



DOING THE RIGHT THING

We strive to do the right thing and that requires accountability. We see our journey through the eyes of our colleagues, we see it manifest through the impact of our products, and through how we impact the world around us.



Our colleagues set the tone for our success – they take our value of integrity to heart and truly embody the Edgewell spirit around the globe. Whether it’s providing support to our customers, consumers and communities in their times of need, supporting national relief efforts during disasters, finding ways to reduce our carbon footprint or improving health and safety in our facilities, this makes us who we are. Our colleagues create the backbone that brings our core values to life and allows us to attract, engage and retain the best talent in the personal care industry.

DOING THE RIGHT THING

The Edgewell Personal Care team finds the inspiration every day to create and produce the best products for our consumers. We empower our colleagues to work together to make a difference. This not only nurtures their personal and professional growth, but also allows them to make a positive difference in communities where they live, work and play. Every day, I wake up excited knowing our young company of 6,000 colleagues is making a significant impact around the world.

It seems like yesterday Edgewell became an independent publicly-traded company and it has been remarkable to have witnessed how much our company has transformed in a short two and a half years. We’re excited about the opportunity to build a new global company with some of the most well-known and well-respected personal care brands on the market. Our portfolio includes Banana Boat, Bulldog, Carefree, Edge, Hawaiian Tropic, O.B., Personna, Playtex, Schick, Skintimate, Stayfree, Wet Ones and Wilkinson Sword.

At Edgewell, we have built integrity into our core values to ensure we always strive to “do the right thing.” This includes how we conduct our business, how we create our products, the work environment we provide for our colleagues involvement with the communities in which we operate, and the impact we have on the world around us. As we took a closer look at the broad impact of our global organization, we realized how important it was to share our commitment. We take pride in our corporate citizenship and environmental stewardship and we will continue to grow our efforts as our footprint continues to expand.

We have completed our second full fiscal year as a standalone company. We have cultivated a strong identity and created a unique culture and it is an appropriate time to report who we are and the good our company and our colleagues do around the globe.

It is our pleasure to present Edgewell Personal Care’s first annual sustainability and social impact report. We recognize that there is room to improve, but we believe in being held accountable to the highest standards, and we are committed and focused on doing the right thing.

We have centered our efforts around three core categories: people, products and the planet. In this report, we will provide examples and stories from each category that bring out the best of what we do, take ownership for areas of improvement and set goals for future growth.

I want to thank you for your interest in learning more about Edgewell Personal Care and to thank our colleagues for helping us stay true to our commitment to “do the right thing.” I encourage you to learn more by visiting our website at www.edgewell.com.

With regards,



DAVID HATFIELD
Chief Executive Officer and Chairman of the Board
Edgewell Personal Care



If you always do what you
always did, you will always get
what you always got.



WHO WE ARE

Edgewell Personal Care is a new and innovative company. Following the spin-off of Energizer Holdings in 2015, we emerged as an independent publicly-traded company comprised of 14 well-known brands whose products are used by millions of people spanning more than 50 countries.

Our sustainability and corporate social responsibility practices begin with a simple but engaging motto: **“Do the right thing.”** As part of that goal, we are proud to present our first report detailing our progress and displaying our deep commitment to operating with integrity.

How do we ensure we do the right thing? With a vision, a mission and a defined set of values from which we do not waver.

Our **VISION** is to be a trailblazing personal care company, leveraging our colleagues' creativity and passion to challenge convention and drive growth.

Our **MISSION** is to win through focus, insightful innovation and agility, creating and providing better solutions to our consumers and customers.

Our **VALUES** keep us honest. They influence our collegial interactions and our relationships with our customers, consumers, colleagues, shareholders, business partners and the communities in which we operate. Our values truly keep us steady as we continue to evolve and impact the world:

- PASSION – To be the best
- INTEGRITY – Do the right thing
- RESPECT – Value differences
- TEAMWORK – We are one team
- INITIATIVE – Lead by example

We are not only reimagining personal care with innovative products, we are reimagining our company's role as an active global corporate citizen. Even our name represents our values and goals.

EDGE expresses our drive to always be at the peak of innovation and it evokes the rich heritage of our largest global business, shaving, which literally involves putting an edge on blades. We are also always on the edge of doing great things. At any given moment around the world, our colleagues are brainstorming or acting upon initiatives that make Edgewell a better employer, our brands even stronger and our world a better place.

WELL reflects our goal to deliver well-being to the people who use our products. It speaks to our commitment that everything we create is well-designed and well-made. It embodies our drive to provide ample opportunities to enhance our colleagues' mental, physical and professional wellness. We take a stand to ensure the well-being of children and families in our local communities and we operate sustainably to safeguard the health of our global ecosystem.

It is with pride that we present the Edgewell story. Our **PEOPLE** make the **PRODUCTS** that make lives easier, healthier and cleaner as we remain stewards of the **PLANET**. The following pages in this report detail the work we do around these three categories, how we do it and how we will continue to hold ourselves accountable and improve our efforts.



OUR STRATEGY

Our commitment to operating ethically and sustainably goes beyond just, “doing the right thing.” We know that operating in this manner also positions our company for growth. It is so crucial to our success that we have built it into our overall corporate strategy through 2020 as a part of the plan that will fuel our growth initiatives.



PEOPLE

We are more than employees – we are colleagues.

At Edgewell Personal Care, everyone has a seat at the table, every voice gets a platform and every opinion has an outlet. Groundbreaking ideas and innovations can rise from anyone, anywhere and at any time.

We are committed first and foremost to people – people who work with us, people who use our products, people who partner with us and the people we support in our communities. We offer our colleagues safe, healthy work environments and opportunities to grow and excel professionally. We aim to promote racial and cultural diversity, in addition to diversity of thoughts and ideas. We make positive contributions in the areas where we operate through community involvement and partnerships. Most of all, we understand that to attract and retain great people, we must put them first.

WHEN COLLEAGUES TALK, WE LISTEN

Our colleagues have a voice. It is part of our culture to make sure our colleagues are heard.

In March 2016, we launched our first Global Engagement Survey to learn what we could do to further improve their work lives. We formed action plans based on our survey's results and brought many of our colleagues' ideas to life.

We have developed specific action plans for each region around the world. Some highlights include:

- Completing an overhaul of our quarterly global town hall meetings, ensuring colleagues remain engaged, promoting transparency and answering colleague questions

Enhancing reward programs for service anniversaries and launching site-specific recognition programs in North America

- Integrating colleagues from our Commercial Private Brands Group with brand-specific groups in our Polanco, Mexico offices, driving agility and sharing expertise
- Providing more opportunities for culture and community events across various international sites

While we have done a lot, the work from our first Global Engagement Survey is far from over. The results continue to shape our plans and day-to-day decisions. We look forward to taking the pulse of the organization at regular intervals moving forward so we can evolve and grow as an employer and partner with our colleagues.

Our commitment to a culture that encourages feedback, ideas and innovation goes beyond just our engagement survey. Much of what is included in this report is a direct result of our colleagues' passion and their strong commitments to charities, the environment and safety. Their ideas fuel and shape our growth in sustainability and ethical operations.

WORK-LIFE BALANCE

We support our colleagues by nurturing their passions, encouraging curiosity and inspiring innovation in their work. There is no one-size-fits-all approach to work-life balance, as each colleague has a different view of how this would balance out. However, we embrace work-life balance as our colleagues are most productive when they are happy

“At Edgewell, our colleagues are our competitive advantage. We know that their passion is what makes us successful, which is why we have formally built their capabilities into our strategic plans. Each colleague affects the bottom line, each colleague contributes to our success and each colleague matters.”

John Hill, Vice President of Global Human Resources

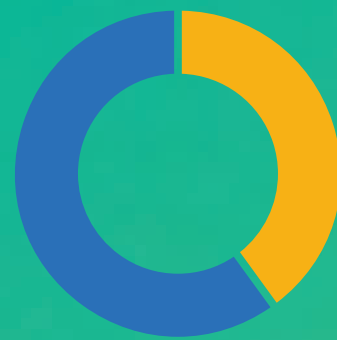
Edgewell's diverse team is united in the shared values that guide our collaborations, customer partnerships and consumer connections. With a global footprint, we aim to promote racial, cultural and generational diversity.

GENDER



ALL COLLEAGUES

49% Male
51% Female



LEADERSHIP*

57% Male
43% Female



BOARD OF DIRECTORS

71% Male
29% Female

*Leadership = Two levels down from CEO

U.S. ETHNIC DISTRIBUTION



70% WHITE
15% BLACK/AFRICAN AMERICAN
7% ASIAN
7% HISPANIC/LATINO
1% TWO OR MORE RACES (Not Hispanic /Latino)
0.4% AMERICAN INDIAN/ALASKA NATIVE
0.4% NATIVE HAWAIIAN OR OTHER PACIFIC

GENERATIONS



ALL COLLEAGUES

33% Millennials (1980-1999)
46% Generation X (1965-1979)
21% Boomers (1946-1964)



NEW HIRES

56% Millennials (1980-1999)
35% Generation X (1965-1979)
9% Boomers (1946-1964)

Data is from Fiscal Year 2017.



"I love the inspiration being shared and feel so proud to be part of a company doing such wonderful work in communities all over the globe!"

Michelle Keefe-McGuinness, Customer Service Manager, Oceania

"The important thing about the engagement survey was that we were disciplined in creating specific action plans. We ensured that we enacted real change by listening to our colleagues, following up and changing our ways where it made the most impact to do so."

Jose Montes, Senior Director of Human Resource Global Operations



In 2017, more than 90% of our global salaried colleagues were engaged with our "Framework for Achievement" process of receiving performance and/or development reviews.



To reinforce our culture of equality and ethical operations, each of our 6,000 colleagues are required to complete yearly compliance training.

and have policies to provide them with flexibility, whenever possible. Strategies to achieve this balance vary within our global footprint. We use the most impactful approaches available to complement the individual cultures at our sites. These strategies may include:

- Flex-time
- Remote work agreements
- Four-shift rotations
- Family Days
- Well-appointed break rooms and areas to decompress during working hours

COLLEAGUE DEVELOPMENT

We cultivate an environment where our colleagues feel inspired and challenged to grow into new roles and seek out new responsibilities. We know that to be successful, we must develop our colleagues' skills and capabilities. This is so important to us that we have built colleague development into our formal strategic, long-term growth plans. To that end, we offer a wealth of formal training and development programs for global colleagues, including programs on improving communication and processes, as well as increasing teamwork and decreasing conflict.

LEADERSHIP DEVELOPMENT

Managers lead, but effective leaders inspire. We develop our leaders across all functions so they can inspire, develop,

nurture and support their peers. The development of leadership capabilities is key to the future growth and success of our company. Our Global Leadership Development Program (GLDP) achieves this through several targeted academies that provide managers practical tools with techniques, coaching and management competencies, strategic thinking and planning skills.

The academies provide a unique learning experience that is challenging, informative and fun. In 2017, 168 colleagues participated in the GLDP program.

STANDARDS OF CONDUCT

We operate with codes of conduct to create a consistent work culture and environment. Integrity guides our every action and we are committed to the highest standards of ethics and of legal compliance. We are guided by our [Colleague Code of Conduct](#), which addresses our policies on business practices, financial reporting, conflicts of interest, equal employment opportunity, company resources, safety, environmental matters and more.

DIVERSITY: MANY LANGUAGES, MANY VOICES

The Edgewell team is diverse and growing, with colleagues spanning 50 countries. Our shared values unite us and guide our collaborations, customer partnerships and consumer connections. We use every effort to promote racial, cultural

and generational diversity, in addition to diversity of thoughts and ideas.

Headcount Distribution

- 42% North America
- 31% Europe, the Middle East and Africa
- 21% Asia Pacific
- 6% Latin America

THE ONLY BAD IDEA IS THE ONE UNSHARED

Our diversity brings out the best ideas for both our business and our consumers. We rely on collaboration and create cross-organization initiatives that pull from different backgrounds, offices, functions and levels. We believe this exchange gives our people a deeper understanding and appreciation of the marketplace and global community and of one another.

One such initiative developed from our Global Engagement Survey. Our colleagues noted a need for more collaboration and communication channels. A group of colleagues spread across Southern Europe had been using an enterprise social network to connect as a team. They proposed expansion, and in 2017, we officially rolled out the collaboration tool globally with nearly 2,500 active users in the first 30 days.

Our teams noted greater interaction and through this online collaboration, we share our culture and community activities, generate Edgewell pride, increase productivity and promote colleague engagement.

EQUALITY

Our colleagues possess a wide array of talents and we are committed to providing an equal opportunity work environment where everyone is treated with fairness, dignity and respect. We provide equal opportunity for all colleagues and applicants on a merit basis. We comply with all U.S. federal, state and local laws and foreign laws that prohibit discrimination based on race, color or ancestry; creed or religion; gender; age; physical or mental disability; national origin; sexual orientation; veteran status; gender identity; or any other trait protected by law.

Every colleague has the right to work in a harassment-free environment. We do not tolerate harassment by anyone based on the diverse characteristics or cultural backgrounds of our colleagues. Our policies prohibit behavior that creates an intimidating, hostile or offensive working environment.

Global Technology and Operations

We are particularly proud of an initiative proposed by a group of colleagues to create additional collaboration and communication across several functions that naturally should work closely, but have historically operated separately. The result was the creation of our Global Technology and Operations (GTO) team.

Many of our technical colleagues had been operating in a brand-specific mindset. We often heard, “I work for Playtex,” or “I am a part of the Schick team.” The GTO organization established a unique culture, within Edgewell’s larger culture, that unified these groups.

The goal was to operate with a “one team” mindset. We wanted to create a culture of openness and knowledge sharing. To do that, we had to create trust, so that ideas could be exchanged and silos would be broken.

From this concept, cross-functional teams centered around communication, organization, innovation, customers and productivity were created to drive improved collaboration.

In 2017, we appointed a chief operating officer, who effectively brought the GTO, marketing and sales functions under one umbrella, further streamlining efforts and expanding the original GTO vision. Although the GTO team continues to evolve, its purpose remains the same – we are one team and we all thrive on the expertise and collaboration of knowledge that each group has to offer.

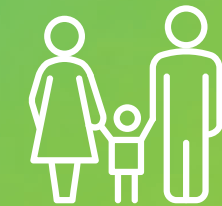


We will continue to maintain our world-class injury rate of <1.0 and begin conducting annual safety culture trainings for leaders at every global plant.

BY 2020...

“Make safety a habit, not a policy, so that at the end of the day – we all go home Alive & Well.”

Robert Brown, Senior Health and Safety Specialist in Knoxville, United States, a site that is currently three years injury-free



We will establish a focused and coordinated global effort to partner with organizations that support children and families in every local community we operate in.



We plan to develop a coordinated global wellness initiative to be applied at each local site.



We aim to obtain a global colleague engagement score that is in line with the global norm.



WE ARE PROUD TO GO THE EXTRA MILE

In 2017, via our Playtex Baby Facebook page, we learned of a family in the U.S. whose daughter had microcephaly and could only eat from one of our discontinued latex bottle nipples. The young girl's mother, Gwen Hartley, had crowdsourced some bottle nipples through her Facebook network, but her supply was running low and our latex nipples expire after three years. We took this opportunity to circle back with our supply partner, who still had the tooling to make the discontinued nipples and we completed a special run of the product. We delivered 1,095 nipples (a three-year supply) and committed to deliver product to the family every three years for as long as they need them.

“Not only did these nipples arrive a few days ago, but with them came an email from the general manager of Playtex Baby stating that they would do production runs for 1,095 nipples for Lola at every three-year interval after that as well,” Gwen wrote on her blog. “We are so grateful that they still had the equipment available to produce these discontinued nipples for us and that they cared enough to do so.”



SAFETY

We are committed to providing a safe working environment in all our offices and global manufacturing facilities.

In fact, The U.S. Occupational Safety and Health Administration's Voluntary Protection Program (VPP) lauds us for our safety practices. Out of 15 million American workplaces, only 2,279 have earned VPP status. We are incredibly proud to operate two VPP-Star facilities.

Additionally, sites in Solingen, Germany and Guangzhou, China have achieved OHSAS 18001, an internationally recognized program for health and safety.

We have reduced injury rates globally from 0.85 in 2015 to 0.63 through 2017, and will maintain this world-class injury rate through relentless training and emphasis on awareness, responsibility and commitment.

All Edgewell manufacturing sites are now following the principles of our “Alive & Well” culture program, which trains colleagues and management to make safety a habit. The program engages colleagues in developing a culture

focused on safety as part of everyday life. It reinforces a “Safety Starts with Me” mindset, inspiring colleagues to stay safe and keep others safe. It nurtures and encourages a positive culture where we act to reinforce our safety standards. To create this program, we worked directly with Paul D. Balmert, author of the book, “Alive and Well at the End of the Day” and had the book translated into multiple languages to spread the culture across all sites.

WELLNESS

The “well” in Edgewell is there for a reason – we promote wellness as customers and consumers use our products and we ensure that wellness is a priority with our workforce. Colleagues who are operating at their best are, in turn, the most productive. We have programs in place to promote physical, mental, emotional and fiscal wellness.

Our needs around the world are different, but the goal of healthy and happy colleagues is universally shared.



Edgewell donated more than one million items to the American Red Cross and Feed the Children.



COMMUNITY ENGAGEMENT

Our colleagues are active in the communities where they live, work and play. They organize, drive and participate in a wide range of programs that make a significant impact. This includes disaster relief efforts, product donations, mentoring programs, food and toy drives, tree-planting days, volunteering at local soup kitchens and outreach to local schools.

We provide the resources and our colleagues provide the passion, integrity and ingenuity to “do the right thing.” As is the nature of our business, we support families and children with our products and focus our community efforts on the well-being of families and children in our local communities. We know each community’s needs differ and we would never dictate how our colleagues should get involved. Instead, we empower our colleagues to work with the organizations they feel will have the most impact on families and individuals in their locales. This strategy of empowerment not only fuels our colleagues’ commitment to invest their time and energy to make a difference, but it is also often stated as a fulfilling aspect of being employed at Edgewell.

For example, in the United States, colleagues run an annual, coordinated fundraising effort with the United Way, a global organization focused on creating community-based and community-led solutions that strengthen the foundations for a good quality of life. Colleagues across seven U.S. sites participate in fundraising events throughout the year and many donate a percentage of their salary. It is a source of pride and unity for our colleagues, and their impact grows each year.

Our colleagues are truly the drivers of our community efforts and as a prominent corporate citizen, we recognize that we can also help on a deeper organizational level. In the fall of 2017, when a seemingly endless barrage of natural disasters hit the United States, Puerto Rico and Mexico, we knew that the company could make a difference for the many families in need. Our colleagues, their families, friends and neighbors in some of the hardest hit areas needed our help. To assist with relief efforts, Edgewell donated \$75,000 to the American Red Cross. Additionally, as a personal care company, we were in a unique position to provide more than a million items from our various product lines – feminine care, infant care, sun care, shave and skin care – that would directly improve the lives of those displaced.

Our volunteering efforts extend beyond U.S. borders to programs such as a shaving educational campaign at basketball games in Japan, a Children’s Decathlon Family Day in the Czech Republic, and a multi-event effort in the United Kingdom that raised \$24,000 for British charities.

In Australia, our colleagues have donated time and products to its charity partner One Voice. The organization believes that “restoring dignity is the first step to restoring people’s lives.” One Voice volunteers drive mobile shower and laundry buses around neighborhoods throughout Australia providing access to personal care facilities for people in need. People shower and clean up while having their clothes washed. After, they receive a care package containing basic necessities such as underwear, a toothbrush and toothpaste, razors, feminine care products, sunscreen and anti-bacterial wipes. 35 Australian Edgewell colleagues bought 40 sleeping bags for One Voice. They also donated hundreds of pairs of new underwear and socks to be included in the charity’s care packages.



DOVER, UNITED STATES

Our Dover, United States site is home to a team of exceptionally motivated and caring colleagues who are extremely active in good works. They focus on partnerships with three core charities: Feed the Children, Special Olympics and Habitat for Humanity.

The team hosted a Feed the Children event in 2017, in its massive parking lot, serving 400 families and individuals with free boxes of food and Edgewell personal care products. In total, they gave away 1,200 boxes in less than three hours.

Another event important to the Dover team is the annual Melanoma Walk. The reasoning is two-fold – promote proper sun protection through Banana Boat and Hawaiian Tropic products, and the cause is deeply personal to the team. A colleague lost a child to the disease and his colleagues rallied to show their support.

“It’s a very personal cause to our colleague and friend, so we’ve made it personal to us. If it affects his family, then it affects the Edgewell family.”

Arlen Lewis, Senior Training and Development Specialist, Edgewell Personal Care Dover





In 2016 and 2017, reducing packaging and the weight of our products for shipping resulted in reductions of 8.3 metric tons and 37.3 metric tons of plastic respectively.



Switched from plastic trays to paper trays for bulk shipping.



Transitioned our plastic blisters from PVC to PET.



Transitioned from a tub and lid structure to polypropylene bags.



PVC blister material thickness reduction for wet shave men's and women's packaging in China led to:

- PVC decrease of 9.269 metric tons (9,269 kilograms) in 2016
- PVC decrease of 17,293 metric tons (17,293 kilograms) in 2017



PRODUCT

Our products make consumers' lives easier, cleaner and healthier. We help people look, feel and be their best. We strive to make our products in ways that do the least amount of harm to the planet or to others. We have made significant strides to limit our impact simply by using more environmentally friendly materials. Our teams constantly search for new ways to reduce packaging sizes and increase the usage of recyclable materials.

ENVIRONMENTAL IMPACT

PACKAGE MATERIAL REDUCTION

By reducing packaging, we reduce our use of resources and the weight of our products for shipping – ultimately creating a smaller carbon footprint. For example, we have already begun switching from plastic trays to paper trays for bulk shipping. In 2016 and 2017, this has resulted in reductions of 8.3 metric tons and 37.3 metric tons of plastic respectively. We will continue to look for opportunities in 2018 and beyond to reduce the use of plastic whenever possible.

In select razor products we have transitioned the plastic blisters from PVC to PET and in select EU disposable razor products we have transitioned from a tub/lid structure to polypropylene bags.

Additionally, we also engage in light-weighting efforts for aluminum cans and plastic bottles in our sun care products.

PVC REDUCTION AND ELIMINATION

Polyvinyl chloride (PVC) is one of the most widely-produced synthetic plastic polymers and is used often in construction and packaging. If put into landfills or incinerated, it can release carbon dioxide and cadmium into the environment. To address this, we have eliminated the use of PVC in the EU and in our sun care packaging. As a specific example, we

have replaced PVC with polyethylene terephthalate (PET) in wet shave women's systems by changing from blister to cartons.

BULLDOG INNOVATION

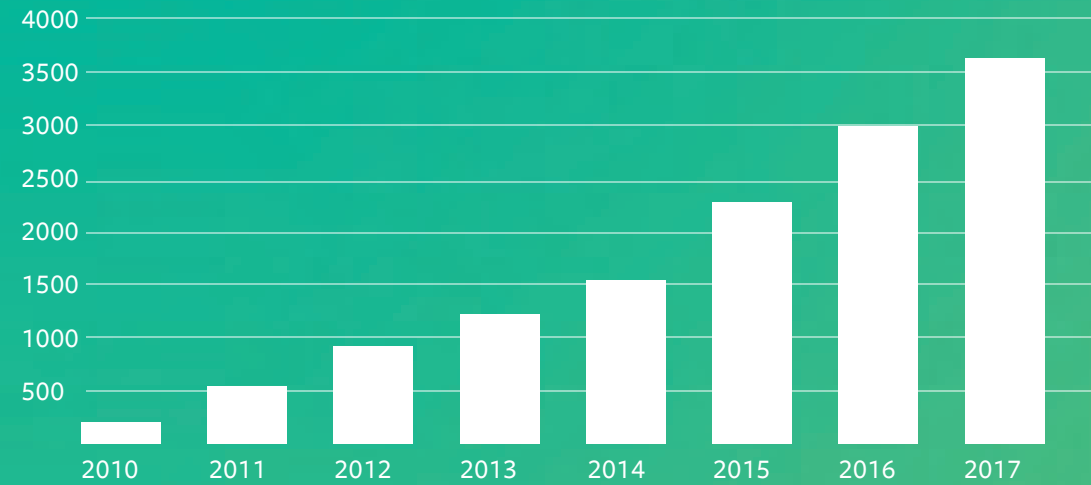
In 2017, our men's skin-care brand, Bulldog, moved from 100 percent petrol-based plastic to bio-based sugarcane plastic for all its tubes, becoming the first company in the United Kingdom to make a tube incorporating sugarcane plastic.

Bulldog produces more than five million tubes annually. Today, sugarcane plastic content averages more than 85 percent across the range of the product tubes. For now, tube caps are still made of polypropylene -- the maximum level of sugarcane plastic we can use without negatively impacting the tube cap's performance.

The sweetest parts of sugarcane plastic include:

- Capturing carbon while the sugarcane is growing
- Reducing the carbon footprint compared with conventional polypropylene
- Chemical similarities to existing petrol-based source plastics
- No perceived difference for consumers
- Full recyclability

MILFORD CUMULATIVE RECYCLED PP USAGE (metric tons)



GLOBAL PALM CHEMICAL STATUS

JULY — 2016

RSPO Certified vs. Regular Palm Buy

*NAM, Scala, Saiya, Swallowfield & Dankwardt



43%

Actual RSPO MB Certified Buy

57%

Regular Palm Buy

PROGRESS YTD AUGUST — 2017

Complete: NAM, Scala, Saiya, Swallowfield, Drying, Dankwardt, SCJ Palmitic Acid & Stearic Acid

Working on small volume materials next for RSPO



95%

RSPO MB Certified Buy

5%

Small Volume

RECYCLED POLYPROPYLENE

Polypropylene (PP) is a commodity plastic resin common in consumer goods because it provides a good balance of mechanical properties, manufacturability and cost, while assuring product safety, quality and reliability.

We use the material in our Xtreme3 razors as well as in creating our private brand group's Speed3 handles. Our plants in Milford, United States and Obregon, Mexico have used thousands of metric tons of the material in the past several years. Since 2015, the Milford site has used more than 2,091 metric tons of recycled PP. In addition, Obregon has used more than 486 metric tons since 2015.

PRODUCT INNOVATION

We are always working to meet consumers' demands for safe products and simplified formulas. Banana Boat did this with the 2017 innovation of its Simply Protect line containing 25 percent fewer ingredients.*

to combating deforestation, habitat degradation, climate change and indigenous rights abuses associated with the sourcing and use of palm chemical ingredients. To reduce our impact, we have boosted the use of Roundtable on Sustainable Palm Oil-certified (RSPO) products. RSPO palm oil meets a set of environmental and social criteria aimed at minimizing the negative impact of palm oil cultivation on the environment and on communities located in palm oil-producing regions. In 2017, we increased our RSPO-certified products to 95 percent, up from 43 percent in 2016.

CONFLICT MINERALS

We use some conflict minerals in our razors and trimmers. These minerals include tin, tantalum, tungsten and gold, and are sometimes referred to as "3TG." Edgewell recognizes that these minerals are mined in countries like the Democratic Republic of the Congo (DRC) where conflict affecting the mining and trading of those materials occurs regularly.

SOCIOECONOMIC IMPACT

PALM OIL

Palm oil is a core ingredient in base formulations and is significant in the foaming process of our products. As a concerned steward of the environment, we are committed



*by numbers vs. Banana Boat Sport Performance Sunscreen Lotion SPF 50+

BY 2020...



We commit to exploring opportunities to reduce the use of plastic whenever possible and increase the use of recycled plastic where it does not impact product consistency.



We aim to use 100% certified sustainable palm oil (CSPO) in our products.



Our goal is to ensure that all 3TG minerals in our razors and trimmers are 100% certified DRC conflict free.



We aim to seek partnerships with customers and external organizations to increase awareness and product recycling.



We aim to meet consumers' demand for simple products by exploring opportunities to reformulate current products and innovate new products with less ingredients.

In support of that goal, Edgewell will:

- Participate as a member of the Electronic Industry Citizenship Coalition (EICC) Extractives Work Group and Due Diligence Work Group
- Develop a program to trace the origin of 3TG minerals in our supply chain using the EICC reporting template
- Exercise due diligence using the Organization for Economic Co-Operation and Development (OECD) procedures
- Work to ensure that no 3TG minerals that support conflict in the DRC region are used in our supply chain
- Require our suppliers to make similar responsible sourcing decisions and to collaborate with us in our due diligence efforts

In 2015, we determined that 64 percent of our supply chain was 3TG conflict free. By the end of 2016, we determined that 86 percent of the supply chain was 3TG conflict free.

ANIMAL TESTING

We avoid animal testing on our products whenever possible. In fact, the following product lines are never tested on animals:

- Razor and blade products such as Schick, Wilkinson Sword and Persona
- Shaving gels and creams from Skintimate
- Skin care products such as Bulldog and Wet Ones
- Feminine care pads and liners such as Stayfree and Carefree
- Infant care products

Edgewell brands and products not listed perform animal testing on products **only** when required by law to do so.



Our newest brand, however, goes beyond these standards. No Bulldog products are ever tested on animals and Bulldog does not sell products in markets where animal testing is required for regulatory purposes. Additionally, all Bulldog products proudly display the Leaping Bunny logo certified by Cruelty Free International, a campaign to end animal testing for cosmetics around the world.

SUPPLIER CODE OF CONDUCT

At Edgewell, we engage with suppliers around the globe based on their ability to offer competitive pricing, world-class innovation and quality and responsive delivery. We also prioritize sustainable development in an ecosystem of waste reduction and continuous improvement. We expect our suppliers to be involved in sustainable product design and packaging-material reduction.

We have a [Supplier Code of Conduct](#) that requires our suppliers to comply with all applicable environmental laws. Suppliers must be environmentally conscious and demonstrate continuous improvement of recycled content of materials and products supplied to Edgewell. Suppliers are encouraged to implement the concepts of waste minimization and reduction, reuse and recycling for all the materials and products supplied to Edgewell.

We also require suppliers to treat both their workers and our Edgewell colleagues with respect and dignity and provide them with safe and healthy environments. Suppliers are expected to comply with laws regarding child labor, forced labor, discrimination, wages, benefits and working hours.

REGIONALIZATION

To create a highly responsive, flexible manufacturing environment, positioned as closely as possible to consumers and markets, Edgewell has moved several operations from one part of the world to another. This has helped reduce shipping time, costs and environmental impact.

Sometimes it's the little things that add up to create a substantial impact. Large or small, we always look for ways to actively live up to our pledge to do the right thing as we make, package and distribute our products.



PLANET

There is only one Earth, and we must take care of it by keeping environmental factors front-of-mind in our day-to-day business decisions. We constantly analyze our energy usage and actively seek ways to cut waste and emissions. We know that how we choose to operate today will affect generations tomorrow.

Our efforts include everything from cutting energy, manufacturing waste and water usage to eliminating harmful chemicals from our production processes. While some of these projects require complicated re-engineering and replacement materials, the effort is always worthwhile.

Edgewell Personal Care is certified under ISO14001 environmental management systems in Milford, United States, Solingen, Germany, and Guangzhou, China. Additionally, our plant in Obregon, Mexico is certified by the Mexican government.

WASTE REDUCTION

We started our waste reduction program in 2008 and since then, we have diverted more than 22 thousand metric tons of non-hazardous solid waste from landfills. Today, we proudly operate four zero landfill or near-zero landfill sites around the world.

We have established several sites where there are many potential opportunities to eliminate additional landfill use. To achieve this, we analyze the types of materials used at the site that can be separated – including plastics, cardboard and other recyclable materials – and then establish the proper separation systems at the point of generation.

Today, we recycle more than 40 percent of our waste. The recyclable materials are then reused in other products or for energy recovery – converting non-recyclable waste materials into usable heat, electricity or fuel.

ENERGY REDUCTION

Reductions in energy are made possible by a specialized team of colleagues, called the Energy Team, which meet regularly to compare and share best practices. Using their feedback, we determine what will work best in our plants. Our colleagues have a direct view of our operations in their day-to-day efforts and we rely heavily on their feedback to help us uncover new opportunities to operate more efficiently. As an example, the energy reduction team identified which practices are better in cold or warm climates, allowing us to employ energy saving practices across all our sites.

We have deployed LED lighting in many of our plants and use ambient sun tubes at our Obregon, Mexico site. Ambient sun tubes are affordable, high-performance lighting solutions that allow us to bring daylight into our interior spaces.

We understand that even if we have dramatically reduced our energy consumption, there will always be small initiatives that add up to make additional impact. To uncover these hidden gems we hold energy treasure hunts.

In 2016, we conducted an energy treasure hunt at our Ormond Beach, United States site. During an energy summit there, teams assembled based on category expertise, such as lighting, compressed air, mechanical and heating, ventilation, and air conditioning (HVAC), and then conducted pre-audits to establish energy use baselines.



Total energy usage has been reduced 9.1% to 871,008 gigajoules.



Total Volatile Organic Compound generation has been reduced 28.5% to 66 metric tons.



Total landfilled non-hazardous solid waste had been reduced 45.76% to 3,057 metric tons.



Total solid waste has been reduced 10.09% to 20,810 cubic meters.



Total water usage has been reduced 18.1% to 290,872 cubic meters.



We are working with waste and recycling vendors to identify areas where we can reduce, reuse and recycle more of our waste.



At our Knoxville, U.S. plant, we've found that about 33% of the waste going into the trash is cardboard, so we moved the cardboard baler closer to the trash compactor and have already gone from one bale a month to four.



Additional recycling bins were placed in each department of our Knoxville, U.S. plant to capture paper, plastics and cardboard and we continue to educate our team on our progress and get their input.



Plastics was identified as approximately 10% to 15% of our trash at our Knoxville, U.S. plant, so we purchased a plastics baler and now produce about one bale a month.

After the “hunt,” teams returned with recommendations for reduction opportunities. These ideas ranged from behavioral changes, such as turning off the lights in areas not being used, to technical updates, such as reconfiguring air compressors to run aligned to production schedules. The Ormond Beach site spent nearly \$1 million annually on energy in 2016, but within days of the “hunt,” the team found more than \$100,000 in energy-use savings.

Energy treasure hunts at other sites, such as Solingen, Germany have also yielded similar results. The Solingen site is landfill-free and has a recycling rate of 87 percent.

In 2017, our gas emissions (CO2 equivalent) have increased by 11.5 percent. The increase is a result of the consolidation of our feminine care production from Montreal, Canada to Dover, United States. In Montreal, indirect energy came from hydropower, which produces minimal greenhouse gases. Dover energy, however, comes from natural gas, which results in higher greenhouse gas emissions. We will continue to refine our global operations processes and policies to keep energy improvement and conservation front-of-mind. We will work hard to ensure that we reduce this number and remain focused on our energy goals.

EMISSIONS

Since 2015, we have reduced volatile organic compounds (VOCs) by 28.5 percent. VOCs are organic chemicals with a high vapor pressure at normal room temperature that emit gases from certain solids or liquids. In 2017, we found additional ways to reduce or eliminate VOCs at several sites, including in our Knoxville, United States plant. As a part of our acquisition of American Safety Razor, the Knoxville facility had historically used a chlorinated industrial solvent called trichloroethylene (TCE). We successfully completed a project to remove TCE from the site, which involved extensive engineering and the development of a new production process. The plant installed Air Knife “wash boxes” on production lines to replace TCE-based cleaning operations and now uses an alcohol-based cleaner in vapor degreasing as a substitute for TCE. The procedures were rigorously tested to ensure equivalent cleaning results and colleagues were trained in their operation.

The TCE elimination was important on several fronts. First, we eliminated all TCE waste at the site. Second, the facility is no longer releasing TCE into the air. Most importantly, we created a healthier and cleaner workplace for colleagues.

WATER REDUCTION

Our water usage is lower than many other manufacturers, mainly due to the types of products we make not requiring a great deal of water. However, increases in production have caused our water usage to increase by nearly three percent.

The recent consolidation of our Montreal, Canada facility helped us achieve a 18 percent reduction in water since 2015, because the facility used an outdated method for humidity control in the plant. Operations were consolidated into our Dover, United States plant and the resulting redesign of our operations has significantly reduced water use.

“Our manufacturing teams are constantly evaluating the possibilities to reuse, reduce or recycle waste and energy from our global operations.”

James Erasmus, Director of Health, Safety, Environmental and Sustainability

CATEGORY	GOAL THROUGH 2020	PROGRESS TO DATE
ENERGY USE	-10%	9.1%
OVERALL WASTE GENERATION	-10%	-10.1%
RECYCLING OF WASTE	60%	40%
GREENHOUSE GAS EMISSIONS	-10%	+11.5%
WATER USE	-5%	-18.1%

Goal met and exceeded in 2017

BY 2020...



Normalized for growth and reduce company's global greenhouse gas emissions by 10%.

We aim to reduce global energy by 10%.



Our goal was to cut global water usage by 5%. As of 2017, we have met and exceeded that goal, cutting global water usage by 18.1%. Through 2020, we will look to further decrease our water usage.



We aim to create three more zero-landfill facilities.



We have committed to recycle 60% of waste across all facilities.

Reduce overall waste generation by 10%.



OFFSITE/COMMUNITY

Our passion for doing the right thing for the planet extends beyond the doors of our facilities. The Dover office and colleagues have long been proud supporters of the annual Delaware Coastal Cleanup campaign. The event aims to beautify the state's 156 kilometers coastline to conserve wildlife and offer residents a safe place for outdoor recreation. Our colleagues donate their free time and labor to the cause at beach sites, and the company co-sponsors the entire event.

Colleagues at our Ormond Beach, United States, facility also hit the beach regularly to make a positive impact on the regional environment and have even adopted a 1.6 kilometers of beach in Volusia County. Over the past

seven years, a clean-up team comprised of 20 colleagues has reunited quarterly to remove trash from their stretch of beach. In 2017, they collected and removed 50 kilograms of trash. Additionally, the Edgewell name is posted, demonstrating our commitment to keeping the beach clean.

Our efforts for the planet not only have a positive environmental impact -- they also, at times, provide a significant economic benefit. We will continue to evaluate our processes to identify opportunities to reduce our consumption and positively give back. Our sustainability efforts are a true win-win for both us and the planet.

