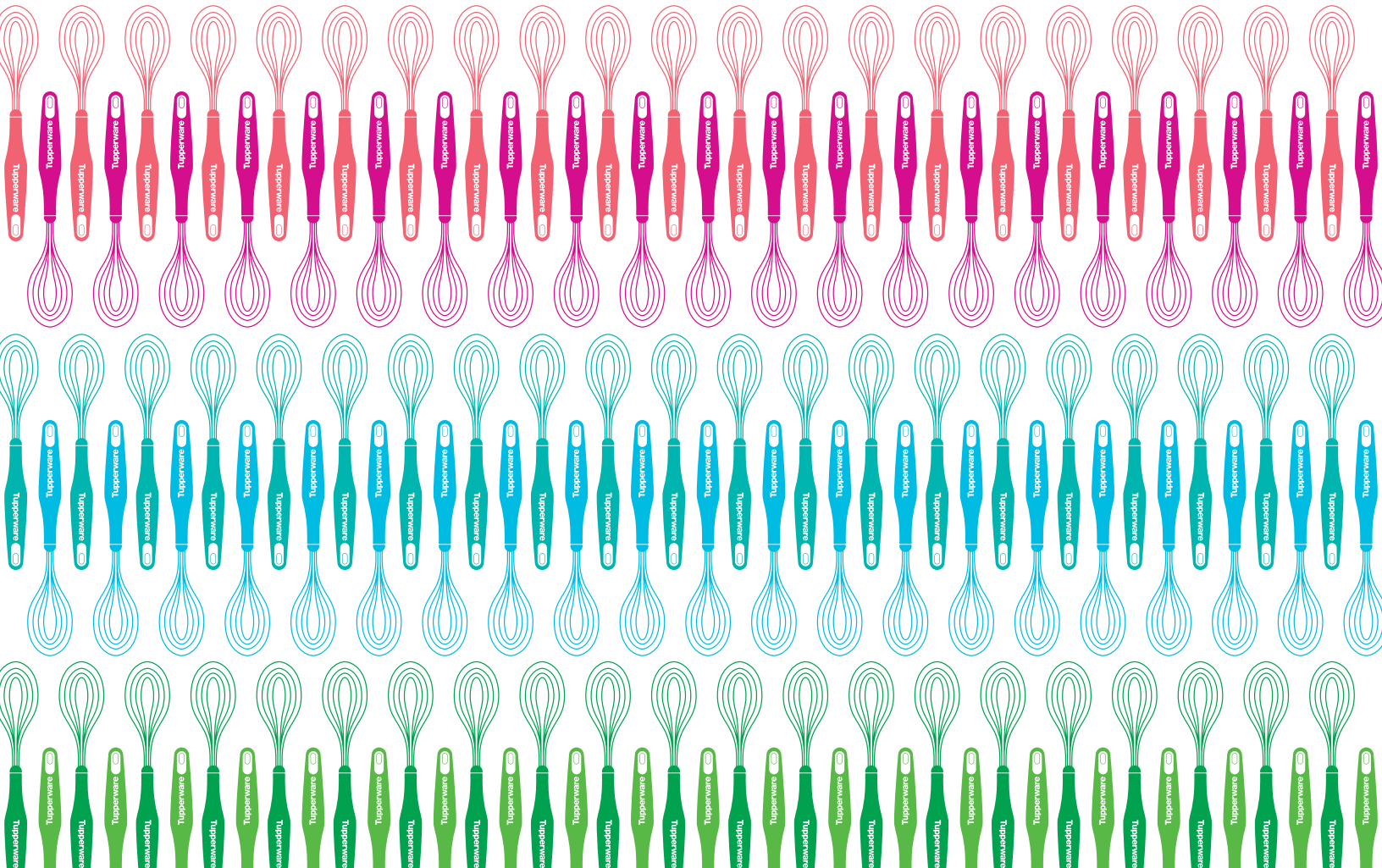


# Confidence for the Future

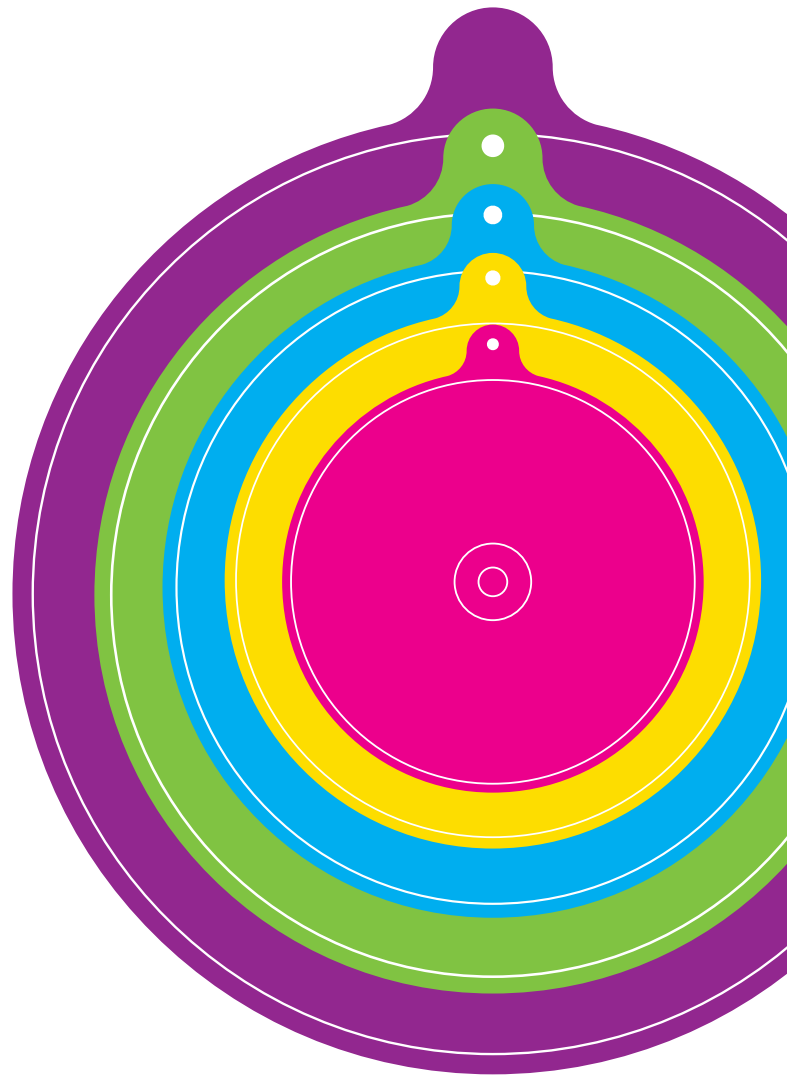
## 2018 Sustainability Report



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# ABOUT THIS REPORT

Our eighth sustainability report summarizes our main economic, social and environmental impacts from 2018. Our last report was published in 2018, covering 2017, and moving forward, we plan to issue an annual publication, replacing our existing promise to report every two years. We know transparency fosters dialogue and builds trust, and we hope that increasing the frequency and scope of our sustainability reporting will encourage greater engagement with our brand for the benefit of all our stakeholders.

The report is structured to reflect the priority sustainability impacts of our business on stakeholders that were defined in a materiality assessment conducted in 2017. The 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. A GRI Content Index is included at the end of this report showing the location of all disclosures. This is an expansion of our reporting scope from prior years, following our efforts to extend data collection processes to meet GRI Core Option requirements in full.

All information and data in this report relates to the period January 1, 2018 to December 31, 2018 and prior years where relevant, unless otherwise stated. We report on all owned and operated 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. It has not been externally assured.

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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: **Mark Shamley, Vice President, Global Social Impact: [MarkShamley@Tupperware.com](mailto:MarkShamley@Tupperware.com)**

# Greetings From Tupperware

At Tupperware Brands, our aim is to be a positive force in society, empowering women and communities, and providing products and solutions that help protect our planet. For example, we continue to hear more about the damaging effects of single-use plastic waste on the environment. Since the beginning of our time, we have been focused on solutions that minimize waste - whether that be making containers that keep food fresher, longer, helping to minimize food waste; or making long-lasting, durable products that are used time and time again. In the past year, we have further developed an environmental sustainability strategy with 34 distinct initiatives that will improve our environmental impact in line with 2025 targets for our key environmental goals that we are publishing for the first time. We are engaging with partners along the way, such as our commitment to the Ellen MacArthur Foundation's New Plastic Economy Global Commitment and the use of new circular polymers in our manufacturing.

More than products, however, Tupperware's business is about changing lives. We are very intentional about providing opportunities for people to make a real impact on themselves and their families. In emerging markets, it literally means being able to put food on the table and shoes on children's feet; in developed markets it's more about friendships, having more time to be with family and doing business on your own terms. We know that when one person builds confidence and changes her life, she recruits others, inspires them, builds a network and then a community. This is what we call the Tupperware Effect; from one confident woman to an entire thriving community. And, of course, it starts at home, where we invest in the engagement, development and wellbeing of our thousands of Associates around the world who are committed to delivering our mission.

Thank you for your interest in Tupperware Brands and in this report.

We look forward to continuing to engage with you in the future.

# 2018 Highlights

## Changing Lives

Expanded Sales Force to more than 3 million worldwide

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Selected our fourth Global Links Scholar, Dr. Denise Poianni Delboni from Brazil

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Contributed \$3.15 million across our markets and communities to enrich their lives through product donations, cause-related campaigns and cash donations

---

Celebrated the 10-year anniversary of our award-winning TupperFit health and wellbeing program with monthly activities around the globe

## Living Smart

Invested \$15 million in research and development activities for new products and production processes

---

Introduced several award-winning product innovations for our consumers everywhere

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Launched Tupperware into space, as part of a multi-year initiative of NASA and Techshot Inc., to enable fresh fruit and vegetables to grow in orbit

## Acting Responsibly

Placed specific emphasis on Code of Conduct training for all Associates in our manufacturing facilities at all levels

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For the first time in the history of Tupperware, conducted a global Culture and Engagement Survey among our Associates, achieving a 93% response rate

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Adopted ambitious new 2025 environmental sustainability targets

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Invested in environmental improvement initiatives amounting to \$1.27 million

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Improved energy efficiency by 1% (2% since 2016) and greenhouse gas (GHG) Scope 1 emissions intensity by 2% (8% since 2016)

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Improved our water efficiency by 3% (7% since 2016)

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Achieved a 40% reduction in lost time injuries

# About Tupperware Brands

Tupperware Brands Corporation (NYSE:TUP) is a leading global marketer of innovative, premium products across multiple brands. We utilize a social selling method through an independent **Sales Force of 3 million women and men** around the globe. Our product brands and categories include design-centric preparation, storage and serving solutions for the kitchen and home through the Tupperware brand, and beauty and personal care products through the Avroy Shlain, Fuller Cosmetics, NaturCare, Nutrimetics and Nuvo brands. In 2018, we generated **\$2.1 billion in net sales**, of which 70% was generated in emerging markets.

**Tupperware**

**Avroy Shlain**  
IT'S ALL ABOUT YOU

**FULLER**  
Armand Duprez

**NaturCare**

**nutrimetics**

**NUVO**

We empower women through confidence, inspiring them through our business model to create new opportunities in their own lives as well as in the lives of their families and communities around the world.

We are headquartered in Orlando, Florida, and maintain a global network of manufacturing and distribution operations with approximately

2,100 distributors.

We directly employ 12,300 Associates

and have product sales in 84 countries.

## Our Purpose

Inspire women to cultivate the confidence they need to enrich their lives, nourish their families, and fuel communities around the world.

## Our Vision

Ignite a global community, especially women, to realize their best selves through opportunity, enrichment, celebration, and above all else, uplifting relationships.

## Our Values

Extend a hand

Dream big

Succeed together

Celebrate each other

Do right by others

# Our Strategic Approach

Our strategy as a company revolves around providing more engagement, more access and more relevance to our brand. Through actions intended to introduce more and more people to who we are as a company, we expect to expand in both emerging and developed markets where the Tupperware proposition helps women and communities survive and thrive.

Sustainability underpins all we do as a business. Whether it's making changes in our operations to lessen our impact on the environment, providing innovative and unique products to help consumers reduce waste, or providing life-changing opportunities to those in need, doing good is not just who we are, but its what we do.

## Actions We're Taking to Cultivate Confidence for the Future

### More Engagement

- Offering hands-on culinary experiences to engage consumers in different demonstration formats
- Building deep relationships with our Sales Force and consumers
- Providing more connections through digital channels to access the brand while sharing personalized content

### More Access

- Being more accessible through branded studio locations that are close and convenient to the Sales Force and consumers to share the Tupperware experience
- Utilizing more online and digital tools to enhance personal relationships and consumer engagement

### More Relevance

- Furthering product innovation to meet current and future consumer needs
- Modernizing the service model to enable more focus on the consumer



In 2017, we performed an analysis of the way our business makes a difference in society, using our knowledge from years of interactions with our Sales Force, consumers and other stakeholders, and a review of global sustainability trends. We defined three areas that reflect our most significant impacts on society, supported by nine specific topics.

In 2018, we reconfirmed these priority impacts.

## OUR PRIORITY IMPACTS



**5 GENDER EQUALITY**  
**8 DECENT WORK AND ECONOMIC GROWTH**  
**10 REDUCED INEQUALITIES**

### Changing Lives

Cultivating confidence, creating entrepreneurs

---

Entrepreneurship with Global Links

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Changing lives in our communities



**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**  
**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

### Living Smart


Continuous innovation

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Solutions to single-use waste

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Minimizing waste – a look to the future



**8 DECENT WORK AND ECONOMIC GROWTH**  
**13 CLIMATE ACTION**

### Acting Responsibly

Compliance and ethical conduct

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Empowering Associates

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Investing in a safe working environment

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Valuing our planet





## Sustainable Development Goals

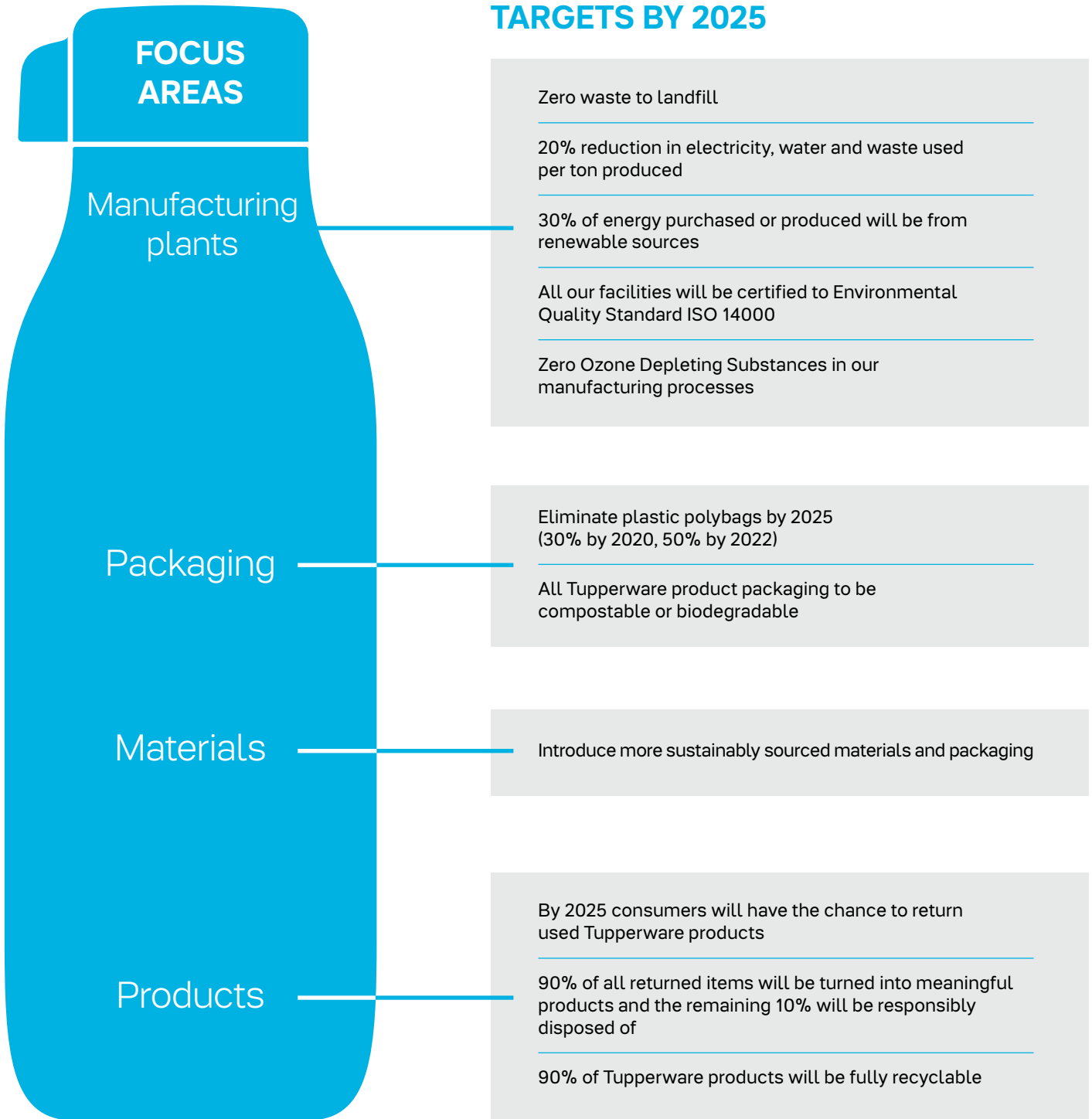
The selection of our priority topics was specifically influenced by six of the 17 UN Sustainable Development Goals (SDGs) which represent a global plan for prosperity to be realized by 2030. Our contribution at Tupperware Brands specifically advances these targets in several ways:

SDGs	HOW WE CONTRIBUTE
	<p>Our entire business approach advances and empowers women to achieve financial self-sufficiency through our direct selling business model and Cultivating Confidence approach, supported by a Sales Force of 3 million individuals, mainly women. Similarly, 55% of our Board of Directors, 60% of our Executives and 59% of our Associates are women.</p>
	<p>We provide opportunities in emerging and developed markets for women to gain entrepreneurship skills and develop their own business. We directly employ more than 12,000 Associates, conducting our business in a fair and responsible manner, upholding their rights and offering opportunities to advance personally and professionally.</p>
	<p>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.</p>
	<p>As we drive entrepreneurship skills and business opportunities for women around the globe, our “Tupperware Effect” ripples through to entire communities, reducing inequalities and offering opportunities to diverse women and men to improve their lives.</p>
	<p>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.</p>
	<p>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.</p>

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

## Our Environmental Sustainability Targets

In 2018, we established environmental sustainability targets in support of our priority impacts and in alignment with the SDGs. We will report progress against these ambitious targets in future reports.



# CHANGING LIVES



# Changing Lives

Tupperware Brands is a business that changes lives in meaningful ways for millions of independent sellers around the globe. This has been true since we started out as a company more than 70 years ago. In our early days, changing lives meant providing unique, durable, high-quality kitchenware that made life more efficient and less wasteful for women in the home. Quickly, however, the “Tupperware Effect” became clear: empowering women and helping them cultivate confidence, achieve financial independence, nurture their families and become leaders in their communities. Enabled by our global relationship-based selling network, the Tupperware Effect transforms people and enriches their lives.

Changing lives has become a goal, not only an outcome. We change lives through:

Helping women cultivate confidence and be their best selves

---

Providing entrepreneurship skills and opportunities for women to achieve financial wellbeing

---

Contributing to our communities in ways that improve lives and offer a brighter future.

## Cultivating confidence, creating entrepreneurs

Research we conducted in 2017 shows that confidence makes people more productive. People who have confidence are more optimistic about future success than those with less confidence and they are,

16% more likely to create better ways of getting things done

17% more likely to be innovative at work

24% more likely to overcome challenges at work

10% more likely to solve problems independently

In 2018, we continued to observe members of our 3 million-strong Sales Force grow and gain confidence and deliver extraordinary results. No matter the country in which they live and work, the result is the same: the Tupperware Effect ripples through to them and to their networks and communities.



“When the Tupperware business opportunity was shared with me, I welcomed it with open arms. I became a Consultant in December 2016 and in this short span have been able to achieve a lot. Being a single mother, I feel proud that I am able to fund my children’s education now.”

**KAVITA TANDON**, WINGS PARTY SALES, INDIA

“Becoming a Studio Leader was great and exceeded my expectations! The opportunity allowed me to increase my overall sales and manager promote-up, which led me to become the #1 manager in South Korea. I have never felt prouder to be part of Tupperware.”

**YANG JIN AH**, STUDIO LEADER, KOREA

“Tupperware has truly changed my life. I’ve had the opportunity to develop a business and win the support of my husband. For me, belonging to this company and having the freedom to share this opportunity is something special. Sometimes, we’re the ones limiting ourselves, and with Tupperware, there are no limits.”

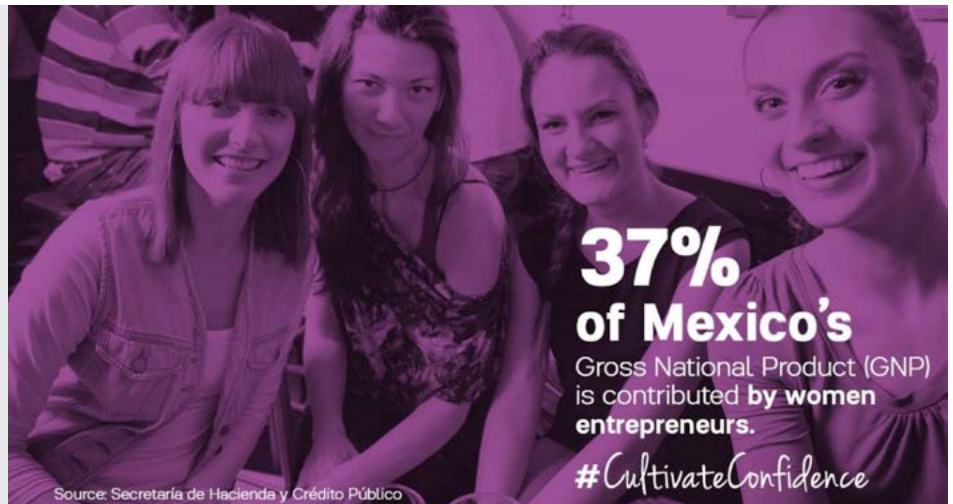
**MERCEDES MURCIA**, THREE STAR DIRECTOR, USA

## TALKING CONFIDENCE

In November 2018, we continued our program of Cultivating Confidence Conversations with an event in Mexico City, the first in our series to be held outside the U.S. With more than 100 participants, and a panel of inspiring women of industry in Mexico, the conversation was held under the theme “Women breaking barriers and changing the world,” and explored empowering women in the workplace in Mexico.

90%  
OF ATTENDEES

at Cultivating Confidence Conversation in Mexico City felt that the event will help increase their confidence or the confidence of someone else.



## Entrepreneurship with GLOBAL LINKS

Entrepreneurship, just like confidence, can be cultivated. Within our independent Sales Force, we provide both the tools and the training for millions of women to become successful entrepreneurs. Alongside this, we have, for nearly 10 years, partnered to deliver our Global Links program to advance entrepreneurship with high achieving women scholars in developing countries.

In 2018, we selected our fourth Global Links Scholar, Dr. Denise Poiani Delboni, Professor of Labor Law, Compliance, and Labor and Employment Relations at Fundação Getúlio Vargas (FGV) and Escola Superior de Propaganda e Marketing (ESPM) in Brazil. Dr. Delboni has a rich history of supporting women’s entrepreneurship as coordinator and professor of the 10,000 Women program in partnership with the Goldman Sachs Foundation to qualify entrepreneurial women in Brazil. Dr. Delboni joined the Global Links program in January 2019.

Global Links is a public-private partnership founded in 2011 between the U.S. Department of State’s Office of Global Women’s Issues, Rollins College, and Tupperware Brands to catalyze women’s economic empowerment. Scholars study entrepreneurship at Rollins College and complete an externship at Tupperware Brands, immersing themselves in our business. After returning to their home university, they integrate what they’ve learned into their curriculum. Through partnerships with local NGOs, the scholars are paired with female entrepreneurs in their community to receive mentoring and business development support.

2018  
**Dr. Rumpa Chakraborty**  
Shri Shikshayatan College, Calcutta, India

2015  
**Dr. Sharmista Banerjee**  
University of Calcutta, India

2012  
**Dr. Amel Abed Mohammed Ali**  
Babylon University College of Administration & Economics, Iraq

GLOBAL LINKS SCHOLARS

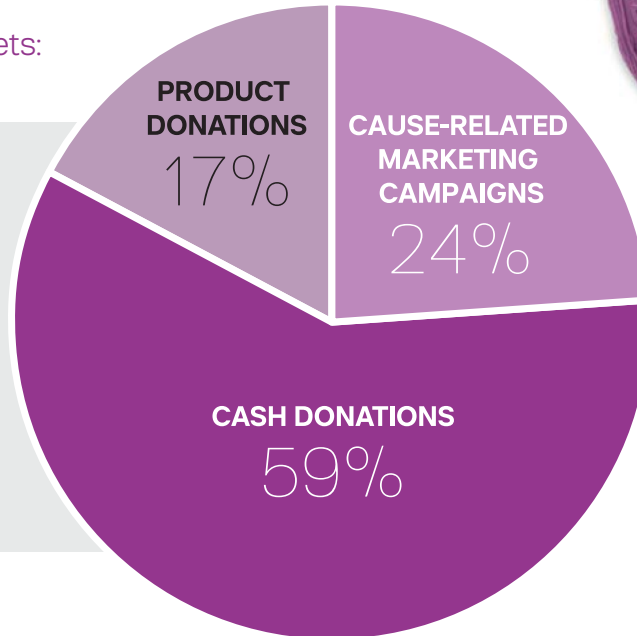
## Changing lives in our communities

We aim to be an inspiring force in our communities, initiating and supporting social programs that help shape a better future for women, youth and society in general. With a team of more than 12,000 Associates around the world, we engage in Global Social Impact initiatives through partnerships with nonprofits where we offer financial and practical support. One of our core values, Extend a Hand, comes to life each day throughout the Tupperware world in many different ways.

In 2018, we contributed **\$3.15 million** across our markets:

### GLOBAL GIVING IN 2018

Since 2007, we have gifted more than \$83 million to organizations around the world that support young people, disaster relief, and women-related causes.



## CHANGING LIVES FOR BOYS AND GIRLS

Tupperware Brand's long-standing partnership with the Boys & Girls Clubs of America and its affiliations in developing countries continues to thrive and make a difference for countless young people across our markets. We have supported the creation of more than 68 Clubs over more than ten years of our engagement.

In 2018, our partnership in Mexico took a step forward with the opening of its newest club near Guatemala City by Clubs de Niños y Niñas de Centro America (CNNCA). CNNCA's programming is based on the same three key pillars as Boys & Girls Clubs of America: academics & careers, character & leadership, and healthy lifestyles. Nearly eighty children joined the club on the first day, and as membership grows, the CNNCA will continue to expand the club's activities, with our ongoing support, as well as planning further clubs in Mexico.



## TUPPERWARE BRANDS

A selection of additional social and environmental impact activities from 2018 include:

### Partnering to support women and girls in Germany

Tupperware Germany maintains a long-standing partnership with ZORA, a regional counseling program targeting underserved young women and girls who face a range of economic and emotional challenges. ZORA offers them advisory services and practical assistance in a range of ways. In 2018, Tupperware Germany donated funds and our Associates volunteered in different programs.



### Advancing literacy for women and children in India

In 2018, Tupperware India launched a national campaign to support Literacy India, a nonprofit that helps educate and empower underprivileged women and children, including those living in rural and impoverished areas. Tupperware Associates were also involved in supporting community days for the beneficiaries of Literacy India.



### Planting trees to help the planet in Mexico

In 2018, Tupperware's Mexico plant supported the local Sierra Morelos state-owned public park in the municipality of Toluca. Tupperware Associates supported reforestation of a pine forest in the park, helping plant more than 200 trees.

## STRATEGIC IMPACTS – A LOOK TO THE FUTURE

As we look to the future and plan our ongoing Social Impact strategy, in 2018, we laid the groundwork for two exciting new social partnerships that will come to life, starting in 2019.

**Empowering young girls:** Girls on the Run is a nonprofit, transformational learning program for 8- to 13-year-old girls, encouraging them to develop self-respect and healthy lifestyles through interactive lessons and running games, culminating in a celebratory 5k run. The program reaches more than 200,000 girls in 50 U.S. states, and is supported by a network of more than 55,000 coaches. Our new partnership with Girls on the Run will include a cash gift over three years and ongoing support for events and volunteer engagement by our Associates and Sales Force.

**Supporting our communities in times of disaster:** World Central Kitchen is a nonprofit organization devoted to providing meals in the wake of natural disasters around the world and supporting food security programs in local communities in Latin America. Our new partnership with World Central Kitchen is aimed at reducing single-use plastic waste during disaster relief efforts and enhancing distribution of prepared meals at disaster relief sites globally.



“As we continue with our global growth strategy and business transformation, we have realigned our strategic social impact strategy. Building on the value of creating long term strategic partnerships, we are engaging in multi-year programs that link to our business mission and promise to make a tangible difference to women and communities, empowering current and future generations to live more confident and productive lives.”

**MARK SHAMLEY**  
VICE PRESIDENT GLOBAL SOCIAL IMPACT



# LIVING SMART



# Living Smart

Navigating the opportunities presented by today's fast-paced world comes more easily to some than to others. Our current 24/7 "always-on" world and the technology that powers it offers unprecedented possibilities for women to improve their lives. At the same time, maintaining an active, modern lifestyle brings new challenges. At Tupperware, we aim to help women and men achieve more by providing solutions that help make life in the home easier and more efficient. Similarly, our solutions help save energy needed for food preparation and eliminate food waste, making life in the kitchen cleaner and greener. Through our consumer-focused, environmentally favorable innovation, we make living smart a possibility for millions of people around the world.

Living smart is more than words on a page. It's a practical approach fueled by:

Delivering breakthrough consumer solutions through award-winning innovation

Adopting technologies of the future that address new challenges

Minimizing waste and plastic pollution through responsible and eco-friendly design

## Continuous innovation

Our innovation aims to transform the way people prepare food in the kitchen, saving time, money and energy while delivering delicious, nutritious meals for families and guests. For example, Tupperware has helped to revolutionize the use of microwaves in our homes; our solutions encourage multiple uses of microwave ovens for cooking meals, rather than heating or reheating them. Faster, cheaper and simpler than oven or stove cooking, our solutions have turned limited use of a kitchen appliance into a creative and effective food preparation experience.

In 2018, we invested

**\$15 million** in research and development activities for new products and production processes

bringing our three-year investment to **\$50 million**, for the benefit of our consumers everywhere and the planet.

We own more than

**10,000** functional and design patents

on our products, demonstrating our commitment to breakthrough innovation.



## TUPPERWARE BRANDS

Three innovations introduced to our markets in 2018, among others, were:

### THE FUSION MASTER SPIRALIZER

Addressing the growing trend of preparing fresh and healthy foods in attractive ways, the Fusion Master Spiralizer is a response to requests from our Sales Force all around the world. The Spiralizer transforms apples, zucchini, cucumbers, carrots and a host of other vegetable options into spaghetti, spiral and tagliatelle dishes that are fun to create and healthy to eat. And with low-carb and vegan diets becoming increasingly popular, the Spiralizer is poised to become one of our most successful innovations yet. Effortless, simple and safe to use, the Fusion Master Spiralizer embodies the spirit of Tupperware Brands and smart living.



### THE UNIVERSAL JAR 3L

A new, large, transparent storage or transport jar is now available for all forms of dry and liquid foods. This is a response to more people buying foods to store in bulk in their own containers – at farmers’ markets or in local stores - to avoid superfluous packaging. Similarly, the airtight and liquid-tight Universal Jar helps avoid waste by providing a convenient air-tight storage option for almost any food item that you can think of – from biscuits to milk to rice to peanuts. Some even use the Universal Jar for storing household items such as knitting wool or trinkets.



### THE STACKING THERMAL CONTAINER SET

With today’s on-the-go lifestyle, we have been hearing many requests for a convenient product to keep lunches or snacks hot or cold throughout the day. Sized to fit in a briefcase, tote or backpack, they’re perfect for school, the office and trips. Each container is equipped with a special connecting feature on the cover and the base, allowing multiple containers to stack securely. With a wide neck that enables you to eat right out of the container, and offered in three sizes for careful portion control, the Stacking Thermal Container offers meals-to-go flexibility for busy and varied lifestyle needs.



Several of our recent product developments won accolades and design awards during 2018. Among them:

Eco Bottle Gen. II 750 ml

German Design Council  
**German Design Award 2018**

The Chicago Athenaeum, Chicago  
**Good Design Award 2018**

The Chicago Athenaeum, Athens  
**Green Good Design Award 2018**



Chef Series Pure Knives

German Design Council  
**German Design Award 2018**



The Slim Lunch Container

Economic Times Polymers Awards 2018  
**Excellence in plastics**

Design Centre Nordrhein  
 Westfalen, Essen

**Red dot Design Award 2018**



Speedy Mando

Institut Français du Design, France  
**Janus 2018 de l'industrie**



ThermoTop Tea Insert

PRO-K (Fachverband Kunststoff-Konsumwaren)  
**Pro-K Award 2018**



## SPACE TRAVEL FOR TUPPERWARE

In April 2018, Tupperware launched into space, as part of a multi-year initiative of NASA to enable fresh fruit and vegetables to grow in orbit. At Tupperware, we have been collaborating with NASA scientists and Techshot, space flight equipment specialists, to create the perfect container for cultivating fresh produce in the zero gravity of space. The system we developed together is a mini nursery called the Passive Orbital Nutrient Delivery System (PONDS). PONDS optimizes the growth of lettuce, tomatoes and other vegetables, while minimizing the amount of time astronauts monitor and water them. We continue to partner on this initiative to perfect the system for all future farmer-astronauts!

*This is a creative scientific challenge. In the absence of gravity, water will go everywhere. We have applied different methods such as specialized geometry, surface energy, capillary forces, and other engineering considerations to ensure the right amount of water gets to where it's needed. We are getting close to a sustainable solution that will enable our astronauts to eat healthily and live smart in the micro-gravity of low earth orbit, and in deep space.*

DAVID KUSUMA, VICE PRESIDENT OF RESEARCH AND PRODUCT INNOVATION

## Solutions to single-use waste

Solutions to single-use waste: Since our very first product ranges, Tupperware products have been known for their capacity to keep food fresh for longer and help minimize kitchen waste. Our extensive product range provides unique solutions for different foodstuffs, from bread to fruit to all forms of cooked food, and our scientific testing shows that Tupperware does the job. Tupperware's contribution to helping keep your kitchen green and economical is a key differentiator of our product range. Beyond this, Tupperware provides a solution to the single-use throwaway plastic culture phenomenon that is rapidly clogging up our oceans, landfills and city waste streams. Tupperware was always designed to be durable, lasting a lifetime of use. And, even after years of use, almost all Tupperware products are recyclable.



## Minimizing waste – a look to the future

### ENGAGE

We are committed to advancing partnerships to support global solutions to key areas of waste pollution including the endorsement of the Ellen MacArthur Foundation’s New Plastic Economy Global Commitment. The commitment establishes targets for collective action to create a circular economy for plastic. Additionally, our planned engagement with World Central Kitchen will help reduce single-use plastic waste in disaster relief efforts by providing reusable Tupperware products instead of disposables.

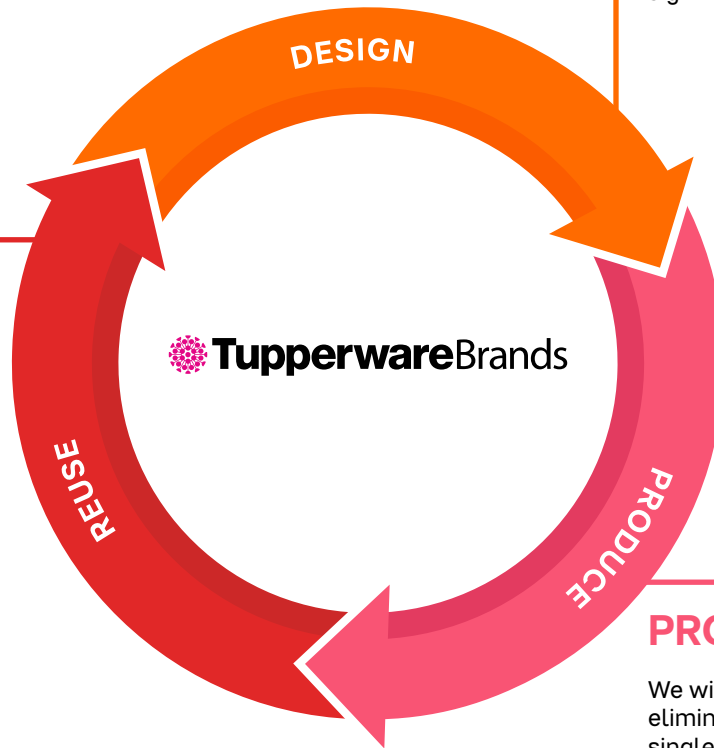
### DESIGN

In collaboration with supplier SABIC, Tupperware Brands is introducing a revolutionary new material, certified circular polymers, made from mixed plastic waste. In this way, Tupperware products will not only be recyclable, they will also use significant recycled content.



### REUSE

Tupperware has always been a model for reusability as the only kitchenware brand that offers a lifetime warranty for many of its products, guaranteeing reusability over time. We will continue to educate and inspire consumers to use products in this way. Similarly, we will take measures to make product returns easier for consumers with target to recycle and repurpose 90% of returned products by 2025.



### PRODUCE

We will commit to eliminating, by 2025, single-use plastic packaging when delivering products to consumers by utilizing alternative environmentally favorable packaging materials. Similarly, we will continue our ongoing efforts to reduce waste, increase renewable energy and limit water use in our operations and manufacturing facilities around the globe. We will target zero waste to landfill by 2025.



**All these ambitious goals will begin to take form in 2019 and we expect to report significant progress in our next Sustainability Report, demonstrating both our commitment and our practical progress towards a more sustainable future.**

# ACTING RESPONSIBLY

# Acting Responsibly

At Tupperware, we have always believed in doing the right thing for our people, our communities and our planet. We believe this is the only way for a business to succeed. Our legacy of responsible business is the foundation for our future success.

## Compliance and ethical conduct

Our Code of Conduct guides our behavior in all aspects of responsible business that includes respecting labor rights, acting with concern for safety, health, energy conservation and the environment, a commitment to developing and promoting 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 Associates receive our Code of Conduct when they join the company and they sign their agreement to uphold its provisions. Every year, all Associates are asked to confirm this agreement and those at manager level and above are asked to report conflicts of interest.

Additionally, we conduct annual code of Conduct training for selected groups of Associates based on a review of specific needs; in 2018, we placed a specific emphasis on such training for all Associates in our manufacturing facilities at all levels.

We maintain a 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.

We are committed to complying with applicable laws and regulations in every country where we do business and have not been subject to significant fines or sanctions for non-compliance for the 2018 reporting year. 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. Our Internal Audit group conducts internal compliance audits regularly around the world, market by market. Tupperware Brands' Board of Directors receives quarterly reports of matters arising from compliance and internal audits.



## ETHICAL SOURCING

We seek out suppliers who share our values and meet our standards. We aim for long-term, positive, partnership-based relationships with our strategic suppliers around the world while setting an expectation for our 11,000+ suppliers of goods and services around the world to respect and uphold our values. Our Supplier Code of Conduct binds suppliers to compliance with and adherence to ethical employment and environmental practices. Our supply chain performs due diligence on new suppliers, including labor and environmental practices, asking suppliers to self-certify to our standards. Our internal audit group performs checks from time to time to ensure these standards are maintained. Where possible, our purchasing department engages with our suppliers in initiatives to improve efficiencies in our product or packaging design and supply processes.



## Empowering Associates

With more than 12,000 Associates in more than 45 countries around the globe, we benefit from a powerful network of dedicated individuals who advance our mission day-by-day. We aim to provide a caring, nurturing and supportive workplace, where everyone can play a full role in helping cultivate confidence within our own teams, throughout our Sales Force and ultimately with our consumers.

*This is a transformational time for Tupperware Brands, as we advance our Global Growth Strategy in the coming years. As Human Resources Business Partners, we play a critical role in leading change to help our company meet these objectives while ensuring our Associates continue to be inspired by our mission and energized by our values and culture. That's why we have taken new and bold steps to engage our Associates in this past year, and maintain an ambitious program moving forward. When our Associates are empowered, our business grows and millions of Sales Force members and consumers around the world feel the benefit.*

**LILLIAN GARCIA**, EXECUTIVE VICE PRESIDENT AND CHIEF TALENT AND ENGAGEMENT OFFICER

## ADVANCING WOMEN

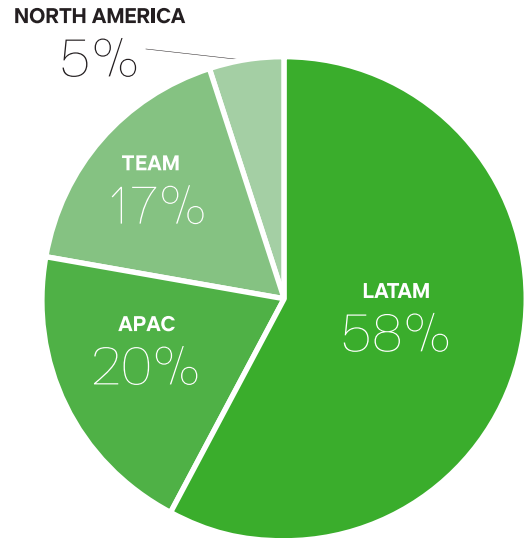
It's obvious to everyone who knows Tupperware that we are a business that advances women. We help women cultivate confidence around the world through our 3 million strong Sales Force, and we believe this makes a tremendous contribution to the prosperity of our society as a whole.

In our own business, we apply the same approach to cultivating confidence among our workforce, advancing women to the highest levels of our leadership.

Tricia Stitzel  
 was appointed as our  
**Chief Executive Officer**  
 in 2018

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And,  
 in 2019,  
 Tricia was appointed  
**Chairman of the Board**



**OUR ASSOCIATES**  
 IN 2018





**Some current facts about Tupperware women:**

55% of Tupperware Brands' company Directors are women

60% of our Executive Leadership are women

59% of our total workforce in 2018 were women

72% of our new hires in 2018 were women

**HEARING FROM OUR ASSOCIATES**

For the first time in the history of Tupperware, in 2018, we conducted a global Culture and Engagement Survey among our Associates. We were delighted that our Associates were willing to share their feedback and insights, demonstrated by a

93% response rate.

Overall, feedback was positive, demonstrating that Associates are engaged with the values and mission of the Company, and the positive contribution we make to society.

**Feedback from our Associates**

**Most significant topics that attract and engage Associates**

- Tupperware brand, reputation and social responsibility: the broader cause of Tupperware and cultivating confidence is highly motivating
- Interesting and challenging work
- Our safe and empowering work environment

**Opportunities to enhance Associate engagement**

- Offer more guidance to Associates about how to develop within the company and greater opportunity for career discussions
- Enhance communications about compensation, reward and recognition so that Associates know how they are evaluated and how to improve

During 2019, we plan to address this feedback by providing tools for our Associates to advance their own personal development while making even stronger contributions to our business development.

## DEVELOPING OUR ASSOCIATES



GRADUATES OF THE GLOBAL LEADERSHIP PROGRAM FROM ALL TUPPERWARE BRANDS BUSINESS REGIONS IN 2018

At Tupperware Brands, our core values challenge us to dream big and succeed together. Our Human Resources team strives to provide world-class training and development opportunities to support the professional growth of our Associates. This growth comes from providing opportunities to go beyond the current role and gear up with flexibility to align personal and professional goals.

We provide annual core programs for global business management, offering structured training for current and potential leaders. Our Global Leadership Program, for example, is designed for newly appointed senior leaders and Managing Directors and runs over five days in Orlando, with support from our most senior leadership.

The **Confidence Campus** catalog of programs includes more than **60 modules** in the following clusters:

**Associate Development Programs**

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**Leadership Development Programs**

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**Coaching Fundamentals**

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**Project Management**

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**Safety fundamentals**

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**Microsoft Office 365 suite technical competence**

Empowering Associates includes celebrating their achievements. Our annual Chairman's Awards offer the highest level of recognition we can give, publicly recognizing and rewarding outstanding contributions. We offer 11 different awards, including **the Chairman's Cultivating Confidence Award** for Associates and teams who have done the most to inspire confidence, advance social responsibility, health and wellness and demonstrate positive leadership.

## ENCOURAGING WELLNESS

Associates who look after their health and wellbeing are more likely to be more motivated and productive at work. Since 2008, our award-winning TupperFit program encourages our Associates to enhance their lives through personal fitness, health and nutrition. In 2018, we celebrated the 10-year anniversary of TupperFit with monthly activities around the globe, bringing teams together to support each other in taking proactive steps to improve their health and wellbeing.



Since 2008,  
our Associates participating in TupperFit have:

- Lost more than **6,300 lbs.** in weight
- Logged more than **1 million hours** in the gym
- Participated in more than **225 fun runs**

Since 2016,

Orlando Associates have participated in an InBody Challenge. The InBody Test provides a comprehensive view of body composition balance. Body water, proteins, minerals, and body fat, which are the components of the human body, closely relate to the status of our health.

## BELGIUM

### Biking and Mindfulness

We encouraged our Associates in Belgium to get biking by providing an opportunity to lease bicycles and get healthier as they cycle along with colleagues. Other TupperFit activities included mindfulness training for Associates and zumba.

## KOREA

### Farming, Yoga and Laughter

Our Associates from Korea participated in four Field Days of outdoor activities to support fitness and develop nutritional awareness through cultivating small vegetable plots. Yoga days and laughter therapy also added to Associates' wellbeing in 2018.

## MEXICO

### Field Day, Walking and Screening

Associates at our Mexican plants were invited to take part in a TupperFit Field Day involving outdoor team fitness activities. Also, our Mexico teams maintained a strong pace of activities throughout the year including an Annual Walk, diabetes and cancer detection screening, nutrition education and more.

## PORTUGAL

### Zumba, Yoga and Walking

Our Portuguese teams took on zumba, yoga and walking activities during the year. More than 400 Associates and their family members took part in the TupperFit Walk in a local environmental park. Each received a TupperFit walking kit.

ASSOCIATES IN PORTUGAL ENJOYING THE TUPPERFIT WALK IN JULY 2018

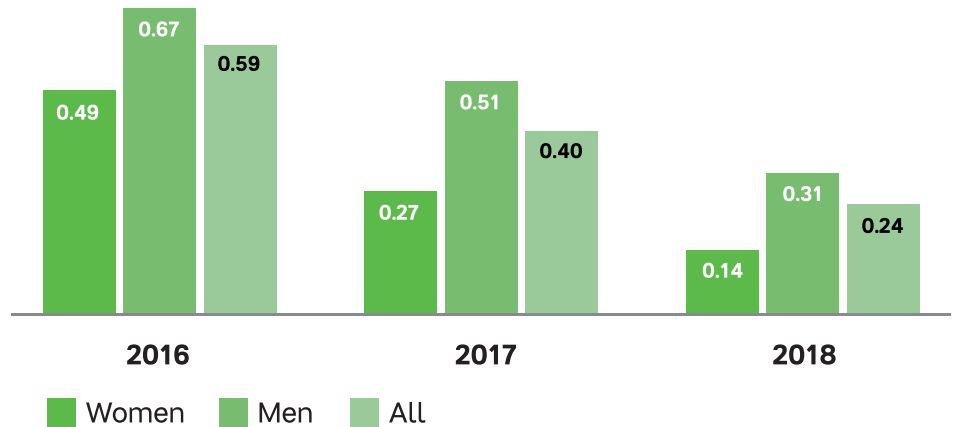


## Investing in a safe working environment

Safety at work is mission critical for Tupperware and a fundamental principle of our operations around the world. As a minimum, we comply with all safety legislation wherever we operate. However, we strive to uphold the most stringent safety standards and embed a culture of safety that includes all Associates, contractors and visitors to our sites. Our current and historical safety performance exceeds industry benchmarks year after year.

In 2018, we achieved a **40% reduction in lost time injuries**, reflecting our ongoing investment in improving safety performance

### LOST TIME INJURY RATE



Overall responsibility for safety at Tupperware Brands rests with our Executive Vice President for Product Innovation and Global Supply Chain and is supported by a global infrastructure of safety officers and safety committees at each of our facilities. They are responsible for safety compliance, assessing safety risk, helping to ensure hazards are eliminated, rolling out training to all Associates in the supply chain and reporting performance.

### WINNING SAFETY PERFORMANCE IN 2018

All of our 14 operating plants around the world compete each year to earn the annual Safety Trophy for the achievement of remarkable safety performance during the prior year: zero lost time accidents for a full year and the best safety health and environment activation, including training programs and other creative initiatives. In 2018, our plant in Mexico delivered impressive performance which included:

Approximately 10,000 hours of safety training across all safety topics

Earthquake, fire and spill drill to improve readiness to handle emergency safety procedures

10 internal trainers qualified to perform forklift truck safety training and certification who certified 211 forklift truck drivers

Life firefighting training using external firefighter experts

Annual Safety Week with a wide range of individual and group activities to embed awareness and practical responses to safety hazards in a variety of operational situations. At the end of Safety Week, employees made their personal safety commitments in writing on a banner in the factory wall

*We never let up on safety. But rules, procedures, regulations and standards only go so far. We are working to ensure that Safety is fully embedded in our culture. As such, we are aiming at making our safety approach fun and accessible to all. That's why, in each country, we have different, tailored activities to embed safety in a way that makes sense for the local people and culture. We encourage creativity and celebrate outstanding performance.*

**MATTHIEU DEROME**, VICE PRESIDENT, WORLDWIDE QUALITY, SAFETY, HEALTH AND ENVIRONMENT, AND R&D

In 2018, Tupperware's Korea plant was recognized in the prestigious Korea Industry Safety Association Journal as top company in Korea for safety management.

## Valuing our planet

At Tupperware Brands, environmental responsibility is simply part of our brand promise. Tupperware products have always been durable and recyclable and offers environmental advantages over the single-use plastics that are so prevalent today. But it's not only about the products; it's also about how we make them. We operate 14 manufacturing facilities around the world and in doing so, we bear responsibility for our impacts on the environment, aiming to minimize our environmental footprint by reducing, reusing and recycling material resources. We maintain awareness and training programs for our Associates and encourage each of them to help us, our products and our supply chain to become a greener operation and a driver of positive change to secure the future of our planet.

In 2018, our global expenditure on environmental improvement initiatives amounted to

**\$1.27 million**

bringing our total expenditure over four years to almost **\$4.5 million**.

In 2018, we advanced our environmental strategy and committed ourselves to a series of 2025 targets to improve sustainability and our impact on climate change throughout our supply chain. See the section on "Our Sustainability Targets" for details, and also the section on "Minimizing Waste" that describes our actions to advance a circular economy by minimizing waste and the potential for waste throughout our value chain.

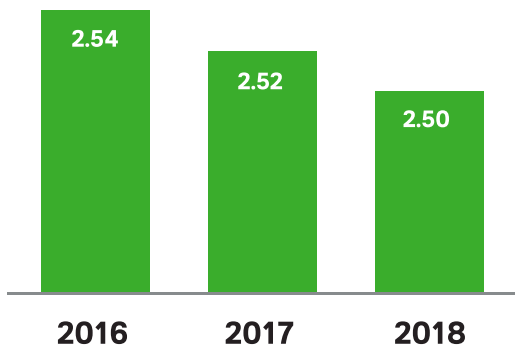
As we progress through these long-term aspirations and commitments, we continue to optimize our manufacturing and supply operations against annual goals and targets.



## ENVIRONMENTAL PERFORMANCE HIGHLIGHTS IN 2018

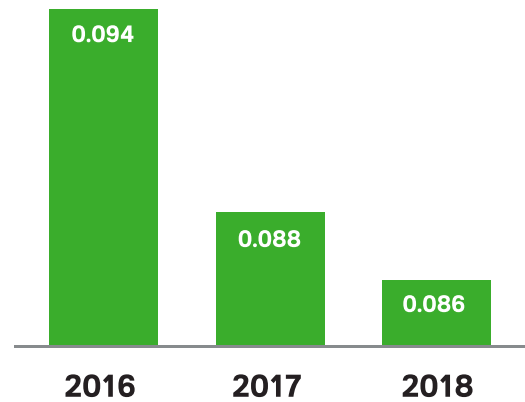
In 2018, we improved our energy efficiency by 1% (2% improvement since 2016) continuing our trend of driving energy savings at our manufacturing facilities.

### Energy intensity MWh per ton



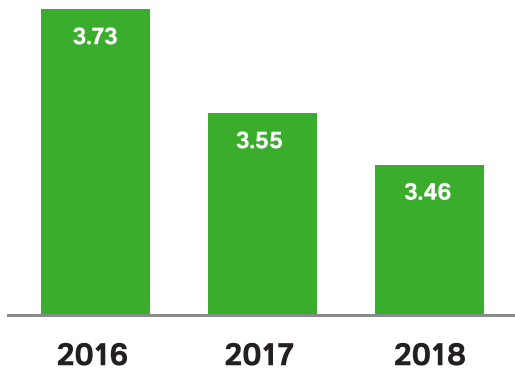
Similarly, we reduced our greenhouse gas (GHG) Scope 1 emissions per ton of product by 2% (8% improvement since 2016), reflecting more efficient use of fossil fuels in our operations.

### GHG emissions intensity Scope 1 per ton of product (CO<sub>2</sub>e/ton)



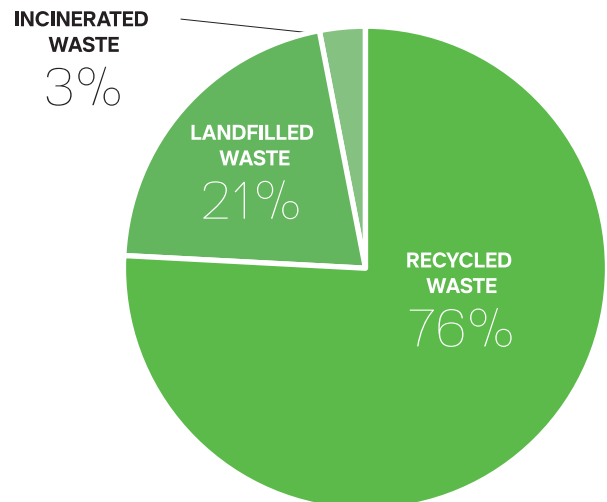
In 2018, we improved our water efficiency by 3% (7% improvement since 2016) continuing our trend of identifying opportunities to save water and eliminate water leaks throughout our operations.

### Water intensity Water withdrawal per ton of product (M3/ton)



In 2018, 76% of our total waste was recycled, reused or recovered for energy purposes.

### Waste disposal in 2018



## ENVIRONMENTAL INITIATIVES AT OUR MANUFACTURING PLANTS

Each Tupperware manufacturing site sets annual goals for environmental improvements and works to deliver environmental benefits. Some examples of diverse initiatives from selected sites in 2018:



Replaced a cooling tower with a new closed loop model that prevents evaporation, saving significant volumes of water

Introduced a new program of waste segregation to support responsible disposal and encourage recycling

Conducted a series of workshops with external experts to review ways to improve the sustainability of waste stream management

Joining the governmental 'Energy Policy Agreement' (EBO): EBO is the most important policy instrument used by the government in order to improve the energy-efficiency industry and commit us to several environmental improvements in our operations



Upgraded lighting systems replacing fluorescent lamps to LED fixtures in manufacturing room and administrative offices, saving electricity

Installed new robots and hybrid injection molding machines to replace older models, improving energy and waste efficiency

Introduced a new program of waste segregation to support waste reduction and recycling, resulting in significant hazardous waste reduction in 2018



Replaced all office lighting with LED Fixtures, reducing electricity consumption

Maintained an energy saving program to drive incremental energy savings throughout the manufacturing plant

Held a sustainability week for all Associates to enhance awareness and make suggestions for further improvement





# GRI Content Index

GRI Standard 102: General Disclosures 2016	Disclosure	Page Reference or Response
102-1	Name of the organization	6
102-2	Activities, products, and services	6
102-3	Location of headquarters	6
102-4	Location of operations	6
102-5	Ownership and legal form	6
102-6	Markets served	6
102-7	Scale of the organization	6
102-8	Information on employees	35
102-9	Supply chain	6
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 recent new commitment on waste reinforces our ongoing approach. <a href="https://sustainability.tupperwarebrands.com/en/index.html#our_commitment">https://sustainability.tupperwarebrands.com/en/index.html#our_commitment</a>
102-12	External initiatives	22
102-13	Membership of associations	World Economic Forum, The Conference Board, Association of Corporate Citizenship Professionals, and The US Chamber Foundation
102-14	Statement from senior manager	4
102-16	Values, principles, standards	6
102-18	Governance structure	3
102-40	List of stakeholder groups	36
102-41	Collective bargaining agreements	28% of Associates globally
102-42	Identifying and selecting stakeholders	36
102-43	Stakeholder engagement	36
102-44	Key topics and concerns raised	36
102-45	Entities included	3
102-46	Report content and topic boundaries	3
102-47	List of material topics	8
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	3
102-51	Date of most recent report	3
102-52	Reporting cycle	3
102-53	Contact point	3
102-54	Reporting in accordance with GRI Standards	3
102-55	GRI content index	33
102-56	External assurance	We did not seek external assurance for this report. All data was verified internally, and we consider it to be robust.

Material impact	GRI Standards (2016)	Management Approach Standards 101:1-3: page		Performance Indicator	Page/ Response	Omissions
<b>Changing Lives</b>	203: Indirect economic impacts	12	203-2	Indirect economic impacts	12-16	
<b>Living Smart</b>		18	203-2	Indirect economic impacts	18-21	
<b>Acting Responsibly</b>	301: Materials	29	301-1	Materials used by weight or volume	37	
	302: Energy	29	302-1	Energy consumption within the organization	37	
		29	302-3	Energy intensity	37	
		29	303-1	Water withdrawal	37	
	303: Water	29	305-1	Direct (Scope 1) GHG emissions	38	
	305: Emissions	29	305-2	Energy indirect (Scope 2) GHG emissions	38	
		29	305-4	GHG emissions intensity	38	
		29	306-1	Water discharge	38	
				306-2	Waste by type and disposal method	39
	306: Effluents and Waste					
	308: Supplier Environmental Assessment	24	308-1	New suppliers screened using environmental criteria	100%	
	401: Employment	25	401-1	New hires and turnover	40	
	403: Occupational Health and Safety	29	403-2	Types of injury and rates of injury	41-42	
	406: Non-discrimination	24	406-1	Incidents of discrimination	None	
	414: Supplier Social Assessment	24	414-1	New suppliers screened using social criteria	100%	
	416: Customer Health and Safety	24	416-2	Non-compliance concerning health and safety impacts of products	None	
417: Marketing and Labeling	24	417-2	Non-compliance concerning product and service information and labeling	None		

**GRI 102-8: Information on employees**

Employees by region and gender	2016			2017			2018		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
<b>North America</b>	422	287	709	343	226	569	360	242	602
<b>LATAM</b>	4,631	2,552	7,183	4,457	2,606	7,063	4,510	2,607	7,117
<b>APAC</b>	1,183	1,111	2,294	1,221	1,190	2,411	1,255	1,191	2,446
<b>Europe &amp; Middle East</b>	1,064	978	2,042	1,054	947	2,001	1,148	1,021	2,169
<b>Total</b>	<b>7,300</b>	<b>4,928</b>	<b>12,228</b>	<b>7,075</b>	<b>4,969</b>	<b>12,044</b>	<b>7,273</b>	<b>5,061</b>	<b>12,334</b>

Employees by contract	2016			2017			2018		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
<b>Full time</b>	7,066	4,800	11,866	6,831	4,855	11,686	7,024	4,928	11,952
<b>Part time</b>	234	128	362	245	113	358	249	133	382
<b>Permanent</b>	5,105	3,465	8,570	4,878	3,531	8,410	5,564	3,500	9,064
<b>Temporary</b>	2,195	1,463	3,658	2,197	1,437	3,634	1,709	1,561	3,270

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
<p><b>Associates:</b></p> <p>More than 12,000 individuals directly employed by Tupperware Brands who lead and drive the business.</p>	<p>Our Associates value a workplace that is driven by meaningful purpose and seek improved transparency and communications about compensation and career opportunities.</p>	<p>Our 2018 Global Culture and Engagement Survey delivered insights that are now forming part of our Human Resource action plan to address Associates' aspirations. See <a href="#">"Empowering Associates"</a> in this report.</p>
<p><b>Sales Force:</b></p> <p>More than 3 million independent entrepreneurs who sell and distribute our products</p>	<p>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 users.</p>	<p>We continue to deliver innovative products responding to Sales Force requests. See <a href="#">"Living Smart"</a> in this report.</p>
<p><b>Consumers:</b></p> <p>Millions of consumers throughout the world who use our brands daily to improve their lives.</p>	<p>Our consumers expect useful and innovative products that make a difference in their lives as well as help them be efficient and environmentally responsible.</p>	<p>We drive product design with our consumers in mind and make products accessible via a global network of Sales Force members.</p>
<p><b>Communities:</b></p> <p>The local communities in which we do business, where we have deep-rooted connections through our Sales Force and our local operations.</p>	<p>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.</p>	<p>We continue to support Social Impact programs in many ways. See <a href="#">"Changing Lives"</a> in this report.</p>

## TUPPERWARE BRANDS

### 301: Materials

#### 301-1 Materials used by weight or volume

Key materials used in production / packaging	Units (weight)	2016	2017	2018
Polypropylene	million lbs.	93.1	80.8	81.0
Polyethylene	million lbs.	17.6	25.3	25.0
Polycarbonate	million lbs.	1.0	2.0	1.7
Packaging materials	million lbs.	5.8	7.6	7.9
Other resins	million lbs.	3.6	4.0	4.0
<b>TOTAL</b>	<b>million lbs.</b>	<b>49.3</b>	<b>48.7</b>	<b>49.3</b>

### 302: Energy

#### 302-1 Energy consumption within the organization

#### 302-3 Energy intensity

Energy by type	Units	2016	2017	2018	Change in 2018
Natural gas	MWH	2,897	3,011	3,488	16%
Diesel Fuel	MWH	956	1,124	1,152	3%
LPG	MWH	1,556	1,681	1,648	-2%
Gasoline	MWH	30	25	27	8%
Diesel Fuel mobile use	MWH	16,809	15,315	15,428	1%
Gasoline mobile use	MWH	1,939	1,739	1,406	-19%
Electricity purchased from grid	MWH	142,956	146,200	149,160	2%
Renewable energy purchased	MWH	277	250	228	0%
<b>Total Energy Scope 1</b>	<b>MWH</b>	<b>24,187</b>	<b>22,894</b>	<b>23,149</b>	<b>1%</b>
<b>Total Energy Scope 2</b>	<b>MWH</b>	<b>143,233</b>	<b>146,450</b>	<b>149,388</b>	<b>2%</b>
<b>Total Energy Consumption</b>	<b>MWH</b>	<b>167,420</b>	<b>169,344</b>	<b>172,537</b>	<b>2%</b>
<b>Energy intensity</b>	<b>MWH/ton</b>	<b>2.54</b>	<b>2.52</b>	<b>2.50</b>	<b>-1%</b>

### 303: Water

#### 303-1 Water withdrawal by source

GRI 303-1: Water withdrawal	Units	2016	2017	2018	Change in 2018
Municipal water utilities	M3	140,449	127,662	128,164	0%
Ground water	M3	99,919	106,171	105,306	-1%
Rainwater	M3	2,741	2,437	2,896	19%
<b>Total water withdrawal</b>	<b>M3</b>	<b>243,109</b>	<b>236,270</b>	<b>236,366</b>	<b>0%</b>
<b>Water withdrawal per ton of product</b>	<b>M3/ton</b>	<b>3.731</b>	<b>3.549</b>	<b>3.456</b>	<b>-3%</b>

## TUPPERWARE BRANDS

### 305: Emissions

#### 305-1 Direct (Scope 1) GHG emissions

#### 305-2 Energy indirect (Scope 2) GHG emissions

#### 305-4 GHG emissions intensity

GHG emissions		2016	2017	2018	Change in 2018
Natural gas	tons CO2e	593	617	715	16%
Diesel Fuel	tons CO2e	256	301	309	3%
LPG	tons CO2e	359	387	379	-2%
Gasoline	tons CO2e	3	6	7	8%
Diesel Fuel mobile use	tons CO2e	4,498	4,104	4,135	1%
Gasoline mobile use	tons CO2e	399	440	356	-19%
Electricity purchased from grid	tons CO2e	66,205	67,531	70,426	4%
Renewable energy purchased	tons CO2e	0	0	0	0%
Scope 1 emissions	tons CO2e	6,107	5,856	5,900	1%
Scope 2 emissions	tons CO2e	66,205	67,531	70,426	4%
<b>Total GHG emissions</b>	<b>tons CO2e</b>	<b>72,312</b>	<b>73,387</b>	<b>76,326</b>	<b>4%</b>
<b>GHG emissions intensity</b>	<b>tCO2e/ton</b>	<b>1.09</b>	<b>1.09</b>	<b>1.10</b>	<b>1.2%</b>

#### Notes:

- Emissions factor for GHG emissions use IEA global emissions, 2017 data
- Fuel conversions use published DEFRA conversion factors
- GHG and energy emissions data refers to plant operations only

### 306: Effluents and Waste

#### 306-1 Water discharge

Water discharge by destination		2016	2017	2018	
To sanitary drain	M3	96,146	83,909	73,089	-13%
To wastewater system	M3	83,725	100,261	94,351	-6%
To drums for disposal	M3	8,173	6,898	7,462	8%
To stormwater	M3	13,206	12,639	10,834	-14%
<b>TOTAL</b>	<b>M3</b>	<b>201,250</b>	<b>203,707</b>	<b>185,736</b>	<b>-9%</b>

306-2 Waste by type and disposal method

Non- hazardous waste by disposal type	Units	2016	2017	2018
Landfill	Tons	3,235	633	2,710
Reuse	Tons	3,071	3,984	3,347
Recycling	Tons	5,430	5,263	5,543
Composting	Tons	271	211	198
Recovery (including energy recovery)	Tons	56	51	227
Incineration	Tons	437	163	90
<b>Total non- hazardous waste</b>	<b>Tons</b>	<b>12,499</b>	<b>10,303</b>	<b>12,114</b>
Hazardous waste by disposal type	Units	2016	2017	2018
Landfill	Tons	1	2	2
Reuse	Tons	0	0	0
Recycling	Tons	8	14	552
Composting	Tons	0	0	0
Recovery (including energy recovery)	Tons	136	127	142
Incineration	Tons	44	44	37
<b>Total hazardous waste</b>	<b>Tons</b>	<b>189</b>	<b>186</b>	<b>733</b>
<b>TOTAL WASTE</b>	<b>Tons</b>	<b>12,688</b>	<b>10,489</b>	<b>12,847</b>

401: Employment

401-1 New hires and turnover

Employee new hires	New hire rates - 2016			New hire rates - 2017			New hire rates - 2018		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
< age 30	5%	3%	8%	4%	3%	7%	6%	4%	10%
age 30 - 50	12%	4%	16%	12%	5%	16%	16%	6%	21%
> age 50	2%	0%	2%	5%	1%	5%	2%	0%	2%
<b>All new hires</b>	<b>19%</b>	<b>7%</b>	<b>26%</b>	<b>20%</b>	<b>8%</b>	<b>29%</b>	<b>23%</b>	<b>10%</b>	<b>33%</b>

Turnover	Turnover rates - 2016			Turnover rates - 2017			Turnover rates - 2018		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
< age 30	4%	3%	7%	5%	3%	8%	4%	3%	7%
age 30 - 50	14%	4%	19%	14%	5%	19%	15%	5%	21%
> age 50	3%	1%	4%	3%	1%	4%	4%	1%	5%
<b>All leavers</b>	<b>21%</b>	<b>8%</b>	<b>29%</b>	<b>22%</b>	<b>9%</b>	<b>31%</b>	<b>23%</b>	<b>9%</b>	<b>32%</b>

New hires by region	2018
North America	1%
LATAM	27%
APAC	4%
Europe & Middle East	2%
<b>Overall new hire rate</b>	<b>33%</b>
Turnover by region	2018
North America	1%
LATAM	25%
APAC	4%
Europe & Middle East	2%
<b>Overall new hire rate</b>	<b>32%</b>



**403: Occupational Health and Safety**

**403-2 Types of injury and rates of injury**

<b>Associates</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Lost time injury rate: Women	0.49	0.27	0.14
Lost time injury rate: Men	0.67	0.51	0.31
<b>Lost time injury rate: All</b>	<b>0.59</b>	<b>0.40</b>	<b>0.24</b>
Lost day rate : Women	6.31	15.76	0.14
Lost day rate : Men	3.83	4.63	10.03
<b>Lost day rate : All</b>	<b>4.92</b>	<b>9.63</b>	<b>5.82</b>

<b>Contractors</b>			
Lost time injury rate: Women	0.19	0.71	0.37
Lost time injury rate: Men	1.27	0.98	0.33
<b>Lost time injury rate: All</b>	<b>0.78</b>	<b>0.85</b>	<b>0.35</b>

	2016				2017				2018			
Associates	Americas	EMEA	APAC	Global	Americas	EMEA	APAC	Global	Americas	EMEA	APAC	Global
Lost time injury rate: Women	0.19	2.51	0.00	0.49	0.25	0.61	0.00	0.27	0.20	0.00	0.00	0.14
Lost time injury rate: Men	0.15	2.95	0.52	0.67	0.16	2.17	0.28	0.51	0.29	0.43	0.43	0.31
<b>Lost time injury rate: All</b>	<b>0.17</b>	<b>2.78</b>	<b>0.29</b>	<b>0.59</b>	<b>0.20</b>	<b>1.52</b>	<b>0.16</b>	<b>0.40</b>	<b>0.26</b>	<b>0.25</b>	<b>0.15</b>	<b>0.24</b>
Lost day rate: Women	1.48	36.75	0.00	6.31	21.59	0.61	0.00	15.76	0.20	0.00	0.00	0.14
Lost day rate: Men	1.51	16.67	0.52	3.83	21.59	9.55	0.00	4.63	3.96	44.31	0.00	10.03
<b>Lost day rate: All</b>	<b>1.50</b>	<b>24.74</b>	<b>0.29</b>	<b>4.92</b>	<b>12.22</b>	<b>1.52</b>	<b>0.00</b>	<b>9.63</b>	<b>2.38</b>	<b>25.58</b>	<b>0.15</b>	<b>5.82</b>

	2016				2017				2018			
Contractors	Americas	EMEA	APAC	Global	Americas	EMEA	APAC	Global	Americas	EMEA	APAC	Global
Lost time injury rate: Women	0.32	0	0	0.19	1.01	0.00	2.51	0.71	0.87	0.00	0.00	0.37
Lost time injury rate: Men	2.62	0	0	1.27	1.94	0.58	0.44	0.98	0.45	0.58	0.00	0.33
<b>Lost time injury rate: All</b>	<b>1.46</b>	<b>0</b>	<b>0</b>	<b>0.78</b>	<b>1.44</b>	<b>0.23</b>	<b>0.75</b>	<b>0.85</b>	<b>0.66</b>	<b>0.23</b>	<b>0.00</b>	<b>0.35</b>

Notes:

- Rates are calculated on the basis of actual hours worked, per 200,000 hours
- 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
- We recorded zero fatalities across all our operations during 2016-2018

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