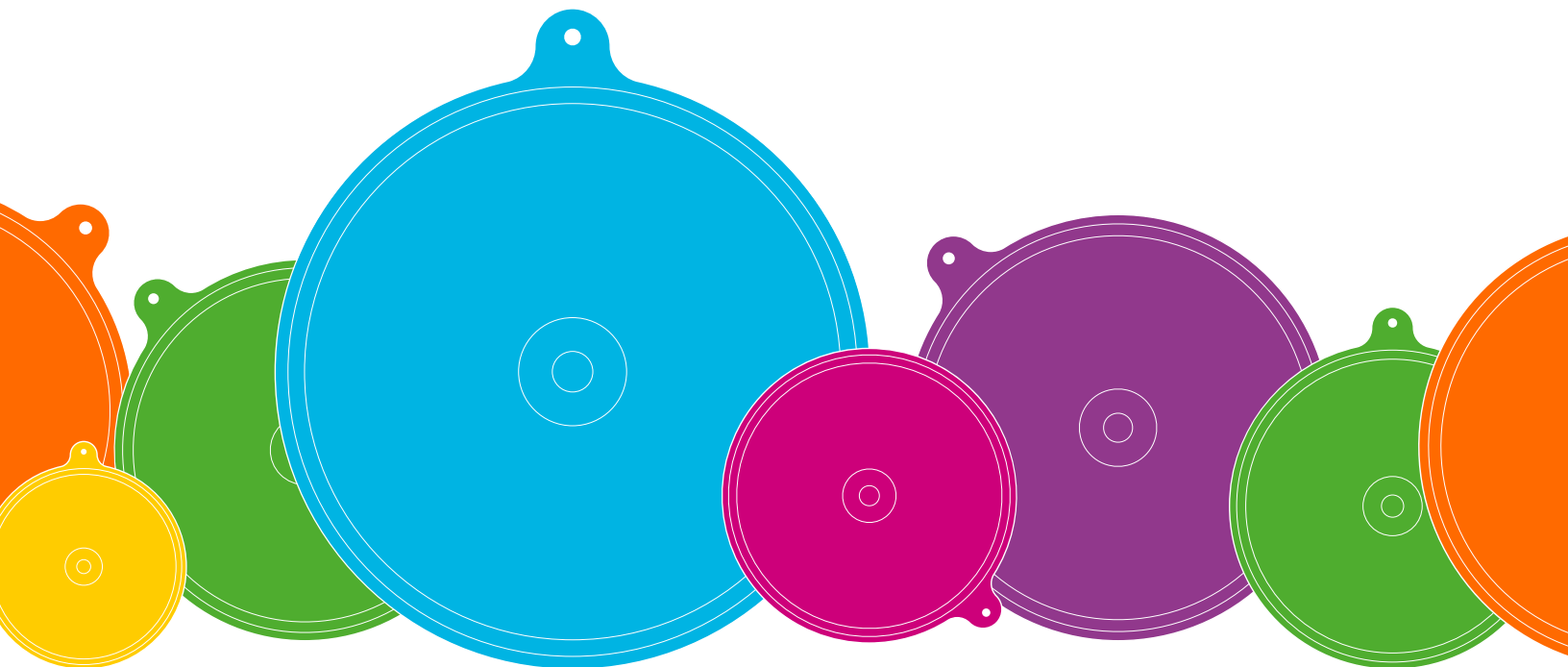


Sustainability Report 2016-2017

Cultivating Confidence



About Tupperware Brands

Tupperware Brands Corporation (NYSE:TUP) is the leading global marketer of innovative, premium products across multiple brands. We utilize a social selling method through an independent Sales Force of 3.2 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, Nutrimerics and Nuvo brands. In 2017, we generated **\$2.3 billion in net sales.**

We are headquartered in Orlando, Florida, and maintain a global network of manufacturing and distribution operations. We directly employ approximately **12,700 corporate Associates** and have product sales in

81 countries.

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

Tupperware

Avroy Shlain
IT'S ALL ABOUT YOU

FULLER
Armand Dupree COSMETICS

NaturCare

nutrimerics

NUVO

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:** We lift each other up by empowering women everywhere through life-changing opportunities that inspire them to realize their full potential and create their own path.
- **Dream big:** We're a company founded on innovation. We remain as committed as ever to bringing groundbreaking ideas, products and opportunities to the world.
- **Succeed together:** We're a diverse community that pulls together as a single, strong team. We collaborate freely and share in each other's achievements and success, creating our Chain of Confidence.
- **Celebrate each other:** We're invested in each other's success and know that every achievement is worth celebrating. We recognize milestones large and small, together as one community.
- **Do right by others:** We act and speak with integrity and never forget that we are accountable to the Tupperware family of Sales Force, Associates, Consumers, and Investors.

Our History

In the mid-1930's Earl Tupper, a chemist for DuPont, was given black, inflexible pieces of polyethylene "slag," a waste product of the oil refining process, by his supervisor. Inspired by the durability, Tupper purified and molded it to create lightweight, non-breakable containers. Tupper later designed what would be his "claim to fame" - a spill-proof, liquid-tight seal, inspired by paint can lids. This became the signature seal on all Tupper's products.

Tupperware products made their debut in 1946. However, despite the durability and quality of Earl Tupper's invention, the product was not necessarily flying off the shelves. That is until a woman named Brownie Wise in Detroit and a couple in Boston, Tom and Ann Damigella, got their hands on it.

Brownie, a savvy divorcee and single mother, was given a set of Tupperware bowls. Brownie wondered: How could a product so durable and sealable be buried on a shelf next to oilcans and sandpaper? The same for the Damigella's who found Tupperware displayed at Gimbel's. They brought the bowls home. Threw a party. Shared them with their friends. And empowered them to do the same. The rest is history.

Brownie was not only one of the party pioneers behind the innovative social selling model, she was Tupperware's first female Vice President and in 1954 she became the first woman to appear on the cover of Business Week magazine.

Brownie was the first of many women to see Tupperware as more than a high-quality and durable kitchen product, but also as an opportunity to find independence, financial freedom and grow confidence. From the start, Tupperware has honed in on this "Tupperware effect" and helped millions all over the world grow, and learn about their ability to be and do more for themselves and the world around them.



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ABOUT THIS REPORT

This is our seventh report and it covers our economic, social and environmental impacts from 2016-2017, while bridging the gap since the publication of our last report in 2016, which covered years 2013-2015. We are delighted to share this report with our stakeholders in the hope that it will foster increased familiarity with our business and encourage dialogue. This year, we conducted an internal materiality analysis, supported by feedback from many stakeholders gathered through our regular interactions with them. The report defines a set of five priority sustainability impacts of our business on stakeholders and includes corresponding disclosures. We intend to publish a sustainability report every two years.

This report has been prepared using disclosures from the Global Reporting Initiative (GRI) Standards 2016 and includes a full GRI Content Index identifying the general and specific disclosures applied. Our approach applied the reporting principles for defining report content and for report quality as defined in GRI Standard 101: Foundation 2016. All information and data in this report relates to the period January 1, 2016 to December 31, 2017 and prior years where relevant, unless otherwise stated. We report on our global operations, disclosing performance data from owned and operated operations around the world. The data in this report has not been externally assured, but it has been subject to rigorous internal reviews by our finance, compliance and legal departments. For information about our governance structure, please see the **[governance section](#)** on our website.

We welcome your queries and views on this report and your suggestions for improvement. Please contact: **Mark Shamley, Vice President, Social Impact:** **MarkShamley@Tupperware.com**

Greetings From Tricia Stitzel

For more than 70 years, Tupperware Brands has centered on a core purpose - to inspire women to cultivate the confidence they need to enrich their lives, nourish their families, and fuel communities around the world. And we continue to make decisions, from our innovative products to our global growth strategy, which reflect this purpose.

Our 2016-2017 Sustainability Report clearly identifies both the opportunities we have as a company to further advance our social and environmental impact, as well as the potential challenges we have to address to execute our purpose and vision. With stakeholders' needs and expectations in mind, the report is composed of three pillars that exemplify the ways in which we make the most significant impacts on society.

Changing Lives: Tupperware is rooted in our ability to make a lasting and measurable impact on the millions of lives of women and men around the world by cultivating their confidence. By giving our Sales Force the necessary tools to increase their confidence, we find that they are better able to achieve financial independence, nurture their families, and become leaders in their communities and positive citizens of the world.

Living Smart: We are committed to providing safe, innovative, reusable and environmentally responsible products that give our consumers solutions to store, prep and cook food at home. As an environmentally conscious company, we are continuously evaluating how we can further reduce our social and environmental impact at all levels of the organization, including production, distribution, and design.

Acting Responsibly: Throughout our history, we have always focused on doing business in the most ethical and responsible manner possible. Our consumers, Sales Force and Associates are reassured that we continually comply with the laws and regulations of the countries in which we operate, act as a responsible employer and manage our supply chain in ways that maintain our environmental stewardship.

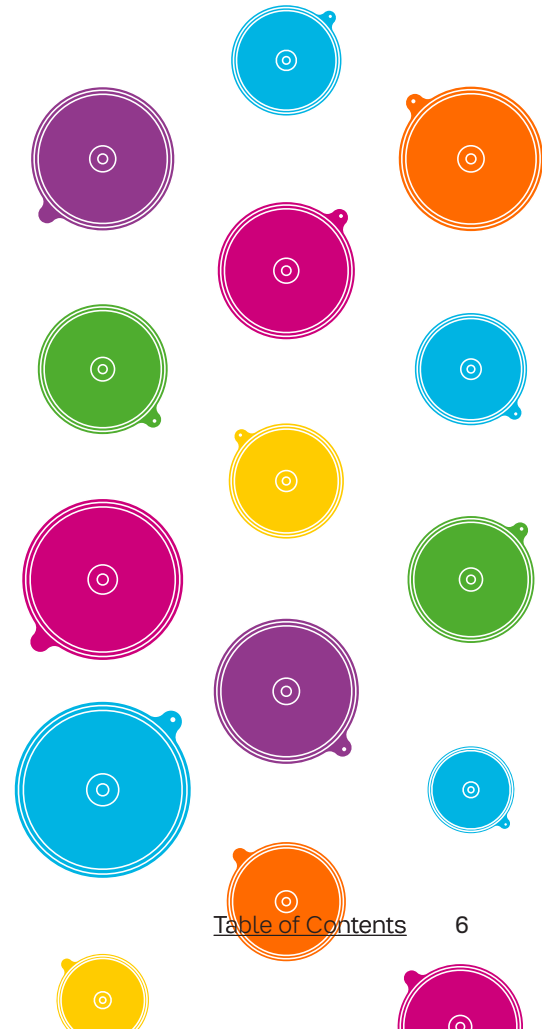
As we move forward into the future, we will continue to embrace decisions that deliver more opportunities for our 12,000+ Associates and our 3.2 million Sales Force around the world. I feel confident and inspired by what we have been able to do and the impact we have had on our business, our Associates and Sales Force members, and in the communities we serve. With our continued commitment to our purpose of Cultivating Confidence, the company is poised to capitalize on new and exciting growth opportunities.

Sincerely,

Patricia (Tricia) A. Stitzel
President and Chief Executive Officer
Tupperware Brands



TRICIA STITZEL, PRESIDENT
AND CHIEF EXECUTIVE OFFICER



Cultivating Confidence Highlights 2017

Changing Lives

Published research conducted by Georgetown University illustrating the benefit of cultivating business opportunity for growing confidence in the workforce. **Higher levels of confidence can lead to 22% higher sales** and more productive people at work.

Introduced “Cultivating Confidence Conversations,” inviting thought leaders and business executives to join dialogues about practical ways to increase confidence and gain benefit. Two conversations were held in 2017.

Published the “Cultivating Confidence Conversations” Resource Guide to encourage and offer practical help to others start their own conversations and gain personal benefits.

Welcomed academic, Dr. Rumpa Chakraborty from India, as the third scholar in our Global Links program, to gain new business tools and experience and help empower graduate students and entrepreneurs back in India after the program.

Recognized our Tupperware Mexico team as the business delivering the most significant Social Impact in 2017. The Mexico team funded community projects from proceeds from cause related marketing, donated money and emergency kits to earthquake victims, and helped Sales Force members in difficulties with financial contributions.

Living Smart

Launched a range of innovative products in markets across the world, making food preparation quicker and easier for millions of women, men and families.

Launched Tupperware into space as part of NASA’s SpaceX CRS-14 mission, advancing research on how astronauts can grow vegetables to provide a fresh element to their diet.

Received 11 design awards covering 8 new Tupperware products launched in 2017.

Acting Responsibly

Donated \$5.1 million in cash and products to community partners around the world to support women’s empowerment, youth development and other social impact initiatives.

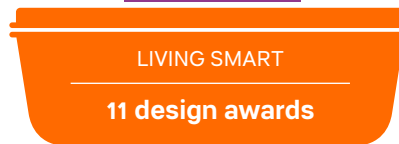
Achieved record safety performance with a 44% reduction versus 2016 in our global lost time injury rate and invested \$425,000 in a new safety initiative to improve safety behaviors.

Invested \$1.3 million in environmental improvements in our manufacturing facilities, **bringing our total investment to \$3.2 million over the past three years.**

Reduced our environmental footprint with 1% improvement in energy efficiency, 2% reduction of water use, and 15% reduction in waste generated.

Recycled, reused or recovered 90% of total waste and achieved zero waste to landfill in three of our factories in 2017: Belgium, Portugal and Korea.

Maintained another successful year of our health and wellness program for Associates, TupperFit, with participation of Associates everywhere we operate.



Making a Difference

Every day, we reach millions of women through our global Tupperware community and innovative products. We develop these products with the consumer in mind and tap into real user insight garnered from our global markets, coupled with the skills and creativity of our research & development and design teams.

Once known for only having traditional food storage containers, now our food preservation products are less than 30% of our business. With more than 100 new product concepts in the innovation pipeline, we are constantly creating new cutting-edge products that stand out among the competition.

The Tupperware Brands Value Chain



12,700 Associates around the world supporting operations and processes throughout our supply chain

CULTIVATING CONFIDENCE STRATEGY

Over the past few years, we have been shaping the path that will lead Tupperware Brands into the future. Our Global Growth Strategy is based on strengthening our core business model while extending our reach. One aspect of this strategy is adding one million new members to our Sales Force in the coming years. To do so, we are aligning our people, processes, systems and supply chain to support this expansion effectively.

Global Growth Strategy for Tupperware Brands Powered By Cultivating Confidence

More Engagement

- 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 usable in the community through branded studio locations that are close and convenient to the Sales Force and consumers to share the Tupperware experience
- More online and digital tools to enhance personal relationships and consumer engagement

More Relevance

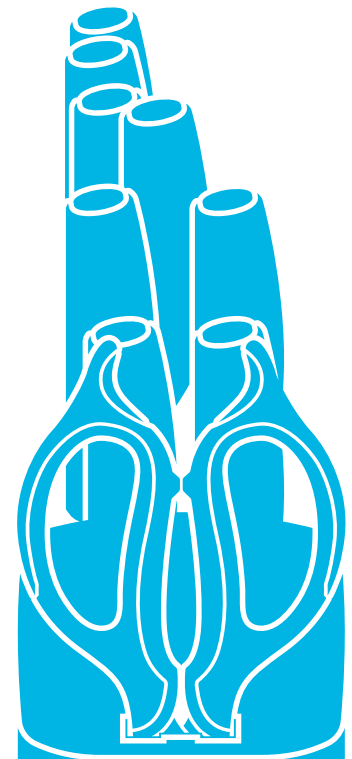
- Ongoing product innovation to meet current and consumer future/needs
- Modernization of the service model to enable more focus on the consumer
- Be known globally as a brand that inspires women to cultivate confidence

We expect expansive growth in emerging market economies, where opportunities for women to make a livelihood are often limited by culture or other factors, or where retail infrastructure is not well established. We also see the growth promise in developed market economies where independent entrepreneurship is becoming more attractive than corporate jobs for many younger people, and those who value flexibility. By continuing to invest in people, relationships, networks and communities while modernizing the basic tools of our business, with innovation and new ways of demonstrating our products, we will increase our business impact and, with it, our positive contribution to society.

“One of the keys to delivering our strategy is our ability to grow leaders in our Sales Force by continuing to offer aspirational rewards while investing in training and new tools. We want to make it easier for our Sales Force to move up the career path, all while having a broader reach and impact.”

NICOLE DECKER, SENIOR VICE PRESIDENT, STRATEGY & BUSINESS DEVELOPMENT

In 2017, we established a business transformation unit to focus on revitalizing business models market-by-market, with a strong emphasis on using digital tools to support business expansion. We also envision the expansion of our studios around the world as excellent platforms for product demonstrations that enable us to maintain the personal relationships and connections that characterize our direct selling approach.



Tupperware Studios Around the World

CHINA
6,400

KOREA

70

U.S.

28

RUSSIA

7

JAPAN, SPAIN, COLOMBIA,
GERMANY AND MORE

COMING
SOON

“We are constantly looking at tools that can help our Sales Force stay up-to-date with the latest products and promotions so that they can stay engaged in the business and always have a continuous flow of offerings for their consumers. We also encourage the development of experience studios, situated in the heart of local communities. These studios offer a new aspirational business opportunity and are easily accessible to the Sales Force and consumers.”

JIM BELLONZI, SENIOR VICE PRESIDENT & PRESIDENT U.S. & CANADA



DEFINING OUR SUSTAINABILITY AND CITIZENSHIP PRIORITIES

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 and consumers and a review of global sustainability trends. We defined the most significant groups connected to our business as our key stakeholders:

Key Stakeholders:

- **Sales Force:** 3.2 million independent entrepreneurs who sell and distribute our products.
- **Consumers:** The women and men around the world who buy, use and benefit from our products.
- **Associates:** 12,700 individuals directly employed by Tupperware Brands who lead and drive the business.
- **Communities:** The local communities in which we do business, where we have deep-rooted connections through our Sales Force and our local operations.
- **Regulators:** The government representatives around the world who create the legislative frameworks applicable to our business.
- **Suppliers:** The thousands of suppliers around the world who supply products and services and partner with us on continuous improvement.
- **Shareholders / Investors:** Individuals and organizations who purchase shares in our company and expect a positive return.
- **Social and Environmental NGOs:** The people and groups representing the voices of social justice, women's empowerment and environmental stewardship at the global and local level.



TUPPERWARE BRANDS

Considering the needs and expectations of these stakeholders, as well as our Global Growth Strategy, we defined three areas that reflect our most significant impacts on society, which include nine different elements that align with the United Nations Sustainable Development Goals (SDGs). The SDGs were approved by member states of the UN in September 2015 as a set of 17 global priorities for the achievement of peace and prosperity by 2030. Our priority impacts most closely align with six of these goals.



Our Priority Impacts

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

Changing Lives

Cultivating Confidence

Access to Meaningful Work

Thriving Communities

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

Living Smart

Innovation

Minimizing Waste

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

Acting Responsibly

Compliance

Empowering Associates

Valuing our Planet

Ethical Sourcing

The different chapters of this report detail what we're doing to make an impact in each of these priority areas.

“There is more consensus than ever before that the role of business in society is not just about money, it's about changing society for the better. More investors are looking for businesses that improve lives in tangible and measurable ways. At Tupperware Brands, we have a strong legacy and a bright future of social impact, including women's empowerment, creating business opportunities and eco-efficient innovation. This adds up for investors.”

MIKE POTESHMAN, CHIEF FINANCIAL OFFICER AND EXECUTIVE VICE PRESIDENT

CHANGING LIVES

The Difference We Make

Our history is rooted in changing lives and continues to be the guiding force for the way we do business today. The main way we change lives is by cultivating confidence. Confidence empowers our Sales Force and our Associates to realize their best selves, achieve financial independence, nurture their families, become leaders in their communities and positive citizens of the world. With more than three million women in the Tupperware sales organization, the benefits of cultivating confidence are felt all over the world.



Sustainable Development Goals

Cultivating confidence in women aligns with the global **Sustainable Development Goal 5: Achieve gender equality and empower all women and girls.** Gender equality is a fundamental enabler for achieving many other Sustainable Development Goals, as empowering women has amplifier effects within communities. Cultivating confidence leads to women becoming more proactive contributors to families, communities and society. Our research proves this.



As one of the largest direct-selling businesses in the world, we offer women a practical framework for professional development. Tupperware provides the right recipe for cultivating confidence by providing a platform, training, support network and products to help fuel women's confidence inside and outside the home. By providing inclusive access to meaningful work and attractive career paths, in developed and developing economies alike, we empower women everywhere to become professionally skilled and financially independent.

At the same time, we aim to change the lives of entire communities by contributing to social causes through our global social impact program. We embrace civic and charitable engagement in areas that advance gender parity and economic empowerment, entrepreneurship, economic growth and youth development. When disasters strike communities, we also get involved and assist. We galvanize the potential of our global team of Associates and Sales Force to become agents of change in communities around the globe.

In this section of our report, you can read more about how we change lives by cultivating confidence, provide inclusive access to meaningful work and help communities thrive.



Cultivating Confidence

We reinforce confidence in a practical way, with insight developed over years of experience and targeted research. We now know that confidence improves the lives of women often more extensively than the income they earn through selling our products. And, we know something else too: confidence has a multiplier effect. The communities of caring and nurturing relationships we create throughout our global activity develop a momentum of their own, propelling women into positive virtuous cycles of sharing, teaching, enabling and celebrating. The development of confidence may have started as a result of the way we do business, but cultivating confidence is now a defined strategic goal.

Tupperware has always been about confidence – the difference over the past few years is that we have decided to speak to the benefits it brings in a more direct way, and to share our insights to amplify the outcomes of cultivating confidence. This is extremely real for us – we are going beyond putting a focus on our products to opening up conversations about how we help women achieve a higher sense of wellbeing, a greater freedom to choose and set new goals. All this is rooted in gaining confidence and that's what our new way of talking about Tupperware is all about.

KRISTINA GOINGS, GLOBAL CREATIVE DIRECTOR



Tupperware's "Confidence Becomes You" Timeline



Brownie Wise and Tom & Ana Damigella created the first links in building confidence with the Tupperware party and the initial distributors in the U.S.



Brownie Wise is the first woman on the cover of Business Week magazine, recognizing her as a role model for women everywhere to believe in themselves and grow their confidence.



Tupperware Brands becomes a public company.



New market push and significant international expansion.



Chain of Confidence is recognized as a new platform for the company to showcase confidence moments and stories. New research reveals that 85% of women say that a supportive network of female friends helps them feel confident.

Brooke Shields lends her voice to the Chain of Confidence campaign in the U.S.



The Chain of Confidence goes global, reaching out to women all around the world.

First global Chain of Confidence Challenge – recognizing people who empowered you through an act of kindness. Three nominees each won \$5,000 (USD) for the charity of their choice.



The Chain of Confidence was re-launched on Facebook with a promise of donation of proceeds from "Confidence" merchandise and \$1 (USD) for every "like", to Boys & Girls Clubs of America.



Independent study by the Global Fairness Initiative of the positive effects Tupperware and Fuller Cosmetics can have on confidence in our Mexican Sales Force.



Independent study by the Global Fairness Initiative of the positive effects Tupperware can have on confidence in our Indonesian Sales Force.



Study of the Migrant Experience within Tupperware Germany to understand assimilation needs and confidence building in first- and second-generation migrants, specifically from Turkey and Russia.



Research with Georgetown University is released at the World Economic Forum and to media, showing the business case for growing and maintaining confidence in the workforce.



Cultivating Confidence Conversations are introduced to the world – thought leaders and C-Suite executives are invited to join dialogues about the impact of confidence. Cultivating Confidence Conversations Resource Guide is distributed and released to help others start their own "Cultivating Confidence Conversation."

CONFIDENCE BOOSTS BUSINESS

We have discovered that the transformative power of confidence is relevant for women everywhere. In 2012, a study conducted for Tupperware by the Global Fairness Initiative (GFI) among 1,600 members of our Sales Force in Mexico, demonstrated that increased confidence from working with Tupperware led to more happiness and economic success for their families and communities. In 2014, another GFI study of 800 members of our Indonesian Sales Force demonstrated that confidence enabled women to better provide for their families, improve their personal relationships and become inspirational figures in their community.

In 2017, we broadened our horizons to conduct research not only among our own Sales Force, but also among other people employed in different sectors. We partnered with Georgetown University to conduct research led by Dr. Catherine H. Tinsley, Professor of Management and Academic Director of the Executive Masters in Leadership Program at the McDonough School of Business and Executive Director of the Georgetown University Women's Leadership Institute. The research was conducted among 3,500 Tupperware Sales Force members in the United States, South Africa and Brazil, and 500 other employed adults in the same countries.

“Today, our global Sales Force of more than 3.2 million entrepreneurs, mostly women, are living proof that a confident woman is resilient, fearless, and unstoppable.”

ELINOR STEELE, VICE PRESIDENT,
GLOBAL COMMUNICATIONS AND
WOMEN'S INITIATIVES

The result was four pivotal findings of significance to business everywhere:

Confidence Improves Business

More confident employees encouraged by their organization are likely to deliver better business results. At Tupperware, this could be correlated to an average of

22% higher sales

by those identified as having higher versus lower confidence.

Confidence Matters

Similar results regarding the importance of confidence were

seen across the entire sample of employed adults surveyed,

not related to background, experience, gender, geography and industry.

Confidence Makes People More Productive

More confident employees are more optimistic about future success than those with less confidence. This means 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

Confidence Can Be Cultivated

Confidence among employees can be boosted by giving them “permission to fail.” Our research calculated that this resulted in

30% more confidence

than in organizations where failure is seen as negative.



CULTIVATING CONFIDENCE CONVERSATIONS

The research with Dr. Catherine Tinsley and Georgetown University was a significant milestone for us at Tupperware, validating what we had intuitively believed to be right for so long: that confidence matters, confidence works, and confidence can be developed. To help keep the conversation going and explore practical ways to increase confidence, we initiated a series of Cultivating Confidence Conversations, inviting renowned panels of experts to share a stage, reflect with us and share their insights.

Our first conversation in June 2017 explored the opportunities and challenges for global organizations to advance gender parity and what it means to cultivate confidence across the globe. <https://www.youtube.com/watch?v=O-u-hW9GVzg>



In October 2017, our second conversation focused on barriers women face in the workplace and offered actionable solutions on how to overcome them. <https://www.youtube.com/watch?v=tm2ucLb-bMw>

To help continue the conversation, Tupperware created a resource guide to help those interested start their own Cultivating Confidence Conversation in their community, home or office. The guide is available here: https://www.tupperwarebrands.com/assets/files/TUP_CCC-RG_031618.pdf



I think the biggest thing Tupperware has given me is confidence. When I was a Manager 4 years ago, I remember saying 'I'm going to become a Director this year.' Not only did I achieve that goal, but I went on to become a Star Director! Each day I wake up thankful for Tupperware and the opportunity to change each other for the better.

ANDREA ARMSTRONG, STAR DIRECTOR

CHANGING LIVES AROUND THE WORLD

As we continue our Chain of Confidence journey, the amazing transformations in women and men in our Sales Force never fail to excite us. We would like to share a few examples in this report.

Confidence in China

Our Chinese business has thousands of success stories, having enjoyed strong business growth over the years, now delivering more than \$200 million (USD) in annual sales. We reach our consumers in China through more than 6,400 operator-owned studios, providing inspiring spaces for product demonstrations, knowledge-sharing and networking, as well as through digital marketing.

“Before joining Tupperware, I was a fulltime housewife, and the family income came from my husband. After joining Tupperware, I’ve had the opportunity to receive continuous learning, the ability to grow and make my own income. I now have an equal status with my husband. Working with Tupperware makes our family life better and more harmonious. I am thankful for the confidence and transformation that Tupperware brings for me.”



LI YANXIA, OUTLET OWNER, CHINA

Confidence in Brazil

While Tupperware has traditionally attracted predominantly women, the benefits of joining the Tupperware Sales Force are equally available to men. Today, an estimated 5% of our global Sales Force is composed of men, and this is increasing. Ricardo Novais Oliveira from Brazil was raised in a “Tupperware family” and experienced direct-selling first-hand through helping his mother. Ricardo launched his own Campo Grande distributorship in 1995, now boasting a total of 9,500 Sales Force members. In 2009, Ricardo and his team generated more than \$1 million (USD) in annual sales, and continued to drive steady increases in volume, achieving a record \$16 million (USD) in sales in 2017. Also in 2017, Ricardo opened one of the first studios in Brazil to provide a learning and networking place for our Tupperware community in his region.



“For me, Tupperware is my life. The entire Tupperware experience has changed my way of thinking and acting – everything. Through all these years, the many accomplishments I have achieved as part of the Tupperware network have made me a confident person.”

RICARDO NOVAIS OLIVEIRA, DISTRIBUTOR, BRAZIL

Confidence in Russia

In 2017, we celebrated 20 years of cultivating confidence in Russia where we have offered opportunities for women to fulfil their dreams and gain financial independence, achieving incomes often more than 20 times higher than public sector wages.

Elena Matafonova has been with the Tupperware Sales Force for six years, showing what can be achieved with determination, passion and a generous helping of confidence.

“Thank you to Tupperware for believing in me and changing my life! I started as a consultant in 2012 and quickly moved to Team Leader. In 2013, I trained to be a distributor. Later I was offered a move to the city of my dreams, St. Petersburg, for a Distributorship with a strong team of Consultants and Managers. Now I know for sure: if you have a goal and the reliable support of your family, you can move mountains.”



ELENA MATAFONOVA, DISTRIBUTOR, RUSSIA

“In the early years, many women joined from the government and healthcare sectors. Today, we are increasingly seeing younger women and men who are seeking a meaningful alternative to the limited scope of traditional jobs.”

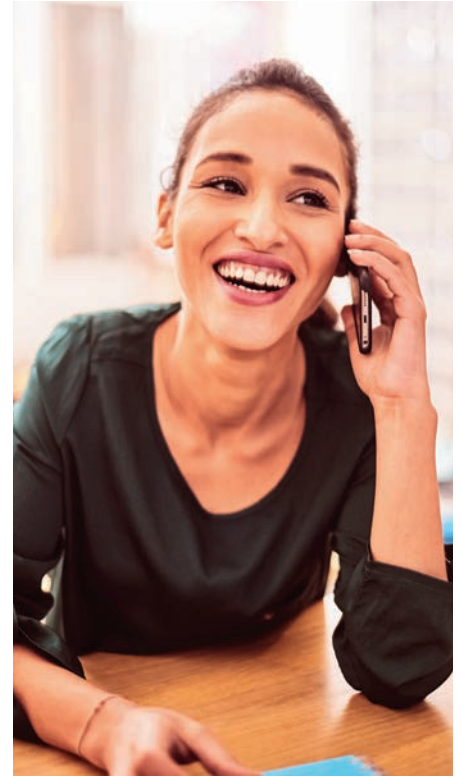
ANTON TRETAKOV, MANAGING DIRECTOR TUPPERWARE CIS
(COMMONWEALTH OF INDEPENDENT STATES)

PROVIDING ENTREPRENEURSHIP SKILLS FOR WOMEN ACADEMICS

GLOBAL LINKS

In addition to the opportunities we offer through Tupperware, we help catalyze women's economic empowerment and entrepreneurship in developing economies. Since 2011, we have partnered with the U.S. Department of State's Office of Global Women's Issues and Rollins College to introduce a cross-cultural exchange program called Global Links for high achieving women scholars in developing countries. The scholars study entrepreneurship at Rollins College at graduate level and complete an externship at Tupperware Brands, immersing themselves in our business. After their return to their home university, they integrate what they've learned into their curriculum. Through a partnership with a local NGO, the students are then paired with a female entrepreneur in their community to provide mentoring and business development support.

In 2017, we welcomed our third Global Links Scholar, following two successful placements of leading women academics in India and Iraq, Dr. Sharmistha Banerjee from the University of Calcutta and Dr. Amel Abed Mohammed Ali from the Department of Industrial Management of Babylon University's College of Administration & Economics. Dr. Rumpa Chakraborty joined the program from Shri Shikshayatan College in Calcutta, India, having gained extensive experience working with the entrepreneurial community in India, including as a member of the National Entrepreneurship Network.



Through Global Links, many of my students gained the confidence to take the first step in achieving their goals. For example, I have seen students rise to positions of leadership in school thanks to the program. I think Global Links is so successful at instilling this confidence because women in our society are often perceived as secondary to men and think that less is expected of them professionally.

DR. SHARMISTHA BANERJEE, PROFESSOR, DEPARTMENT OF BUSINESS MANAGEMENT,
UNIVERSITY OF CALCUTTA, 2016 GLOBAL LINKS SCHOLAR

Access to Meaningful Work

The Tupperware Brands' social selling model has provided flexible work opportunities since the beginning. Originally, the model provided opportunities for women in the post-war era when they were displaced from jobs they held during the war. In emerging economies today, the Tupperware model provides opportunities for women to earn a living where traditional job markets exclude them because they do not have the right skills, need flexibility to care for their children or live in remote locations with limited transport options to travel to where work is available.

In the emerging millennial-driven evolution of work, the Tupperware model is perfectly positioned to provide opportunities that meet new aspirations for flexible work in which people can choose where and when they want to work and be rewarded directly for their efforts. New sharing economy models are bringing the world of work back to what we have always known at Tupperware: it's about people, relationships, communities, and caring for one another.



Sustainable Development Goals

Increasing access to meaningful work supports the global **Sustainable Development Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**. Providing opportunity for anyone to join the Tupperware Sales Force, and giving them the tools to succeed, has a direct impact on economic growth. With 3.2 million members of our independent Sales Force, our reach is extensive. In addition, we provide meaningful work for more than 12,700 employees of Tupperware Brands, as well as support a responsible global supply chain that employs many thousands of people in organizations that provide Tupperware with goods and services. This is especially true in emerging and developing markets where Tupperware provides women with the dignity that comes from financial independence for themselves and their families.

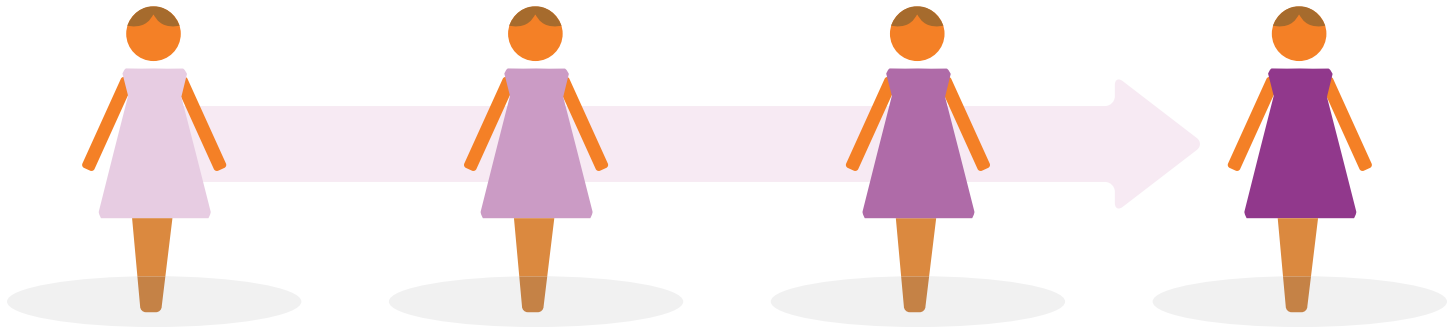


BUILDING CAREER OPPORTUNITIES FOR ENTREPRENEURS

Our Tupperware Sales Force model is built on a clear career progression that offers unlimited potential, equally and to all.

Every Consultant who joins the Tupperware Sales Force receives training and the personal support of a Manager in the Sales Force. While some Consultants choose the flexibility and freedom of working part time, many choose to make Tupperware their main professional occupation, and progress rapidly to the Manager level, where they take on leadership responsibility for a small team. From there, we continue to provide targeted training programs to help Managers advance to Team Leader and Distributor levels.

TUPPERWARE BRANDS



Consultant

Demonstrates & sells product

Income based on sales

Manager

Builds a team of 3-5 consultants

Income based on total team sales and personal sales

Team Leader

Develops managers within her group

Income based on sales of the group, total team sales and personal sales

Distributor

Leads & builds a sales organization

Income based on organizational sales

The unique advantage of this model is that it creates a safe route to entrepreneurship. In many cases, independent entrepreneurs may risk a great deal with no guarantee of success. At Tupperware, members of our Sales Force progress along a defined, proven path, building experience, learning from those they follow in the Sales Force and gaining entrepreneurial skills at each step of the way.

LOVING WHAT WE DO IN SOUTHERN AFRICA

Tupperware has a strong tradition in Southern Africa, dating back to 1964. Today, more than 350,000 Sales Force members love what they do, and were prepared to say so at our sales celebration event last year. Each card on our "Love Wall" represents the story of an entrepreneur, a woman who is economically empowered and has earned financial independence, and a woman who is confident.

Just a few of the moving messages on the Love Cards:

"Tupperware has given me the opportunity to be an independent woman and feed my children."

"I love what I do because it changed me from a nobody to a somebody."

"Tupperware has changed my life and given me confidence to see the impossible become possible and I would love to see this change in everyone around me for good."

"I am my own boss. I am leading a group of people who respect me as a Manager."

"I love what I do because I am an independent woman. My husband is not working but I am making a lot of money."



MANTOMBI SHONGWE,
REGIONAL SALES MANAGER AT
TUPPERWARE SOUTH AFRICA,
reads out messages on Love Cards posted by
Sales Force members on the Love Wall at the
2017 Sales Force celebration in South Africa.

Thriving Communities

Women and men of the Tupperware Brands organization and Sales Force around the world are encouraged to be positive contributors to the communities in which we all live and work. We see community engagement and social investment as fundamental to the success of our business. In this way, thriving communities and thriving business go hand-in-hand.



Sustainable Development Goals

Helping communities thrive supports the global **Sustainable Development Goal 10: Reduce inequality within and among countries**. Through cultivating confidence and empowering women to become financially-independent entrepreneurs, we enable them to achieve equality in their families, communities and societies. With more than 51% of our \$2.3 billion (USD) net sales generated in Asia Pacific and South American countries (in 2017), we make a strong contribution to these economies. In each market where we operate, our Global Social Impact programs help communities in multiple ways, including more than \$5 million (USD) donated to support our communities in 2017.



GLOBAL SOCIAL IMPACT

Our Global Social Impact initiatives aim to ignite and inspire new possibilities for women, families, and communities through social investments, directed to key strategic not-for-profit partnerships. Tupperware leaders engage in their communities to help shape a better future for women, youth and society in general. We also encourage our 12,700 Associates to take an active role in supporting their local communities.

Global Giving in 2017



In 2017, our **global giving amounted to a total of**

\$5.1 million

(USD), distributed across all the regions where we operate.

Since 2007, **we have gifted some**

\$80 million

(USD) to organizations around the world that support young people, disasters, and women-related causes.

STRATEGIC GLOBAL PARTNERSHIPS

We maintain several strategic community partnerships where we provide funding and volunteer support year-after-year. One of our longest standing and broadest partnerships is with the Boys & Girls Clubs of America and its affiliations in developing countries including Mexico and South Africa. Tupperware Brands' funding and the involvement of our Associates, including the personal engagement of our Executive Chairman, Rick Goings, have supported the creation of 68 local clubs over the years. The Boys & Girls Clubs movement has a mission to enable young people to reach their potential as productive, responsible and caring citizens. Tupperware Associates play an active role in clubs around the world as mentors to club members, volunteers in a range of activities and, in some cases, as Board Members.

2017 GLOBAL SOCIAL IMPACT AWARDS

Our annual Global Impact Awards recognize markets that embrace community engagement and social investment and demonstrate passionate advocacy for equality, opportunity and empowerment for women, children and families. In 2017, we happily recognized several country operations.



Tupperware Mexico: Unit of the Year

The best all-round creativity and execution in delivering social impact in 2017 was awarded to Tupperware Brands Mexico. Their impact included:

Promoted the “**Confidence Becomes You**” product collection, generating

more than half a million dollars in sales

which helped fund several local community causes.

Produced a special mini-tumbler to generate funds to support earthquake victims, selling **430,000 units** and generating almost

\$100,000

(USD), which helped fund

5,100 family kits

of food, blankets and other items to support displaced or affected families.

Provided continued support for the **Clubs de Niños y Niñas of Mexico**, with donations to three clubs,

benefiting 3,350 children.

Contributed almost

\$300,000

to support members of the **Tupperware Mexico Sales Force** who had a difficult year due to natural disasters, sickness or death in the family.

We are honored that, for the **sixth consecutive year**, Tupperware Brands Mexico was declared a

Socially Responsible Company

by the Mexican Center for Philanthropy (Cemefi)

“Our Tupperware Brands and Fuller Cosmetics businesses provide very necessary opportunities for women in Mexico, many of whom lack formal education and access to work opportunities. With strong local roots and connections, it makes sense that our Sales Force would be passionate about helping others in their community. Both our Associates and our Sales Force pull together to make a difference and help change lives for the better in Mexico. I am proud of what we achieve.”

LUCIANO GARCIA RANGEL, GROUP PRESIDENT, LATIN AMERICA

Awards in Other Markets

Tupperware India: Women's Economic Empowerment Award

Donated over **\$175,000** (USD) and **140 volunteer hours** to partners who provide education, job skills and promote entrepreneurship for women and youth.

Tupperware Germany: Youth Development Award

Contributed to funding the ZORA organization, a counseling and service center for young women and SOS Kinderdörfer villages for children without families.

Tupperware United States & Canada: Most Innovative Cause-Related Marketing Award

Raised more than **\$255,000** (USD) through inclusion of youth organizations such as the Boys & Girls Clubs of America and Canada in marketing materials.

Tupperware Orlando campus: Spirit of Giving Award

Engaged **90% of Associates** to raise **\$400,000** (USD) and volunteer over 1,000 hours for local non-profits throughout the year with a focus on supporting children.

ENGAGING FOR CHANGE

As a large, global organization impacting the lives of so many people, we embrace the opportunity to make our voice heard for positive social change and equal opportunity. We actively participate in a range of government, industry and advocacy forums to help shape inclusive public policy, address economic imbalances and advance responsible business. For example, Tupperware Brands is a signatory to the Women's Empowerment Principles of the United Nations, and Executive Chairman, Rick Goings, was one of the inaugural 10X10X10 Champions of the UN Women's HeForShe initiative, promoting gender parity, advancing women's economic empowerment and leveraging our global networks to support these goals. Rick Goings was also one of the founding CEOs invited by UN Women's Executive Director Phumzile Mlambo-Ngcuka to form a Private Sector Leadership Advisory Council to provide strategic input to help accelerate women's economic empowerment.

We are members of the World Economic Forum at Davos, Switzerland, engaging at the highest levels of our organization with government and business leaders in meaningful dialogue in support of sustainable economic and social development. Rick Goings, Chairman and former CEO, is also a Steward of System Initiative for Future of Education, Gender and Work.



PROMOTING GENDER EQUALITY IN EDUCATION



In 2017, we sponsored and co-hosted the Presidential Precinct's [Global Leadership Forum: Promoting Gender Equality in Education](#) at the University of Virginia in the United States, to convene emerging leaders from more than 20 countries who are advancing equal access to education for women and girls. Our Executive Chairman Rick Goings also shared the stage with Icelandic entrepreneur Halla Tómasdóttir in a discussion on gender at the Women's Global Leadership Forum.



LIVING SMART

The Difference We Make



Living Smart means being in alignment with consumer needs, creating new products that support an active and contemporary lifestyle, and innovating in harmony with environmental stewardship. Tupperware products make work in the kitchen easier and more efficient, freeing up time to get more out of life. Tupperware products also reduce the amount of energy needed to prepare food and help eliminate home-generated food waste by providing long-lasting, effective storage solutions.

Sustainable Development Goals

Our continuous smart innovation supports global **Sustainable Development Goal 12: Ensure sustainable consumption and production patterns**. By enabling our consumers to prepare food and store food efficiently, we substantially reduce the amount of energy and waste associated with food preparation and consumption in the home. As our products last for many years, and are recyclable, we became leaders in resource conservation before others realized its importance to the planet and before single-use plastic waste became the destructive global phenomenon it is today. In our manufacturing and distribution processes, we minimize use of resources and reduce, reuse and recycle 90% of our waste in our supply chain.



As a relentless innovator, Tupperware Brands has invested an average of \$17.7 million (USD) per year in research and development over the past three years. It's not surprising then, that we own more than 10,000 functional and design patents and win multiple awards each year for our innovative designs. Innovation contributes to enhanced product efficiency and responsible consumption.

We also consider modern lifestyle changes and anticipate future needs, aiming to drive innovation in ways that provide new possibilities. We were delighted, for example, when Techshot, a commercial space enterprise, elected to partner with us to help further develop a new approach to watering plants in space so that U.S. National Aeronautics and Space Administration (NASA) astronauts can benefit from a fresh and healthy diet.

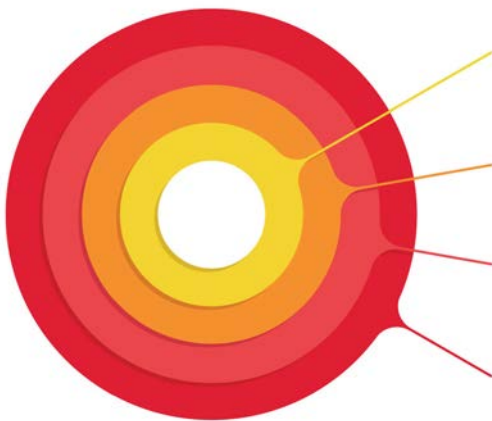
A significant feature of Tupperware products is their longevity and recyclability, meaning that our products offer lifetimes of use. Tupperware differs greatly from the single-use, throw-away plastic culture that has emerged over the past two decades. Tupperware products both last for years and help reduce food waste in the home during their use, helping protect the planet as they serve our consumers.

In this section of our report, you can read more about how we help people everywhere live smart by delivering innovative product solutions, developing and applying new technologies and minimizing waste.

Consumer-focused Product Innovation

Great innovation for us is about creating confidence in the kitchen and enabling consumers to transform the way they prepare and store food, saving time and money while ensuring delicious, nutritious meals for their families. Our worldwide product innovation vision inspires us to delight our consumers in four key ways:

Creating confidence through consumer-focused product innovation!



Surprising

The revelation of original product features exceeds your expectations

Helpful

By contributing to fulfilling experiences a product earns a place in your everyday life

Real

An authentic product becomes your personal classic

Radiant

A product experience you can't wait to share

“Our product ideas come from many different sources, such as consumer research, technical R&D, university collaborations, in-house ideation sessions, and many more. Once an idea has been selected for development, we don't only work with the markets whose specific needs have inspired the idea. Instead, we try to create universal feature sets, which allow the new products to be relevant for our consumers in different parts of the world. That way, everyone gets the benefit of our global reach and gains from new insights.”

JAN-HENDRIK DE GROOTE, VICE PRESIDENT, GLOBAL DESIGN

A Selection of Innovative Launches in 2017

Micro Urban Large 3-in-1 Family-sized Rice and Pasta Cooker and Steamer for the microwave

Chef Series Pressure Cooker

Mando Junior Vegetable and Fruit Slicer

Speedy Mando Small Food Slicer

A new generation of Storage and On-the-Go usage containers

A new Sorbet Maker Accessory for our Fusion Master System

SLICING AT DOUBLE SPEED

A small but powerful innovation we introduced was the result of consumer insight in Indonesia, where slicing shallots and small ingredients such as garlic is a regular feature of food preparation. The blade is sharpened on both sides, so it slices twice as fast as a conventional slicer. The design process included consultation with other markets and the specifications were created to meet the broadest needs. The Speedy Mando has now caught on all over the world. It's small, easy to demonstrate anywhere and makes work in the kitchen twice as easy!



GREEN TEA TUPPERWARE-STYLE

In China, drinking flasks for hot beverages tend to be made of stainless steel and are quite expensive. We created an attractive functional flask, suitable for tea and hot infusions. It has a built-in tea strainer that enables hot water to be poured through the strainer for those who want a leaf-free beverage, but it also allows the beverage to brew with the tea leaves in the special compartment. The flask has a clip to prevent opening, and a drinking spout. Now our Chinese consumers, and consumers everywhere, can enjoy their green tea, conveniently and economically.



CLICK FOR CONVENIENCE ON-THE-GO

In 2017, we launched our Click-To-Go range. Most of us recognize the awkwardness of carrying different containers of food to work, to college or on a journey – especially if you are providing for more than one person or have ingredients that must be kept separately. This innovation enables our consumer to carry several boxes by clicking them together with a handle on the top unit. The removable handle can be stored inside the containers, so it doesn't get lost. Our Click-To-Go units are an attractive and hugely popular innovation that has made life on-the-go much easier for Tupperware users and their families.



A LITTLE RECOGNITION...

Our products frequently win international design awards in national or global markets. It's fantastic, of course, to earn this recognition and we value this feedback from design experts around the world. In fact, Tupperware products have been honored with more than 275 design awards over the years from design councils and organizations in different countries.

In 2017, Tupperware products won 11 design awards covering 8 new products.

A Selection of Product Design Awards Received in 2017

Salad System

Industries Forum Design, Hannover
IF Seal 2017



Freezer Mates II

The Chicago Athenaeum, Athens
Green Good Design Award 2017



Warmie-Tup Range

Pro K (Fachverband Kunststoff-Konsumwaren, Germany)

Pro-K Award 2017
German Design Council
(Rat für Formgebung)
German Design Award 2017
special mention



Micro Pro Series Grill

Design Centre Nordrhein Westfalen, Essen
red dot Design Award 2017
"Best of the best"
IDSA (Industrial Designers Society of America)
IDSA 2017 "Silver award"



BreadSmart II

German Design Council
(Rat für Formgebung)
German Design Award 2017
special mention



RiceSmart

German Design Council
(Rat für Formgebung)
German Design Award 2017
special mention



Technologies of the Future

The need to free up time for busy people is a universal theme, particularly among young people. Cutting down the time required to prepare food in the home is a major advantage, especially for busy people or single parents who hold down full-time jobs while also caring for the family. Tupperware has successfully driven the use of the microwave to prepare food in many markets around the world. Initially used primarily for heating up food, microwave cooking has become a signature feature of Tupperware food preparation, enabling fast and healthy cooking while using less electricity or gas versus traditional oven or stove-top methods.

As we continue our journey, we look at coupling Tupperware products with appliances in the kitchen, home, garden, or even in certain garments or footwear to add new and more efficient functionalities for everyday living. We are in early stages of building partnerships with a number of corporations to develop synergies that build Tupperware innovation into everyday use.

TUPPERWARE IN SPACE!

Since 2015, NASA astronauts have supplemented their space diet with fresh greens grown in the Vegetable Production System known as Veggie on the International Space Station. However, one of the challenges with growing plants in space in Veggie has been keeping them properly watered. That's where we come in. Last year, we lent our design expertise to help develop a new approach to watering plants in space and partnered with Techshot, a commercial space enterprise, to find an easy solution that would aid NASA in growing vegetables in space. Initially, lettuce and mustard seeds were on the menu, using specially designed technology to keep the plants watered and growing on NASA's SpaceX CRS-14 commercial Resupply Mission.

TUPPERWARE – THE SOLUTION TO SINGLE-USE PLASTIC POLLUTION

No one can escape the growing global movement against the harm of single-use plastic around the world. The banning of free plastic bag giveaways in supermarkets in different countries, banning of single-use plastic water bottles in certain states in the United States, Australia and India, banning of plastic straws and drink stirrers in the United Kingdom and more. It all adds up to a society concerned by the impact the throwaway plastic culture is having on the planet. Even the proliferation of single-use

The microwave revolution

Tupperware's **Smart Steamer** allows fast and easy steaming of food in the microwave, and the Tupperware **MicroPro Grill** preserves valuable nutrients during speedy microwave cooking.

“We invest seriously in research and application testing to find technologies that are really unique and differentiating, and address changing healthy lifestyle needs. We also engage in open innovation partnerships, and this plays a critical role as we cannot possibly maintain all the technologies in house, so we create synergies with technology experts in different fields.”

DAVID KUSUMA, VICE PRESIDENT,
RESEARCH AND PRODUCT INNOVATION

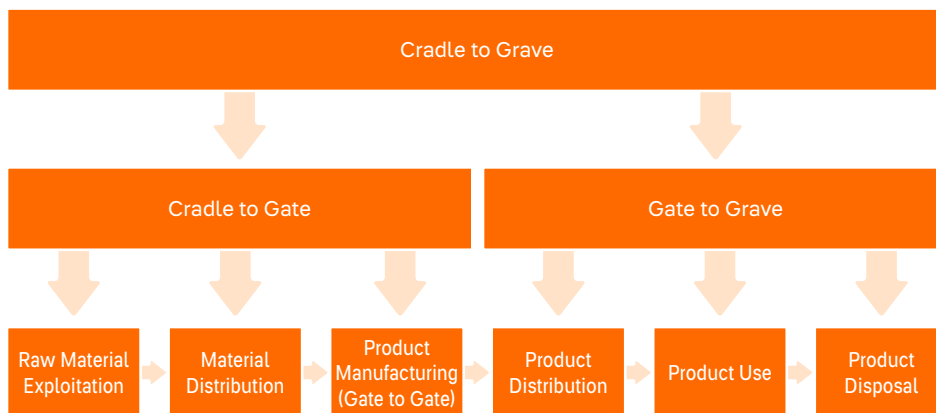
TUPPERWARE BRANDS

plastics – notably water-bottles or re-usable plastic tableware – is not a sustainable solution to this problem because consumers still throw them away after a few months of use at most, and they still end up polluting the planet. It just takes a little longer. While, inevitably, use of any plastic entails some impact on the environment, due to its fossil-fuel origin and long lead-time to biodegrade, a more significant issue is the generation of waste. That’s because most plastic products are used once and then discarded.

There is a tendency to see all plastic products as equal, and that is not the case. Tupperware products are different. They are made with our durable, thermoplastic material that is designed for extended use. In addition to their positive impact on the planet through reducing food waste, efficient design and lightweight feature, Tupperware products come with a guarantee against cracking, breaking, chipping or peeling under normal use. Tupperware products easily retain their functionality and appearance for years and are often handed down from generation to generation to extend their natural use. At the end of their life, they can be recycled and converted into other products. In this way, the proven average environmental impact of a Tupperware product over time is dramatically less than any single-use plastic product used by consumers.

LOWER COMPARABLE GLOBAL WARMING POTENTIAL FOR TUPPERWARE

In 2016, we refreshed a lifecycle analysis (LCA) that we had conducted some years earlier on three representative Tupperware products in the United States. The analysis covered the “cradle to grave” impacts of these products from raw material sourcing through to end-of-life, over a period of 30 years.



The analysis showed that the highest relative environmental impact generated by Tupperware products is in the use phase, because the product is repeatedly washed for reuse (we assumed, in a dishwasher) over many years. We compared our products against other plastic products, comparable in function and size, in regular use in the market. The results showed unequivocally that the environmental impact of Tupperware products over 30-years use and one-year use (where other products needed to be replaced after an assumed maximum of ten uses) was much lower.



Our LCA analysis indicated that, over 30 years of once per week washing, a representative Tupperware product has **3.7 times less Global Warming Potential than another comparable plastic products in the market.** Over 1 year of once per week washing, a representative Tupperware product has **2.3 times less Global Warming Potential than another comparable plastic product in the market.**

TUPPERWARE BRANDS

Tupperware makes a positive contribution to environmental efforts to mitigate climate change. We do not identify with the throwaway plastics culture and do what we can to develop Tupperware products that can be reused time and time again, so that consumers may have a more environmentally friendly option to manage their own environmental footprint.

IF YOU CAN'T REUSE IT, REFUSE IT!

Our Sales Force of 3.2 million women and men, and our many more Tupperware consumers around the world are a testimonial to the longevity of Tupperware products. No matter whom we ask, the answer is always the same: my Tupperware products last for years!

Tupperware is also evaluating ways in which the company can further reduce its environmental footprint at all levels, production, distribution, and design.



Minimizing Waste

The global problem of waste keeps expanding. Plastic waste is filling up our oceans and food waste is rotting in landfills. Up to 40% of food purchased by consumers is wasted. In addition, significant amounts of other materials such as paper towels and plastic containers used in the kitchen end up in the garbage, adding to landfills, polluting our waste streams and emitting greenhouse gases.

DESIGNING FOR WASTE AVOIDANCE

We have been in the food storage business for decades, and we have come a long way from the original seal of Earl Tupper. Many of our products are specifically designed for storing different food types that retain their freshness at various levels of humidity, temperature, exposure to air and other parameters. Tupperware storage containers are exceptional for long-term food conservation because they are molded with the highest quality materials and design expertise, to provide superior air tight and liquid tight sealing.

- **Tupperware PotatoSmart Container:** Positioned for the kitchen pantry, this container keeps potatoes firm and fresh with a convenient flip-front access panel which is designed with the ideal number of holes to ensure optimal air circulation.
- **Tupperware BreadSmart and ToastSmart:** These products optimize bread conservation by maintaining humidity at the right level to prevent mold growth while retaining the proper balance to keep bread from drying out.
- **Tupperware CheeseSmart:** This product was designed to extend the freshness of cheeses and avoid mold growth (especially found in European cheeses) by integrating a semi-porous membrane to remove excess internal moisture while also eliminating odors.
- **Tupperware VentSmart®:** Designed to extend the freshness of vegetables and fruits through a unique venting system which controls the air exchange and moisture, based on respiration rates of the produce.



Tupperware products help reduce waste in several ways

Our products **keep food fresher for longer** – meaning **less food waste**

Our products are made with **thermal plastic (Thermo Plastic) that lasts 30 years or more** – and then they can be recycled to make other products

Many Tupperware products are designed with **on-the-go living** in mind, meaning that you can take your meals with you in a Tupperware container, **offering greater flexibility and avoiding purchasing food that comes in throwaway packaging**

Our Microfiber Towels **replace regular paper towels and are reusable**

We **minimize waste** in our manufacturing operations and **reduce or recycle 90% of unavoidable waste.**

ACTING RESPONSIBLY



The Difference We Make

Tupperware Brands is a business built on building relationships. It's this connection that has enabled the growth of our business to reach 3.2 million independent Sales Force members, each building their own communities that come together to advance our vision of **igniting a global community, especially women, to realize their best selves through opportunity, enrichment, celebration, and above all else, uplifting relationships.**

The trust that is shared through our Sales Force is an extension of our ethical and responsible conduct that we have maintained for 70 years. This is reflected in the way we comply with the law, engage our Associates, manage our supply chain and maintain environmental stewardship.



Sustainable Development Goals

Acting responsibly aligns most closely with global **Sustainable Development Goals 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**, and **13: Take urgent action to combat climate change and its impacts.** We contribute to economic growth through the positive employment we provide for our Associates throughout the world, including in emerging markets where more than 50% of our Associates live and work. We act to mitigate climate change through continuous efficiency improvements throughout our global manufacturing and logistics operations.



As one of the most fundamental elements of our social license to operate, we remain true to our values and act in compliance with the laws of every country where we operate. We operate to a Code of Conduct that all Associates agree to uphold, and we maintain a robust risk management and compliance program to ensure we stay within the law.

As a responsible employer, we create positive and productive employment for more than 12,700 Associates in 48 countries. We provide opportunities for personal development and growth within a caring, nurturing and safe work environment. We also help our Associates take care of themselves with our ongoing health and wellness program, TupperFit.

As a global manufacturer, we take a precautionary approach to climate change, minimizing our resource consumption and minimizing waste through our processes. In 2017, we improved our energy efficiency by 1%, installed a new solar energy unit in Brazil and reused or recycled 90% of our waste within our supply chain organization at a global level.

As a large customer to more than 11,000 suppliers around the world, we procure responsibly, considering human rights and ethical conduct through our supply chain. We engage suppliers with our Supplier Code of Conduct and maintain long-term relationships with them based on trust and partnership for innovation and continuous improvement.

In this section of our Report, you can read more about how we act responsibly in these aspects of our business conduct.

Running an Ethical and Compliant Business

We believe that any successful business must be rooted in human values and compliance with the law. These are two fundamental pillars of our right to exist as a business; everything we do rests on our consistent adherence to the law and doing the right thing.

MAINTAINING ETHICAL CONDUCT

Our Code of Conduct guides our behavior in aspects of doing business that include 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 are trained in our Code of Conduct when they join the company and they sign their agreement to uphold its provisions.

We maintain a hotline, available for Associates and third parties to report suspected breaches of our Code of Conduct in any language 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.

MAINTAINING COMPLIANCE

We aim to comply with all the laws and regulations in every country where we do business and have not been subject to significant fines or sanctions for non-compliance in our recent history. We maintain a comprehensive risk-based training and communications program, ensuring relevant Associates are educated in all aspects of compliance that affect the way they perform their roles. With an in-house team of 24 lawyers, we maintain compliance focus across our global business. Together, with our internal audit group, our team 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.

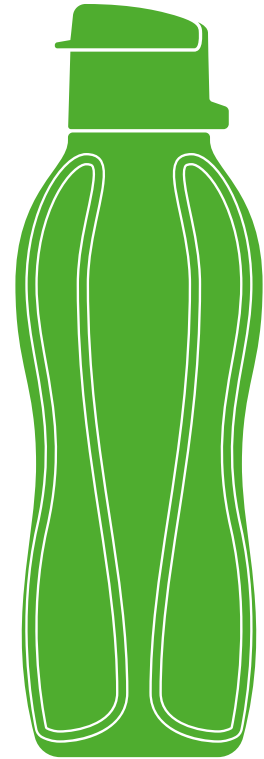


MANAGING RISK

We evaluate the business risks in a quarterly Enterprise Risk Management program that involves senior leadership in key positions around our organization. In a thorough review of potential risk events and emerging risks, if any, the process identifies a list of most significant risks to the business and associated responses, which is then reviewed by our Board of Directors. Training and education in risk management is conducted for managers with responsibility for different functional areas or markets on a periodical basis.

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 both respect and uphold our values. Our Supplier Code of Conduct binds suppliers to compliance, and adherence to ethical employment and environmental practices. Within our supply chain, we perform due diligence on new suppliers, including labor and environmental practices, asking suppliers to self-certify to our standards. We perform checks from time to time to ensure these standards are maintained. Where possible, we engage with our suppliers in initiatives to improve efficiencies in our product or packaging design and supply processes.

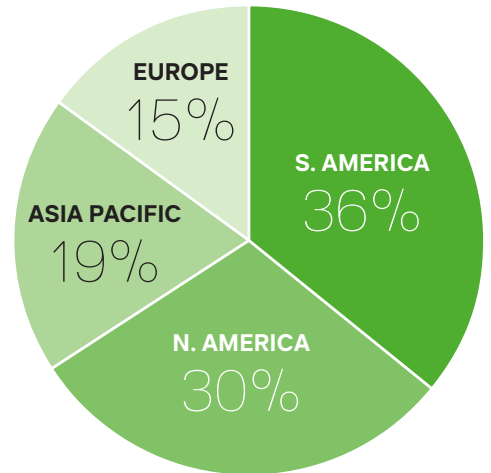


Empowering Associates

A global team of 12,700 Associates in 48 countries powers the Tupperware Brands organization, providing inspiration and meaning for our 3.2 million independent Sales Force, managing our product development and supply chain processes, ensuring the delivery of Tupperware products to consumers everywhere, every day. We all share the values of our Tupperware culture, work together as one inclusive, diverse team, and invest in our own health and wellness.

As we advance our global strategy for growth and expansion of our business to reach more consumers, using digital as well as traditional tools, our priority is to ensure we have the right skills to deliver our goals and to lead the next generation of Tupperware Associates. We do this by investing in core leadership programs for global business management and for market development, offering structured training for current and potential leaders. We also offer a specific global leadership forum for women, to ensure that women, 58% of all our Associates, have the tools to continue rising above.

Tupperware Brands Associates Around the World 2017



I joined Tupperware 17 years ago, working in product management and have followed an exciting career path ever since. I remain grateful for the development opportunities that have been provided to me. Now, as the Managing Director of our business in Malaysia and Singapore since 2015, I can look back with a real sense of achievement. I am happy to be part of the Tupperware legacy that helps transform so many lives. It's rewarding to see how our brand is so widely known and used in my region, and also to see the many women in our Sales Force gaining confidence, skills and generating a regular income. I believe I am a living example of how Tupperware Brands inspires, engages and instills women with confidence.

CHRISTINE WONG, MANAGING DIRECTOR, MALAYSIA AND SINGAPORE

CHAIRMAN'S AWARDS

Empowering Associates includes celebrating their achievements. Our annual Chairman's Awards offer the highest level of recognition we can give, recognizing and rewarding outstanding contributions. We offer 11 different awards, grouped into three categories:

- Chairman's Celebration Award for Associates and teams who have delivered the best business performance
- Chairman's Innovation Awards for successful product launches, branding and use of digital technology
- 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.

The Awards are publicly presented and celebrated in our markets around the world in the first quarter of each year.

ENCOURAGING WELLNESS

Being healthy and maintaining a sense of wellbeing is good for people, good for communities and good for business. Established in 2008, our award-winning TupperFit program encourages our Associates to enhance their lives through personal fitness, health and nutrition. As we approach the 10th anniversary of TupperFit, we continue to help our Associates get fit and healthy, while celebrating the successes they have achieved with TupperFit so far.

Each year we develop a set of quarterly themes and a host of supporting tools and resources to inspire Associates around the world to greater wellness. TupperFit Warriors in each market lead local activities, engage Associates and help celebrate their success. In 2017, TupperFit kicked off with a global campaign entitled "put your best fork forward," in support of National Nutrition Month in the United States, educating Associates around healthy food choices and offering practical ways to eat a healthier diet.



Since 2008, Associates around the world have:

- ✓ Lost 6,000 lbs. in weight
- ✓ Logged more than 1 million hours in the gym
- ✓ Participated in more than 175 fun runs

TupperFit in Portugal

In Portugal, “put your best fork forward” came to life with a wide range of activities for Associates. We provided fresh fruit for Associates each week to encourage them to follow our nutritionist’s recommendation of eating 3 - 5 servings of fruit a day. Our nutritionist also revised the menus in the Associates’ dining room to enable healthier choices. To encourage Associates to exercise more, free T-shirts were awarded to those who achieved the most exercise and took part in walking events during factory shifts, as well as other walking trips with families at the weekends. During Wellness Week, Associates were invited to take part in blood pressure and cholesterol checks with a visiting doctor and nurse. In a week focused on stroke awareness, we provided information on prevention habits and invited Associates to take part in a stroke-risk evaluation. Throughout the year, intensive health and wellbeing communications, games, quizzes and events made it both fun and healthy to work at Tupperware in Portugal!



TupperFit in India

In India, a range of programs brought TupperFit to each and every Associate. “Put your best fork forward” was supported with daily fruit for Associates in the cafeteria, and information from a dietician about the nutritional benefits of eating fruit. 90% of Associates participated in early morning weekend walks with their families, followed by games and exercise. During the year, all Associates voluntarily underwent a health checkup at a local hospital followed by a consultation with a physician for advice on maintaining or improving health. All Associates are covered by health insurance and were invited to awareness sessions to learn more about our policy. In addition, we established a program for Associates and their partners to receive advice by phone from a physician 24 hours a day, free of charge. In 2017, 48 Associates received support.



MAKING SAFETY EVERYBODY'S PRIORITY

Every Associate at Tupperware Brands, as well as contractors who work at our facilities from time to time, wants to be safe at work. As a responsible organization and employer, ensuring safety in the workplace is a prerequisite for everything we do.

At a minimum, we comply with all safety legislation wherever we operate. Beyond this, we have embedded a committed culture of safety throughout our global business, achieving safety performance that exceeds industry benchmarks year after year. Our Associates share the confidence of performing their roles in a safe workplace, as well accepting individual accountability for ensuring it stays that way.

In 2017, we achieved record safety performance with a reduction in our global lost time injury rate of 44% versus 2016 and 58% versus 2015.

Overall responsibility for safety at Tupperware Brands rests with our Executive Vice President, Product Innovation and Global Supply Chain, William (Bill) Wright. Bill is supported by a global infrastructure of safety officers and safety committees at each facility, who are responsible for safety compliance, assessing safety risk, ensuring hazards are eliminated, rolling out training to all Associates in the supply chain and reporting performance. All our Associates in the supply chain are covered by safety committees with equal representation of both managers and employees.

Safety is never something we leave to chance. All accidents and injuries can be prevented with the right level of commitment and robust processes. Everyone who uses our products can be assured that they were manufactured in a safe and secure environment.

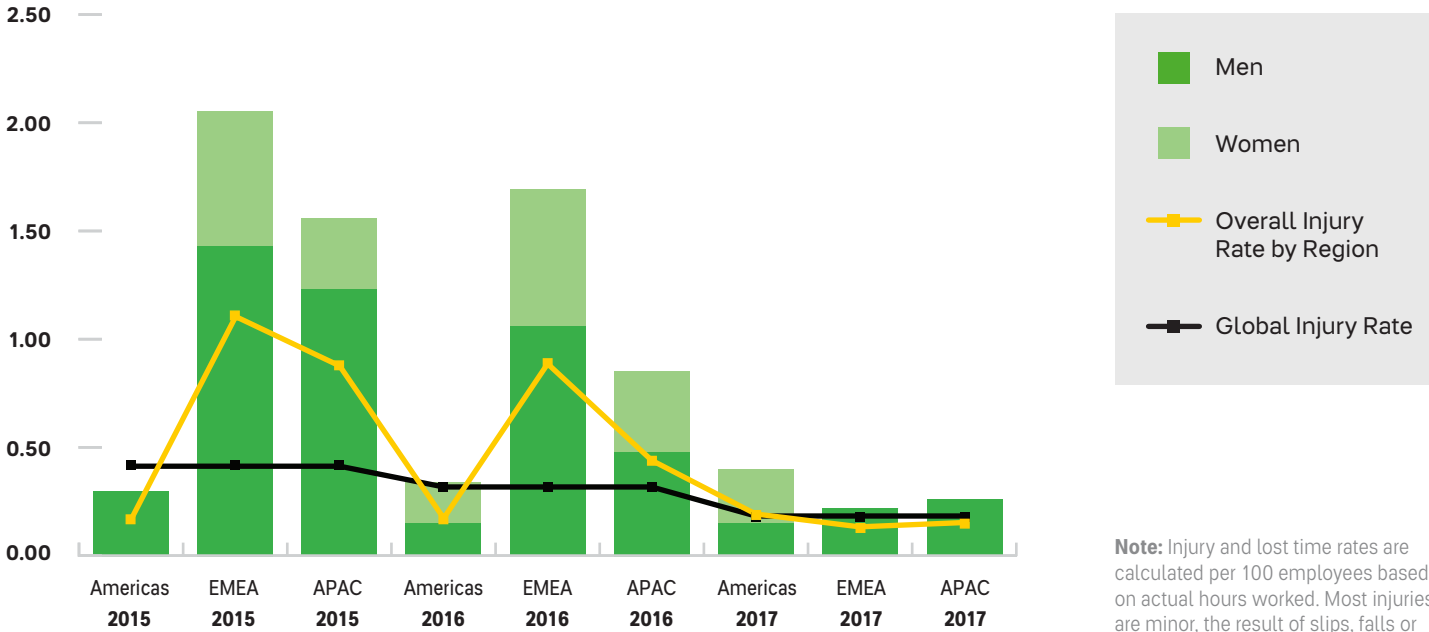
WILLIAM J. WRIGHT, EXECUTIVE VICE PRESIDENT, PRODUCT INNOVATION AND GLOBAL SUPPLY CHAIN

Global Lost Time Injury Rate

(Per 200,000 actual hours worked)

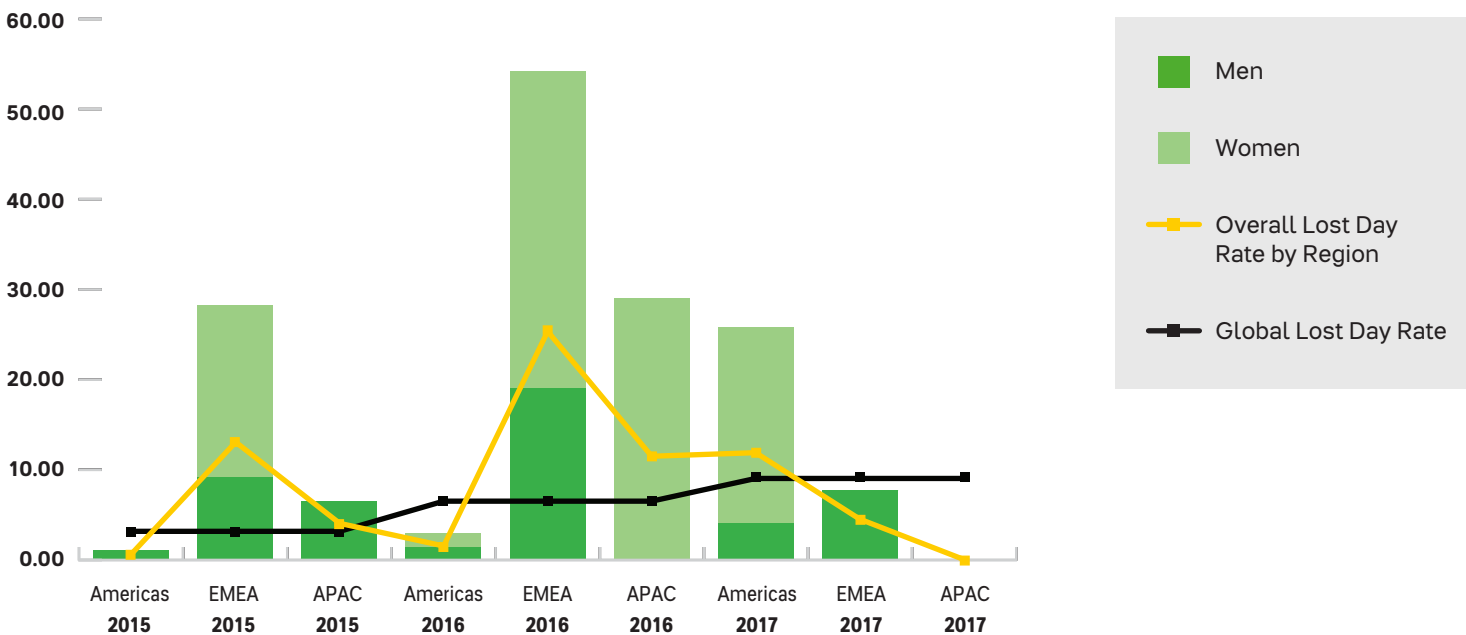


Lost Time Injury Rates by Gender and Region



Note: Injury and lost time rates are calculated per 100 employees based on actual hours worked. Most injuries are minor, the result of slips, falls or collisions. There were zero fatalities in our operations during these years.

Lost Day Rates by Gender and Region



STEPPING UP WITH BEHAVIOR CHANGE FOR SAFETY

In 2017, we introduced the DuPont™ STOP® (Safety Training Observation Program), a leading program that addresses unsafe behaviors. Statistics show that 95% of accidents are related to how people behave, so STOP® helps drive individual accountability for being proactive about safety. More than 500 safety, quality and other managers from around the globe were trained in use of the STOP® methodology and immediately began implementing STOP® to improve safe practices and safety conditions for all our Associates.



In Venezuela, 23 Associates were trained in STOP®. They observed 261 safe acts, and 119 unsafe acts.

CELEBRATING SAFETY

In 2017, we had the pleasure of awarding our first annual Safety Trophy to the factory that achieved remarkable safety performance during the prior year: zero accidents or injuries for a full year and the best safety activation, including training programs and other creative initiatives. We recognized our Greek colleagues with a week-end of learning, sharing and pure celebration of their ongoing and intensive efforts to maintain a safe working environment for all. The trophy will remain in Greece for one year, and then pass to the 2017 winner, to be selected in 2018. However, our Greek Associates are not planning to let go of the trophy without a fight: the Thebes plant again achieved zero accidents in 2017 and led the way with an impressive safety activity calendar.

STOP® for Safety in 2017

\$425,000 (USD)

investment in global investment in STOP® training materials

500 safety supervisors trained

7,500 safety observations executed in the first year rollout of the program



Highlights of Safety Activity at Thebes Factory in 2017

2,498 hours

of safety training completed by Associates

97.9%

participation rate of Associates in safety training

37

Associates trained in the STOP® program.

Comprehensive fire and heat

risk analysis and corrective actions implemented

New safety and warning signage

throughout the factory

123 hours

spent in STOP® safety observations – 2,316 safe behaviors and 886 unsafe behaviors identified



When safety is fun, people are more likely to get engaged. Tupperware organizes annual Safety Weeks in all manufacturing plants with a blend of learning, sharing, and fun experiences. In Portugal, for example, the factory runs safety quizzes, safety Bingo and safety selfies!

“We stop at nothing where safety is concerned, as we believe this creates a culture of excellence, professionalism and promotes excellent performance in everything we do. We will continue to work hard, together, to maintain our culture and practice safety with the objective of zero accidents forever.”

COSTAS KARICAS, PLANT MANAGER GREECE & SHE LEADER EMEA

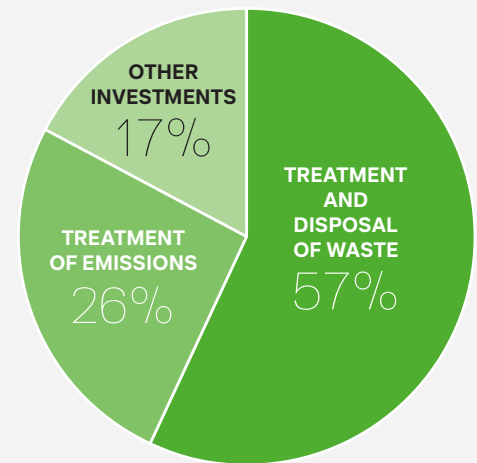
Valuing Our Planet

With all Tupperware products, there is an environmental promise. That's because they last for years, they are recyclable when you no longer need them, they help you prepare food efficiently and yes, they make kitchen waste a thing of the past. But that's only half the story. The other half is how we make and deliver our Tupperware products, considering the environment at every step of the way. Even before a Tupperware product does its job in the home, it's already helping reduce our environmental footprint on the planet.

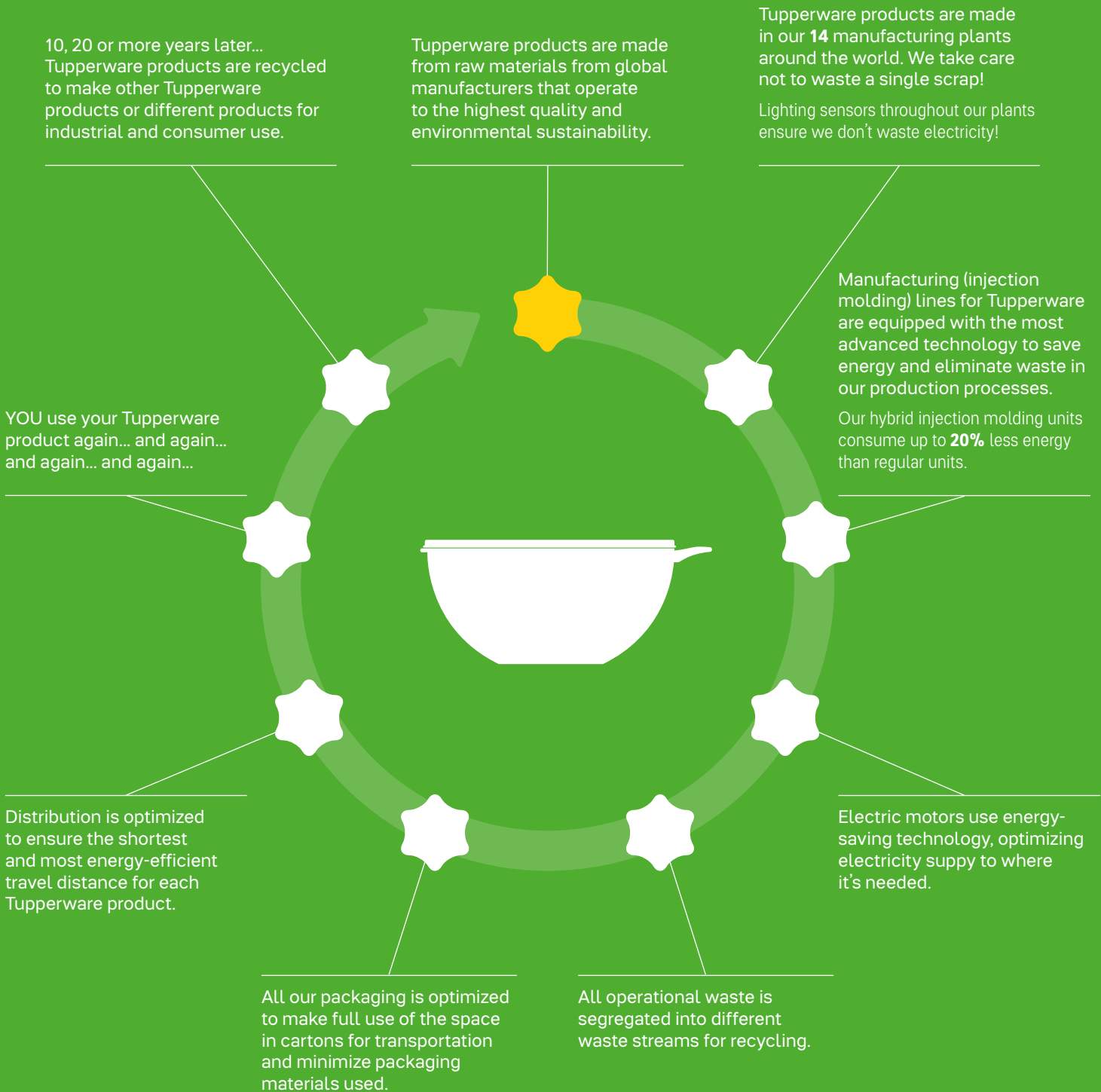
Environmental conservation is always top of mind at Tupperware Brands. We recognize the implications of climate change on humanity and aim to do what's right for the environment in every part of our sourcing, manufacturing, distribution and delivery processes. This translates into reducing energy and greenhouse gas emissions, keeping our water use to a minimum and maintaining our "Reduce, Reuse and Recycle" (3R) resource conservation program. Alongside these practices, we help our Associates stay aware of how they can do more to protect the environment, and through our global Sales Force, we help everyone who uses our products maintain a more sustainable lifestyle.

In 2017, we invested \$1.3 million (USD) in specific environmental improvements in our manufacturing facilities, bringing our total investment to \$3.2 million (USD) over the past three years.

Environmental Expenditure and Investments 2015-2017



Environmental Consciousness in the Lifecycle of a Tupperware Product



OPTIMIZING RESOURCES IN OUR GLOBAL SUPPLY CHAIN

We comply with all environmental legislation and applicable regulations in every country where we operate. We have not received any significant fines or sanctions anywhere relating to our environmental performance in the past five years. Beyond compliance, we maintain robust procedures to drive continuous improvement in all our operations. Our Environmental Management System governs the way we manage, measure and optimize the resources we use to make and deliver Tupperware products.

“Continuous improvement is our approach at Tupperware. With a complex supply network of manufacturing facilities, and a diverse range of products that we deliver to almost every destination on the planet, there is always room to consider how we can do things better, conserve resources and play a positive role in minimizing our environmental impacts.”

GINO DE BROUWER, VICE PRESIDENT, GLOBAL SUPPLY CHAIN

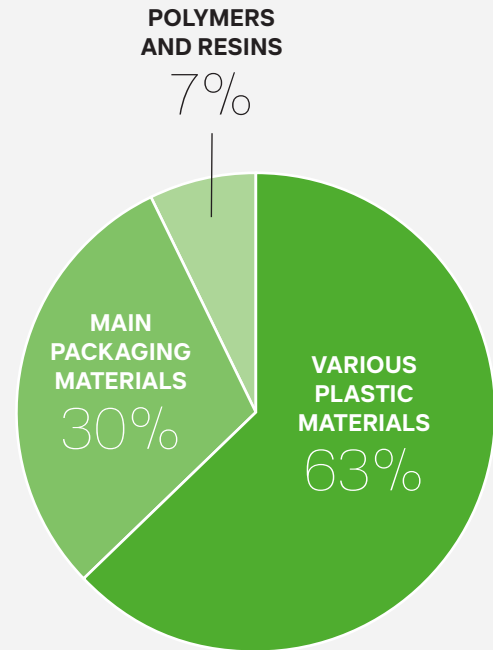
MATERIALS IN OUR PRODUCTION PROCESS

The main raw materials we source include different mixes of polypropylene and high- and low-density polyethylene that, together with a range of polymers and resins, are used for the manufacturing of our products. The next major input volume is packaging, primarily cardboard and paperboard and some polybags and sheets. Overall, in 2017, our intake of these materials amounted to approximately 75,500 tons. Almost all the materials we use in the production of Tupperware products are fully recyclable.

SAVING ENERGY

Over the course of many years, we have implemented operational efficiencies to minimize our use of energy in our production facilities, so that most of the basic elements of environmental changes such as efficient lighting and insulation fittings have been completed. Our factories around the world benefit from years of ongoing investment and incremental improvements in energy efficiency.

Key Raw Materials and Packaging by Weight, 2017



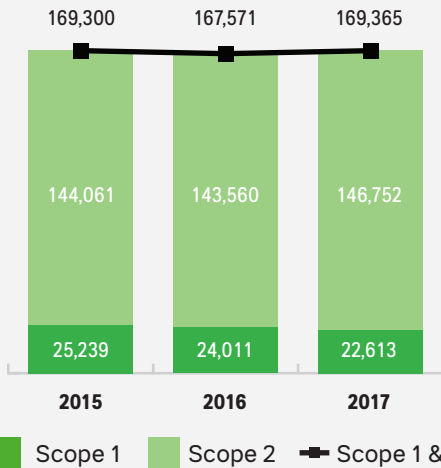
Key energy-saving features of our production facilities around the world include:

- ✓ Good manufacturing practices governing production and processes and energy guidelines
- ✓ Lighting and air-conditioning motion sensors
- ✓ Hybrid-technology injection molding equipment using 20% less energy, lower levels of oil and emitting low levels of noise.
- ✓ Use of Variable Synchronized Drives (VSD) systems for older equipment like compressors, saving up to 35% of energy requirements by optimizing the energy supply relative to different phases of use.
- ✓ Real-time energy consumption tracking software enabling quick detection of abnormal use and correction
- ✓ Energy efficient lighting
- ✓ An entire range of technologies to optimize heating, cooling, printing and other processes to reduce production cycle times and energy requirements

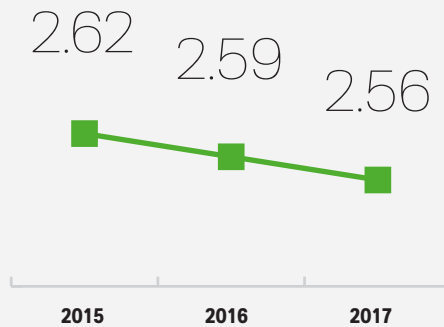
In 2017, we improved our energy efficiency by **1%** per ton of product, versus 2016, and by **2%** versus 2015.

The main type of energy used in our production facilities is electricity, sourced from national grids in our countries of operation. Diesel fuel to power our distribution and transportation operations is the second largest energy source.

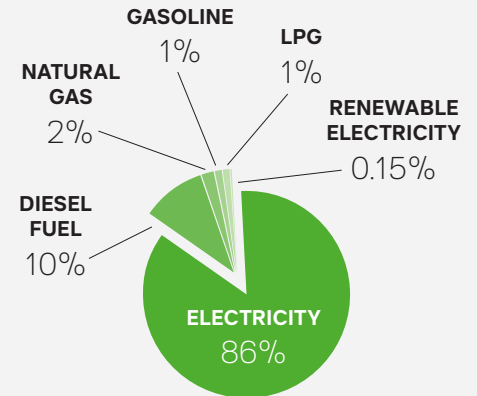
Total Energy Consumption (MWh)



Energy Consumption Per Ton of Product (MWh/ton)



Energy by Type, 2017



Designing Energy Efficiency in China

During 2016-2017, we constructed and commissioned a new manufacturing facility in China, including five significant environmental benefits in the design right from the outset:

- ✓ A 50 mm PIR (polyisocyanurate) foam panel in the factory walls. The low thermal conductivity of this wall provides the insulation performance of a 172 centimeter-wide brick wall!
- ✓ A fiberglass layer inside the roof structure helps to isolate the building from solar heat
- ✓ Skylight fixtures across the 20,000 m² roof provide sunlight during the day and avoid use of electric lighting
- ✓ 1,600 highly-efficient T8 lighting fixtures provide low-power light throughout the facility
- ✓ External cooler for mold and machine cooling, saving significant power consumption when outside temperatures are low

The result of these installations and fixtures is a saving of around 543,600 kWh on an annualized basis versus standard approaches, making our Chinese factory a model of environmental design and construction and one of our most energy efficient operations around the world.

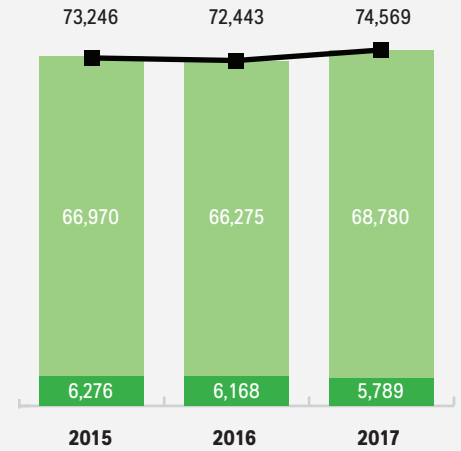
REDUCING GREENHOUSE GAS EMISSIONS

In planning our product development and operations, we consider ways of reducing our impact on the climate. The greenhouse emissions (GHG) emitted by our operations are in proportion to our energy consumption, which is mainly electricity. As most of our electricity is sourced from national grids, we are largely dependent upon the mix of fuels used in national electricity production. In 5 of the 13 countries where we manufacture, the rate of GHG emissions from national electricity production increased versus the year before. As a result, our total GHG emissions increased by 1% in 2017.

Investing in Solar Power in Brazil

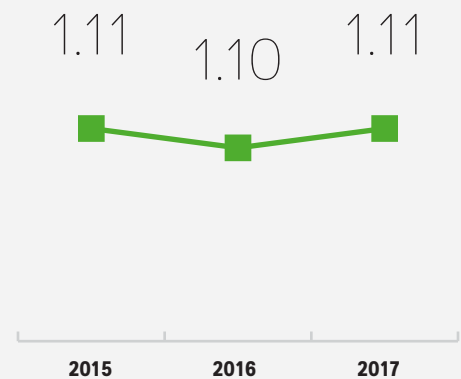
In 2017, we invested in a new photovoltaic array with 62 panels to power newly-constructed locker room facilities for our Associates at our factory in Rio de Janeiro in Brazil. The solar installation provides an annual power output of 16,740 watts, enough to support a large proportion of the electricity requirements for lighting and showers at the site.

Total GHG Emissions (Scope 1+2) (CO₂e)



- Scope 1
- Scope 2
- Scope 1 & 2

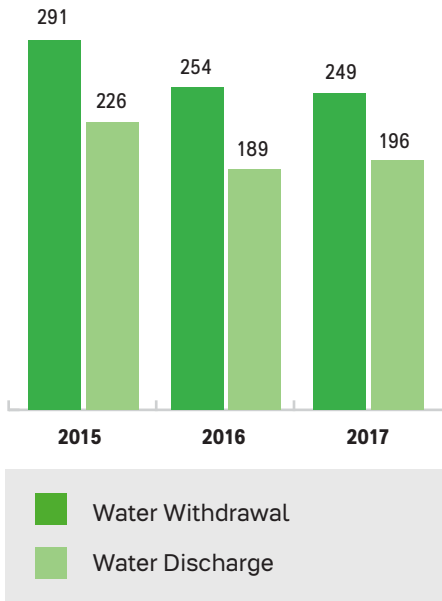
GHG Emissions (Scope 1+2) Per Ton of Product (CO₂e/ton)



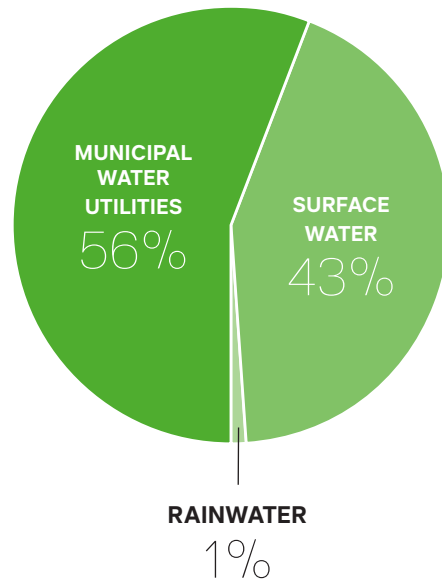
SAVING WATER

We are not significant water users in our operations, though we make every effort to conserve water, and reuse water where we can. Most of our water consumption is for hygiene purposes.

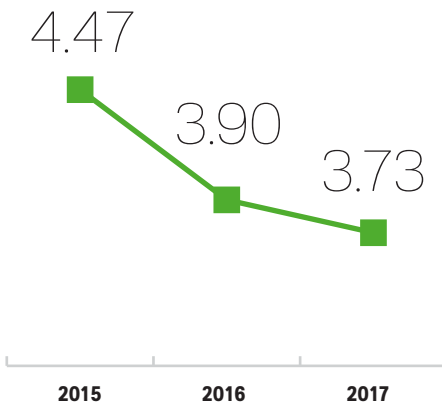
Water Withdrawal and Discharge in Thousand m³



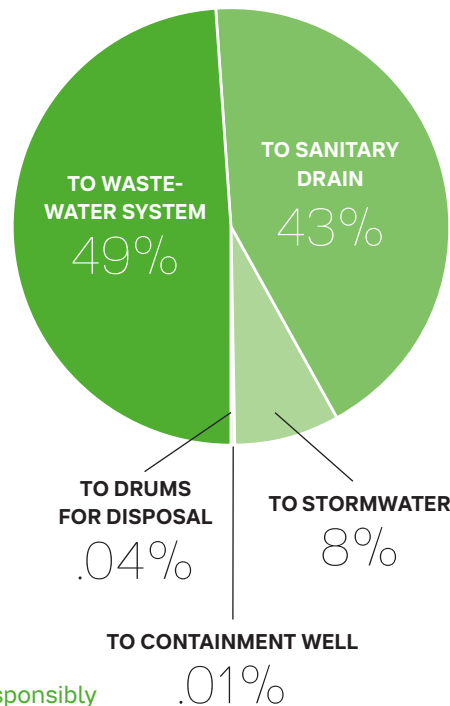
Water Withdrawal by Source, 2017



Water Intensity Per ton of Product (M³/ton)



Water Discharge by Destination, 2017



In 2017, we achieved a reduction of water withdrawal of **2%** and improved our water use efficiency by **4%** per ton of product, versus 2016.

Water-saving Initiatives in Mexico

At our cosmetics manufacturing facility in Mexico, 2017 was a year when we made a concerted effort to reduce water consumption in both our production and warehousing facilities by engaging all our Associates and changing the way we use water. We adopted several measures:

- ✓ Water use opportunity analysis
- ✓ Installation of metering devices
- ✓ Leaks analysis and corrections
- ✓ Water saving devices in washrooms corrected across the site
- ✓ Reuse of water in washrooms
- ✓ Kaizen improvement projects

As a result, we now use 17% less water, enough to supply the annual water needs of around 50 families in the region.

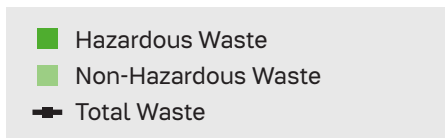
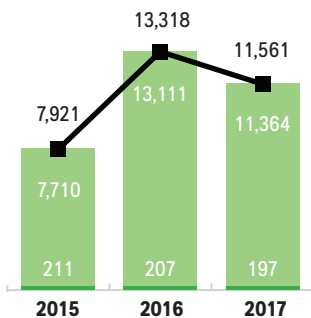
TURNING WASTE INTO VALUE

We are very conscious of the challenges posed by large quantities of waste in our environment, especially waste that does not rapidly biodegrade. Our first priority is to reduce the overall volume of waste we generate. Virtually all plastic waste from our molding process is reused in our production lines. In cases where waste is unavoidable, we have been working to maximize the amount that is recycled or reused in some way. In 2017, we achieved our highest level of recycling and reuse ever at 90%, which correspondingly means the lowest ever proportion of our waste that went to landfill in any year.

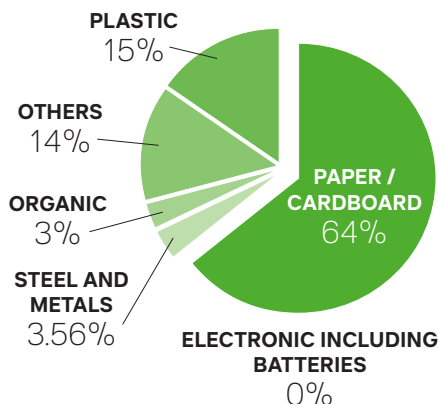
Our overall goal is zero waste to landfill, and in 2017, 3 of our 14 production plants achieved this goal, representing 28% of our production overall.

In 2017, we reduced the waste we generate per ton of product by 15% versus 2016. Of the waste we generated, we recycled, reused or recovered 90%.

Waste in Tons



Waste by Type, 2017



For all the Tupperware products we manufacture:

90% of waste is recycled or reused

Zero waste to landfill in:

Belgium, Portugal, Korea
in 2017

Minimizing Material Loss in India

Some raw material rejected by our production lines cannot be easily returned to the production lines due to the existence of large lumps of processed Tupperware plastic. In India, the team implemented a creative way of avoiding waste in 2017. A roller was used to reduce the size of Tupperware plastic lumps while they are still hot from the production line, converting them into sheets that can be reground and ready for production. This change enabled our plant in India to avoid around 20 kg of plastic waste per day.

GRI Content Index

GRI Standard 102: General Disclosures 2016	Disclosure	Page Reference or Response	Omission				
102-1	Name of the organization	2					
102-2	Activities, products, and services	2					
102-3	Location of headquarters	2					
102-4	Location of operations	2					
102-5	Ownership and legal form						
102-6	Markets served	2					
102-7	Scale of the organization	2					
102-8	Information on employees						
	Employees by region	2016			2017		
		Women	Men	All	Women	Men	All
	N. America	1,645	2,149	3,794	1,602	2,165	3,767
	LATAM	3,731	1,130	4,861	3,509	1,109	4,618
	APAC	1,197	1,133	2,330	1,215	1,202	2,417
	EMEA	1,009	968	1,977	999	930	1,930
ALL	7,582	5,380	12,962	7,325	5,406	12,732	
102-9	Supply chain	8					
102-10	Significant changes	No significant changes					
102-11	Precautionary Principle	38					
102-12	External initiatives	Not reported					
102-13	Membership of associations	27					
102-14	Statement from senior manager	6					
102-16	Values, principles, standards	2					
102-18	Governance structure						
102-40	List of stakeholder groups	11					
102-41	Collective bargaining agreements	Not reported					
102-42	Identifying and selecting stakeholders	Not reported					
102-43	Stakeholder engagement	Not reported					
102-44	Key topics and concerns raised	Not reported					
102-45	Entities included	5					
102-46	Report content and topic boundaries	5					
102-47	List of material topics	12					
102-48	Restatements of information	None					
102-49	Changes in reporting	None					
102-50	Reporting period	5					
102-51	Date of most recent report	5					
102-52	Reporting cycle	5					
102-53	Contact point	5					
102-54	Reporting in accordance with GRI Standards	5					
102-55	GRI content index	55					
102-56	External assurance	5					

Material impact	GRI Standards (2016)	Management Approach Standards 101:1-3: page		Performance Indicator	Page/ Response	Omissions
Changing Lives	203: Indirect economic impacts		203-2	Indirect economic impacts	14-27	
Living Smart			203-2	Indirect economic impacts	28-36	
Acting Responsibly	301: Materials		301-1	Materials used by weight or volume	50	
	302: Energy		302-1	Energy consumption within the organization	51	
			302-2	Energy consumption outside of the organization	51	
			302-3	Energy intensity	51	
	305: Emissions		305-1	Direct (Scope 1) GHG emissions	52	
			305-2	Energy indirect (Scope 2) GHG emissions	52	
			305-4	GHG emissions intensity	52	
	306: Effluents and Waste		306-2	Waste by type and disposal method	54	
	308: Supplier Environmental Assessment		308-1	New suppliers screened using environmental criteria	100%	
	403: Occupational Health and Safety		403-2	Types of injury and rates of injury	45	
	406: Non-discrimination		406-1	Incidents of discrimination	None	
	414: Supplier Social Assessment		414-1	New suppliers screened using social criteria	100%	
	416: Customer Health and Safety		416-2	Non-compliance concerning health and safety impacts of products	None	
417: Marketing and Labeling		417-2	Non-compliance concerning product and service information and labeling	None		

