

Appendix

This Appendix contains our GRI Content Index (p. 2) and our SASB Index (p. 20).

Our full 2020 Sustainability Report can be downloaded from our website.

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TupperwareBrands

Building Better

2020 Sustainability Report

GRI Content index

GRI General Disclosures

GRI Standard 102: General Disclosures 2016		Page reference or response
102-1	Name of the organization	Report, p. 4
102-2	Activities, products, and services	Report, p. 4
102-3	Location of headquarters	Orlando, Florida
102-4	Location of operations	Report, p. 4
102-5	Ownership and legal form	Report, p. 4
102-6	Markets served	Report, p. 4
102-7	Scale of the organization	Report, p. 4, Appendix, p. 5
102-8	Information on employees	Appendix, p. 5
102-9	Supply chain	Report, p. 30
102-10	Significant changes	None.
102-11	Precautionary Principle	We support the precautionary approach, first introduced in the United Nations in Principle 15 of "The Rio Declaration on Environment and Development," and act to protect against environmental degradation where full scientific certainty does not exist. Our new ESG targets are examples of our commitment.
102-12	External initiatives	Ellen MacArthur Foundation; Report, p. 14
102-13	Membership of associations	U.S. Chamber Foundation
102-14	Statement from senior manager	Report, p. 3
102-16	Values, principles, standards	Report, p. 4
102-18	Governance structure	Report, p. 28
102-40	List of stakeholder groups	Appendix, p. 6
102-41	Collective bargaining agreements	Appendix, p. 5
102-42	Identifying and selecting stakeholders	Appendix, p. 6
102-43	Stakeholder engagement	Appendix, p. 6
102-44	Key topics and concerns raised	Appendix, p. 6
102-45	Entities included	Report, p. 2
102-46	Report content and topic boundaries	Report, p. 2
102-47	List of material topics	Appendix, p. 6
102-48	Restatements of information	Environmental data has been restated in some cases for 2018 and 2019 due to additional verification. Details in data notes to each indicator.
102-49	Changes in reporting	None
102-50	Reporting period	Report, p. 2
102-51	Date of most recent report	Report, p. 2
102-52	Reporting cycle	Report, p. 2
102-53	Contact point	Report, p. 2
102-54	Reporting in accordance with GRI Standards	Report, p. 2
102-55	GRI content index	Appendix, p. 2
102-56	External assurance	Report, p. 2

GRI Material Disclosures

Material impact	GRI Standard	Management Approach (GRI 103-1, 103-2, 103-3) page	Performance Indicator		Page/ Response	Omissions
Environmental						
Operational and packaging waste	306: Waste (2020)	Safety, Health and Environmental Policy	306-1	Waste generation and waste-related impacts	Appendix, p. 12	
			306-2	Management of significant waste-related impacts	Appendix, p. 12	
			306-3	Waste generated	Appendix, p. 12	
			306-4	Waste diverted from disposal	Appendix, p. 13	
			306-5	Waste directed to disposal	Appendix, p. 14	
GHG emissions and climate strategy	302: Energy (2016)		302-1	Energy consumption within the organization	Appendix, p. 9	
			302-3	Energy intensity	Appendix, p. 9	
	305: Emissions (2016)		305-1	Direct (Scope 1) GHG emissions	Appendix, p. 11	
			305-2	Energy indirect (Scope 2) GHG emissions	Appendix, p. 11	
			305-4	GHG emissions intensity	Appendix, p. 11	
			305-6	Emissions of ozone-depleting substances (ODS)	Appendix, p. 12	
Social						
Community engagement	413: Local communities (2016)	Report, p. 26	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	
Culture, diversity, equity, and inclusion	405: Diversity and Equal Opportunity (2016)	Report, p. 21	405-1	Diversity of governance bodies and employees	Appendix, p. 19	
	406: Non-discrimination (2016)	Report, p. 21	406-1	Incidents of discrimination	None.	
Talent attraction, development, and retention	401: Employment (2016)	Report, p. 19	401-1	New hires and turnover	Appendix, p. 15	
Safe working practices	403: Occupational Health and Safety (2018)	Report, p. 22	403-1	Occupational health and safety management system	Appendix, p. 16	
			403-2	Hazard identification, risk assessment, and incident investigation	Appendix, p. 16	
			403-3	Occupational health services	Appendix, p. 16	
			403-4	Worker participation, consultation, and communication on occupational health and safety	Appendix, p. 16	
			403-5	Worker training on occupational health and safety	Appendix, p. 16	
			403-6	Promotion of worker health	Appendix, p. 16	
			403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Appendix, p. 17	
			403-8	Workers covered by an OHS management system	Appendix, p. 17	
			403-9	Work-related injuries	Appendix, p. 17	
			403-10	Work-related ill health	Appendix, p. 19	

Material impact	GRI Standard	Management Approach (GRI 103-1, 103-2, 103-3) page		Performance Indicator	Page/ Response	Omissions
Products						
Product innovation		Report, p. 17	TUP1	Contribution of new products to sales	New products sales contribution was 8% in 2020.	
Product safety and quality	416: Customer Health and Safety (2016)	Quality Policy	416-2	Non-compliance concerning health and safety impacts of products	Appendix, p. 19	
Circular & sustainable business models	301: Materials (2016)	Safety, Health and Environmental Policy	301-1	Materials used by weight or volume	Appendix, p. 8	
			301-2	Recycled input materials used	Appendix, p. 8	
			301-3	Reclaimed products and their packaging materials	Appendix, p. 8	
		Report, p. 14	TUP2	Sustainably sourced resins	Appendix, p. 8 >200 tons of circular, renewable and recycled resins.	
Oversight and Governance						
Ethics, integrity, and compliance	307: Environmental Compliance (2016)	Report, p. 29	307-1	Non-compliance with environmental laws and regulations	None	
	419: Socioeconomic Compliance (2016)	Report, p. 29	419-1	Non-compliance with laws and regulations in the social and economic area	None	
	417: Marketing and Labeling (2016)	Report, p. 29	417-2	Non-compliance concerning product and service information and labeling	Appendix, p. 19	
Additional disclosures (not defined as material)						
Water impacts	303: Water and Effluents (2018)	Safety, Health and Environmental Policy	303-1	Interactions with water as a shared resource	Appendix, p. 9	
			303-2	Management of water discharge-related impacts	Appendix, p. 9	
			303-3	Water withdrawal	Appendix, p. 9	
			303-4	Water discharge	Appendix, p. 10	
			303-5	Water consumption	Appendix, p. 10	
Supply Chain	308: Supplier Environmental Assessment (2016)	Report, p. 30	308-1	New suppliers screened using environmental criteria	100%	
	414: Supplier Social Assessment (2016)	Report, p. 30	414-1	New suppliers screened using social criteria	100%	

Data table and disclosures

102-8 Information on employees

Employees by region and gender	2018			2019			2020		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
North America	360	242	602	325	219	544	349	239	588
LATAM	4,510	2,607	7,117	4,195	2,399	6,594	4,060	2,428	6,488
APAC	1,255	1,191	2,446	1,280	1,175	2,455	997	919	1,916
EMEA	1,059	965	2,024	1,041	943	1,984	874	832	1,706
Total	7,184	5,005	12,189	6,841	4,736	11,577	6,280	4,418	10,698

Employees by contract	2018			2019			2020		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Full time	6,930	4,885	11,815	6,640	4,659	11,299	6,110	4,339	10,369
Part time	254	120	374	201	77	278	170	79	249
Permanent	5,718	3,740	9,458	6,608	4,562	11,170	5,676	3,746	9,422
Temporary*	1,466	1,265	2,731	457	332	789	607	669	1,276

*Temporary employees in role at year end.

GRI 102-8: Employees by level	2018	2019	2020
Executive	47	46	38
Manager	1,510	1,275	1,213
Other	10,456	10,202	9,447
All employees	12,013	11,523	10,698

	2018	2019	2020
	0.4%	0.4%	0.4%
	13%	11%	11.3%
	87%	89%	88.3%

102-41 Collective bargaining agreements

Employees covered by collective bargaining agreements	2018	2019	2020
	30%	30%	33%

Note: All employee data (Number of associates, Hiring numbers, Overall turnover, ...) is influenced by our Mexican Fuller subsidiary (LATAM region) where the sales force are considered as Associates (not independent Salespersons as in other parts of Tupperware business). This was representing 2,655 associates at the end of 2020 and is affecting mostly our Turnover rate, more specifically in the LATAM region. In 2020, for example, consistent with direct sales comparable, 2069 Fuller sales associates left the company, representing more than 50% of our global turnover. Without the Fuller data, global turnover would have been approximately 23% in 2020.

102-40 List of stakeholders

102-42 Identifying and selecting stakeholders

102-43 Stakeholder engagement

102-44 Key topics and concerns raised

Our key stakeholder groups are those who influence our business most directly and whose broader expectations of Tupperware Brands inform our sustainability strategy.

Key groups	Their expectations	Our response
Associates: More than 10,000 individuals directly employed by Tupperware Brands 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 and development programs. See section: Our Associates .
Sales Force: Approximately 3 million independent entrepreneurs who sell and distribute our products.	Members of our 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 2020, we have strongly supported our Sales Force with new digital tools and training, and tailored programs to help them meet their objectives. See section: Our Sales Force .
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. In 2020, we introduced more innovative and award-winning products, including expanded ECO+ products to help customers lead a more sustainable lifestyle. See section: Product Innovation .
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. See section: Ethical Sourcing .
Communities: The local communities in which we do business, where we have deep-rooted connections through our Sales Force and our local operations.	Local communities expect us to support them through local hiring, opportunities for local entrepreneurs through our 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. See section: Our Communities .
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. See section: Ethical sourcing .
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. See section: Advancing circularity .
NGOs: Organizations that advance social and environmental causes	<u>NGO's</u> 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 way, 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. See section: Governance .

Notes: Section references are to our full 2020 Sustainability Report at this [link](#).

102-47 List of material topics

Environmental	Products
<ul style="list-style-type: none"> Operational and packaging waste GHG emissions and climate strategy 	<ul style="list-style-type: none"> Product innovation Product safety and quality Circular & sustainable business models

Social	Oversight and Governance
<ul style="list-style-type: none"> Community engagement 	<ul style="list-style-type: none"> Ethics, integrity, and compliance
Human Capital	
<ul style="list-style-type: none"> Culture, diversity, equity, and inclusion Talent attraction, development, and retention Safe working practices 	

Material topic definitions

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 and packaging 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.
Talent 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 & sustainable business models	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.

205-2 Communication and training about anti-corruption policies and procedures

Anti-corruption communication and training details	2019	2020
Total number of senior management who received training in company anti-corruption policies and procedures	109	227
Total number of middle management who received training in company anti-corruption policies and procedures	968	1,496
Total number of non-management employees who received training in company anti-corruption policies and procedures	3,343	5,871
Total number of training hours on anti-corruption	8,908	9,788
Total number of employees receiving anti-corruption training	4,408	7,589
Percentage of employees receiving anti-corruption training	38%	68%

205-3 Confirmed incidents of corruption and actions taken

Employees dismissed or disciplined	2019	2020
Number of employees dismissed or disciplined for corruption and/or breach of ethical code	4	23

301-1 Materials used by weight or volume

Key materials used in production/packaging	Units	2018	2019	2020
Polypropylene	Metric tons	38,099	34,691	38,290
Low-Density Polyethylene	Metric tons	11,394	9,003	9,900
High-Density Polyethylene	Metric tons	826	258	283
Polycarbonate	Metric tons	3,658	3,763	3,133
Polybags	Metric tons	1,807	1,857	1,756
Paper / Cardboard	Metric tons	15,829	15,432	14,177
Other resins	Metric tons	3,152	2,331	3,551

301-2 Recycled input materials used

Sustainable resins used in owned manufacturing facilities	Units	2018	2019	2020
Total circular resins purchased	Tons	0	34	52
Total renewable resins purchased	Tons	0	0	175
Total Recycline resins processed	Tons	14	13	28
Total sustainable resins	Tons	14	46	254

Total amount of resins purchased	Tons	57,129	50,046	55,157
% of sustainable resins		0.02%	0.09%	0.46%

301-3 Reclaimed products and their packaging materials

Reclaimed products and processing	Units	2019	2020
Weight of returned products	Kg	525,384	468,154
Weight of returns disposed (incineration / landfill)	Kg	52,013	53,848
Weight of products resold or recycled	Kg	460,721	388,571
Weight of products repurposed internally (Recycline)	Kg	12,650	25,735
Percentage of reclaimed products reused	%	90%	88%

302-1 Energy consumption within the organization

302-3 Energy intensity

Energy Type	Units	2018	2019	2020
Natural gas	MWH	3,374	3,408	2,867
Diesel	MWH	1,152	712	274
LPG	MWH	1,654	1,805	1,230
Gasoline	MWH	27	27	29
Diesel for mobile use	MWH	15,480	13,776	12,778
Gasoline for mobile use	MWH	1,785	1,408	1,082
Electricity purchased from grid	MWH	149,388	128,192	129,375
Renewable energy purchased	MWH	228	230	212
Total Scope 1	MWH	23,472	21,136	18,260
Total Scope 2	MWH	149,616	128,422	129,587
Total energy consumption	MWH	173,088	149,558	147,848
Energy intensity	MWH/ton	2.86	2.93	2.68

Notes: Data from 2018 and 2019 are partially restated following new verification of historical data.

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, on page 21.

303-2 Management of water discharge-related impacts

See our response in our SASB disclosure, RT-CP-140a.2: Description of water management risks, on page 21.

303-3 Water withdrawal

Freshwater from water-stressed areas	Units	2018	2019	2020
Surface water	MegaLiters	0	0	0
Groundwater	MegaLiters	88.69	73.46	66.66
Seawater	MegaLiters	0	0	0
Produced water	MegaLiters	0	0	0
Third party water	MegaLiters	26.62	26.15	22.22

Freshwater from non-water-stressed areas	Units	2018	2019	2020
Surface water	MegaLiters	2.90	2.78	1.92
Groundwater	MegaLiters	21.40	19.24	19.32
Seawater	MegaLiters	0	0	0
Produced water	MegaLiters	0	0	0
Third party water	MegaLiters	106.07	106.12	71.82
Total water withdrawal	Units	2018	2019	2020
Surface water	MegaLiters	2.90	2.78	1.92
Groundwater	MegaLiters	110.10	92.70	85.97
Seawater	MegaLiters	0	0	0
Produced water	MegaLiters	0	0	0
Third party water	MegaLiters	132.68	132.26	94.04
Total water withdrawal - all sources	MegaLiters	245.68	227.75	181.94
Water withdrawal intensity	m ³ / ton product	4.06	4.47	3.29

- Notes:**
- Freshwater is defined as water with equal to or less than 1,000 mg/L Total Dissolved Solids.
 - All Tupperware's water withdrawal is freshwater.
 - Data from 2018 and 2019 are partially restated following new verification of historical data.

303-4 Water discharge

Discharge by destination	Units	2018	2019	2020
Surface water	MegaLiters	37.73	32.28	48.60
Groundwater	MegaLiters	15.17	12.81	10.59
Seawater	MegaLiters	0	0	0
Third party water	MegaLiters	112.93	118.83	82.90
Total	MegaLiters	165.83	163.91	142.07

Discharge to non-water-stressed areas	Units	2018	2019	2020
Freshwater	MegaLiters	67.99	70.93	60.13
Non-freshwater	MegaLiters	15.67	20.63	22.87
Total	MegaLiters	83.65	91.56	83.00

Discharge to water-stressed areas	Units	2018	2019	2020
Freshwater	MegaLiters	82.18	72.35	59.07
Non-freshwater	MegaLiters	0	0	0
Total	MegaLiters	82.18	72.35	59.07

303-5 Water consumption

Water consumption from all areas	Units	2018	2019	2020
Withdrawal	MegaLiters	245.71	227.78	181.97
Discharge	MegaLiters	165.86	163.95	142.11
Total consumption	MegaLiters	79.85	63.83	39.86
Water consumption intensity	m ³ / ton product	1.32	1.25	0.72

Water consumption in water-stressed areas	Units	2018	2019	2020
Withdrawal	MegaLiters	115.31	99.60	88.88
Discharge	MegaLiters	82.18	72.35	59.07
Total consumption in water-stressed areas	MegaLiters	33.13	27.25	29.81
Water consumption intensity	m ³ / ton product	1.32	1.25	0.72

305-1 Direct (Scope 1) GHG emissions

305-2 Energy indirect (Scope 2) GHG emissions

305-4 GHG emissions intensity

GHG emissions by type	Units	2018	2019	2020
Scope 1				
Natural gas	Tons CO ₂ e	690	699	588
Diesel	Tons CO ₂ e	82	184	71
LPG	Tons CO ₂ e	12	17	13
Gasoline	Tons CO ₂ e	7	6	7
Diesel for mobile use	Tons CO ₂ e	4,006	3,562	3,303
Gasoline for mobile use	Tons CO ₂ e	436	345	263
Scope 2				
Electricity purchased from grid	Tons CO ₂ e	65,779	56,253	52,427

GHG emissions by type	Units	2018	2019	2020
Scope 1 + 2				
Scope 1 emissions	Tons CO ₂ e	5,233	4,812	4,244
Scope 2 emissions	Tons CO ₂ e	65,779	56,253	52,427
Total GHG emissions	Tons CO₂e	71,012	61,065	56,671
GHG emissions intensity	Tons CO ₂ e/ton	1.15	1.18	1.01

Notes:

- Emissions factor for GHG emissions use IEA global emissions, 2020 edition, for all years.
- Fuel conversions use published UK conversion factors, for each reporting year.
- Data from 2018 and 2019 are partially restated following new verification of historical data.

305-6 Emissions of ozone-depleting substances (ODS)

We have transitioned from minimal use of ODS up to and including 2018 to zero. In 2019 and 2020, we did not generate emissions from ODS.

306-1 Waste generation and 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 13% of our total waste (in 2020) 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 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 2020, more than 92% of our total waste was diverted from landfill with 8 plants already sending zero waste to landfill. 3 plants however are located in areas where infrastructures do not allow solutions without landfilling.

306-3 Waste generated

Non-hazardous waste by type	Units	2018	2019	2020
Plastic	Tons	1,438	1,189	1,269
Cardboard, paper	Tons	2,354	2,312	2,131
Steel and metals	Tons	589	170	188
Chemical	Tons	0	0	0
Organic	Tons	434	433	278
Other	Tons	2,228	1,908	2,084
Total	Tons	7,043	6,012	5,951

Hazardous waste by type	Units	2018	2019	2020
Plastic	Tons	10	10	7
Cardboard, paper	Tons	30	35	34
Steel and metals	Tons	3	3	2
Chemical	Tons	668	568	623
Organic	Tons	0	1	2
Other	Tons	108	104	132
Total	Tons	820	721	799
Total Waste	Tons	7,863	6,733	6,750
Waste intensity	Tons/ton product	0.13	0.13	0.12

306-4 Waste diverted from disposal

Non-hazardous waste	Units	2018	2019	2020
Preparation for reuse (includes composting)	Tons	1,812	1,661	1,784
Recycling (including energy recovery)	Tons	2,978	2,446	2,432
Total	Tons	4,790	4,107	4,215

Hazardous waste	Units	2018	2019	2020
Preparation for reuse (includes composting)	Tons	0	0	0
Recycling (including energy recovery)	Tons	696	596	643
Total	Tons	696	596	643

Total waste diverted	Units	2018	2019	2020
Preparation for reuse (includes composting)	Tons	1,812	1,661	1,784
Recycling (including energy recovery)	Tons	3,674	3,042	3,074
Total	Tons	5,486	4,703	4,858

Location of waste diversion	Units	2018	2019	2020
Diverted waste treated onsite	Tons	1,916	1,628	1,749
Diverted waste treated offsite	Tons	3,570	3,074	3,110

306-5 Waste directed to disposal

Non- hazardous waste	Units	2018	2019	2020
Incineration (with energy recovery)	Tons	5	7	115
Incineration (without energy recovery)	Tons	41	40	20
Landfill	Tons	357	293	144
Other disposal operations	Tons	1,869	1,572	1,469
Total	Tons	2,273	1,913	1,748

Hazardous waste	Units	2018	2019	2020
Incineration (with energy recovery)	Tons	100	102	126
Incineration (without energy recovery)	Tons	13	6	19
Landfill	Tons	6	5	1
Other disposal operations	Tons	6	13	7
Total	Tons	124	127	153

Total waste directed to disposal	Units	2018	2019	2020
Incineration (with energy recovery)	Tons	105	109	241
Incineration (without energy recovery)	Tons	54	46	39
Landfill	Tons	363	299	145
Other disposal operations	Tons	1,875	1,586	1,476
Total	Tons	2,397	2,040	1,901

Location of waste disposal	Units	2018	2019	2020
Disposed waste treated onsite	Tons	19	9	9
Disposed waste treated offsite	Tons	2,379	2,032	1,892

401-1 New hires and turnover

Employee new hires and turnover	2018			2019			2020		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
New hires < age 30	724	497	1,221	531	430	961	643	337	980
New hires age 30 - 50	1,907	691	2,598	1,105	447	1,552	1,361	393	1,754
New hires > age 50	235	42	277	183	37	220	202	45	247
All new hires	2,866	1,230	4,096	1,819	914	2,733	2,206	775	2,981
Leavers < age 30	509	319	828	765	571	1,336	555	380	935
Leavers age 30-50	1,881	658	2,539	2,067	818	2,885	1,727	768	2,495
Leavers > age 50	500	134	634	456	146	602	405	214	619
All leavers	2,890	1,111	4,001	3,288	1,535	4,823	2,687	1,362	4,049

Employee new hire rates	2018			2019			2020		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
< age 30	6%	4%	10%	5%	4%	8%	6%	3%	9%
age 30 - 50	16%	6%	21%	10%	4%	13%	12%	4%	16%
> age 50	2%	0%	2%	2%	0%	2%	2%	0%	2%
All new hires	24%	10%	34%	16%	8%	24%	20%	7%	27%
Employee turnover rates	2018			2019			2020		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
< age 30	4%	3%	7%	7%	5%	12%	5%	3%	8%
age 30- 50	15%	5%	21%	18%	7%	25%	16%	7%	22%
> age 50	4%	1%	5%	4%	1%	5%	4%	2%	6%
All leavers	24%	9%	33%	28%	13%	42%	24%	12%	36%

New hires by region	2018	2019	2020
North America	1%	0%	2%
LATAM	28%	17%	24%
APAC	4%	5%	1%
EMEA	1%	1%	1%
Overall new hire rate	34%	24%	27%

Note: All employee data (Number of associates, Hiring numbers, Overall turnover, ...) is influenced by our Mexican Fuller subsidiary (LATAM region) where the sales force are considered as Associates (not independent Salespersons as in other parts of Tupperware business). This was representing 2,655 associates at the end of 2020 and is affecting mostly our Turnover rate, more specifically in the LATAM region. In 2020, for example, consistent with direct sales comparable, 2069 Fuller sales associates left the company, representing more than 50% of our global turnover. Without the Fuller data, global turnover would have been approximately 23% in 2020.

Turnover by region	2018	2019	2020
North America	1%	1%	1%
LATAM	26%	34%	27%
APAC	5%	5%	6%
EMEA	2%	2%	2%
Overall turnover rate	33%	42%	36%

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 which 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 Associates are represented in these Safety Committees.

403-5 Worker training on occupational health and safety

We maintain a comprehensive site of safety training programs for our Associates and contractors working at our sites. Safety Coordinators at each site are responsible for delivery of and participation in safety training. On average, training person-hours per year amount to more than 100,000 hours across Tupperware. (In 2020, global safety training amounted to approximately 70,000 hours due to COVID-19 constraints.) 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 with intensive training additional activities for all our Associates and contractors working at our sites.

403-6 Promotion of worker health

Since 2008, our award-winning TupperFit program encourages our Associates to enhance their lives through personal fitness, health and nutrition. We maintain a full schedule of global health campaigns throughout the year, and all regions and local teams participate, often adding creative activities or additional areas of focus that are important at a local level.

Note: All employee data (Number of associates, Hiring numbers, Overall turnover, ...) is influenced by our Mexican Fuller subsidiary (LATAM region) where the sales force are considered as Associates (not independent Salespersons as in other parts of Tupperware business). This was representing 2,655 associates at the end of 2020 and is affecting mostly our Turnover rate, more specifically in the LATAM region. In 2020, for example, consistent with direct sales comparable, 2069 Fuller sales associates left the company, representing more than 50% of our global turnover. Without the Fuller data, global turnover would have been approximately 23% in 2020.

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 protecting 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

Global Safety Performance Summary	Associates			Contractors			Total: Associates and Contractors		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
Injury rate (TIR)	3.85	3.08	2.89	4.79	5.98	8.77	4.04	3.43	3.81
Recordable injury rate (TRIR)	0.22	0.25	0.30	0.09	0.00	2.69	0.20	0.22	0.68
Lost day rate (LDR)	6.51	12.88	11.3	0.36	0	16.84	5.27	11.35	12.17
Fatality rate	0	0.02	0	0	0	0	0	0.02	0

Work related injuries		Associates			Contractors			Total: Associates and Contractors		
		2018	2019	2020	2018	2019	2020	2018	2019	2020
Hours worked in millions	AMERICAS	5.93	6.59	6.60	0.87	0.62	0.90	6.80	7.21	7.50
	EMEA	1.62	1.81	1.56	0.85	0.57	0.53	2.47	2.38	2.08
	APAC	1.39	1.27	1.04	0.53	0.11	0.28	1.92	1.38	1.32
	TOTAL	8.94	9.67	9.20	2.25	1.30	1.71	11.19	10.97	10.91

		2018	2019	2020	2018	2019	2020	2018	2019	2020
Number of injuries by region (TI)	AMERICAS	117	93	89	39	24	62	156	117	151
	EMEA	27	33	22	11	8	8	38	41	30
	APAC	28	23	22	4	7	5	32	30	27
	TOTAL	172	149	133	54	39	75	226	188	208
Injury rates by region (TIR)	AMERICAS	3.95	2.82	2.70	8.96	7.68	13.73	4.59	3.24	4.03
	EMEA	3.34	3.64	2.82	2.59	2.82	3.05	3.08	3.45	2.88
	APAC	4.03	3.62	4.22	1.50	12.44	3.55	3.33	4.34	4.08
	TOTAL	3.85	3.08	2.89	4.79	5.98	8.77	4.04	3.43	3.81

		Associates			Contractors			Total: Associates and Contractors		
		2018	2019	2020	2018	2019	2020	2018	2019	2020
Number of recordable injuries (TRI)	AMERICAS	8	8	11	0	0	22	8	8	33
	EMEA	1	2	1	1	0	1	2	2	2
	APAC	1	2	2	0	0	0	1	2	2
	TOTAL	10	12	14	1	0	23	11	12	37
Recordable injury rates by region (TRIR)	AMERICAS	0.27	0.24	0.33	0.00	0.00	4.87	0.24	0.22	0.88
	EMEA	0.12	0.22	0.13	0.24	0.00	0.38	0.16	0.17	0.19
	APAC	0.14	0.31	0.38	0.00	0.00	0.00	0.10	0.29	0.30
	TOTAL	0.22	0.25	0.30	0.09	0.00	2.69	0.20	0.22	0.68

Number of high-consequence work-related injuries	AMERICAS	0	1	0	0	0	0	0	0	0
	EMEA	0	0	0	0	0	0	0	0	0
	APAC	0	0	1	0	0	0	0	0	1
	TOTAL	0	0	1	0	0	0	0	0	1
Rate of high-consequence work-related injuries	AMERICAS	0	0	0	0	0	0	0	0	0
	EMEA	0	0	0	0	0	0	0	0	0
	APAC	0	0	0.19	0	0	0	0	0	0.15
	TOTAL	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.02

Number of lost days due to injury (LD)	AMERICAS	84	345	160	0	0	62	84	345	222
	EMEA	207	209	9	4	0	0	211	209	9
	APAC	0	69	168.5	0	0	0	0	69	168.5
	TOTAL	291	623	337.5	4	0	62	295	623	399.5
Rate of lost days due to injury (LDR)	AMERICAS	2.83	10.48	5.27	0	0	31.9	2.47	9.57	8.48
	EMEA	25.59	23.07	22.73	0.94	0	0	17.11	17.57	17
	APAC	0	10.85	32.35	0	0	0	0	9.97	25.46
	TOTAL	6.51	12.88	11.3	0.36	0	16.84	5.27	11.35	12.17

Fatalities	AMERICAS	0	1	0	0	0	0	0	1	0
	EMEA	0	0	0	0	0	0	0	0	0
	APAC	0	0	0	0	0	0	0	0	0
	TOTAL	0	1	0	0	0	0	0	1	0
Fatality rate	AMERICAS	0	0.03	0	0	0	0	0	0.03	0
	EMEA	0	0	0	0	0	0	0	0	0
	APAC	0	0	0	0	0	0	0	0	0
	TOTAL	0	0.02	0	0	0	0	0	0.02	0

- Notes:**
- Rates are calculated on the basis of actual hours worked, per 200,000 hours, excluding road injuries.
 - Injuries are recordable injuries including injuries resulting in lost time or restricted duties.
 - Most injuries are slips, falls and collisions or occasional minor cuts or machine injuries in factories.
 - The recordable injury rate increase in 2020 is mostly related to the Americas region, which was significantly impacted by the sudden surge of demand due to COVID-19, which led to increase deployment of new, less experienced, contractors.

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, 2019 and 2020, for both Associates and Contractors. We have not identified any specific causes for work-related ill health in our operations.

405-1 Diversity of governance bodies and employees

Diversity rates	2020			
	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%

Notes: Rates represent rates of total employees in 2020.

Board of Directors	Women	Men	All
< Age 30	0%	0%	0%
Age 30-50	0%	10%	10%
> Age 50	45%	45%	90%

Notes: Board of Directors information correct as of December 2021.

416-2 Non-compliance concerning health and safety impacts of products

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 review 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 disclosure: RT-CP-250a.2: Managing materials and chemicals of concern in the SASB Index.

From 2016 to 2020, Tupperware was not subject to any fines or sanctions for violation of regulations relating to product safety.

417-2 Non-compliance concerning product and service information and labeling

We are committed to complying with 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 2020 reporting year.

Note: All employee data (Number of associates, Hiring numbers, Overall turnover, ...) is influenced by our Mexican Fuller subsidiary (LATAM region) where the sales force are considered as Associates (not independent Salespersons as in other parts of Tupperware business). This was representing 2,655 associates at the end of 2020 and is affecting mostly our Turnover rate, more specifically in the LATAM region. In 2020, for example, consistent with direct sales comparable, 2069 Fuller sales associates left the company, representing more than 50% of our global turnover. Without the Fuller data, global turnover would have been approximately 23% in 2020.

SASB Disclosure

SICS Industry: Containers & Packaging SICS Sector: Resource Transformation Accounting Metrics		Code	Response page number or GRI Indicator
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CP-110a.1	305-1
	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	RT-CP-110a.2	Sustainability targets and progress
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	RT-CP-120a.1	305-7
Energy Management	(1) Total energy consumed	RT-CP-130a.1	302-1
	(2) Percentage grid electricity	RT-CP-130a.1	302-1
	(3) Percentage renewable	RT-CP-130a.1	302-1
	(4) Total self-generated energy	RT-CP-130a.1	302-1
Water Management	(1) Total water withdrawn	RT-CP-140a.1	303-1
	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CP-140a.1	Appendix, p. 21
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	Appendix, p. 21
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CP-140a.3	307-1
Waste Management	Amount of hazardous waste generated, percentage recycled	RT-CP-150a.1	306-2
Product Safety	Number of recalls issued, total units recalled	RT-CP-250a.1	Zero recalls in 2020, 2019, 2018
	Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	Appendix, p. 21
Product Lifecycle Management	Percentage of raw materials from: (1) recycled content,	RT-CP-410a.1	301-2
	Percentage of raw materials from: (2) renewable resources	RT-CP-410a.1	301-1
	Percentage of raw materials from: (3) renewable and recycled content	RT-CP-410a.1	301-1
	Revenue from products that are reusable, recyclable, and/or compostable	RT-CP-410a.2	87% in 2020
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	RT-CP-410a.3	Sustainability Report, p. 16
Supply Chain Management	Total wood fiber procured, percentage from certified sources	RT-CP-430a.1	Not significant.
	Total aluminum purchased, percentage from certified sources	RT-CP-430a.2	Not applicable.
Activity Metric		Code	
Amount of production, by substrate		RT-CP-000.A	See: 301-1 Materials used by weight or volume
Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic		RT-CP-000.B	Plastic is our main component at more than 95% of our Tupperware production. Other materials not significant. See also: 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.
Number of employees		RT-CP-000.C	102-8

RT-CP-140a.1: Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress

In 2020, our overall water withdrawal in regions of High or Extremely High-Water Stress is 70% of total production, based on the water withdrawal shown in the table below:

Location of factory	Water withdrawal in m ³ in 2020	Overall water risk	Overall water stress
Belgium	3,766	Medium-High	Extremely high
India	10,703	Extremely High	Extremely High
Mexico	36,005	High	Extremely high
Greece	19,950	High	Extremely high
Brazil	16,920	High	Medium high
Venezuela	1,261	High	High

RT-CP-140a.2: Description of water management risks

Tupperware Brands does not consider water as a significant risk as we use modest volumes of water in our operations, even though some of our sites are located in areas of high water stress. 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: Managing materials and chemicals of concern

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 substances 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.