICE LOCATIONS	UNIT	2021 RESPONSE
NATURAL GAS	MWh	3,517
DIESEL FUEL	MWh	429
KEROSENE	MWh	19
LPG	MWh	1.4
GASOLINE	MWh	31
DIESEL FUEL FOR OWNED AND OPERATED VEHICLES	MWh	12,022
GASOLINE FOR OWNED AND OPERATED VEHICLES	MWh	732
ELECTRICITY PURCHASED FROM GRID	MWh	125,740
RENEWABLE ENERGY PURCHASED	MWh	12,723
TOTAL SCOPE 1	MWh	18,402
TOTAL SCOPE 2	MWh	125,740
TOTAL ENERGY CONSUMPTION	MWh	144,141
ENERGY INTENSITY	MWh/ton	2.51

RENEWABLE ENERGY PURCHASED BY TYPE	UNIT	2021 RESPONSE
SOLAR ENERGY	MWh	1,148
WIND ENERGY	MWh	1,302
GEOTHERMAL ENERGY	MWh	11
HYDROELECTRIC POWER	MWh	10,262
BIOMASS/BIOFUELS	MWh	0

303-3 WATER WITHDRAWAL

FRESHWATER FROM WATER-STRESSED AREAS	UNIT	2021 RESPONSE
SURFACE WATER	Megaliters	2.78
GROUND WATER	Megaliters	70.51
SEAWATER	Megaliters	0
PRODUCED WATER	Megaliters	0
THIRD-PARTY WATER	Megaliters	22.46
TOTAL	Megaliters	95.75

FRESHWATER FROM NON-WATER-STRESSED AREAS	UNIT	2021 RESPONSE
SURFACE WATER	Megaliters	0
GROUND WATER	Megaliters	16.94
SEAWATER	Megaliters	0
PRODUCED WATER	Megaliters	0
THIRD-PARTY WATER	Megaliters	96.59
TOTAL	Megaliters	113.52

TOTAL WATER WITHDRAWAL	UNIT	2021 RESPONSE
SURFACE WATER	Megaliters	2.78
GROUND WATER	Megaliters	87.45
SEAWATER	Megaliters	0
PRODUCED WATER	Megaliters	0
THIRD-PARTY WATER	Megaliters	119.05
TOTAL	Megaliters	209.27

303-4 WATER DISCHARGE

DISCHARGE BY DESTINATION	UNIT	2021 RESPONSE
SURFACE WATER	Megaliters	47.02
GROUND WATER	Megaliters	9.87
SEAWATER	Megaliters	0
THIRD-PARTY WATER	Megaliters	99.12
TOTAL	Megaliters	156

DISCHARGE TO NON-WATER-STRESSED AREAS	UNIT	2021 RESPONSE
FRESHWATER	Megaliters	63.35
NON-FRESHWATER	Megaliters	25.79
TOTAL	Megaliters	89.13

DISCHARGE TO WATER-STRESSED AREAS	UNIT	2021 RESPONSE
FRESHWATER	Megaliters	66.87
NON-FRESHWATER	Megaliters	0
TOTAL	Megaliters	66.87

303-5 WATER CONSUMPTION

WATER CONSUMPTION FROM ALL AREAS	UNIT	2021 RESPONSE
WITHDRAWAL	Megaliters	206.27
DISCHARGE	Megaliters	156
TOTAL CONSUMPTION	Megaliters	50.27

WATER CONSUMPTION IN WATER-STRESSED AREAS	UNIT	2021 RESPONSE
WITHDRAWAL	Megaliters	95.75
DISCHARGE	Megaliters	66.87
TOTAL CONSUMPTION	Megaliters	28.88

305-1 DIRECT (SCOPE 1) GHG EMISSIONS
305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS
305-4 GHG EMISSIONS INTENSITY

GHG EMISSIONS BY TYPE	UNIT	2021 RESPONSE
SCOPE 1		
NATURAL GAS	Metric Tons CO2e	751
DIESEL	Tons CO2e	121
KEROSENE	Metric Tons CO2e	4
LPG	Metric Tons CO2e	204
GASOLINE	Metric Tons CO2e	8
DIESEL FOR OWNED AND OPERATED VEHICLES	Metric Tons CO2e	3,390
GASOLINE FOR OWNED AND OPERATED VEHICLES	Metric Tons CO2e	178
SCOPE 2		
ELECTRICITY PURCHASED FROM GRID	Metric Tons CO2e	50,467
SCOPE 1 + 2		
SCOPE 1 EMISSIONS	Metric Tons CO2e	4,656
SCOPE 2 EMISSIONS	Metric Tons CO2e	50,467
TOTAL	Metric Tons CO2e	55,123
EMISSIONS INTENSITY	Metric Tons CO2e/ton	0.96

306-3 WASTE GENERATED

NON-HAZARDOUS WASTE BY TYPE	UNIT	2021 RESPONSE
PLASTIC	Tons	2,874
CARDBOARD/PAPER	Tons	2,022
STEEL AND METALS	Tons	144
CHEMICAL	Tons	0
ORGANIC	Tons	174
OTHER	Tons	1,167
TOTAL	Tons	6,381

HAZARDOUS WASTE BY TYPE	UNIT	2021 RESPONSE
PLASTIC	Tons	12
CARDBOARD/PAPER	Tons	38
STEEL AND METALS	Tons	1
CHEMICAL	Tons	169
ORGANIC	Tons	1
OTHER	Tons	628
TOTAL	Tons	849
TOTAL WASTE	Tons	7,230

306-4 WASTE DIVERTED FROM DISPOSAL

NON-HAZARDOUS WASTE	UNIT	2021 RESPONSE
PREPARATION FOR REUSE (INCLUDES COMPOSTING)	Tons	121,499
RECYCLING (INCLUDING ENERGY RECOVERY)	Tons	4,220
TOTAL	Tons	5,719

HAZARDOUS WASTE	UNIT	2021 RESPONSE
PREPARATION FOR REUSE (INCLUDES COMPOSTING)	Tons	3
RECYCLING (INCLUDING ENERGY RECOVERY)	Tons	684
TOTAL	Tons	688

TOTAL WASTE DIVERTED	UNIT	2021 RESPONSE
PREPARATION FOR REUSE (INCLUDES COMPOSTING)	Tons	1,502
RECYCLING (INCLUDING ENERGY RECOVERY)	Tons	4,905
TOTAL	Tons	6,407

LOCATION OF WASTE DIVERSION	UNIT	2021 RESPONSE
DIVERTED WASTE TREATED ONSITE	Tons	1,184
DIVERTED WASTE TREATED OFFSITE	Tons	5,198

306-5 WASTE DIRECTED TO DISPOSAL

NON-HAZARDOUS WASTE	UNIT	2021 RESPONSE
INCINERATION (WITH ENERGY RECOVERY)	Tons	209
INCINERATION (WITHOUT ENERGY RECOVERY)	Tons	20
LANDFILL	Tons	152
OTHER DISPOSAL OPERATIONS	Tons	316
TOTAL	Tons	696

HAZARDOUS WASTE	UNIT	2021 RESPONSE
PREPARATION FOR REUSE (INCLUDES COMPOSTING)	Tons	143
RECYCLING (INCLUDING ENERGY RECOVERY)	Tons	12
LANDFILL	Tons	0
OTHER DISPOSAL OPERATIONS	Tons	5
TOTAL	Tons	160

TOTAL WASTE DIRECTED TO DISPOSAL	UNIT	2021 RESPONSE
PREPARATION FOR REUSE (INCLUDES COMPOSTING)	Tons	352
RECYCLING (INCLUDING ENERGY RECOVERY)	Tons	32
LANDFILL	Tons	152
OTHER DISPOSAL OPERATIONS	Tons	321
TOTAL	Tons	856

LOCATION OF WASTE DIVERSION	UNIT	2021 RESPONSE
DIVERTED WASTE TREATED ONSITE	Tons	694
DIVERTED WASTE TREATED OFFSITE	Tons	160

401-1 NEW HIRES AND TURNOVER

EMPLOYEE NEW HIRES AND TURNOVER	WOMEN	MEN	2021 TOTAL
NEW HIRES < AGE 30	556	368	924
NEW HIRES AGE 30-50	1,140	457	1,597
NEW HIRES > AGE 50	219	67	286
ALL NEW HIRES	1,915	892	2,807
LEAVERS < AGE 30	542	326	868
LEAVERS AGE 30-50	1,420	561	1,981
LEAVERS > AGE 50	349	90	439
ALL LEAVERS	2,311	977	3,288

EMPLOYEE NEW HIRE AND TURNOVER RATES	WOMEN	MEN	2021 TOTAL
NEW HIRES < AGE 30	5%	4%	9%
NEW HIRES AGE 30-50	11%	4%	15%
NEW HIRES > AGE 50	2%	1%	3%
ALL NEW HIRES	18%	9%	27%
LEAVERS < AGE 30	5%	3%	8%
LEAVERS AGE 30-50	3%	1%	4%
LEAVERS > AGE 50	3%	1%	4%
ALL LEAVERS	12%	5%	17%

NEW HIRES BY REGION	2021 RATE
NORTH AMERICA	2%
LATAM	22%
APAC	2%
EMEA	1%
OVERALL NEW HIRE RATE	27%

403-9 WORK-RELATED INJURIES

GLOBAL SAFETY PERFORMANCE SUMMARY	ASSOCIATES	CONTRACTORS	TOTAL
HOURS WORKED IN MILLIONS			
AMERICAS	4.67	1.21	**5.88**
EMEA	1.59	0.49	**2.08**
APAC	1.10	0.29	**1.39**
TOTAL	7.36	2.00	**9.35**
INJURY RATE (TIR)			
AMERICAS	7.32	14.84	**8.87**
EMEA	2.89	1.62	**2.59**
APAC	3.46	0.69	**2.88**
TOTAL	5.79	9.52	**6.59**
RECORDABLE INJURY RATE (TRIR)			
AMERICAS	0.26	0.66	**0.34**
EMEA	0.13	0.00	**0.10**
APAC	0.00	0.00	**0.00**
TOTAL	0.19	0.40	**0.24**
LOST DAY RATE DUE TO INJURY (LDR)			
AMERICAS	10.71	17.31	**12.07**
EMEA	14.22	0.00	**10.85**
APAC	20.57	0.00	**16.30**
TOTAL	12.94	10.52	**12.42**
FATALITY RATE			
AMERICAS	0.00	0.00	**0.00**
EMEA	0.00	0.00	**0.00**
APAC	0.00	0.00	**0.00**
TOTAL	0.00	0.00	**0.00**

405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

DIVERSITY RATES	EXECUTIVES	MANAGERS	NON-MANAGERS	ALL EMPLOYEES
WOMEN < AGE 30	0.0%	0.1%	6%	**7%**
WOMEN AGE 30-50	0.1%	4.4%	30%	**35%**
WOMEN > AGE 50	0.0%	1.5%	10%	**11%**
ALL WOMEN	0.2%	6.1%	47%	**53%**
MEN < AGE 30	0.0%	0.3%	17%	**17%**
MEN AGE 30-50	0.1%	2.7%	21%	**24%**
MEN > AGE 50	0.1%	1.0%	6%	**7%**
ALL MEN	0.2%	3.9%	43%	**47%**
ALL EMPLOYEES < AGE 30	0%	0%	23%	**23%**
ALL EMPLOYEES AGE 30-50	0%	7%	51%	**59%**
ALL EMPLOYEES > AGE 50	0%	3%	15%	**18%**

BOARD OF DIRECTORS	WOMEN	MEN	ALL
< AGE 30	0%	0%	**0%**
AGE 30-50	0%	10%	**10%**
> AGE 50	45%	45%	**90%**