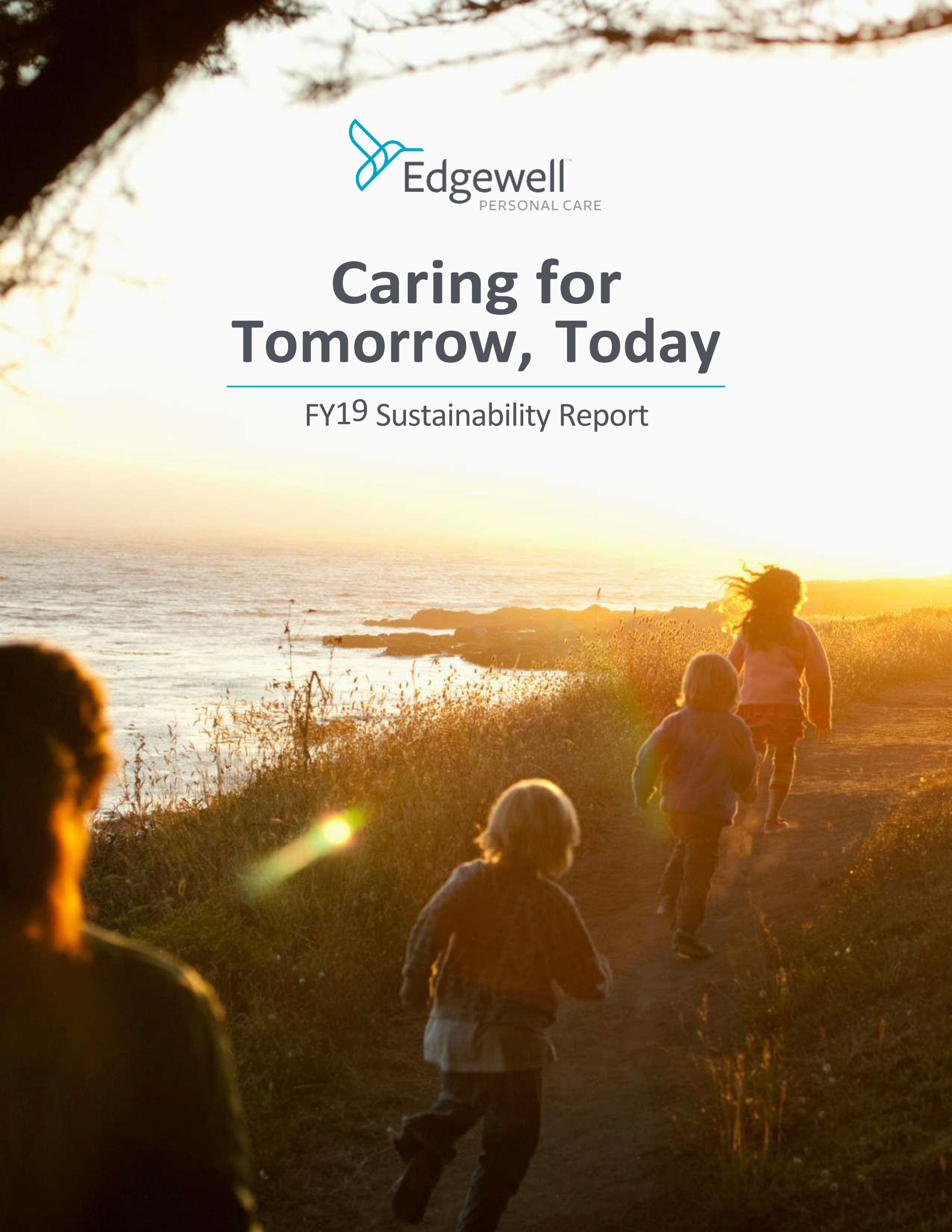




# Caring for Tomorrow, Today

---

FY19 Sustainability Report





# Contents

Letter from the CEO	4
About this Report	6
01 Sustainability at Edgewell	10
02 Brands	20
03 Operations & Supply Chain	42
04 People & Communities	58
05 The Way Forward	78

# Letter from the CEO



Welcome to Edgewell's third annual sustainability report. This report covers our sustainability achievements in the fiscal year 2019 (FY19), including how we have performed against the 2020 goals<sup>1</sup> we initially set for ourselves. I am also excited to reveal Edgewell's *Sustainable*

*Care 2030* strategy, which includes new, more ambitious commitments and goals that will guide us in our sustainability journey over the years to come.

I am proud to say that we delivered against our commitments to the Board and to our shareholders in FY19. This is a significant accomplishment and displays the true passion and resilience of our global team, because it was achieved during a time of great change and uncertainty for our organization. We spent a large portion of the fiscal year preparing for a merger<sup>2</sup> with a direct-to-consumer competitor and the divestiture of our infant business. Despite this, we strengthened our business quarter-by-quarter and will continue to build our capabilities as a highly competitive, reliable and sustainable personal care company.

<sup>1</sup> Our 2020 goals are a set of sustainability targets we set out to achieve by the beginning of FY20, measuring our progress against FY15 baseline data.

<sup>2</sup> The merger was blocked by the U.S. Federal Trade Commission (FTC) in Q2 FY20.

Along with the entire consumer packaged goods (CPG) industry, we are in a time of unprecedented change due to shifting consumer habits and a global pandemic. As we continue to evolve our brands and our business, we will focus on engagement with environmental and social issues, which provide a considerable opportunity for growth driven in part by sustainable product innovation and operations. We will also leverage our portfolio to promote wellness and good hygiene, with the hope that our products can add some joy to the daily routines of those in isolation due to COVID-19 and be there with protection from the sun as they venture outside.

Sustainability is an important strategic driver for us, and core to future-proofing our business. This has been brought home to me, as I know it has for many of my colleagues and peers, in conversations with my children. For them, it is simply a way of life to act sustainably, and I'm inspired by the maturity and nuance they bring to the topic. Every person and company must also view this as a way of life – the new “business as usual” – and consider how they can improve their footprints left on our environment.

As the manufacturer and owner of some of the most well-known and best-selling brands in their respective categories, we are committed to caring for our planet and everyone who shares it. This is why

we strive to embed sustainability into everything we do: to create a positive impact on our environment and society, while ensuring we are a successful and responsible business today and for generations to come.

We have many achievements to be proud of in FY19. Our focus on sustainable innovation in product and packaging design has picked up pace, we have accelerated sustainability projects in our operations and supply chain, and we continue to focus on formulating our products with ingredients that our consumers and retailers are looking for.

Looking forward, I am proud to share our *Sustainable Care 2030* strategy, which lays out our priorities for the decade ahead. In an increasingly uncertain world, what is certain is that we will continue to create products that people love to use and maintain brands that our colleagues can be proud of, all while caring for tomorrow, today.

Thank you for taking the time to read this report and joining us on our sustainability journey.

Sincerely,

A handwritten signature in black ink, appearing to read "Rod Little". The signature is fluid and cursive, written on a white background.

**Rod Little**  
President and Chief Executive Officer,  
Edgewell Personal Care

# About this Report

This report covers fiscal year 2019, which is the period October 1, 2018 – September 30, 2019, referred to as “this year” or “FY19” throughout the report<sup>3</sup>. The focus of the report, including the data and the stories within it, covers Edgewell-owned and operated production and research facilities, and Edgewell-owned brand initiatives.

As our 2020 sustainability goals<sup>4</sup> come to a close, this report outlines our performance against these, celebrating the successes across our operations, supply chain and products, while acknowledging where we did not achieve our full ambition and the contributing factors to this. These results are included in the relevant sections of the report.

Alongside recognizing our successes, we are pleased to present Edgewell’s new sustainability strategy – *Sustainable Care 2030*. This includes specific commitments and targets that we will measure to gauge our progress towards delivering the strategy by 2030.

This report is aligned with the Global Reporting Initiative (GRI) reporting framework in accordance with the core level standards, with the [GRI Index](#) available online.

<sup>3</sup> While this report was published amid the 2020 global COVID-19 pandemic, it does not report on Edgewell’s response to the pandemic as this did not take place within the reporting period for FY19. We remain committed to supporting our people and the communities we serve and will report on our activities in FY20.

<sup>4</sup> Our 2020 goals are a set of sustainability targets we set out to achieve by the beginning of FY20, measuring our progress against FY15 baseline data.



We also refer to the United Nations (UN) Sustainable Development Goals (SDGs). The SDGs are 17 internationally recognized goals with specific 2030 targets that address global issues such as poverty, inequality and climate change. We use the SDGs as a lens to consider the impacts Edgewell has or could have on the wider world. Our business activities most closely align with the focus of SDG 8 (Decent Work & Economic Growth), SDG 12 (Responsible Consumption & Production), SDG 13 (Climate Action), SDG 14 (Life Below Water) and SDG 15 (Life On Land). In this report, we show the relevant SDGs that our efforts contribute to at the beginning of each section.

For more information on our sustainability policies and initiatives, visit our website: <http://edgewell.com/sustainability/>

For any questions regarding Edgewell’s sustainability efforts and the content, within this report, contact: [Corporate.Communications@Edgewell.com](mailto:Corporate.Communications@Edgewell.com)

## We are Edgewell Personal Care

**EDGE** expresses our drive to always be on the leading edge of innovation and deliver meaningful advantages over competitive products. It also evokes the rich heritage of our largest global business, shaving, which is quite literally about putting an edge on blades.

**WELL** reflects our ultimate goal, as a personal care business, to deliver well-being for the people who use our products. It speaks to our commitment that everything we create is well designed and well made.



We are a young company, having launched in **2015**, but we have a deep heritage in reimagining personal care.

**U.S.**  
Our global headquarters are in **Shelton, United States (U.S.)**.



We have **6,000** colleagues around the world.

**31**  
We operate in **31 locations** across North America, Latin America, Europe, Asia-P  
Middle East, Africa, and the Pacific.



Inspired by our focus on wellness, we have built a portfolio of products with a legacy of innovation and a mission of category reinvention.

**25**  
Our portfolio is made up of **more than 25 much-loved brands** within the hair removal, grooming, sun care, skin care, and feminine care categories.



Our products are used by **millions of people**, across **more than 50 countries**.

We are Edgewell — on the leading edge of personal care.

# 01

## Sustainability at Edgewell

At Edgewell, we are committed to caring for our planet and spreading joy to everyone who shares it.

We believe that sustainability is key to future-proofing our business and strive to embed it into everything we do. We know that having a positive impact on our environment and society today will ensure that we are a successful and responsible business for generations to come.

We take care to understand our customers' and consumers' priorities and values, while anticipating their future needs, as well as the needs of our colleagues around the world.

As we continue to transform our business, we will invest where it matters most and where we can make a meaningful impact – using a sustainability lens to continuously improve and drive our performance and growth in a responsible way.

We are proud of the progress we have made to date across our business, including reducing the environmental footprint in many areas of our operations and supporting colleagues' efforts in their local communities.

Our path forward in our sustainability journey is detailed in our new *Sustainable Care 2030* strategy. This covers our priorities and ambitions across our brands, operations and supply chain, and for the people and communities we serve.

### Our vision

is a world where the joy of caring for yourself is balanced with caring for our shared planet and society.

### Our mission

is to create products that people love to use to take care of themselves, with careful consideration for our planet and everyone who shares it.



## Prioritizing sustainability issues for our business

Understanding the issues that matter – those that are material – to our stakeholders is central to our approach to sustainability. We work together with internal experts and external consultants to conduct extensive research to determine and prioritize these areas.

In FY19 we conducted a materiality assessment and identified the areas where Edgewell can have the greatest impact – and those that could impact our business. Keeping these front-of-mind ensures that we take action and report on the issues that matter most, both to our business and our stakeholders. These are:

- Emissions
- Employment, talent and colleague well-being
- Energy use
- Product & packaging materials
- Supply chain
- Waste
- Water use

## How we define sustainability

For Edgewell, sustainability means constantly challenging and evolving:

How we innovate leading edge products and packaging to meet and anticipate evolving customer needs and global regulations;

How we run our operations efficiently to protect our environment and the communities in which we operate;

How we manage our carbon footprint to preserve a world where we can all thrive for generations to come;

How we source natural resources in a responsible way. Not just because it's the right thing to do, but because we know protecting ecosystems is vital to us all;

How we partner with suppliers to ensure they meet our environmental and social standards and that all workers in our value chain are treated with decency and respect;

How we partner with customers to align on key environmental objectives across our businesses;

How our brands listen to societal needs, because our consumers will increasingly demand this of them;

How we uphold our integrity, manage environmental, social and governance (ESG) risks and employ sound sustainability governance — not just to be a compliant business today, but to safeguard our future right to operate and to attract long-term investors;

How we look after our colleagues and offer them meaningful work and development opportunities, not just because we care about their safety and well-being, but because a diverse, inclusive and satisfied workforce builds a better business; and

How we support philanthropic organizations through giving and engage in our wider communities through volunteering.

# Embedding sustainability in our organization

In FY19 we laid the foundation for Edgewell's *Sustainable Care 2030* strategy. This included mobilizing teams, and putting in place structures, processes, measurements and frameworks to set ourselves up for future success. At an organizational level our key efforts included:

Establishing a cross-company sustainability team, which includes sustainability governance, regional champions and working teams led by technical experts.

Articulating a new vision and mission for our sustainability efforts, to ensure that sustainability is driving our strategic priorities, and identifying the biggest sustainability impacts we can make.

Developing Edgewell's *Sustainable Care 2030* strategy, which outlines our ten new commitments and supporting targets for contributing to a more sustainable future.

Creating our first GRI-compliant sustainability report to bolster our reporting and sustainability measurement and aligning our efforts to the UN SDGs.

Continuing to embed and drive sustainability initiatives across our brands, operations and supply chain, and for the people and communities we serve.

## Our sustainability pillars

The work we do to advance our sustainability priorities is divided across three pillars:



### Brands

We focus our efforts on ingredient formulation; product design; packaging design; product transparency; and positive social and environmental impact.



### Operations & Supply Chain

We focus our efforts on conserving energy and reducing greenhouse gas emissions; reducing and eliminating waste; reusing and recycling materials; conserving water; and ethical and responsible sourcing.



### People & Communities

We focus our efforts on colleague wellness; supporting colleague learning and development; ensuring worker health and safety; promoting diversity and inclusion; and championing the well-being of our consumers and communities.



We are proud to report that our FY19 efforts were rewarded in 2020 by *Newsweek* ranking Edgewell in the top 300 of America's Most Responsible Companies. Partnering with global research firm Statista Inc., *Newsweek* published a list of America's Most Responsible Companies, ranking 2,000 public companies against environmental, social and corporate governance criteria. They recognized Edgewell for our strong corporate governance, our efforts to promote an open and inclusive culture, our happy work environment and our commitment to good causes.



# Sustainability governance

Our sustainability efforts are managed at the highest level of our company. Our Board of Directors has oversight for our sustainability practices, including how we manage climate and human capital-related risks, through the Corporate Governance Committee.

Our Executive Leadership Team (ELT), led by our President and CEO, governs our sustainability policies and initiatives and is regularly briefed by our Global Sustainability Director, who is responsible for driving the *Sustainable Care 2030* strategy across our organization.

Working in partnership with our global sustainability team is an empowered group of engaged and passionate Sustainability Champions and technical experts within Edgewell. This cross-company team is responsible for setting and implementing our sustainability goals and initiatives, from reducing greenhouse emissions and the impacts of our products and packaging on the environment, to defining and developing our responsible sourcing practices. This is helping to build a culture of sustainability, cascading our efforts and tracking progress throughout the organization.



# Identifying our stakeholders

Engaging with a wide range of stakeholders is essential to understanding, anticipating and taking action on risks and opportunities related to sustainability. Our stakeholders include our customers, consumers, colleagues, investors, governments and regulators, trade associations, non-governmental organizations (NGOs) and communities.

For our **customers**, our ambition is to be a valued supplier across the markets we operate in. We work with them to help them meet consumer needs and support them in achieving their own sustainability goals.

Edgewell reaches **consumers** through many channels, including through our products, in-store, e-commerce and through our brand marketing communications. We are committed to providing products that can help consumers to care and look after themselves while living more sustainable lives, with the transparency they expect. We regularly engage with consumers through market research to understand their priorities.

Our **colleagues** are a core stakeholder group for Edgewell. Without them, we wouldn't have a business. We aim to retain and attract top talent in the industry, support them through learning and development opportunities, and provide a work environment where everyone is treated with respect, receives fair compensation and benefits, has work-life flexibility and has a manager who helps them to grow and thrive. Our two-way feedback process allows us to keep an open dialogue with our team members and ensure they have a positive, safe and fulfilling experience of working at Edgewell.

We regularly engage with existing and potential **shareholders and investors** to gauge their sustainability priorities. This helps build mutual understanding and provides a foundation for progress, so that we are focusing on the issues that they care about.

**Governments and regulators** are a core stakeholder group for Edgewell as they set the compliance framework for our business. Our company guidelines on engaging with governments are included in our [Code of Conduct](#).

We work with our **suppliers** and strive to ensure that the ingredients, components and materials that go into our products are sourced responsibly. Our requirements from our suppliers are clearly stated in our [Supplier Code of Conduct](#) and we actively seek relationships with suppliers that share these values and that promote high standards within their own supply chains.

Our business contributes to the economic livelihoods of many **people and communities** across our value chain. We create direct and indirect employment opportunities, and we make direct contributions through regional and community activities.

We are members of many **industry, business** and **trade associations** whose activities are related to Edgewell's brands and operations. These associations provide a forum to have a voice within the broader industry, while providing a platform for joint research, issue monitoring and sharing of best practices. For a list of trade associations we are involved with, please see our [GRI Index](#).

We engage with **NGOs** and **not-for-profits** to help us better understand key issues, stay on top of best practices and achieve certification in some of the sustainability areas that are key priorities for us.



# 02 Brands

Our brands help people look, feel and be their best, while bringing joy to everyday life. We create products that people love to use to take care of themselves, designed with careful consideration for our planet and everyone who shares it.

We are committed to driving sustainable innovation across our brands and using them to enable and inspire responsible consumption. This means designing our products in ways that not only meet, but in some cases exceed, stringent safety standards from major regulatory agencies around the world. We use ingredients and component materials that are responsibly sourced and respect our environment, and we are innovating to reduce the impact of our products and packaging on the environment.

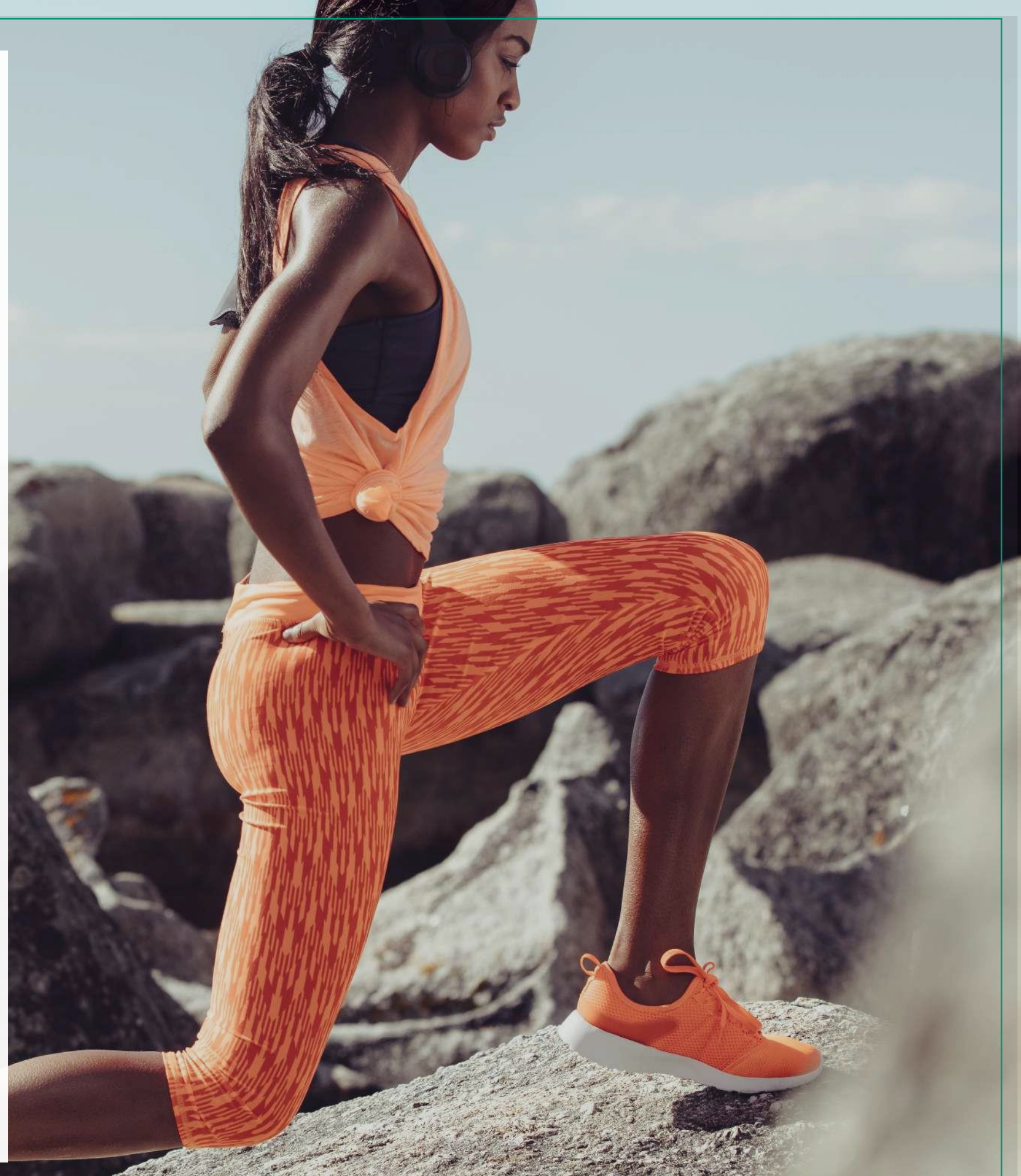


*I am energized by the passion of our teams and progress across our brands to innovate for sustainability with every new product launch and reformulation. Our brands are well-loved because they are trusted and reliable, and it brings me joy to know that our consumers can also be confident in our efforts to make them sustainable.*

**Anne-Sophie Gaget,**  
Chief Growth and Innovation Officer,  
Edgewell Personal Care

One of the biggest impacts we can make is to protect aquatic habitats by reducing the amount of plastic that finds its way into rivers, seas and oceans. Our brands are crucial in helping us achieve this by rethinking the materials we use in products and packaging.

In addition to developing our own brands, we also provide private label products for many retailers around the world, particularly in the hair removal category. Sustainability is a focus for many of our retail partners around the globe. We work closely with our customers to ensure the products and packaging we produce and ship to them support their sustainability targets.



# Designing for sustainability

Creating more sustainable products and packaging is a priority for Edgewell. It is one of the greatest positive impacts we can make as a business. Considering circularity principles, reducing plastic waste and helping to protect the health of our environment and oceans are some of our priorities when designing and developing our products. We are committed to embedding sustainable design into our brands by using more recycled, renewable and recyclable materials, reducing overall material usage and reducing waste.

There are three core elements to our approach:

## Creating a sustainability mindset

Bringing sustainability to the forefront of our innovation strategy means equipping our colleagues with the skills and knowledge to identify and realize the opportunities for our brands to become more sustainable. For example, training for our packaging engineers includes how to apply sustainability design principles in their day-to-day work.

## Evaluation

Assessing how we can make our products and packaging more sustainable through design, sourcing, material selection and manufacturing processes supports our ambition to make our future products better than before. For example, this could be by changing components to be more sustainable, such as by using post-consumer recycled (PCR) plastic in some of our disposable razor handles, or switching some of our plastic packaging to renewable, recyclable paper alternatives.

## Future planning

Encouraging our brands to think about the products and consumers of the future ensures the work we do today will have a lasting impact tomorrow. We strive to address the consequences of a linear 'take-make-dispose' model by developing products and packaging more aligned with the circular economy. Understanding how we can better embed circular economy principles into our brands and products is crucial to reducing plastic waste that may otherwise find its way into oceans.

# Improving our use of recycled and responsibly sourced materials

There is growing consumer demand for products and packaging made from recycled and responsibly sourced materials. At Edgewell, we are responding to this by strengthening our approach to sustainable design innovation and sourcing across our portfolio.

For example, in our hair removal category, we will strive for new products to be more sustainable than those that they replace. This means rethinking the materials we use and considering how consumers dispose of or recycle the products when they are done with them. Our priorities include using alternatives to virgin petroleum-based plastic where possible, and forging partnerships with external companies to help us deliver on this promise.

## Using sustainably sourced paper

Paper is commonly used in our packaging. This renewable resource is both biodegradable and commonly recycled. We strive to ensure that the paper we use is sourced and used in the most sustainable way possible. This is why we aim to use recycled and certified responsibly sourced<sup>5</sup> fiber for 100% of fiber packaging in our razors and blades segment by 2025, and achieve this in all remaining segments by 2030. Currently we use 100% Forest Stewardship Council® (FSC®) paperboard for our razor cartridge packaging in our Milford, U.S. factory. Additionally, all of our feminine care fiber packaging made in our Dover, U.S. factory comes from certified sustainable sources.

<sup>5</sup> We aim to source credibly certified virgin fiber for use in our packaging with preference for Forest Stewardship Council® (FSC®) and Programme for the Endorsement of Forest Certification™ (PEFC™) programs.



## Manufacturing using recycled plastics: XTREME 3 ECO Razor

In FY19, we worked to make possible the use of post-consumer recycled (PCR) resin in one of our XTREME 3 razor handles. We are excited to launch it in FY20 as our new XTREME 3 ECO product.

The razor handle is made from 95% PCR polypropylene plastic. Available in both our men's and women's categories, this razor delivers the same great experience our consumers expect from its unique and flexible blades, which are effective for multiple shaves.

Once consumers have finished using the razor, the cartridge can be safely detached so the handle can be fully recycled, depending on local recycling capabilities. Furthermore, the razor is packaged in fully recyclable paper.



## Increasing the use of organic ingredients: O.B. ORGANIC

Consumers are increasingly seeking personal care products with simple, natural ingredients and increased ingredient transparency. In FY19, we proudly introduced a new, 100% certified organic cotton O.B. tampon featuring a plant-based plastic applicator made from renewable resources. Consumers can also choose an applicator-free design, which produces less waste. Since developing the first non-applicator tampon in 1950, sustainability has been at the forefront of the O.B. brand. O.B. ORGANIC tampons are free from chlorine, fragrances and dyes, and are now available across the U.S.



## Durable, more sustainable shaving equipment: WILKINSON SWORD DOUBLE EDGE razor

Our WILKINSON SWORD brand launched a modern-day version of the sustainable DOUBLE EDGE razor in Europe in FY18, and in the U.S. in FY19. The DOUBLE EDGE razor is a durable, all-metal razor combining elegant design with exceptional performance and value. The only element that needs replacing is the steel blade itself, providing an easy-to-use product with minimal waste.

## Helping consumers recycle packaging

In addition to using less plastic overall and increasing our use of PCR materials where possible, we are helping consumers to recycle our product packaging through clear, simple instructions on packs. Helping consumers to understand the materials that products are packaged in — and how to dispose of them responsibly — makes recycling easier and more likely.

In FY19, Edgewell joined the [Sustainable Packaging Coalition](#)® and is now including the [How2Recycle](#)® label on the packaging for certain product lines in the U.S. and Canada.

How2Recycle® is a standardized labeling system that clearly communicates recycling instructions to consumers, following the U.S. Federal Trade Commission's Green Guides. In one easy-to-read label, consumers can see:



The parts of the packaging that can be recycled

The type of recyclable materials in the packaging

How to prepare the packaging for recycling

Whether the packaging can be recycled traditionally or by other means



## BULLDOG's recycling guide

In the United Kingdom (U.K.), our BULLDOG brand worked with local experts to collate handy recycling tips, making it easier for consumers to recycle their packaging. BULLDOG published this [recycling how-to guide](#), explaining the plastics that can be recycled together, such as polyethylene and polypropylene, and which need to be separated. This is part of BULLDOG's commitment to educate consumers and drive behavior change to ensure their packaging is recycled correctly.



We transitioned from a non-recyclable plastic clamshell package to a recyclable, lighter plastic blister package with a paper lid for some of our packaging. This change reduced the total package weight for those packages by

**23%**  
(29 metric tons)

and reduced total plastic weight by

**62%**  
(22 metric tons).



We removed the plastic inserts from the packaging for our QUATTRO YOU and SKINTIMATE razor ranges, reducing the total plastic and packaging shipped out to consumers by over **4** metric tons.



## Sustainable packaging initiatives

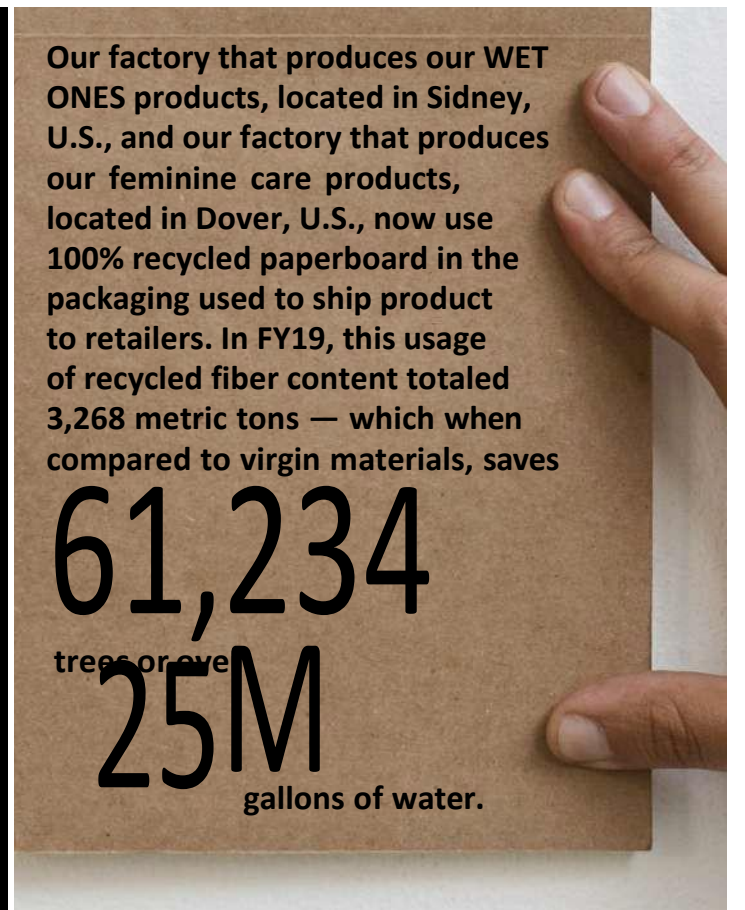
At our Ormond Beach, U.S., facility, we replaced chipboard inserts with lighter weight shrink wrap for bundling, which reduced shipping packaging weight by approximately

**109** metric tons per year.

Reducing this weight also means less fuel is used to transport the goods, so this packaging format results in fewer emissions produced in our supply chain. We will continue to explore bio-based plastic or other alternatives to further advance our sustainable packaging efforts.

Our factory that produces our WET ONES products, located in Sidney, U.S., and our factory that produces our feminine care products, located in Dover, U.S., now use 100% recycled paperboard in the packaging used to ship product to retailers. In FY19, this usage of recycled fiber content totaled 3,268 metric tons — which when compared to virgin materials, saves

**61,234** trees or over **25M** gallons of water.



# Brand showcase: BULLDOG SKINCARE

Our BULLDOG SKINCARE brand is passionate about making the best male skin care in the best possible way, which is why sustainability is at the heart of the brand.

As part of its commitment to sustainability, BULLDOG never uses ingredients from animal sources and all its products are certified vegan by Cruelty Free International. The brand is also proud to have never used plastic microbeads, synthetic fragrances or artificial colors in its products. BULLDOG also plays its part in helping combat deforestation in the Amazon, educates consumers on how to recycle its products, and has worked closely with all its third-party manufacturers during FY19 to become Roundtable on Sustainable Palm Oil (RSPO) accredited. By FY20 all BULLDOG products will be RSPO-certified.

**BULLDOG's  
vegan shower gels**  
In FY19, BULLDOG introduced a new line of environmentally conscious, vegan shower gels to cater to their ever-growing environmentally-conscious consumer base.

These shower gels contain naturally derived cleansers and fragrance ingredients and come in bottles made of 100% PCR plastic. Always looking to further reduce the amount of packaging per wash, they now come in larger 500ml bottles, too.



## BULLDOG bar soaps

BULLDOG partnered with a Glasgow-based soap manufacturer in the U.K. to create a line of ethically sourced bar soaps that are both vegan and sulfate-free. The new trio of bar soaps are also proudly RSPO-certified. Sustainability is carefully considered for these bar soaps; from the ingredients used in the bars, to the low water content, to the 100% recyclable packaging they come in. Even the ink used in the packaging is made from vegetables.



## Going CarbonNeutral®

The carbon emissions for BULLDOG ORIGINAL MOISTURIZERS sold in the U.K. have been reduced to zero in accordance with [The CarbonNeutral® Protocol](#). This includes the extraction and processing of materials and packaging, manufacturing and distribution of the product.

Carrying out a full assessment of BULLDOG's hero products enabled a better understanding of the impact our moisturizers and other products have on the environment, which will enable us to take action to reduce our carbon emissions.



To further offset carbon emissions and protect the planet, BULLDOG now supports the [Acre Amazonian Rainforest Conservation](#) project in Brazil. The project works with local communities to protect biodiverse habitats and prevent deforestation across 105,000 hectares of rainforest, by granting land tenure and providing agricultural training to local communities.



# Ingredient selection

All our products undergo thorough internal and independent safety evaluations to meet our high standards of product quality and safety. We constantly endeavor to find and create new solutions that meet consumer demand for performance, reliability and sustainability. Additionally, we actively monitor scientific research and changing regulatory requirements and strive to go beyond what regulations require where possible. We have rigorous safety and quality requirements that include the ingredients we use to formulate our products.

We have developed guiding [principles](#) that inform how we make our decisions about ingredients, with a focus on safety, sustainability and efficacy. These principles include:

Safe products start with safe raw materials. The ingredients we source must meet the requirements for safe use in personal care products.

We review substances and ingredients in our products to ensure they meet current regulatory requirements and consumer safety expectations.

Independent tests are carried out by third-party experts on our product formulation to rule out any potential skin irritation or allergy concerns.

All our products undergo rigorous testing to qualify the unique efficacy benefits as described on packaging and meet our own specifications.

We test our products in the lab under different scenarios — extreme heat, cold, humidity and more — to ensure product efficacy and consistency.

Following these principles means we have a consistent, global approach to designing safe, effective and sustainable products. We share our Ingredient Selection Policy with all our suppliers before we select any raw material for use in our product portfolio to ensure compliance. In addition, we monitor chemical compliance through periodic reports, which ensures we meet — or exceed — all local government requirements and manufacture in compliance with all local rules and regulations, regardless of country of origin.



## Suncare product stewardship

At Edgewell, we strive to develop the highest quality sunscreens that respect the well-being of people, planet and animals. We want our customers, distributors and consumers around the world to trust that our products protect from the sun – anywhere, anytime. We are dedicated to helping consumers make informed choices about sun protection because it is essential to ensuring health and wellness while enjoying the sunshine.

We are committed to making our sunscreens 'reef-friendly'<sup>6</sup> by **2022**<sup>7</sup>



## Reformulation in suncare ingredients

We work hard to ensure our consumers have access to a wide range of products across our suncare category with different combinations of ultraviolet (UV) filters that are safe, protect their skin from UV rays and allow them to enjoy more time outside. We are also committed to making 100% of our suncare formulas 'reef-friendly'<sup>6</sup> by 2022<sup>7</sup> and are pleased to report that 90% of HAWAIIAN TROPIC formulas produced in 2020 will be 'reef-friendly'.

Some scientists have raised concerns about some of the ingredients commonly used by suncare brands due to their potential impact on the aquatic environment. Specifically, oxybenzone and octinoxate are chemical ingredients sunscreen manufacturers often use in their products to protect consumers from the sun's harmful UV rays and are approved for use around the world. The science around understanding sources of damage to coral reefs is ever-evolving, and while some scientists believe these chemicals may negatively impact coral reefs, others disagree with this theory and the science is still under review.

Edgewell supports ongoing research to broaden our understanding of the active ingredients used in sunscreens. There are currently no reliable field-based studies showing that coral bleaching is caused by sunscreen products. In addition, recent studies in Australia and Hawaii identified non-sunscreen-chemical-related causes of coral bleaching, including the effects of heat stress, pollution and wastewater run-off. Finally, a study by the National Academy of Sciences was authorized in the *Consolidated Appropriations Act, 2020* last December where a panel of scientists will work to evaluate the science in this area.

While the evidence is still inconclusive, Edgewell is reformulating many products to remove these ingredients. We will not formulate any products containing oxybenzone or octinoxate by 2022<sup>7</sup>, though in fact, the vast majority of our suncare products are already oxybenzone- and octinoxate-free. As the science around marine environment preservation evolves, Edgewell will continue working with experts to ensure we are providing consumers with smart and responsible choices for sun protection.

<sup>6</sup> 'Reef-friendly' is defined as made without oxybenzone and octinoxate.

<sup>7</sup> Excludes existing SPF 100s sold only in select stores and markets.

## Other examples of ingredient reformulation

We actively monitor scientific findings and listen to our customers' and consumers' priorities, taking actions to revise ingredients used in our formulations to meet expectations when appropriate. In addition to removing oxybenzone and octinoxate from our formulations<sup>8</sup>, other ingredients initiatives underway include the following:

---

**Parabens** are a commonly-used class of chemical compounds that act as a preservative in many personal care products to protect the efficacy of active ingredients. Although they are only used in tiny amounts in some of our formulations, we began removing parabens from our formulas in 2016 and we are committed to eliminating them from the production of all our products by 2024. This comes in response to consumer demand for paraben-free options and emerging science on their appropriate use levels.

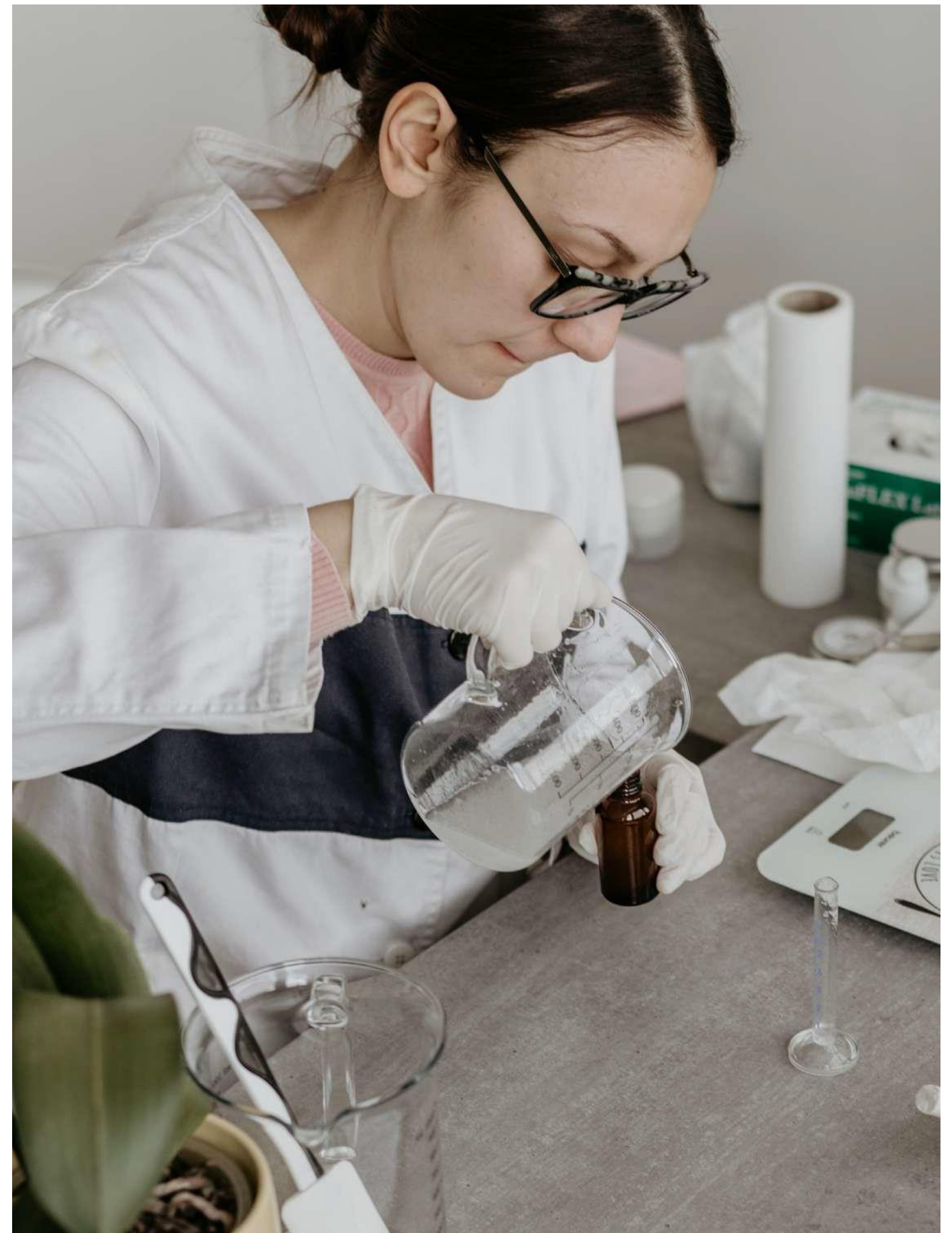
---

**"Fragrance"** is often listed as a generic ingredient on packaging because ingredient suppliers consider their fragrance formulas to be proprietary. In an effort to improve transparency with our consumers, we are working closely with our ingredient suppliers and will disclose our fragrance ingredients on our website beginning in 2022.

---

**Microplastics** are any solid plastic particle, 5mm or less, that could be found as marine litter. Although microplastics are only used in a few formulations, we are committed to eliminating their use from production by 2024.

<sup>8</sup> Excludes existing SPF 100s sold only in select stores and markets.



# Animal testing

Edgewell manufactures a wide range of consumer products that are subject to various testing requirements around the world. It is our policy to choose non-animal testing methods whenever possible. We believe there should be a global ban on all cosmetic animal testing, and we have a growing list of brands that are certified cruelty-free.

Edgewell products are only tested on animals in those markets where required to do so by law, and we participate in efforts to support the development and regulatory acceptance of non-animal testing methods. This year saw several highlights for Edgewell in terms of our ambitions to eradicate animal testing.



**HAWAIIAN TROPIC** was awarded cruelty-free certification from People for the Ethical Treatment of Animals (PETA), and more than 90% of the brand's products are vegan. HAWAIIAN TROPIC is in the process of achieving vegan accreditation for even more product lines. Consumers will soon spot PETA's cruelty-free bunny logo on-pack, which means we do not test any of our HAWAIIAN TROPIC ingredients, formulas or finished products on animals and we do not sell any of our products in markets that require animal testing.



**BULLDOG** is proud to be the first international Leaping Bunny-certified brand to maintain its Leaping Bunny approved status to sell products in China without animal testing, which is normally required by law in the country, as part of the Cruelty Free Pilot Project.

The certification has allowed BULLDOG to sell their products in Watsons' Shanghai stores in China and maintain a cruelty-free status. The products will continue to have their formulas manufactured in the U.K. before they are filled locally. With China being the fastest growing market for cosmetics, and consumers increasingly demanding cruelty-free products, this



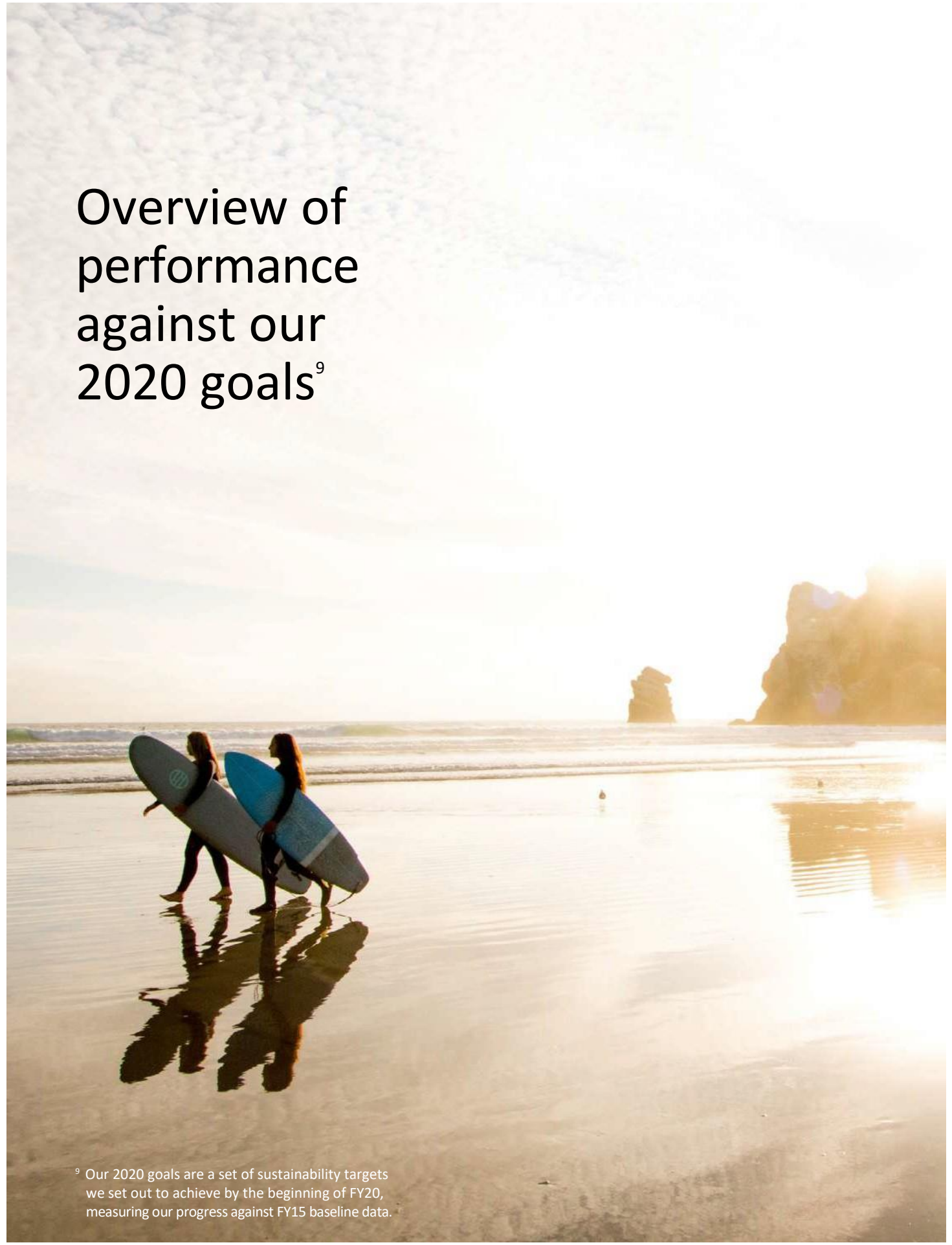
has been a significant milestone for BULLDOG.



**JACK BLACK** is proudly cruelty-free and has been since its founding in 2000.

As well as using only cruelty-free ingredients that don't involve any animal testing, JACK BLACK products combine skin-soothing formulas filled with certified organic botanicals and herbs, are paraben-free, dermatologist tested, sulfate-free, and most are vegan and free of artificial colorants.

# Overview of performance against our 2020 goals<sup>9</sup>



<sup>9</sup> Our 2020 goals are a set of sustainability targets we set out to achieve by the beginning of FY20, measuring our progress against FY15 baseline data.

## 2020 goal:

**We commit to exploring opportunities to reduce plastic usage and increase recycled plastic usage where it does not negatively impact the consumer experience.**

### FY19 results

We have achieved some successes and we will continue to expand our efforts as we work towards our 2030 goal.

- » We invested in new machinery which reduced the amount of plastic in blister packs by 40% (17.5 metric tons), including use of 60% recycled plastic resin.
- » We redesigned our XTREME<sup>3</sup> ECO razor handle to be made from 95% post-consumer recycled (PCR) plastic.
- » BULLDOG certified its ORIGINAL MOISTURIZER in the U.K. as CarbonNeutral<sup>®</sup>.
- » BULLDOG introduced a new line of shower gels packaged in 100% PCR plastic bottles.

## 2020 goal:

**We will continue to seek partnerships with retail customers and external organizations to help boost awareness of our product recycling.**

### FY19 results

We have continued to form partnerships to help raise awareness around the recycling of our products.

- » We joined the [Sustainable Packaging Coalition](#)<sup>®</sup> and began implementing the [How2Recycle](#)<sup>®</sup> labelling system in U.S. and Canadian packaging.
- » BULLDOG released a [recycling statement](#) on their website to help educate consumers on how to best recycle their products.

## 2020 goal:

**In order to meet consumer demands for simpler products, we continue to explore opportunities for continuous formula improvement and introduce innovative new products with fewer ingredients.**

### FY19 results

We are constantly exploring ways to improve our product formulas and introduce new products with fewer ingredients.

- » We made formula improvements across our HAWAIIAN TROPIC and BANANA BOAT brands, such as removing oxybenzone and octinoxate from some formulations.
- » BULLDOG launched a trio of bar soaps that are RSPO certified, vegan and cruelty-free with natural fragrance.
- » O.B. tampons are made with 100% organic cotton and are free from chemicals such as chlorine, fragrances and dyes.
- » Our JACK BLACK brand is paraben-free, cruelty-free and free of colorants and harsh sulfates.

#### Goal performance

- Achieved
- Partially achieved
- Not achieved



# 03

## Operations & Supply Chain

We believe we have a responsibility to do what's right for the planet and actively seek ways to reduce our environmental footprint across our global operations. We strive to embed sustainability in our day-to-day decisions and work to ensure our suppliers uphold the same social and environmental standards to which we hold ourselves.

Our global operations and supply chain are complex and encompass how we source ingredients, raw materials and components from suppliers; how we use these to manufacture products; how we manage our production facilities; and how we ship our products to retailers so that consumers can, in turn, buy and enjoy them. As we continuously improve our environmental practices and expand our sustainability efforts, we will grow our overall business and better serve our customers and consumers.



*We are challenging ourselves more than ever before and setting ambitious goals across our global operations - from regionalizing our manufacturing and moving production and warehousing facilities to be closer to our customers and reduce our carbon footprint to pursuing 100% renewable energy use and zero-waste-to-landfill by 2030. These are complex undertakings and certainly won't be easy, but our talented and innovative teams are up for the challenge.*

**Paul Hibbert,**  
Chief Supply Chain Officer,  
Edgewell Personal Care



# Environmental, health and safety management systems

At Edgwell, we focus on continuously improving our operations and reducing our environmental impact. Our practices are guided by a comprehensive set of global Health, Safety, Environmental and Sustainability (HSES) policies and standards, which we have developed in alignment with industry best practice as well as legal, regulatory and customer requirements. These policies and standards provide a systematic and consistent approach to drive positive change and improve the HSES systems of our sites around the world.

All Edgwell facilities must implement and maintain Environmental, Health and Safety (EHS) management systems consistent with the requirements of globally recognized ISO 14001 and ISO 45001 standards. These programs require facilities to have robust systems in place to manage and control environmental impacts, safety risks and hazards. Facilities are measured against the requirements of all Edgwell HSES policies and standards through an internal auditing program and set of scorecards, focusing on compliance and continual improvement.

Edgwell is certified under ISO 14001 environmental management systems in Milford, U.S.; Solingen, Germany; and Guangzhou, China.

Our plant in Obregon, Mexico, is certified under the Clean Industry Certification program for its environmental management system through Mexico's Federal Attorney for Environmental Protection (Procuraduría Federal de Protección al Ambiente – PROFEPA).

Additionally, we are certified for quality management systems under ISO 9001 in Knoxville and Milford, U.S.; Mexico City and Obregon, Mexico; Solingen, Germany; Teplice, Czech Republic; and Guangzhou, China - and under ISO 13485 for medical devices in our Dover, U.S. plant.

Our Milford, U.S. and Dover, U.S., locations have both been recognized by the Occupational Safety & Health Administration (OSHA) as Voluntary Protection Program (VPP) Star facilities. The OSHA VPP Star designation recognizes facilities that demonstrate exemplary performance in preventing injuries and hazards and maintaining a health and safety management system that focuses on continual improvement.

For FY19, our program recorded HSES information pertaining to 13 owned and operated production and research facilities<sup>10</sup>, including:

### North America

1. Allendale, U.S. (research & development lab)
2. Dover, U.S.
3. Hanover, Canada
4. Knoxville, U.S.
5. Milford, U.S.
6. Ormond Beach, U.S.
7. Sidney, U.S.

### Europe

12. Solingen, Germany
13. Teplice, Czech Republic

### Asia-Pacific

10. Guangzhou, China
11. Nazareth, Israel

### Latin America

8. Mexico City, Mexico
9. Obregon, Mexico

<sup>10</sup> Since FY15, the number and location of some Edgwell owned / operated production and research facilities have changed due to acquisitions, divestures and plant consolidations. As of FY19, Edgwell owned / operated 13 production and research facilities around the world.

## Energy and greenhouse gas emissions

We are aware of the potential physical and financial impact of climate change on our business. These could include higher energy costs and more frequent extreme weather events that could disrupt product manufacturing, transportation and supply chains. To minimize Edgewell's contribution to greenhouse gas (GHG) emissions, we work diligently to reduce energy use across our owned and operated production facilities.

Furthermore, we have also committed to using **100%** renewable electricity across our global operations by 2030.

## Conserving energy use

As of FY19, we have reduced our total energy usage by 9.1% when compared to a FY15 baseline. This was slightly less than our ambition to achieve 10% energy reduction by 2020. This was due, in part, to factory consolidations and closures during this period.

We continuously seek ways to reduce our energy use because it is not only good for the environment, but also good for business. Examples of our energy reduction efforts include simplifying production lines, LED lighting installations and upgrades, reducing compressed air consumption and installing sensors so that lights turn off automatically when rooms are empty. Additionally, a number of our locations are making a significant investment in new energy efficient injection molding machines and technologies to further reduce our energy footprint.

Our Dover, U.S. facility is one example of many where we have put in place measures to be more energy efficient. In FY19, Dover reduced its electricity demands by 6% by replacing the standard fluorescent lights with high-efficiency lighting.

Our goal is to further reduce our total global energy use by 10% by 2030 based on a FY19 baseline. To help us accomplish our goal, we have a specialized team of facility engineers who meet regularly to compare and share best practices for reducing energy usage.

From FY15 - FY19, we reduced our total energy usage by **9.1%**

	Energy use				
	FY15	FY16	FY17	FY18	FY19
<b>Energy use (gigajoules)</b>					
Electricity <sup>11</sup>	808,845	824,210	751,525	701,981	703,123
Fuel oil	77	0	1,509	1,443	119
Natural gas	133,239	98,239	135,788	147,214	153,144
Propane	0	14	23	49	120
<b>Total</b>	<b>942,161</b>	<b>922,463</b>	<b>888,845</b>	<b>850,687</b>	<b>856,506</b>

<sup>11</sup> Electricity for FY15, FY16 and FY17 includes renewable energy purchased from renewable hydropower sources by our former Montreal, Canada facility.



## Managing our carbon footprint

Our carbon footprint comprises both direct (scope 1) and indirect (scope 2) GHG emissions as shown in the table below.

Direct emissions are those generated at our production facilities, typically through the use of fuels for energy generation. This includes, for example, burning natural gas to heat a boiler or furnace for heat, or for a manufacturing process.

Indirect emissions are typically emissions generated at the local power plant that a production facility buys electricity from. Our largest use of energy is electricity purchased from energy utilities, as none of our facilities currently generate their own electricity. The source of this energy varies by location depending on the source of fuel the local utility uses, for example oil or natural gas.

As of FY19, our global GHG emissions have increased by 8.5% compared to the FY15 baseline primarily due to the closing of a factory in Montreal that purchased energy from renewable hydropower sources and moving production to a location that does not currently use renewable energy.

We will continue to refine our global operations processes and policies to keep focus on energy improvement and conservation. We will work hard to ensure we reduce our GHG emissions and remain focused on our long-term energy goals.

Greenhouse gas emissions					
	FY15	FY16	FY17	FY18	FY19
<b>GHG emissions (metric tons CO<sub>2</sub>e)</b>					
Direct	6,733	4,961	6,964	7,538	7,748
Indirect	84,260	90,479	93,038	89,988	90,947
<b>Total</b>	<b>90,994</b>	<b>95,440</b>	<b>100,002</b>	<b>97,526</b>	<b>98,695</b>

## VOC emissions

Volatile organic compounds (VOCs) are organic chemicals with a high vapor pressure at normal room temperature. This causes them to

evaporate or volatilize into the air. They are required in the manufacturing process for some of our products.

While necessary in certain processes, we have found ways to significantly eliminate or reduce our usage, which is good for both the planet and colleagues who work on our manufacturing lines.

From FY15 to FY19, we cut VOCs by almost **60%** to 37 metric tons.

Volatile organic compound emissions					
	FY15	FY16	FY17	FY18	FY19
<b>VOC emissions (metric tons)</b>					
<b>Total</b>	<b>93</b>	<b>102</b>	<b>66</b>	<b>41</b>	<b>37</b>

## Waste reduction and recycling in our operations

We are committed to limiting the amount of waste that goes to landfill, reducing our global environmental footprint and preventing loss of resources that could be reused or recycled. At the same time, we recognize it's impossible to manufacture our products without creating some waste. Making personal care products requires energy, chemicals, minerals, plant matter and water, not to mention mechanical and physical labor.

We aim to recycle and divert the by-products of our production processes from landfill to the extent possible. In FY19 Edgewell operated four zero-landfill facilities around the world — Guangzhou, China; Nazareth, Israel<sup>12</sup>; Solingen, Germany and Teplice, Czech Republic and one near-zero landfill facility in Milford, U.S.

Operational waste					
	FY15	FY16	FY17	FY18	FY19
<b>Non-hazardous solid waste (metric tons)</b>					
Landfilled	5,761	6,196	3,095	2,230	2,828
Recycled	8,618	8,587	8,132	8,087	7,750
Treated	9,120	6,911	10,769	9,884	12,194
<b>Total</b>	<b>23,499</b>	<b>21,694</b>	<b>21,996</b>	<b>20,201</b>	<b>22,772</b>
Recycled %	37%	40%	37%	40%	34%
<b>Hazardous solid waste (metric tons)</b>					
Landfilled	59	11	10	7	1
Recycled	2,550	120	50	52	79
Treated	47	49	650	917	922
<b>Total</b>	<b>2,656</b>	<b>180</b>	<b>710</b>	<b>976</b>	<b>1,002</b>
Recycled %	96%	67%	7%	5%	8%
<b>Total solid waste (metric tons)</b>					
<b>Total</b>	<b>26,155</b>	<b>21,874</b>	<b>22,706</b>	<b>21,177</b>	<b>23,774</b>
Recycled %	43%	40%	36%	38%	33%

We now recycle **33%** of the total waste across Edgewell's production and research sites.

<sup>12</sup> In FY19, we closed our Nazareth, Israel facility.

## Conserving water

Due to the nature of the products we manufacture, water is not a primary input or widely used in our operations. Even though our water use constitutes just a small part of our impact, we still strive to reduce it, and in this regard FY19 has been a successful year: we are pleased to report that we reduced our water usage by 32.8%, against our FY15 baseline, to 252,997 cubic meters. This is the equivalent of approximately 100 Olympic-sized swimming pools.

From FY15 - FY19, we reduced our water usage by **32.8%**

We continuously seek ways to conserve water. For example, our Allendale, U.S., site has set up several water use reduction projects, including installing water-saving faucets and aerators on all restroom faucets and flush meters. This resulted in a decrease in water consumption from 191,545 gallons in FY15 to 134,191 gallons at the end of FY19.

Water consumption					
	FY15 <sup>13</sup>	FY16	FY17	FY18	FY19
Water consumption (cubic meters)					
<b>Total</b>	<b>376,709</b>	<b>328,185</b>	<b>309,612</b>	<b>275,623</b>	<b>252,997</b>

<sup>13</sup> This report includes corrected FY15 baseline data for our Sidney, U.S. facility (adjusted from 121,706 cubic meters to 16,269 cubic meters based on corrected water conversion factors) and resulting updated data for FY17 and FY18. We have also corrected our total water consumption accordingly (adjusted from 482,145 to 376,708 cubic meters).

## Logistics

Optimizing how we get our components and products from one place to another is at the heart of our supply chain. As our supply chain involves transporting materials and products around the world, optimizing logistics presents an opportunity to reduce our environmental impact, cutting emissions by reducing the distance materials and products need to travel and the number of trips needed to transport them.

Two innovations have been central to our strategy to drive improved sustainability through smarter logistics: a shift to regional manufacturing and new collaborations with other suppliers and retailers in Europe.

**79%**

of our production and sales of global shave disposables are regionalized, based on global demand.

**73%**

of our production and sales of global suncare products are regionalized, based on global demand.

### Shift to regional manufacturing

We are always looking for ways to reduce our environmental footprint across our global supply chain. In FY19, we began developing plans to regionalize Edgewell's manufacturing sites, and started moving our production and warehousing facilities closer to customers and localizing shipping.

As well as significantly reducing our carbon footprint across our operations, regional manufacturing increases efficiencies across the entire supply chain and improves our customer service levels. Thanks to regionalization, we are able to shorten product delivery time and also improve our customer response rates, while furthering our ambition to manage our carbon footprint to protect the environment.

Pre-regionalization	Post-regionalization
Ingredients sourced and components made based on cost effectiveness only	Product components manufactured and assembled in the same region
Numerous transportation costs associated with this model	Optimized production and transportation costs
Substantial carbon footprint due to transportation between plants and shipping to customers	Reduced carbon footprint (through reduced GHG emissions from transportation)
Sub-par inventory management resulting in substantial inventory surpluses or shortages	Optimized inventory management
Long product lead times and therefore longer response to changes in customer demand	Shorter product lead time and accelerated response to customer demand
Occasionally resulting in Edgewell products being absent from customer shelves	Edgewell products on shelves; immediate availability and higher sales

## Ethical and responsible sourcing

We strive to promote sustainable business practices across our entire value chain. We are committed to responsibly sourcing the ingredients and materials that we use to produce and package our products which is essential for us to help protect the natural environment, and forests in particular, one of our planet's best technologies for fighting climate change.

## Supplier code of conduct

Our [Supplier Code of Conduct](#) defines the standards that we expect of our suppliers. It applies to all third parties that produce or provide goods or services for Edgewell. Suppliers must demonstrate continuous improvement to be more environmentally sustainable, such as minimizing waste and increasing the recycled content of products supplied to us.

## Supplier sustainability performance monitoring

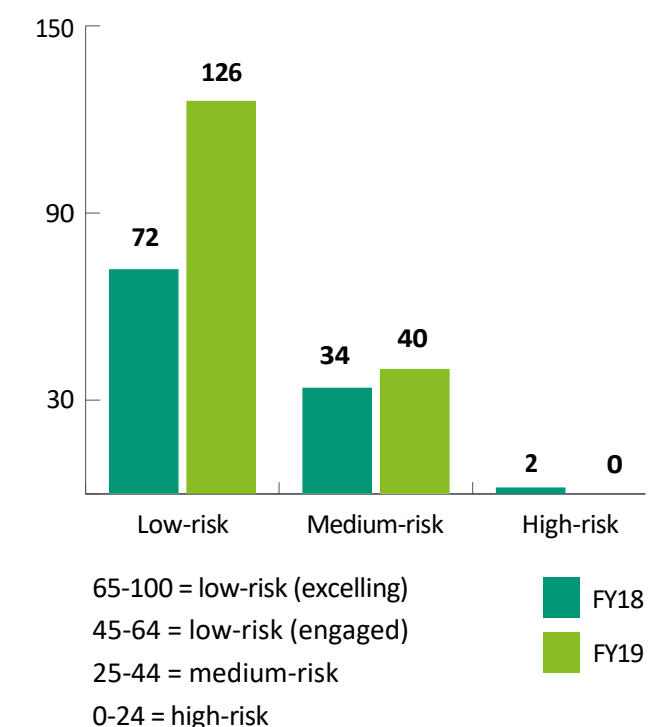
Since 2018, we have implemented a new supplier sustainability performance monitoring process via the EcoVadis online platform. EcoVadis is an industry leader in providing supplier sustainability ratings that help us actively monitor the sustainability efforts of suppliers against our own corporate sustainability goals. We focus on four key areas: environment, labor and human rights, ethics and sustainable procurement.

A supplier's sustainability score weighs heavily in our procurement team's decision to award new business and renew contracts. The score is now an integral metric in the supplier scorecards used in our Supplier Relationship Management Framework and every supplier's performance is measured against the targets.

Each supplier is asked to respond to a targeted questionnaire. The responses are evaluated based on the company's industry sector, countries of operations and size. Suppliers are required to upload the evidence documentation to support their claims onto the platform.

Through robust methodology and data analysis, the information provided by suppliers is analyzed and suppliers are ranked against a scorecard based on a scale between 1-100 as follows:

Supplier risk ranking based on EcoVadis assessments



This year we grew our Sustainability Performance Monitoring program to include 166 scored suppliers with a net average score of 52.7, exceeding the mean industry score of 42.3 and beating our FY18 average of 48.9. Through requesting corrective actions of companies scoring less than 45, such as establishing formal procedures and programs to address sustainability gaps identified through the program, we increased the average score of all suppliers assessed by nine points.

In FY19, we increased the average score of all suppliers assessed by **9 points.**

## Conflict minerals

Conflict minerals refer to minerals that are extracted in regions suffering from conflict and unrest, and whose extraction and sale could be linked to funding violence. These minerals are defined as cassiterite, columbite, tantalite, gold, wolframite, and alloys that contain them, including tin, tantalum, tungsten, and gold (the “3TG” minerals). The vast majority of Edgewell products contain no trace of 3TG minerals, however we use a limited amount of 3TG in our power razors and trimmers.

We have adopted a [Conflict Minerals Policy](#) that details our goal to ensure all 3TG minerals used in our products are not linked to conflict in the Democratic Republic of Congo (DRC). To monitor this, we conduct a survey of the suppliers who provide 3TG-containing materials in our relevant product supply chains. In FY19, we identified three in scope suppliers to survey. Of the three suppliers that received the survey,

# 100%

of suppliers responded and reported themselves as being conflict-free on a company level.

Edgewell utilizes a tracing program to track the 3TG minerals in our supply chain using the Responsible Minerals Initiative reporting template. This helps to ensure that our supply chain uses no 3TG minerals that support conflict in the DRC region.



## Sustainable palm oil

Palm oil is a widely used and versatile vegetable oil, with its derivatives commonly used across a wide range of products, including many personal care products. Because of its wide application, global demand for palm oil has put pressure on the rainforests where it is sourced from. Where grown unsustainably, palm oil can be a driver of global deforestation, climate change and biodiversity loss, mainly in South-East Asia (Indonesia and Malaysia).

At Edgewell, we strive to source all the ingredients we use in our products responsibly, and this includes palm oil. We use a small amount of palm oil derivatives as an ingredient in some of our formulations and aim to ensure that this does not contribute to deforestation. In FY19, 88% of the palm oil we used in our products was sourced sustainably from our vendors in the form of certified sustainable palm oil (CSPO), accredited by the Roundtable on Sustainable Palm Oil (RSPO).

In FY19,

# 88%

of the palm oil we sourced for use in our products was RSPO-certified.

# Overview of performance against our 2020 goals<sup>14,15</sup>

2020 goal:

**We plan to reduce global energy use by 10%.**

FY19 results

As of FY19, we reduced our energy use across our owned / operated production and research sites by 9.1% against a FY15 baseline, coming just short of our goal.

2020 goal:

**We intend to reduce our global greenhouse gas (GHG) emissions by 10%.**

FY19 results

While our global GHG emissions have increased by 8.5% compared to our FY15 baseline, we made a strategic decision to change our manufacturing footprint within this timeframe. We consolidated our feminine care production from Montreal, Canada, which purchased energy from renewable hydropower sources, to Dover, U.S., which does not currently use renewable energy, however, this reduced our overall energy footprint. This consolidation was fully implemented in FY17 and through our ongoing energy efficiency programs we continue to make progress in reducing our GHG emissions.

2020 goal:

**Our goal is for two more of our facilities to achieve landfill-free status.**

FY19 results

By the end of FY19, we had four zero-landfill sites — Guangzhou, China; Nazareth, Israel; Solingen, Germany; and Teplice, Czech Republic and one near-zero landfill site in Milford, U.S. — attaining our goal.

2020 goal:

**Our goal is to cut water usage by 5%.**

FY19 results

As of FY19, we decreased our water use by 32.8% compared to our FY15 baseline.

- » Within this timeframe, the biggest contributing factors to this performance came from factory consolidations and closures. Additionally, over the years we have implemented several site level water-saving projects.
- » Our Allendale, U.S. site reduced water use by 27.8% between FY15 and FY19 through several water reduction projects, including installing water-saving faucets and aerators on all restroom faucets and flush meters.
- » In FY19, our Guangzhou, China facility implemented water cooling tower automation technology which yielded an annual savings of 1.33M gallons of water.

2020 goal:

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

FY19 results

We recycled 7,829 metric tons of solid waste which was 32% of our total solid waste. We will continue to work to reduce non-recycled waste and recognize the impact on recycling of overall waste reductions.

- » For example, our Dover, U.S. site developed a machine that takes completed but unusable scrap tampons generated onsite and separates the plastic components from the rayon fiber material. The process enables our facility to collect and sell clean separated scrap material avoiding the need to send this waste stream to a landfill.

2020 goal:

**We will reduce overall waste generation by 10%.**

FY19 results

We generated 23,773 metric tons of solid waste which was a decrease of 9.1% compared to our FY15 baseline, coming just short of our goal.

2020 goal:

**Our goal is to ensure all 3TG minerals in our razors and trimmers are 100% certified<sup>16</sup> Democratic Republic of Congo (DRC) conflict-free.**

FY19 results

In FY19, of our three in scope suppliers, 100% now report themselves as DRC conflict-free on a company level. This is the most current public reporting year as of the publication of this report.

2020 goal:

**We aim to source 100% certified sustainable palm oil for use in our products.**

FY19 results

88% of the palm oil we sourced for use in our products was certified sustainable palm oil (CSPO) from Roundtable on Sustainable Palm Oil (RSPO) certified vendors.

- » In the FY18 sustainability report, we reported that we maintained our sourcing of RSPO-certified palm oil for use in our products at 95%. In FY19, we maintained this level but expanded our data set to encompass all previously acquired Edgewell brands and adjusted our usage percentage accordingly.

<sup>14</sup> Our 2020 goals are a set of sustainability targets we set out to achieve by the beginning of FY20, measuring our progress against FY15 baseline data.

<sup>15</sup> Since FY15, the number and location of some Edgewell owned / operated production and research facilities have changed due to acquisitions, divestures and plant consolidations. As of FY19, Edgewell owned / operated 13 production and research facilities around the world.

<sup>16</sup> As represented by our in scope supplier survey responses.

Goal performance

- Achieved
- Partially achieved
- Not achieved



# 04

## People & Communities

At Edgewell, we are committed first and foremost to people: our colleagues, the consumers who use our products, the suppliers and retailers who partner with us and the communities that we operate in. Ensuring a positive, purposeful working experience for our colleagues, ethical partnerships with our stakeholders and making positive contributions to the communities where we operate is central to our business operations.

We strive to embed a culture of respect and responsibility. We do this through progressive human resources policies, learning and development, recruitment and hiring, workplace health and safety and community engagement and support activities.



*The Edgewell team is built of world-class talent who are passionate, not only about the work we do and the brands in our portfolio, but also about their relationships with each other, engagement with local communities and drive to leave things better than they found them. When we invest in our people with policies and programs that nurture their passion, we see the return reflected in our business success.*

**John Hill**  
Chief Human Resources Officer,  
Edgewell Personal Care



# Culture

## People

We are more than just employees here at Edgewell. Our teams of resilient, forward-thinking people are the backbone of our success and give our business the competitive edge.

It is our responsibility to provide our people with a safe work environment where they have ample opportunities to grow and excel professionally. Our culture embraces diversity and inclusion and nurtures our colleagues' passions, while encouraging curiosity and inspiring innovation in their work. Most of all, we understand that to attract and retain great people, we must listen to and engage them regularly.

## Employee code of conduct

At Edgewell, we strive to “do the right thing”. This means keeping our values at the heart of everything we do, and our code of conduct formalize this in our company policies. Our [Employee Code of Conduct](#) addresses our policies on ethical business practices, financial reporting, equal employment opportunity, conflicts of interest, company resources, safety and more.



## U.S. parental leave

Our goal is to have happy and healthy colleagues. With this in mind, we understand the importance of parental leave so that parents can spend time with the new addition to their family and cherish those irreplaceable moments.

The retention rate of our people that took parental leave was **85% for females** and **81% for males**.



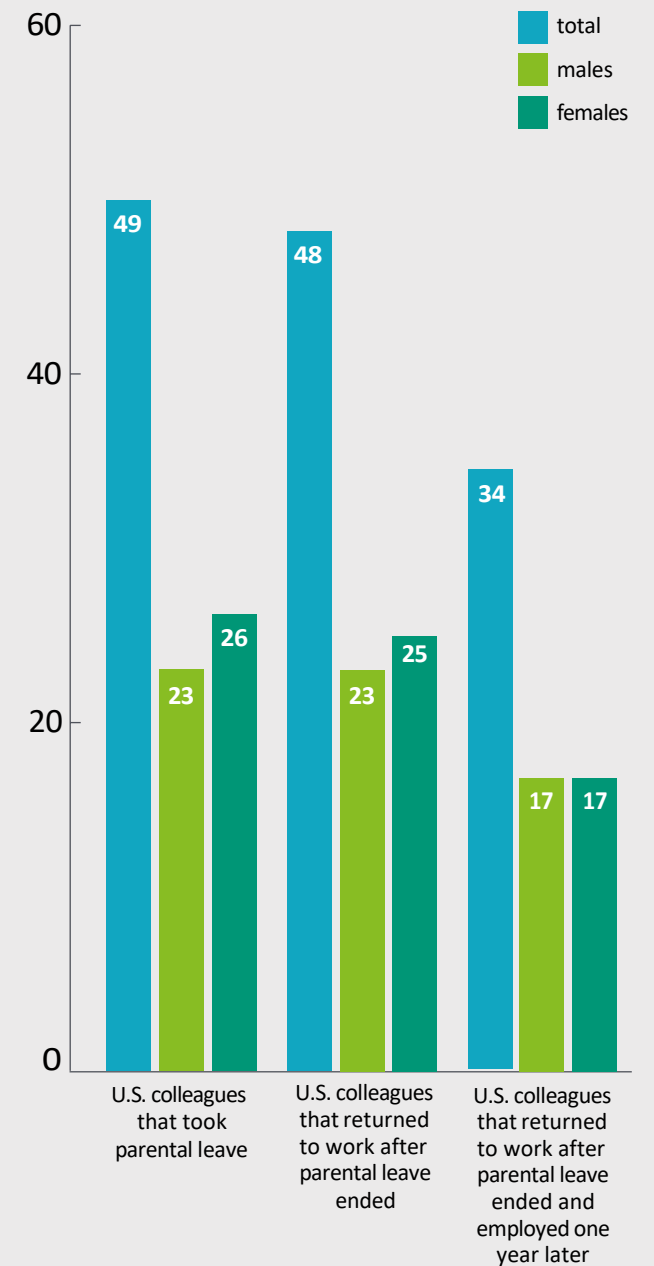
In the U.S., in FY19 **2,140** were eligible for the parental leave benefit.

**49** used the parental leave benefit.

**48** returned to work in the reporting period after parental leave ended. One position was eliminated in the interim.

**34** returned to work after parental leave ended and were still employed 12 months after their return to work.

**FY19 U.S. parental leave**



While our parental leave data for FY19 is only for the U.S., we plan to include global parental leave data by FY22 once new human resources (HR) systems are fully implemented. This will allow us to consistently track and report on global parental leave information.

## Global wellness program

The 'well' in our name reflects our goal to deliver wellness as a priority within the workplace, as this promotes health and happiness among all our people. The wellness of our people remains a primary focus and we believe that the most productive people are those that are at their best, both physically and mentally.

In FY18, we established a pilot wellness program in the U.S., and it was rolled out across our global locations in FY19. A total of 13 sites participated in a vast range of wellness activities that encourage a happy and healthy lifestyle inside and outside of work. Some examples include:



**GOLD LEVEL AWARD**

In the U.S., we were recognized by the American Heart Association as a **gold level site for our 2019 wellness achievements**, moving up from silver in previous years.



**SUICIDE PREVENTION**

Our St. Louis, U.S. site took part in a **suicide prevention walk and run**. This not only encouraged physical fitness among our colleagues but also **raised awareness of mental health**.



**NUTRITION TRAINING**

Our Mexico City, Mexico site provided its colleagues with **nutrition training around healthy eating and drinking**. This program also provided medical check-ins for people with digestive issues, where for three months, they monitored their diets closely to see if there was any improvement.



**HEALTH CHECKS**

Our site in Milford, U.S., provided its people with a **flu vaccine program, in which 284 participants took part**. Other health checks included: blood pressure screenings to **78** colleagues, blood sugar testing to **20** colleagues and biometric screenings to **67** colleagues.



**RECREATIONAL SPORT**

Our Teplice site in the Czech Republic and Guangzhou site in China took part in **badminton tournaments** that encouraged colleagues to be physically active and provided a great way for the teams to bond and have fun.



**MENTAL HEALTH**

At our High Wycombe, U.K. site, we held a **mental health awareness seminar** that combined useful self-help tools with basic knowledge of mental health neuroscience.

## Work-life balance

We understand that every person has their own view of work-life balance. Although there's no one size fits all, we believe that our people are at their most productive when there are policies in place that allow for flexibility.

Just as cultural and personal preferences vary, so do our strategies to achieve this balance within our global footprint. These include flex-time; remote working arrangements; four-shift rotations; family days; parental leave; and well-appointed break areas to decompress during working hours.



## Diversity

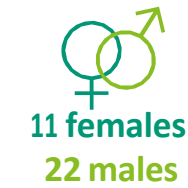
Edgewell prides itself on recruiting the best talent in our industry to support the growth of our company and brands. As our company evolves and priorities shift, including the sale of some of our brands and acquisition of new ones, our headcount naturally changes to reflect changes in our business.

### Global hiring and voluntary turnover<sup>17</sup>

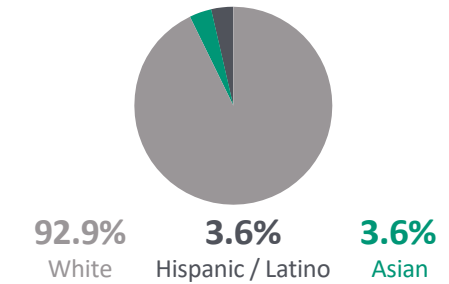
	Hire rate	Turnover rate
<b>Total</b>	<b>22.4%</b>	<b>8.9%</b>
<b>Gender</b>		
Male	9.1%	3.7%
Female	13.4%	5.2%
<b>Age</b>		
<30	7.5%	2.6%
30-50	12.1%	5.1%
>50	2.9%	1.3%
<b>Region</b>		
APAC	2.7%	1.1%
EMEA	5.7%	2.4%
LATAM	6.7%	2.6%
NA	7.4%	2.7%

### Leadership composition<sup>17</sup>

Company leadership<sup>18</sup> by gender identification



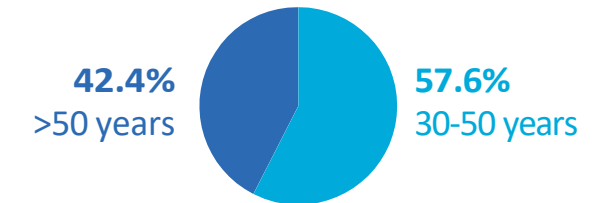
U.S. leadership by race and ethnicity<sup>19</sup>



Board members by gender identification

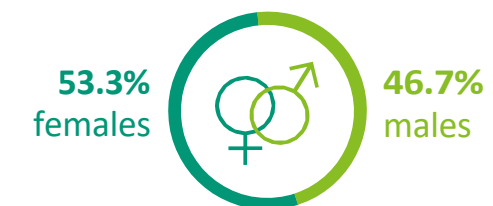


Company leadership by age group

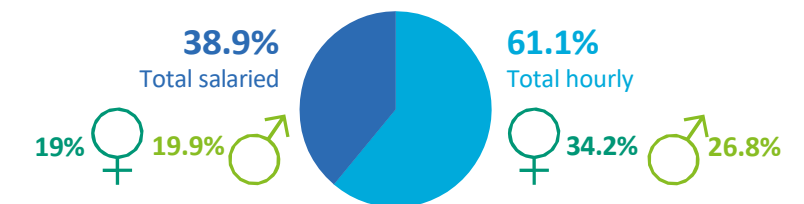


### Global workforce composition<sup>17</sup>

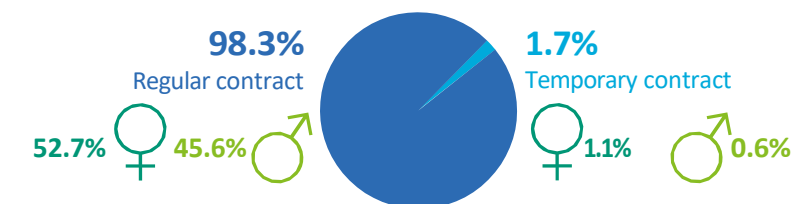
Global workforce by gender identification



Workforce by gender identification and employment type



Workforce by gender identification and contract type

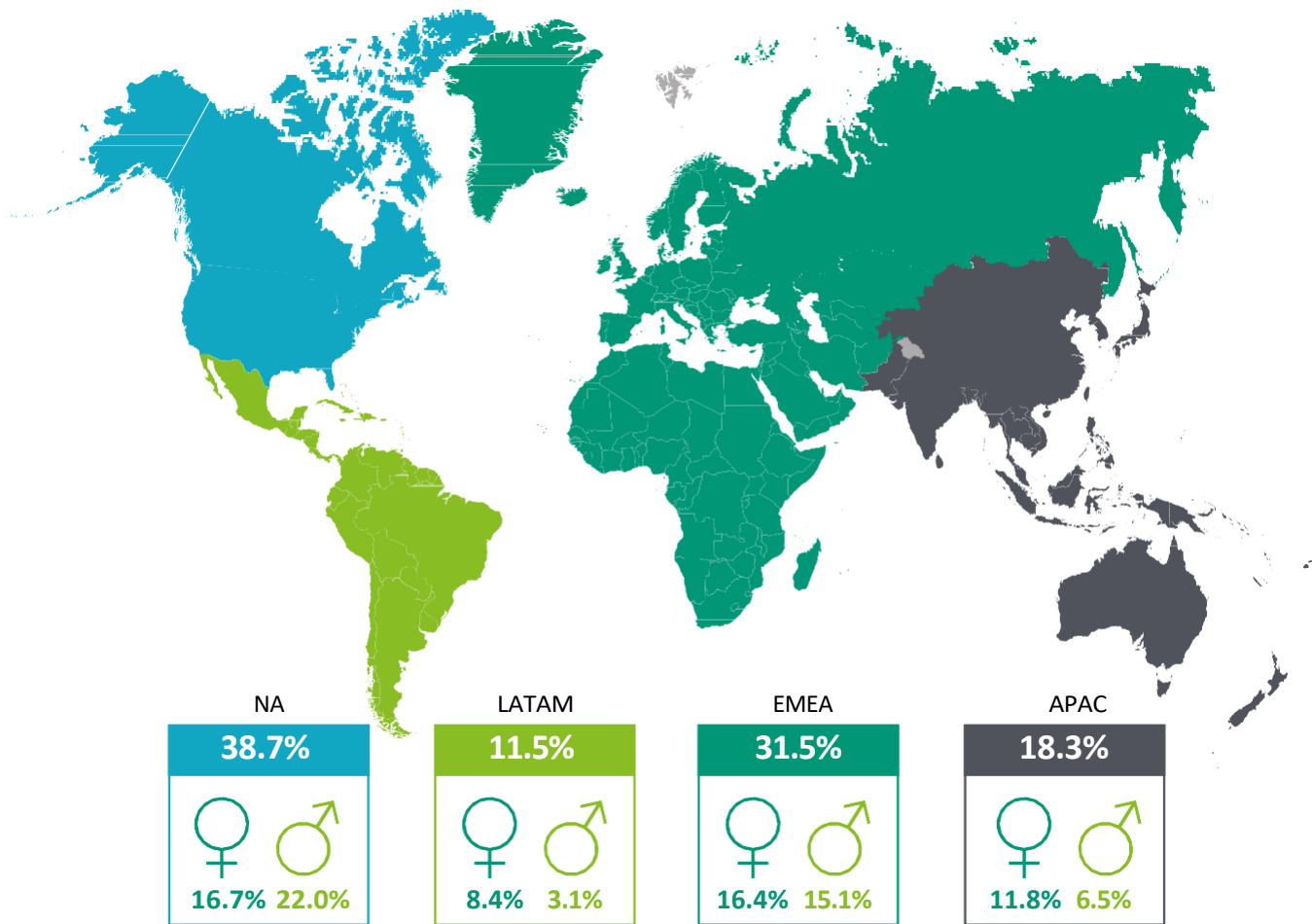


<sup>17</sup> All reported data on people at Edgewell is for FY19 and is accurate as of September 30, 2019.

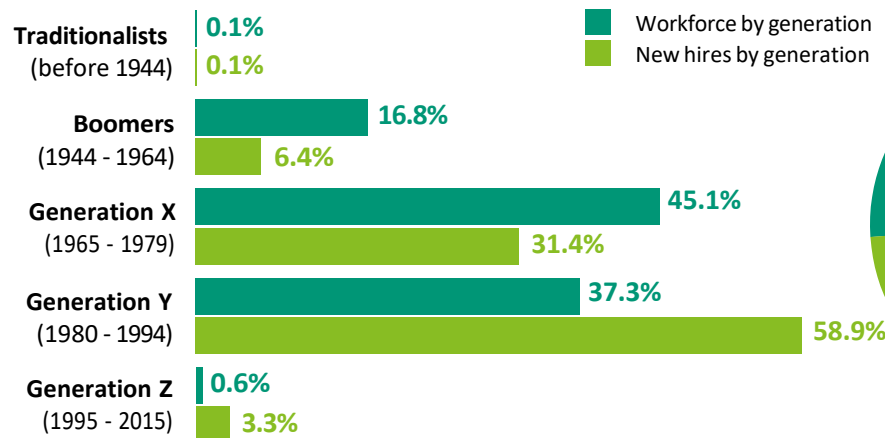
<sup>18</sup> Leadership is defined as inclusive of all colleagues 1 and 2 levels down from the CEO.

<sup>19</sup> Race / ethnicity is only disclosed in the U.S.

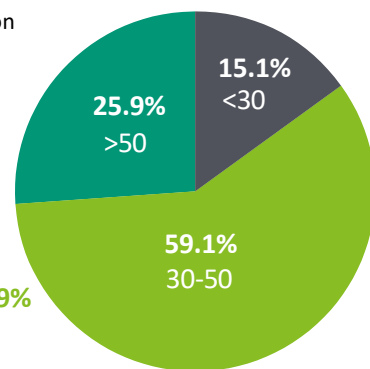
Workforce by gender identification and region



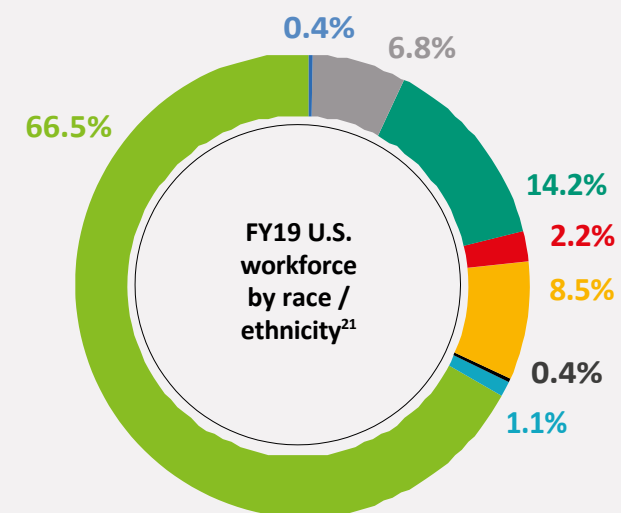
Total workforce and new hires by generation



Workforce by age



U.S. workforce composition<sup>20</sup>



- American Indian / Alaska Native
- Asian
- Black / African American
- Decline / Unknown
- Hispanic / Latino
- Native Hawaiian or Other Pacific Islander
- Two or More Races
- White

<sup>20</sup> All reported data on people at Edgewell is for FY19 and is accurate as of September 30, 2019.

<sup>21</sup> Race / ethnicity is only disclosed in the U.S.

# Learning and development

At Edgewell, we encourage an environment where people feel safe to take on new roles and challenges. Learning and development is built into our long-term growth plans.

To support our people's career aspirations, we continue to expand our range of learning and development programs to help enhance their skill sets. In FY19, programs included change management training, the Global Leadership Development Program and on-demand learning that provided over 10,000 videos enabling independent learning.

## Change management training

Change is inevitable within any organization and brings many positive opportunities. At Edgewell, we have historically performed well with implementing operational change, but realized a need to further support our people by placing an increased emphasis on the human side of change.

*"I left the session highly motivated to be a part of making Edgewell a living, breathing culture."*

Participant of Intensive Academy for ELT & VPs

*"The course format was excellent for learning from doing rather than being in a classroom environment. It was very well-facilitated and varied, with a mix of presentations and group tasks."*

Participant of Manager Academy

*"It's been great, and I've been able to network with colleagues from across the world that I wouldn't necessarily get to work with."*

Participant of Leader Academy

In FY19 we introduced change management training to our HR team and many leaders and managers across the organization:

We trained nearly **100** colleagues to learn and develop skills to ensure a smooth and positive transition when change takes place.

**25** people from our Global HR community have been trained as Change Management Practitioners, to lead change management on a local level and as part of their broader network.

We also trained **20** project managers to integrate the people side of change with the technical side of change.

**50** people managers have been trained to lead their teams more effectively through change.

## Global leadership development program

Edgewell's Global Leadership Development Program (GLDP) is designed to nurture and grow the leadership skills and behaviors that are critical to our success. Available to all markets, the GLDP includes several targeted academies that provide a week-long immersion in leadership training for 10-15 colleagues from around the world. These academies provide practical tools and techniques, in addition to coaching on management competencies, strategic thinking and planning.

In FY19, 173 colleagues took part in the GLDP across several targeted academies. This program helps connect our colleagues from all over the world to align and share skills in a challenging, informative and fun experience.

Our Intensive Executive Academy, which took place in May 2019, put our Executive Leadership Team (ELT) and Vice Presidents (VPs) through a one-day intensive session to ensure they were bought-in to all tools, models and concepts. Many members of our ELT and global VPs attended the full day workshop, displaying leadership's commitment to continued learning and development.

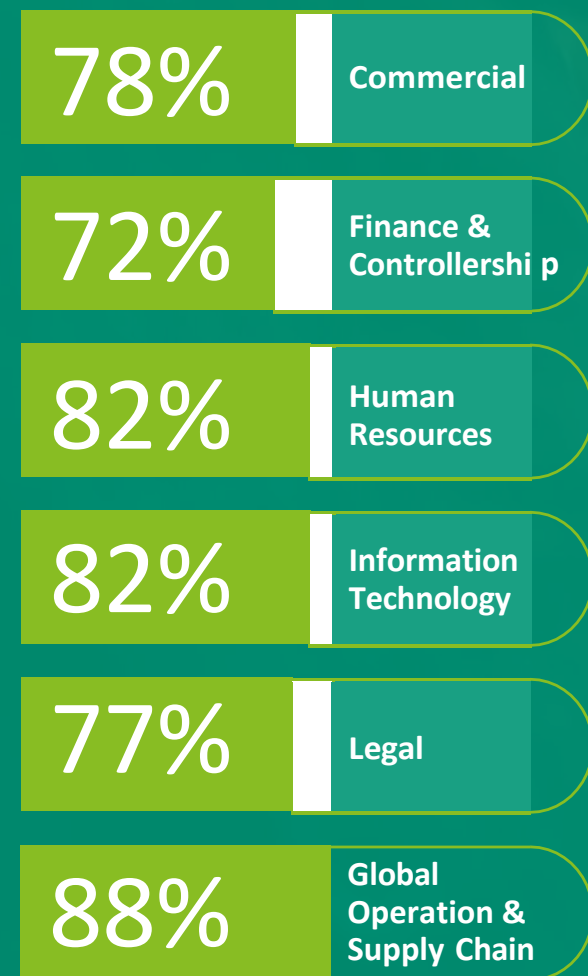
*"It helped me to remember the tools, to keep focused on what we can focus on to add value within my team, and what can be discarded."*

Participant of Catch-up Academy

## Career development

We encourage our people to continuously hone and enhance their skill sets and expand their careers within the company.

In FY19, **81%** of Edgewell salaried colleagues completed performance reviews, and **58%** of colleagues completed individual development plans.

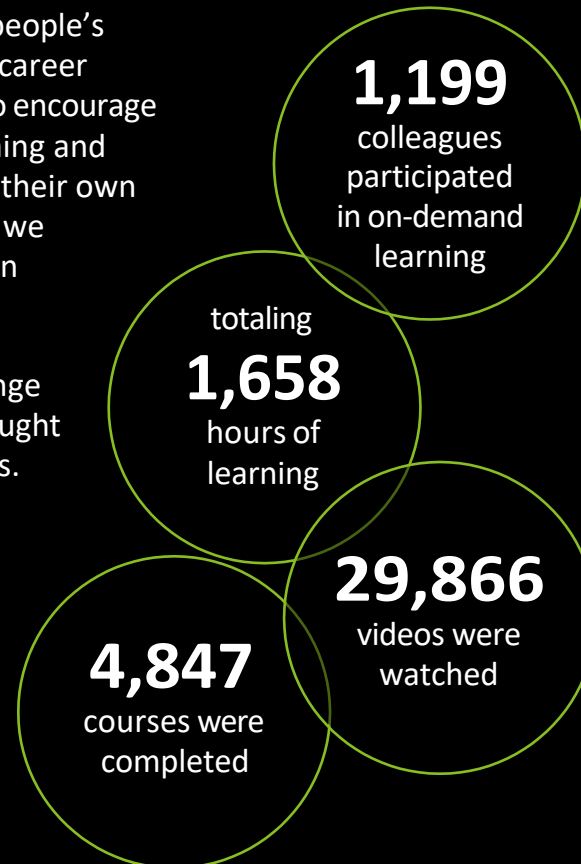


## On-demand learning

While we are committed to supporting our people's development and career aspirations, we also encourage them to take learning and development into their own hands. That's why we provide access to an **online self-guided learning platform**

offering a wide range of video courses taught by industry experts.

In FY19:



## Pulse engagement surveys

Engagement surveys encourage our people to provide their opinions on the company's overall performance. In FY19, we made a strategic shift away from lengthy annual surveys in favor of quicker, more frequent pulse surveys. Pulsing allows leadership to check in with the workforce more frequently and enables them to respond quickly on the results.

Key highlights from FY19 pulse surveys include:



We review all the feedback and explore the areas where we can improve our people's experience. In FY19, colleagues flagged that recognition was an area for improvement, so we updated our year-end town hall to solely focus on recognizing all the great things that happened in the year prior and worked to expand our various global peer-to-peer recognition programs.

Learning and Development (L&D) was another improvement area identified in the pulse surveys, underscoring the need for new programs around career management, coaching and mapping. New programs in these areas will be rolled out alongside companywide L&D opportunities in FY20.

# Safety

We are committed to maintaining a safe workplace for all our people. We have policies and procedures in place to minimize risk of injury in our production facilities and strive to get to the root cause of any injuries that do take place so we can prevent the same thing happening again. Our policies are consistent with ISO 45001 standards and applicable to everyone working in our facilities.

A global effort is underway to improve machine safety. Our facilities are in the process of completing machine safety risk assessments on all machinery. We expect to have completed all assessments in FY20.

Our 'Alive and Well' program, which we developed in collaboration with the author of the book, *Alive and Well at the End of the Day*, helps provide a safe workplace for all our manufacturing sites and ensure safety is embedded in Edgewell's everyday culture. The program promotes a 'safety starts with me' mindset, helping colleagues make safety a habit and reinforcing our safety standards. Several of our locations carry out regular 'Alive and Well' activities to keep workplace safety top of mind.

<sup>22</sup> Injury rate = (number of recordable injuries x 200,000) / hours of operation.

Our goal is to maintain our world-class injury rate<sup>22</sup> of less than 1 per 100 full-time workers. This year, not only have we maintained an overall injury rate of <1.00, but we decreased the rate by 16%, from 0.75 in FY18 to 0.63 in FY19.

**16%** decrease in injury rate from 0.75 in FY18 to 0.63 in FY19.

## Governor's Award for Safety Excellence

We're proud of the health and safety record at our Knoxville, U.S. site, which, for the second year in a row, was selected for the Tennessee Governor's Award for Safety Excellence. Earning this award is a reflection of the success of our 'Alive and Well' culture.

The Governor's Award for Safety Excellence is awarded to companies that achieve 500,000 hours with no lost-time or restricted duty injuries as defined by the Occupational Safety and Health Administration (OSHA). This is a huge accomplishment given this extensive time period and for a company that manufactures razor blades, which can present its own unique safety challenges. The award was presented on-site to the Knoxville team by representatives of the Department of Labor & Industry.

This award is a great demonstration of our team's commitment to putting safety first in their everyday lives, protecting themselves and others from harm.

# Volunteering and charitable giving

We are committed to making a positive contribution to the communities where we do business. Many of our activities are led by the people onsite and are shaped by the areas that motivate our colleagues and the organizations they believe will provide the most impact to the local community.

Edgewell's people contribute to our community causes in many ways, including volunteering their time and donating money for important causes around the world. In FY19, every global location engaged with their community. The following examples of achievements highlight the drive of our people to make a positive impact.

## Examples of community engagement

### U.S.

Edgewell's people in the U.S. are long-time supporters of the United Way, a non-profit organization that focuses on improving the education, income and health of communities across the world.

In FY19, Edgewell and its people ramped up their generosity yet again, having active participation across eight U.S. locations.

Through grassroots campaigns, fundraisers and automated payroll deductions, Edgewell colleagues raised USD \$363,000 in donations, which was matched dollar-for-dollar by the company. A grand total of USD \$726,000 was donated to United Way. Edgewell received the Valley United Way's Large Business of the Year Award which honors the top contributor in the region each year.

### ITALY

In July 2019, colleagues in Milan, Italy organized a Charity Day supporting Associazione CAF Onlus® – an organization that helps children who are victims of physical and relational trauma.

### CHINA

In March 2019, 35 colleagues from Guangzhou, China volunteered at a local farm, run by a group of people with learning disabilities and a charity association.

### MEXICO

For the third year in a row, colleagues from Obregon, Mexico participated in the Manos Unidas Foundation drive to bring happiness and resources to 21 children's shelters.

Our Obregon, Mexico plant collected several kilos of aluminum cans that were donated to the PINTO Charitable Foundation, whose mission is to support educational and poverty-reduction services for underserved people in local charitable organizations, and through international charitable education organizations.





## Overview of performance against our 2020 goals<sup>23</sup>

2020 goal:

**We will continue to maintain our world-class injury rate of <1.00 and begin conducting annual safety culture trainings for leaders at every global plant.**

FY19 results

Our injury rate reduced to 0.63 from our FY15 baseline injury rate of 0.79. Many sites have an 'Alive & Well' culture program which includes regular safety culture activities.

2020 goal:

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

FY19 results

We developed our wellness program and expanded it to 13 sites across the globe.

2020 goal:

**We will establish a focused and coordinated effort to partner with organizations that support children and families in the local communities we operate within.**

FY19 results

We continued to expand our efforts in partnering with organizations. Since our FY15 baseline, Edgewell has partnered with a range of organizations that support the communities we serve.

2020 goal:

**We aim to develop a continuous listening strategy for enhancing the colleague experience.**

FY19 results

We launched Pulse surveys to all our colleagues across the globe, with over 4,300 people participating.

Goal performance

- Achieved
- Partially achieved
- Not achieved

<sup>23</sup>Our 2020 goals are a set of sustainability targets we set out to achieve by the beginning of FY20, measuring our progress against FY15 baseline data.

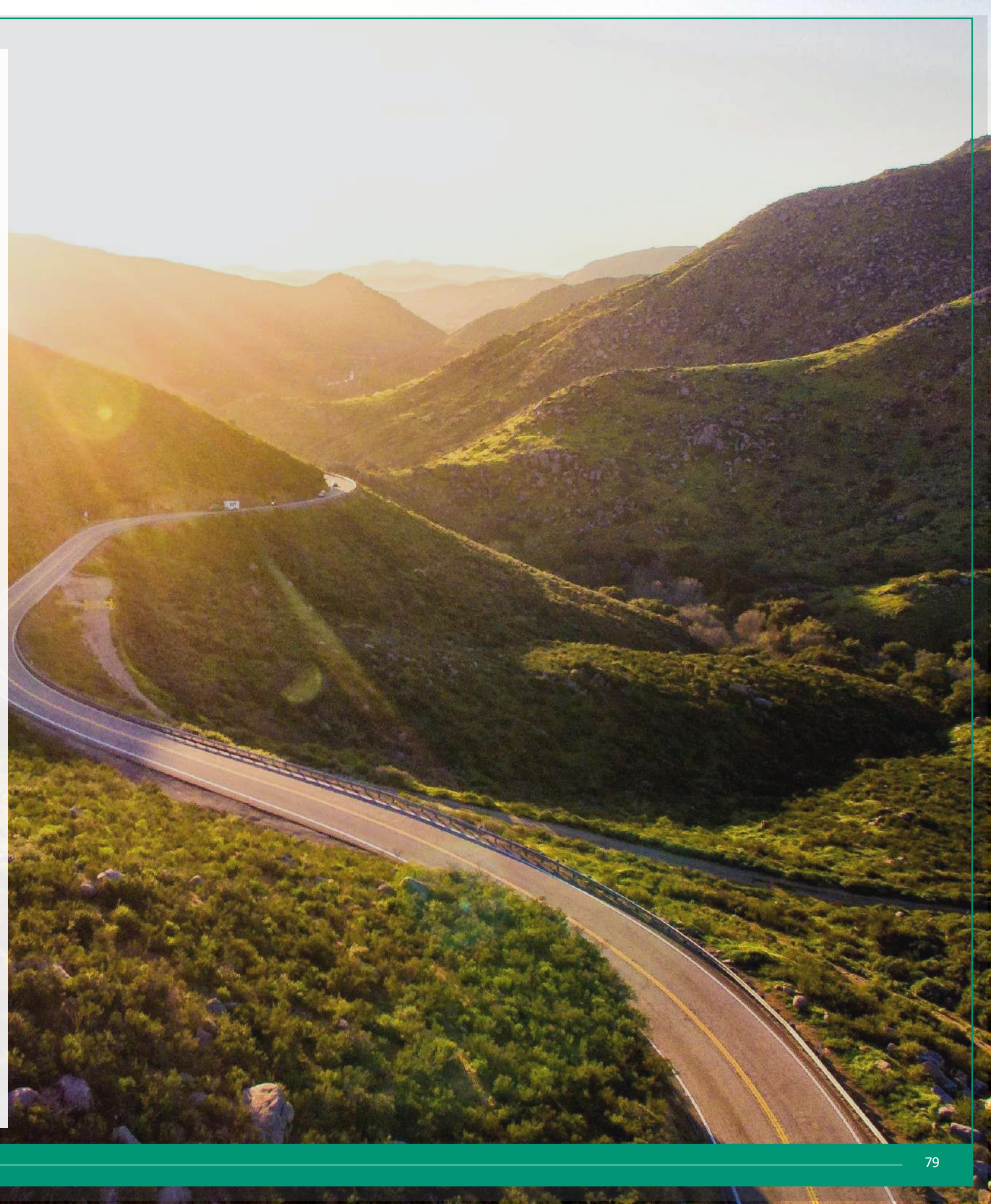
# 05

## The Way Forward

To sustain and grow our business in the decades to come, we know we must adapt to the changes we see today, and anticipate the new challenges our customers, consumers, investors and other stakeholders will require of us.

Our new *Sustainable Care 2030* strategy will ensure that we are a successful and responsible business not just today, but for generations to come. And, crucially, our ten sustainability commitments will enable us to deliver on our promise of well-designed and well-made personal care products while continuously improving, with careful consideration for the well-being of both society and our planet.

Under each overarching commitment, we have a series of specific targets that we will measure and report against over the next ten years. These targets are designed to stretch us as a business, but our ambition will be balanced with a pragmatic approach. Systematic data collection procedures will be set up so we can regularly monitor our progress and report against it annually.





# Introducing Edgewell's Sustainable Care 2030 strategy

Inspiring a world where the joy of caring for yourself is balanced with caring for our shared planet and society.

## Our commitments



### Brands

Innovate leading edge products and packaging and use our 'hero' brands as a force for good to have a positive impact on society and our environment.

#### Commitments

01

Continue to ensure the ingredients we use meet our high standards and improve fragrance transparency.

02

Develop new products and packaging to be more sustainable and in support of the circular economy by using more recycled, renewable and recyclable materials, minimizing material usage, and reducing waste.

03

Actively use Edgewell 'hero' brands as a force for good to have a positive impact on society and our environment.



### Operations & Supply Chain

Build sustainability into our day-to-day operations and decision-making so we can carefully manage our environmental footprint and engage with our suppliers to meet our environmental and social standards.

#### Commitments

04

Support the shift to a low carbon economy and use 100% renewable electricity across our global operations.

05

Continue to reduce our environmental footprint across our global owned / operated production facilities.

06

Actively engage with our suppliers so that they can meet our social and environmental standards at all times.

07

Ensure our ingredients and materials are responsibly sourced.



### People & Communities

Support the safety and well-being of the colleagues who work with us, the people who use our products, the partners we work with, and the communities we support.

#### Commitments

08

Promote an open and inclusive culture to ensure all colleagues are treated fairly and with respect and to attract the best talent.

09

Protect the health and safety of our colleagues around the world and support their well-being and professional development.

10

Encourage colleague volunteerism and charitable giving to support healthy oceans and forests, and enhance the well-being of communities we operate within.

# Our 2030 commitments and targets

As part of our promise for a sustainable future, over the next ten years we will commit to:

<sup>24</sup> Excludes existing SPF 100s sold only in select stores and markets.  
<sup>25</sup> We aim to source credibly certified virgin fiber for use in our packaging with preference for Forest Stewardship Council® (FSC®) and Programme for the Endorsement of Forest Certification™ (PEFC™) programs.



## Brands

### Commitments

01

Continue to ensure the ingredients we use meet our high standards and improve fragrance transparency.

02

Develop new products and packaging to be more sustainable and in support of the circular economy by using more recycled, renewable and recyclable materials, minimizing material usage, and reducing waste.

03

Actively use Edgewell 'hero' brands as a force for good to have a positive impact on society and our environment.

### Targets

By 2022, no formulas to be produced with oxybenzone and octinoxate<sup>24</sup>.

By 2024, eliminate the use of microplastics and parabens from production.

Disclose fragrance components for all products beginning in 2022.

By 2030, reduce overall Edgewell product VOC (volatile organic compounds) consumption by 5%.

#### Product:

By 2030, reduce the virgin petroleum-based plastic content in our disposable razor handles by 50%.

By 2030, reduce the virgin petroleum-based plastic content in our feminine care products by 25%.

#### Packaging:

By 2025, ensure 100% of plastic packaging is recyclable, compostable or reusable in our razors & blades segment. By 2030, achieve this in all remaining segments.

By 2025, reduce the use of virgin petroleum-based plastic in packaging by 50% in our razors & blades segment. By 2030, achieve this in all remaining segments.

By 2025, use recycled and certified responsibly sourced fiber<sup>25</sup> for 100% of fiber packaging in our razors & blades segment. By 2030, achieve this in all remaining segments.

By 2030, reduce packaging materials by 20% (by weight).

#### Partnerships:

Collaborate through partnerships to facilitate the recovery and recycling of our products and packaging.

By 2025, Edgewell 'hero' brands will have a clearly defined sustainability strategy and participate in efforts that help to support health and well-being and / or protect our planet.



## Operations & Supply Chain

Commitments	04 Support the shift to a low carbon economy and use 100% renewable electricity across our global operations.	05 Continue to reduce our environmental footprint across our global owned / operated production facilities.	06 Actively engage with our suppliers so that they can meet our social and environmental standards at all times.	07 Ensure our ingredients and materials are responsibly sourced.
Targets	<p>By 2030, reduce GHG emissions by 10%, based on a FY19 baseline.</p> <p>By 2030, reduce energy use by 10%, based on a FY19 baseline.</p> <p>By 2030, achieve 100% renewable electricity use.</p>	<p>By 2030, we aim to achieve the following across our global owned / operated production facilities, based on a FY19 baseline:</p> <ul style="list-style-type: none"> <li>Reduce waste by 10% and pursue zero waste to landfill across production facilities.</li> <li>Reduce water use by 5%.</li> </ul>	<p>By 2022, educate major direct material suppliers representing approximately 80% of our spend on our sustainability vision and values.</p> <p>By 2025, actively engage with major direct material suppliers representing approximately 80% of our spend to achieve an acceptable level of performance as established through our Supplier Sustainability Performance Monitoring program.</p>	<p>By 2022, source 100% certified sustainable palm oil for use in our products.</p> <p>We strive to ensure all 3TG minerals in our razors and trimmers are 100% DRC conflict-free.</p>



## People & Communities

Commitments	08 Promote an open and inclusive culture to ensure all colleagues are treated fairly and with respect and to attract the best talent.	09 Protect the health and safety of our colleagues around the world and support their well-being and professional development.	10 Encourage colleague volunteerism and charitable giving to support healthy oceans and forests, and enhance the well-being of communities we operate within.
Targets	<p>As part of Edgewell's Global People Strategy, develop a Diversity and Inclusion strategy by the end of 2020.</p>	<p>Maintain a world-class injury rate of &lt;1.0 and continue to foster an 'Alive and Well' safety culture at every Edgewell manufacturing facility.</p> <p>Develop and continue to drive a coordinated global wellness initiative at every Edgewell site.</p> <p>Develop and implement a comprehensive Employee Experience strategy globally by 2021.</p> <p>Drive a sustainability culture among Edgewell colleagues globally and ensure every site has an active sustainability program to drive positive impact by 2021.</p>	<p>Establish a focused and coordinated effort to partner with nonprofit organizations that support children / youth education and natural resource conservation.</p>

## The opportunity

Since we began our company journey in 2015, Edgewell has made steady progress towards becoming a more sustainable company, with 'hero' brands such as BULLDOG embedding it into its DNA and leading the personal care category by example.

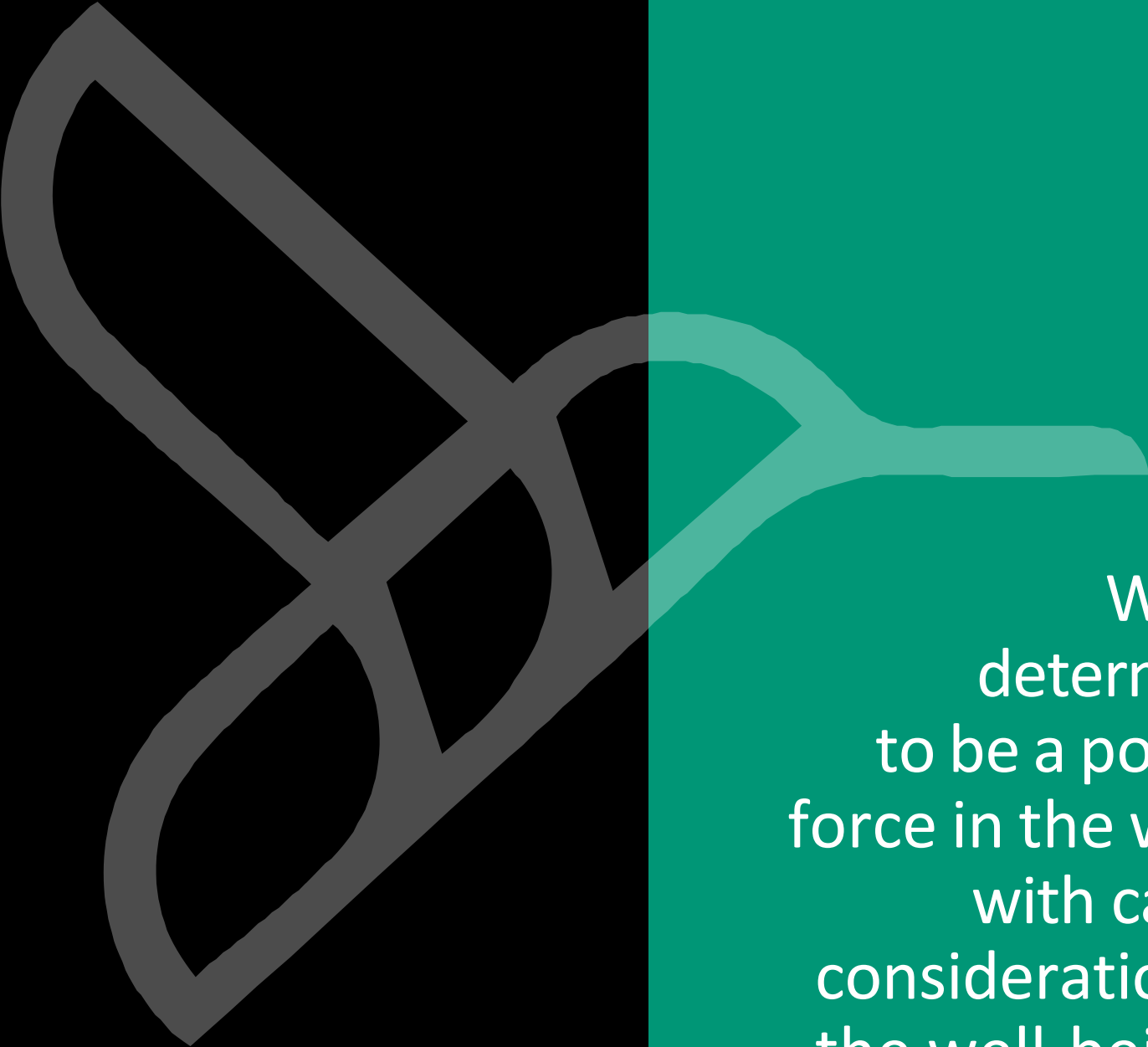
As we look towards the next ten years, sustainability will be an important business driver for Edgewell's future growth and provide our organization and brands with a huge opportunity for the taking.

But we know we have a lot more work to do, and that we can't do this alone. We have taken the time to develop an ambitious but achievable sustainability strategy, with clear commitments and targets to work towards.

We are confident that we have a clear roadmap ahead of us, with the right teams and right measurements in place to shift our business in the right direction and set us up for future success.

As the call for governments, companies and consumers to be more sustainable becomes more urgent, we are determined to be a positive force in the world, with careful consideration for the well-being of both society and our planet.

As a global leader in personal care products, we have a responsibility to do more. We look forward to meeting the challenge.



We are  
determined  
to be a positive  
force in the world,  
with careful  
consideration for  
the well-being of  
both society and  
our planet.



**We are Edgewell.**

Our vision is to create a world where the joy of caring for yourself is balanced with the responsibility of caring for our planet and everyone who shares it with us.

We're committed to creating products that people love to use, while minimizing our environmental footprint.

We will help to reduce plastic waste and act to protect ocean health.

From the way we create our products, to the impact they have on people's lives, we aim to be sustainable, ethical and innovative where it matters most.

From grooming to skin care, we are embedding this way of working in everything we do, and in the way we work with our customers, colleagues and suppliers.

This is how we will create a positive impact for our planet and society, and build a responsible, successful business for generations to come.



# GRI Index

---

FY19 Sustainability Report

# GRI Index

This report has been prepared in accordance with the GRI Standards: Core option  
 All content in this table can be found in the [Edgewell FY19 Sustainability Report \(SR\)](#),  
[Edgewell FY19 Annual Report \(AR\)](#) and on the [Edgewell Personal Care \(EPC\) website](#).  
 Links to the relevant sections are included in the table below.

GRI 102: General disclosures	Disclosure number	Disclosure name	Information provided
Organizational profile	102-1	Name of the organization	SR: We are Edgewell Personal Care, pp. 8
	102-2	Activities, brands, products and services	SR: Letter from the CEO, pp. 4, 5 EPC website: Brands: <a href="http://edgewell.com/brands/">http://edgewell.com/brands/</a>
	102-3	Location of headquarters	SR: We are Edgewell Personal Care, pp. 9
	102-4	Location of operations	EPC website: Locations: <a href="http://edgewell.com/locations/">http://edgewell.com/locations/</a>
	102-5	Ownership and legal form	Edgewell Personal Care Company SEC filing: <a href="https://www.sec.gov/cgi-bin/browse-edgar?CIK=0001096752&amp;action=getcompany">https://www.sec.gov/cgi-bin/browse-edgar?CIK=0001096752&amp;action=getcompany</a>
	102-6	Markets served	AR: Our Business Segments and Product Strategies, pp. 4
	102-7	Scale of the organization	SR: We are Edgewell Personal Care, pp. 9 AR: Part 1, pp. 3, 6, 8, 20, 22, 28
	102-8	Information on employees and other workers	SR: People and Communities, pp. 58-77
	102-9	Supply chain	EPC website: Supplier relations: <a href="http://edgewell.com/supplier-relations/">http://edgewell.com/supplier-relations/</a> SR: Operations and supply chain, pp. 42-57 AR: Part 1, pp. 6, 12
	102-10	Significant changes to the organization and its supply chain	Hong Kong: Relocated to new office in January 2019 New Zealand: Relocated office in July 2019 U.S.: Downsized CT corporate headquarter office in January 2019; relocated AR office in April 2019; relocated TX office / warehouse in May 2019; downsized MO office in June 2019
	102-11	Precautionary principle or approach	Edgewell does not explicitly refer to the precautionary approach or principle in our reporting or other materials. Edgewell contributes to society by operating our business responsibly, working to ensure the safety of our products and packaging for people and the planet, going above and beyond the appropriate regulation and legislation in many instances.
	102-12	External initiatives	External initiatives Edgewell is engaged with are covered throughout the company's FY19 sustainability report. SR: About this report, Sustainability at Edgewell, Brands, Operations and Supply Chain, People and Communities, The Way Forward, pp. 6-88
	102-13	Membership of associations	U.S.: Personal Care Product Council (PCPC) Canada: Cosmetics Alliance Australia: Accord – Hygiene, Personal care and Specialty Products Industry Latin America: CASIC - Council of Latin American Cosmetic, Personal Care and Home Care Industries Europe: <ul style="list-style-type: none"> <li>• Cosmetic Europe Brussels</li> <li>• Cosmetic, Toiletry and Perfumery Association (CTPA)</li> <li>• Irish Cosmetics, Detergent &amp; Allied Products Association (ICDA)</li> <li>• National Standards Authority of Ireland (NSAI)</li> <li>• European Committee for Standardization (CEN)</li> <li>• International Organization for Standardization (ISO)</li> </ul>
Strategy	102-14	Statement from senior decision-maker	SR: Letter from the CEO, pp. 4, 5
	102-15	Key impacts, risks, and opportunities	AR: Forward-looking statements pp. 1, 6-14 SR: About this Report, pp. 6 SR: Sustainability governance, pp.16
	102-16	Values, principles, standards, and norms of behavior	EPC website: Guided by values: <a href="http://edgewell.com/our-culture/">http://edgewell.com/our-culture/</a> Edgewell 'Code of Conduct': <a href="http://edgewell.com/wp-content/uploads/2018/04/Edgewell-Code-of-Conduct-March-2019.pdf">http://edgewell.com/wp-content/uploads/2018/04/Edgewell-Code-of-Conduct-March-2019.pdf</a> pp. 1, 8, 14 'Leadership Code of Conduct': <a href="http://edgewell.com/wp-content/uploads/2015/06/Code-of-Business-Conduct-for-Members-of-Board-of-Directors.pdf">http://edgewell.com/wp-content/uploads/2015/06/Code-of-Business-Conduct-for-Members-of-Board-of-Directors.pdf</a>
Governance	102-18	Governance structure	Corporate governance principles: Composition and size of the Board, pp. 3, 8, 9, 10 <a href="https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/documents/corporate-governance/corporate-governance-principles.pdf">https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/documents/corporate-governance/corporate-governance-principles.pdf</a> SR: Sustainability Governance, pp. 16, 17, 19

GRI 102: General disclosures			
	Disclosure number	Disclosure name	Information provided
Stakeholder engagement	102-40	List of stakeholder groups	SR: Identifying our stakeholders, pp. 19
	102-41	Collective bargaining agreements	Partial disclosure – AR: Employees, pp. 8
	102-42	Identifying and selecting stakeholders	SR: Identifying our stakeholders, pp. 18, 19
	102-43	Approach to stakeholder engagement	SR: Identifying our stakeholders, pp. 18, 19
	102-44	Key topics and concerns raised	SR: Prioritizing sustainability issues for our business, pp. 12
Reporting practice	102-45	Entities included in the consolidated financial statements	Edgewell Personal Care Company SEC filing: <a href="https://www.sec.gov/cgi-bin/browse-edgar?CIK=0001096752&amp;action=getcompany">https://www.sec.gov/cgi-bin/browse-edgar?CIK=0001096752&amp;action=getcompany</a>
	102-46	Defining report content and topic boundaries	SR: About this Report, pp. 6 SR: Prioritizing sustainability issues for our business, pp. 12, 14
	102-47	List of material topics	SR: Prioritizing sustainability issues for our business, pp. 12
	102-48	Restatements of information	SR: Conserving water, footnote 15, pp. 50
	102-49	Changes in reporting	There are no significant changes from previous reporting periods in terms of the topics reported on or their boundaries.
	102-50	Reporting period	SR: About this report, pp. 6
	102-51	Date of most recent report	EPC website: Three pronged approach: <a href="http://edgewell.com/sustainability/">http://edgewell.com/sustainability/</a> Edgewell FY18 Sustainability Report: <a href="http://edgewell.com/wp-content/uploads/2019/06/2018-sustainability-report.pdf">http://edgewell.com/wp-content/uploads/2019/06/2018-sustainability-report.pdf</a>
	102-52	Reporting cycle	SR: About this report, pp. 6
	102-53	Contact point for questions regarding the report	SR: About this report, pp. 7
	102-54	Claims of reporting in accordance with the GRI Standards	This document is the GRI Index. It is also included as an Appendix to Edgewell's FY19 Sustainability Report.
	102-55	GRI content index	
	102-56	External assurance	We have not sought external assurance for this report. The data has been reviewed internally by sustainability experts.
GRI 103: Management Approach			
	103-1	Explanation of material topics and boundaries	SR: Sustainability at Edgewell, Brands, Operations and Supply Chain, People and Communities, The Way Forward, pp. 10-88
	103-2	Management approach and components	
	103-3	Evaluation of management approach	
Additional Disclosures from Topic Specific Standards			
Product & packaging materials	301-1	Materials used by weight or volume	Due to the commercially sensitive nature of the data, Edgewell does not disclose data on the materials and quantities used in the production of its products and packaging. More information on our approach to using sustainable materials in the production of our products and packaging can be found in our FY19 Sustainability Report in the Sustainability at Edgewell, Brands and Operations and Supply Chain sections, pp. 10-88
	301-2	Recycled input materials used	
	301-3	Reclaimed products and their packaging materials	
Energy use	302-1	Energy consumption within the organization	SR: Conserving energy use, pp. 47
	302-4	Reduction of energy consumption	SR: Conserving energy use, pp. 47
Water use	303-5	Water consumption	SR: Conserving water, pp. 50
Emissions	305-1	Direct (Scope 1) GHG emissions	SR: Managing our carbon footprint, pp. 48
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-5	Reduction of GHG emissions	SR: VOC emissions, pp. 48 Reporting of other air emissions covered by GRI 305-7 are managed at a local level based on local requirements and not incorporated into our overall sustainability data collection.
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	
Waste	306-2	Waste type by disposal method	SR: Waste reduction and recycling in our operations, pp. 49
Employment, talent and employee well-being	401-1	New employee hires and employee turnover	SR: Global hiring and voluntary turnover, pp. 64
	401-3	Parental leave	SR: Culture, U.S. parental leave, pp. 61
	403-1	Occupational health and safety management system	SR: Environmental, health and safety management systems, pp. 44, 45
	403-5	Worker training on occupational health and safety	SR: Safety, pp. 72