

Never. Stop. Caring.

FY20 Sustainability Report



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This report is supported by our [Global Reporting Initiative's \(GRI\) Index](#).



A Message From Our President and CEO



At Edgewell, we make products that are trusted and loved in households around the world, while also caring for our people and stakeholders and infusing a spirit of joy into everything we do.

2020 was a year like no other. I'm very proud of what our team achieved this year: keeping our manufacturing facilities operational, our supply lines open and our products moving, all while keeping our employees safe. In addition, our brands pivoted quickly to address the landscape of the moment by realigning products to address consumer needs, create digital content to make emotional connections with our consumers and move forward on a strong direct-to-consumer strategy. This all meant we were able to continue serving households with the products they trust and love at a time when appreciating the simple, joyful things in life has perhaps never been greater.

1. "Reef friendly" is defined as made without oxybenzone and octinoxate.

Sustainability is a key to our future growth and success

In 2020, we launched a new corporate strategic direction for the company and sustainability is purposefully placed as a key enabler of our future growth and success. We've made significant progress on driving sustainable value throughout the organization thanks to the passion of our teams and their determination to achieve the ambitious goals we've outlined in our *Sustainable Care 2030* strategy. Our path to a more sustainable future will not only help to build trust and connections with our customers, consumers, teammates and investors, it is also, more importantly, the right thing to do. It may not always be easy, but we are committed to continuing to embed sustainability into our everyday work, in addition to focusing on having a positive impact on our environment and society – both for people today and for generations to come.

Prioritizing values and behaviors

Central to all that we've accomplished so far was the launch of our company's renewed purpose, values and behaviors in May 2020. By realigning ourselves around the shared purpose of *making useful things joyful*, reinforced by a relevant, inspiring and compelling set of values and behaviors, we are now more conscious of what we as an organization value, the choices we make and the way we conduct ourselves.

The relevance of one of our company values in particular – *putting people first* – was put to the test in 2020. The ongoing fight *against* injustice and *for* equality has continued to spotlight how important this value is. Within our global organization and our local communities, we are striving to make every encounter an opportunity to learn from one another, practice empathy, show authenticity and deepen our relationships. Above all, we find joy in celebrating our differences. To this end, in 2020, we formalized our Diversity, Equity and Inclusion program, bringing a vision to life that commits us to an ongoing journey of transformation.

Caring for our planet

Acting sustainably and caring for our planet must become the new "business as usual." We've continued to innovate our products and packaging to reduce virgin petroleum-based plastic and are addressing our carbon footprint through regionalizing production wherever and whenever we can. We're also continuing to reformulate sun care products to be "reef friendly"¹ and offering more natural, mineral-based options, and are focused on deepening our partnerships with retailers and suppliers to further expand our impact as a responsible business.

I am so proud of the Edgewell team of 5,750 people from around the world. In early 2020, I shared with the team that I hoped we would emerge from the pandemic stronger and more focused than when we entered it, and they

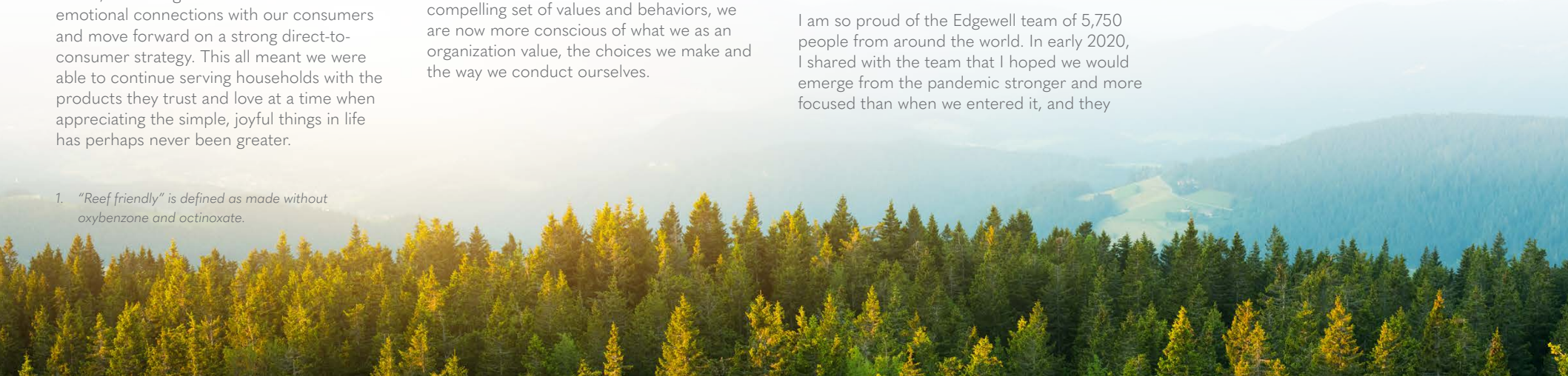
have more than delivered on that challenge so far. I am proud of their resilience, drive, results and passion. This report is a culmination of the environmental and social outputs of their dedication.

Thank you for your interest in our company and for joining us on our sustainability journey.

Sincerely,

Rod Little
President and Chief Executive Officer

“We've made significant progress on driving sustainable value throughout the organization thanks to the passion of our teams, and their determination to achieve the ambitious goals we've outlined in our Sustainable Care 2030 strategy.”



We Are Edgewell

Never. Stop.

Motion. It's in our DNA. It's in every product we make and every life we touch. It's the reason we chose a hummingbird as our emblem and why we employ people who are always looking to move the company forward.

At Edgewell, we never stop moving. And we never rest on our laurels. We are always on the move to do better and add joy to the everyday by making products that are better for you and our planet.

We can't and won't stop moving. It's what we do well. It's how we keep our edge.



What we're proud of this year

In 2020, we have:

Strengthened our **team spirit** and kept our employees safe during COVID-19.

Redesigned packaging to **use less materials**, reduce virgin petroleum-based plastic and help **educate consumers** on how to recycle.

Formalized our **Diversity, Equity and Inclusion program**.

Continued to **innovate shaving products** including using **sustainable materials** such as recycled glass and plastics in our razor handles.

Reformulated some of our sun care products to include **natural-based mineral formulations**.

Launched our **new Purpose, Values and Behaviors (PVBs)**.

Embedded sustainability in our daily work, in alignment with our ten-year strategy, **Sustainable Care 2030**.

Operations



Edgewell at a glance



50 COUNTRIES

Our products are used by millions of consumers in more than 50 countries.



25 BRANDS

Our portfolio is made up of more than 25 much-loved brands, including hair removal, grooming, sun care, feminine care and hygiene products.



5,750 PEOPLE

We employ 5,750 people in more than 20 countries across North America, Latin America, Europe, the Middle East and Asia-Pacific.



GLOBAL HQ

Our global headquarters is in Shelton, U.S.

Meeting the Challenges of 2020

2020 was a year like no other. Among the many challenges faced by our people, there were two issues that stood out, calling for us to act quicker and better.

COVID-19

The health and safety of our teammates is our top priority and we continue to follow international, national and local health guidelines, working closely with governments and other authorities to protect the safety of our people, communities, supply chain and our office, manufacturing facilities and warehouses around the world. Wherever possible, we've moved to a remote operating model, and where teams continue to work on-site, we maintain strict social distancing and COVID-19 protocols. As a result of these rigorous measures and excellent compliance, all our global manufacturing facilities and warehouses were able to remain open and operational in 2020, with our logistical teams doing a great job of keeping our product supplies flowing.

We have also supported our teams both in and outside the work environment through investments in physical, mental and emotional well-being. This support has presented itself differently based on region, function and unique individual circumstances. Some localized examples for our frontline, essential teams have included emergency pandemic leave benefits, which protect the wages of any U.S. employee who needed time to care for themselves or loved ones, special bonuses and/or additional paid time off, or meal vouchers for employees and their families.

For our remote workforce, we have implemented measures to protect this group from burnout and isolation by awarding several "Take a Break" days off, implementing a policy of "Meeting-Free Fridays" and creating more spaces for interpersonal connections.

Globally, we have reinforced the importance of our Employee Assistance Program, which offers 24/7 confidential support, resources and information on personal and work-life issues. Throughout this unprecedented time, we have remained authentic and actionable around our commitment to putting people first. We are fortunate that we not only have the ability to care for our teams through the hardest of times but also to reach out to provide practical support to the communities around us by raising funds, donating products, contributing to food banks and more.

Learn more about our COVID-19 response in our [Operations and Supply Chain](#) section.



Fighting for racial justice and equality

Since 2020, there has been increased protest not just in the U.S. but across the world against systemic racial injustice, inequity and inequality. While public debate focused initially on law enforcement and government, we believe solutions to the problems of racism and discrimination more generally must be addressed across the whole of society, with business playing a key role.

As a company that prides itself on being people-first, we were not passive witnesses to the powerful calls for change. We reexamined our own working practices and recommitted ourselves to promoting diversity in all its forms through progressive human resources (HR) policies and more inclusive marketing campaigns and product development, together with continuing to build and recruit more diverse teams.

We were also proud to support those working for a more just and fair world by donating to the National Urban League, in addition to playing our part in the #StopHateForProfit and #StopAAPIHate campaigns, which targeted hate speech and disinformation directly.

All these interventions leave us stronger, more capable and more conscious of diversity, equity and inclusion (DEI) and aware of the continued ongoing work that lies ahead. We're proud of our accomplishments in 2020 and look forward to how much further we can go next year and beyond.

Learn more about what we're doing for DEI in our [People and Communities](#) section.



What Guides Us

OUR VISION

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

OUR MISSION

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

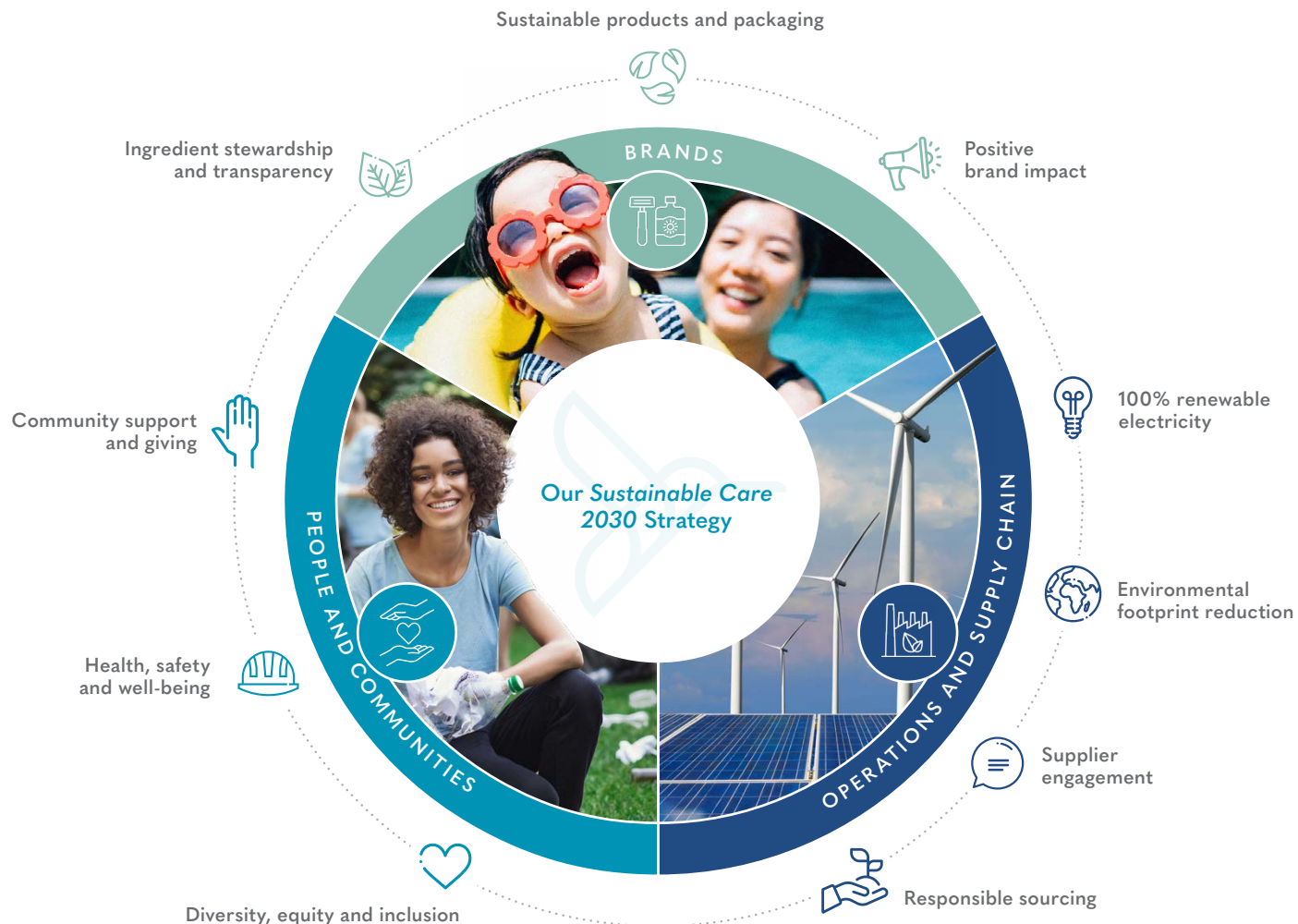
We're determined to be a positive force in the world, taking time to understand the needs of our customers and consumers and caring for our teammates, communities and our planet. Our *Sustainable Care 2030* strategy sets out our sustainability commitments and a roadmap to delivering on our ambitions.

Our 2030 Commitments

At Edgewell, sustainability means constantly challenging and evolving to have a meaningful impact on society and our environment.

Since we began our journey in 2015, Edgewell has made steady progress toward becoming a more sustainable company.

As we look to transform our business over the next decade, sustainability will become an ever more important driver of our performance, providing the lens through which we grow our business in a responsible way. We're proud of how far we've come and are determined to accelerate our pace in the decade ahead. The work we do to advance our sustainability priorities is divided across three pillars.



SEE OUR FULL TARGETS ON PAGE 50

Embedding Sustainability Into Our Business

Our sustainability efforts are managed at the highest level of our company and discussed by our full Board and its committees.

Our Board of Directors and its Committees have oversight of our sustainability practices, including how we manage climate, human rights and human capital-related risks.

Our Executive Leadership Team, 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.

“As a company with motion in our DNA, we’re committed to continually moving forward to achieve our sustainability ambitions. On this journey, our shared actions today are key to our success tomorrow. We’re embedding sustainability across our brands and business by learning, challenging, evolving, growing – and most importantly, owning it together.”

Amy Knight, Global Sustainability Director

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.

This is helping to build a culture of sustainability, cascading our efforts and tracking progress throughout the organization.

Recognized for responsible leadership



We are proud to report that in 2020, Edgewell was ranked for the second consecutive year by *Newsweek* as one of America’s Most Responsible Companies. Out of 3,000 public companies assessed against environmental, social and corporate governance criteria, *Newsweek* recognized us for our strong corporate governance, our efforts to promote an open and inclusive culture, our joyful work environment and our commitment to our communities.

BOARD OF DIRECTORS Oversight

EXECUTIVE LEADERSHIP TEAM, led by CEO

Governance and sponsorship

SUSTAINABILITY TEAM, led by Global Sustainability Director

Leadership, strategy, business integration and reporting

Sustainability Workstreams, led by Workstream Leaders

- Ingredients
- Products
- Packaging
- Operations and Supply Chain
- Ethical and Responsible Sourcing
- People and Communities

Strategy, planning, execution and measurement

Regional Sustainability Champions

- Asia-Pacific, Middle East and Africa
- Europe
- Latin America
- North America

Regional implementation and advocacy



Brands

Our brands bring joy to everyday life by helping people look and feel better. We are on a sustainability journey, innovating products, transforming packaging and championing values of diversity, equity and inclusion. It's how we're playing our part to build a world in which caring for ourselves, for each other and for our planet go hand in hand.

Our work on our Brands contributes to the following United Nations Sustainable Development Goals (UN SDGs):





OUR COMMITMENTS

We believe that useful things should also be joyful. We work hard to create products that our customers and consumers love, trust and enjoy using. At the same time, we are building brands that care for people and our planet: forging an exciting new path toward a circular economy, reducing plastic waste, playing our part in protecting the world's oceans and forests and helping tackle climate change.

Our commitment to driving sustainable innovation and inspiring responsible consumption extends across our brands, and we are mindful of the impacts our activities can have on our planet and everyone who shares it. We embed this philosophy in everything we do, from the way we listen to our consumers and partner with our retail customers to how we work with our employees and suppliers.

In addition to developing our own brands, the private label products we provide to many major retailers globally, particularly in the hair removal category, are a dynamic part of our business. We share a single, simple ambition with our retailers: to contribute to a more sustainable future. Together, we are working to achieve sustainability at scale.

“We recognize the enormous power of our brands to do good. Guided by our new purpose – make useful things joyful – we are reinventing our legacy products and giving new life to our portfolio, with the vision to care for the world and communities around us. Above all, we understand who we are, what we represent and how we can serve millions of people worldwide, responsibly and joyfully.”

Anne-Sophie Gaget, Chief Growth & Innovation Officer

WE ARE COMMITTED TO:



Ingredient stewardship and transparency

Continuing to ensure the ingredients we use meet our high standards and improving our fragrance transparency.



Sustainable products and packaging

Developing 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.



Positive brand impact

Actively using our “hero” brands as a force for good to have a positive impact on society and our environment.



Designing for Sustainability

At Edgewell, we create products that provide an exceptional experience and value for our consumers. At the same time, we strive to reduce our environmental impact and recognize our role in helping to advance more responsible consumption. This is why we are embedding circular design principles and making sustainability central to our design approach across our brand portfolio.

Every year, we make new strides and further meet the growing consumer demand for products and packaging with a smaller environmental footprint. One of the most significant impacts we are able to make is through reducing waste.

This means rethinking and reinventing the materials in our products and packaging with a focus on using more recycled, renewable and recyclable materials than before, and reducing the materials we use. We design with careful consideration for a product's life cycle while also balancing quality, cost and material availability.

While it is not always possible to measure the precise impact of all the changes we make, we know that each one contributes to helping create a better, more sustainable world.

Our work today must have a lasting impact tomorrow. Our approach to integrating sustainability in product and packaging design consists of four core elements:

CREATING A SUSTAINABILITY MINDSET

Through ongoing research and training, we equip our teammates with the skills and know-how to apply sustainability principles, best practices and recognized guidelines in their everyday work.

FUTURE PLANNING

As we progress from the linear "take-make-dispose" to a more circular model, we aim to embed circular economy principles into our brands and products, leverage innovative technologies and meet the changing needs and values of our future consumers.

EVALUATION

Our holistic approach drives our design for sustainability as we examine our design, sourcing, material selection and manufacturing processes to make our future products better than before.

DRIVING FOR CONTINUOUS IMPROVEMENT

To drive change, we seek to incorporate new sustainability tools and guidance to measure, track and improve our sustainable design process.

Sustainable Packaging

Packaging serves a valuable role by protecting and delivering personal care products that are essential to everyday life. We are committed to continuously reducing the environmental impact of our packaging throughout its life cycle, and in 2019, we set ambitious targets that are guiding our packaging innovations.



Our **“reduce, replace, reuse, recycle”** approach, alongside innovative design, is central to our sustainable packaging efforts. Our packaging priorities include:

- We are reducing packaging where possible, such as reducing the amount of material we use for shipping products from the factory to the consumer.
- We strive to replace virgin materials with recycled alternatives, such as post-consumer recycled (PCR) plastic and recycled paper.
- We design our packaging with end-of-life in mind and strive to enhance package recyclability when feasible.

As we develop new packaging, we aspire to make it better than before. Through innovative solutions, we strive to meet the challenge of constraints, such as cost and the availability of materials, while never compromising on protection and product efficacy. We’re working together, problem solving and innovating to improve the environmental footprint of our packaging across our brands on our journey to support a more circular economy.

Enhancing packaging sustainability is not only a complex challenge, it is also something that no single company in our industry can achieve on its own. For this reason, we have joined the Sustainable Packaging Coalition® in the U.S. and the Plastics Recyclers Europe RecyClass™ Platform, two organizations that are able to support our work to both integrate sustainability into packaging design and increase packaging recyclability.



Enabling more recycling

To help tackle waste head on, we strive to assist and inspire our consumers to recycle our products and packaging. For example:

- In FY20, we began adding How2Recycle® labels on packaging for products sold 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. These easy-to-read labels help to guide consumers in recycling their packaging correctly. From the start of 2021, roughly 30% of Edgewell products in the U.S. and Canada carry the How2Recycle® label.
- In the U.K., **our BULLDOG brand is partnering with First Mile®**, an innovative recycling specialist, to help consumers recycle their BULLDOG tube packaging that is made with mixed plastic and can’t be recycled at home.
- In the U.S., we launched our **first recycling program in early 2021 for our disposable razors** to help support our consumers in their recycling efforts and to address gaps in curbside recycling in partnership with a third party.

Ingredient Stewardship

Our stewardship standards are informed by current scientific research and changing regulatory requirements. To meet our quality and safety standards, each product must pass a series of rigorous internal and independent safety evaluations, and our standards go beyond what regulations require wherever possible. This is particularly crucial when we identify the ingredients we use to formulate our products.

Ingredient selection

We constantly endeavor to find and create new solutions that meet consumer demand for performance, quality, reliability and sustainability. Our guiding principles inform how we make our decisions about the ingredients we use to formulate our products, including:

- Safe products start with safe raw materials. The ingredients we source must meet regulatory requirements and consumer safety expectations, and we regularly review our formulations to do so.

- Independent tests are carried out by third-party experts on our product formulations to rule out any potential skin compatibility 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. In addition, we monitor chemical compliance through periodic reports, which ensures we meet – or exceed – all local government requirements and manufacture in accordance with all local rules and regulations, regardless of country of origin.

Reformulation

At Edgewell, we always strive to develop high-quality formulations that provide safe and effective products for consumers. We actively listen to what matters most to our customers and consumers and pursue exciting new formulations to meet their expectations and bring them joy when using our products.

We're taking action to revise our ingredients: from eliminating parabens and microplastics from any remaining formulations, to reformulating sun care products to remove oxybenzone and octinoxate.² We're also working closely with our ingredient suppliers to improve the transparency of our fragrance components.

2. Excludes existing SPF 100s sold only in select stores and markets.



Suncare product stewardship

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.

Edgewell supports ongoing research to broaden our understanding of the active ingredients used in sunscreens. We believe in taking a balanced, science-based approach that considers both potential environmental issues and the need to protect public health by providing sunscreens with safe and effective UV filters.

To this end, we are engaged in the following:

- We support the National Academies of Sciences, Engineering, and Medicine's research study, sponsored by the U.S. Environmental Protection Agency (EPA), which will look at not only the environmental impact of sunscreen ingredients but also the negative impacts to public health of reducing access to currently marketed sunscreen ingredients as a proven skin cancer prevention tool.
- We are an active member of the Public Access to SunScreens (PASS) Coalition, through which we have engaged in educational discussions with the EPA and National Oceanic and Atmospheric Association (NOAA) to highlight the potential public health impact of reducing access to sunscreens.
- We are working with industry consortiums in the U.S. and European Union to develop data that can be shared with the U.S. Food and Drug Administration (FDA) and European Commission related to UV filters.

Animal testing

Our consumers want to know that the products they use and love didn't harm animals in their development. We believe there should be a global ban on all cosmetic animal testing, and our portfolio includes a growing list of brands that are certified cruelty free by a number of organizations, including People for the Ethical Treatment of Animals (PETA) and Cruelty Free International (with its Leaping Bunny certification).

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. Edgewell products are only tested on animals in markets that require it by law, and we participate in efforts to support the development and regulatory acceptance of non-animal testing methods.



Diversity, Equity and Inclusion in Marketing

At Edgewell, we are committed to having DEI at our core and it is foundational to the values we live by. Our commitment extends to our brands and marketing practices and we are on a journey to thoughtfully consider how DEI is manifested in our brands, infused into each brand's purpose and communication, and supported by meaningful innovation.

Through our business and our brands, we aim to make a positive difference in the lives of others. Consumers will always be at the heart of our product development, as we strive as we strive to continuously listen to, learn from and understand each of their diverse needs and perspectives worldwide.

We stand for our brands being good to humanity and look to them as the voice to represent all of our consumers in both product development and communication. We continue to explore how our brands can support programs that promote equality, well-being and social advancement, and ways we can better the communities around us by giving back. We take pride in knowing our brands help people look, feel and be their best while bringing joy to their everyday life.



HAIR REMOVAL

Improving our environmental footprint

Our consumers want to know their products are made with care – for them and for the planet. And we're delivering. By reducing plastic waste and putting circularity at the very core of our razor designs with disposable razor handles and packaging, we're creating a better, more sustainable shave. All while providing the quality products that people know, love and trust.

We're proudly moving forward to reduce virgin petroleum-based plastics in our disposable razors and packaging.

Whether it's transforming our razor handles by incorporating recycled plastics and other sustainable materials – such as with BULLDOG's bamboo and glass handle razors – replacing plastic trays with fiber ones or using recyclable plastic blister packs and bags made with less plastic than before, we're delivering on our sustainable promise to our customers and consumers while meeting sustainability challenges head on.

We're also going further and faster thanks to our partnership supplying private label products to retailers, which is enabling us to have a positive impact and influence beyond our own brands.

We have been working diligently to incorporate recycled content into products across our global disposable razor portfolio. Today, we are proud that several of our men's and women's disposable razors – including SCHICK XTREME³ and three-blade SKINTIMATE women's razors – have handles made with up to 100% recycled plastic.

Helping consumers recycle

To tackle the challenges of curbside recycling, in early 2021, we launched our first recycling

program for our disposable razors in the U.S. Edgewell's new recycling program encourages consumers to package up their old razors by reusing materials already in their home, downloading a free return shipping label and sending the razors back for recycling. Through a third-party partner, all returned XTREME, SKINTIMATE and QUATTRO disposable razors will be recycled into new materials and products such as recycling bins and storage totes.

Packaging alternatives: small changes, big difference

In the U.S. and Canada, starting with our private label business, we've made changes to our razor tub packaging by switching to 100% recycled polyethylene terephthalate (PET) plastic, which is sourced from recycled plastic water bottles. In FY20, we estimate this change helped to divert over 20 million water bottles from landfill. We are now implementing the use of 100% recycled PET across our branded shave portfolio.

Another small change that is making a big difference is transitioning the lid of our SKINTIMATE razor packages from plastic film to a certified sustainably sourced paper lid – reducing virgin petroleum plastic use. The tub is also made with 100% recycled PET plastic and the package is fully recyclable.



Using recycled materials: XTREME3 ECO

In 2020, we were proud to launch the XTREME3 ECO razor, our most sustainable disposable razor, which is now available globally.⁴ The razor handle is made with over 95% PCR resin, contributing to our goal of reducing virgin plastic in our disposable razor handles. In addition, the packaging is fully recyclable and made from over 90% recycled paper and the virgin fiber used is Forest Stewardship Council® (FSC®) certified.

3. All variants of SCHICK XTREME 3 Disposable Men and Women (Sensitive, Duo Comfort, Pivot ball, Sport and Face & Body), SCHICK XTREME 4 Outlast Disposable, SCHICK XTREME 5 Precision Trim Disposable and SCHICK XTREME 3 Eco-Glide Disposable.
4. Available in Europe, Latin America, U.S., Australia and New Zealand as of March 2021.

Transforming the WILKINSON SWORD HYDRO razor

Our product and packaging innovations for the men's WILKINSON SWORD HYDRO 3 and 5 razors in Europe mark another new milestone in our sustainability journey.

A packaging evolution: from plastic to paper

Originally made out of plastic, the HYDRO outer paperboard folding carton is made of over 90% recycled content, which is fully recyclable and FSC® certified. Additionally, the inner tray is now constructed entirely out of fiber pulp and is fully recyclable.

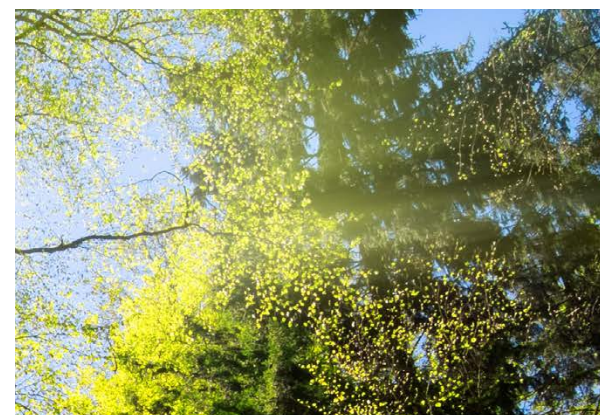
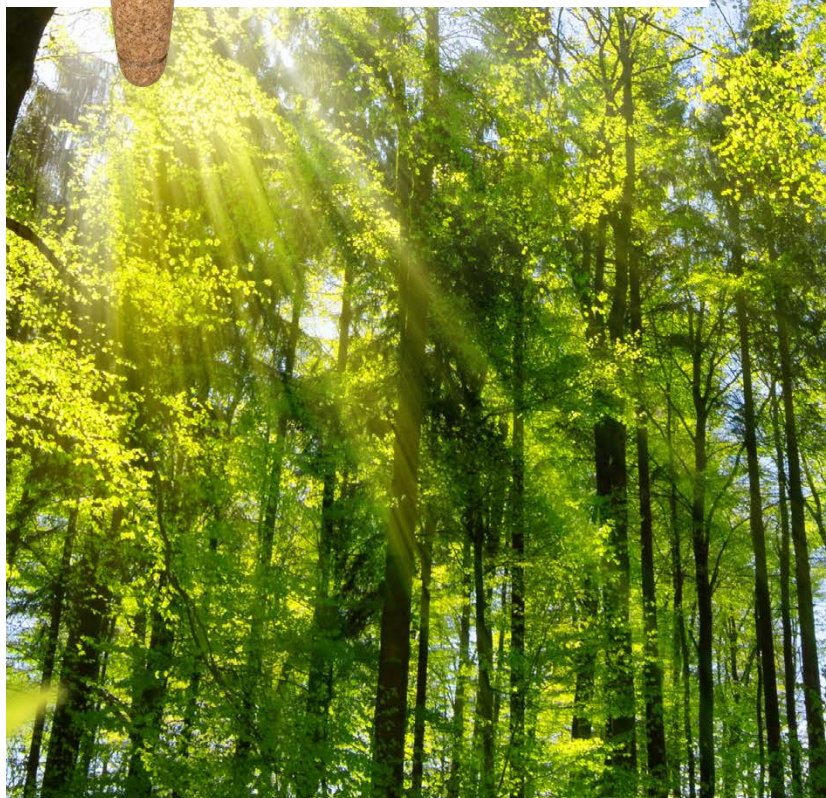
New product design: less is more

In addition, we made a product change with a significant positive environmental impact. We have reduced plastic use by over 53,500 pounds (24.3 metric tons) by removing the WILKINSON SWORD HYDRO refill cartridge dispenser lid in 2020.



Innovating with alternative materials

More natural products not only look and feel elegant, they are also better for the world around us. Our new cork handle razor is a great example of introducing sustainable materials into our design in a highly effective way. Produced for our private label retail customers and launched in Europe in early 2021, the handle sleeve is made from 85% renewable, natural cork, while the handle is produced with processes and materials that reduced greenhouse gas (GHG) emissions by up to 38% compared with our traditional handle.



Planting trees in Tanzania

Reforestation is a key means to preserve biodiversity and fight climate change. Trees play a pivotal role in many of the world's most delicately balanced ecosystems, absorbing carbon, preventing soil erosion and providing shelter and protection for countless species.

In recognition of this, in early FY21, WILKINSON SWORD in South Europe demonstrated its determination and dedication to protecting our environment by supporting Reforest'Action, an inspiring social enterprise with the mission to preserve, restore and create forests around the world. Our commitment is to plant 50,000 trees in Tanzania by the end of September 2021.

50,000 trees planted⁵

=

7,500 tons CO₂ stored

150,000 animal shelters created

200,000 months of oxygen generated

50,000 hours of work

5. Based on data from Reforest'Action's website.

GROOMING

Making feeling good even better

We want our consumers to feel their best and to feel good about the products they use. From ingredient stewardship to cutting-edge sustainable products and packaging, we're harnessing our grooming brands to innovate, push boundaries and give consumers what they want.



BULLDOG SKINCARE

At BULLDOG, sustainability is central to what we do. Our aim is to always find the right balance and create products that are right for men's skin care and right for the planet. That means our consumers don't have to compromise on quality, price or the environment.

Redesigning waste into a premium product: the glass razor handle

Every year, BULLDOG disrupts the razor market with groundbreaking sustainable products. In FY20 in the U.K., the team built on the success of the bamboo razor handle and challenged themselves to keep looking for beautiful, innovative alternatives to plastic. The result is the elegantly crafted glass razor handle, which is widely available in the U.K. and is set to launch in Germany, France and Canada in FY21.

Made from roughly 80% recycled glass from durable beer bottles, the handle sleeve is also easily recyclable and represents a real step forward in terms of bringing razors into the circular economy. Each and every razor also comes with a recyclable brushed zinc stand, and is packaged in a recycled and recyclable card stock pack.

Pioneering sustainable packaging and recycling

Together with our partner First Mile®, a leader in waste and recycling, we launched a tube recycling scheme in the U.K. that will enable all our customers to return their white BULLDOG tubes, ensuring that each and every element of the packaging can be recycled and retained in the circular economy.

We're also proud to use 100% PCR PET plastic in our shower gel bottles, beard shampoo bottles, beard balm jars and beard wax jars globally. What's more, our new black cap contains an innovative pigment that makes it detectable for recycling, which is important as standard carbon black caps are often missed in the sorting process.

BULLDOG was the first male skin care brand in the world to use sugarcane as a raw material in its packaging when we made the switch for tubes in our international markets in 2017, and in the U.S. in 2019. According to Natural Capital Partners, using sugarcane plastic in this way instead of a standard fossil fuel-based plastic has reduced emissions for each ORIGINAL MOISTURIZER by 19%.





CarbonNeutral® moisturizers

The certification of BULLDOG’s ORIGINAL MOISTURIZER as CarbonNeutral® in the U.K. in 2019 was a significant step forward in our environmental journey. We are proud that it was subsequently certified in two other important markets in FY20: Germany and France.

As of February 2021, all BULLDOG moisturizers in the U.K. are also now certified CarbonNeutral®. To date, BULLDOG has offset 530 metric tons CO₂e in the U.K. This is the equivalent of driving 1.3 million miles in a car, or 52 times around the world.

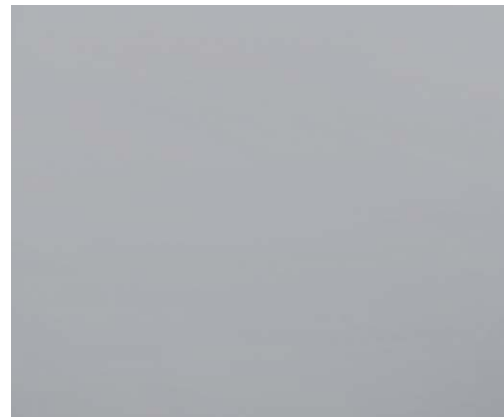
To offset the carbon produced by our moisturizers, BULLDOG supports the Acre Amazonian Rainforest Conservation project in Brazil, which is working with local communities to prevent deforestation across 105,000 hectares of rainforest in the Amazon.



Ingredients that are better for all

All of our BULLDOG SKINCARE products globally are vegan approved by the Vegetarian Society, and contain no plastic microbeads, synthetic fragrances or artificial colors. In addition, all of our products are Leaping Bunny-certified by Cruelty Free International, meaning they are not tested on animals.

Since 2018, we have ensured that all newly launched BULLDOG products that contain palm oil or palm derivatives are fully Roundtable on Sustainable Palm Oil (RSPO) certified. We have been working hard to switch all palm ingredients in existing products to RSPO-certified sources, and we anticipate that we will complete the transition for the entire portfolio by the end of 2021.



JACK BLACK

As the best-selling men's skin care brand in the U.S.,⁶ we are helping to meet the needs of modern men thanks to our premium skin care and shaving products, which are all created with superior ingredients.

We listen very closely to what our consumers want and don't want. And the message is loud and clear. They want no-nonsense products that work as advertised, high-quality formulations using nothing but high-quality ingredients and to never, ever test on animals.

From the start, our focus has been on superior, multi-functional skin care products that combine skin-soothing botanicals with advanced technology. Our hand-crafted formulas are dermatologist tested, paraben free, cruelty free and free of harsh sulfates. Almost all products in our line are vegan, free of artificial colorants and manufactured in the U.S.



Plant-based ingredients: fighting the signs of aging

In 2020, JACK BLACK launched a new, innovative plant-based retinol alternative called NIGHTTIME BAK-UP. The unique formula features bakuchiol, a botanical shown to provide benefits comparable to retinol without the potential for irritation, in addition to cannabis sativa seed oil to help prevent moisture loss and soothe skin. This launch is a part of the ProSeries Age Control Collection, which features a select combination of clinically tested ingredients, antioxidants and vitamins to deliver noticeable results for younger, healthier-looking skin.



Sustainable packaging, superior products

JACK BLACK is known for providing superior men's skin care products at an excellent value. Keeping value in mind, we have focused on incorporating sustainable packaging across our gift sets.

In early FY21, we transitioned our Beard Grooming Kit from a polyvinyl chloride (PVC) bag with a nylon zipper and PVC tray to a 100% FSC®-certified paper carton. The kit is now delivered in a completely plastic-free, easily recyclable package.

An additional example is our new Lip Balm Trio set, which is packaged in an exclusive reusable, recyclable JACK BLACK tin, making it a gift for him that lasts even after the lip balms are gone.



6. Source: The NPD Group/U.S. Prestige Beauty Total Measured Market, Skin care Sales, Annual 2020.

SUNCARE

Protecting and innovating

We're committed to developing high-quality sunscreens that help our consumers protect themselves while also protecting people, animals and the planet.

Three pillars guide our suncare sustainability strategy:

Be good to people

We're dedicated to ensuring our consumers have access to a wide range of products across suncare, with different combinations of UV filters that are safe and protect their skin from UV rays. At the same time, we are focused on ingredient stewardship and listen to consumer feedback.

We are also developing new mineral sunscreen lines in response to the consumer desire for more natural products than before. We are committed to removing parabens from the production of all our products by 2024.

Be good to animals

The vast majority of our products are not tested on animals. Such testing only occurs in markets where it is a requirement under local regulations. We are committed to making 100% of our global suncare formulas "reef friendly"⁷ by 2022.⁸

Be good to the planet

We're always looking for ways to reduce the use of materials, and working hard to use more recyclable materials and recycled plastic content than before in our sunscreen packaging.

7. "Reef friendly" is defined as made without oxybenzone and octinoxate.

8. Excludes existing SPF 100s sold only in select stores and markets.





BANANA BOAT

Our BANANA BOAT products are known for being a protector and champion of fun under the sun. And being a true protector and champion is exactly what our BANANA BOAT brand wants to be when it comes to people and the planet.

BANANA BOAT mineral-based sunscreen

In the U.S., BANANA BOAT has a full range of mineral sunscreens and mineral-enriched sprays across Sport, Kids, Baby and Sensitive. In FY21, the brand launched its new Kids Mineral Foam, with fun colors and scents to make the mineral suns care experience even more joyful for families. The sunscreens are made with 100% mineral active ingredients and 100% natural fragrances, are “reef friendly”⁹ and contain no parabens or added oils.

HAWAIIAN TROPIC

As a brand inspired by Hawaiian values, we believe in helping people reveal their best selves and live out their best intentions.

We are as dedicated to the planet’s beauty as we are to a person’s, and are pleased that 90% of HAWAIIAN TROPIC formulas produced in 2020 were “reef friendly”.⁹ In addition, HAWAIIAN TROPIC is a proud recipient of PETA’s cruelty-free certification, meaning that whenever you buy a HAWAIIAN TROPIC product you can be sure that it is animal cruelty free.

Mineral sun milk

Launched in FY20 in the U.S. and Europe, the HAWAIIAN TROPIC MINERAL SKIN NOURISHING MILK line is formulated with 100% mineral actives, was developed without animal testing, and is vegan and “reef friendly”.⁹ What’s more, in the U.S. and Europe, the bottles are made with 50% PCR.

ALOHA CARE: rising to the challenge with 45% PCR

Incorporating recycled plastic into packaging reduces not only the need for virgin petroleum-based plastic but also helps to support the recycling infrastructure by creating demand for recycled materials. Making these changes to sun care packaging does, however, pose a unique challenge, as extensive compatibility and stability testing can add significant time to product development cycles. It also inspires us to learn from our testing failures to explore new technologies that deliver efficacious products through packaging. We’ve risen to the challenge with the launch of our ALOHA CARE PROTECTIVE LOTION, with 45% PCR plastic in Europe, which includes the tube and flip-top cap that utilize PCR. ALOHA CARE is our most caring sunscreen for the environment yet and has a “reef friendly”⁹ formulation.



9. “Reef friendly” is defined as made without oxybenzone and octinoxate.

FEMININE CARE

Caring for all women, by design

We're passionate about offering accessible products to women of all ages so that they can live actively, joyfully and confidently at any stage of their lives.

In a category where choice is so personal, we're prioritizing listening to the voices of our consumers and innovating to address gaps in their needs, tap into their unique experiences and values and drive sustainable change.

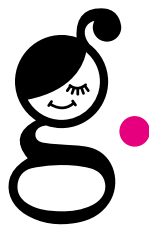
Supporting the end of period poverty

Our Feminine Care team has been actively working with Girls Helping Girls. Period. (GHGP) since February 2020, donating products to help those in need. GHGP was founded by two sisters from New Jersey, U.S., who realized that people across the country were missing school and work simply because they couldn't afford basic menstrual hygiene products. During 2020, we donated over 50,000 products to be distributed through food pantries, schools and outreach programs.

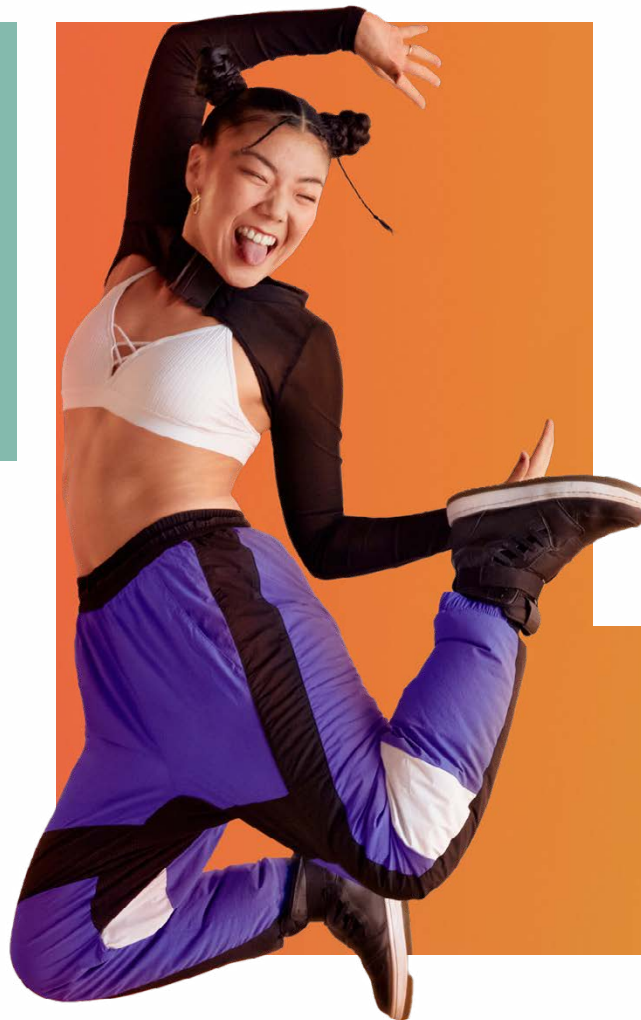


CAREFREE BREATHE: innovating for sensitive skin

Many women experience sensitive skin, and fragrances, dyes and other harsh ingredients are often contributing factors. Our new skin-friendly range goes beyond leak protection to keep skin dry and irritation free. CAREFREE BREATHE pads and daily liners are dermatologically tested for sensitive skin, and are free from fragrances, dyes and harsh irritants.



GIRLS HELPING GIRLS PERIOD™



PLAYTEX SPORT: we are "Made to Move"

PLAYTEX SPORT understands that women are an unstoppable force, always pushing forward, leaping from one thing to the next while lifting others as they go. To spread an empowering and inspiring message of real feminine care for real women, the Made to Move campaign features diverse women enjoying active lives, highlighting that PLAYTEX SPORT will always keep them protected so they can keep moving.



O.B. ORGANIC: pioneering sustainability in feminine care

The O.B. brand continues to lead the way in the tampon segment by offering a 100% organic cotton tampon with or without an applicator. O.B. ORGANIC tampons are free from chlorine, fragrances and dyes, and are made with responsibly sourced cotton from tip to string. The original O.B. continues its heritage of sustainability by using minimal packaging and an applicator-free format.

HYGIENE

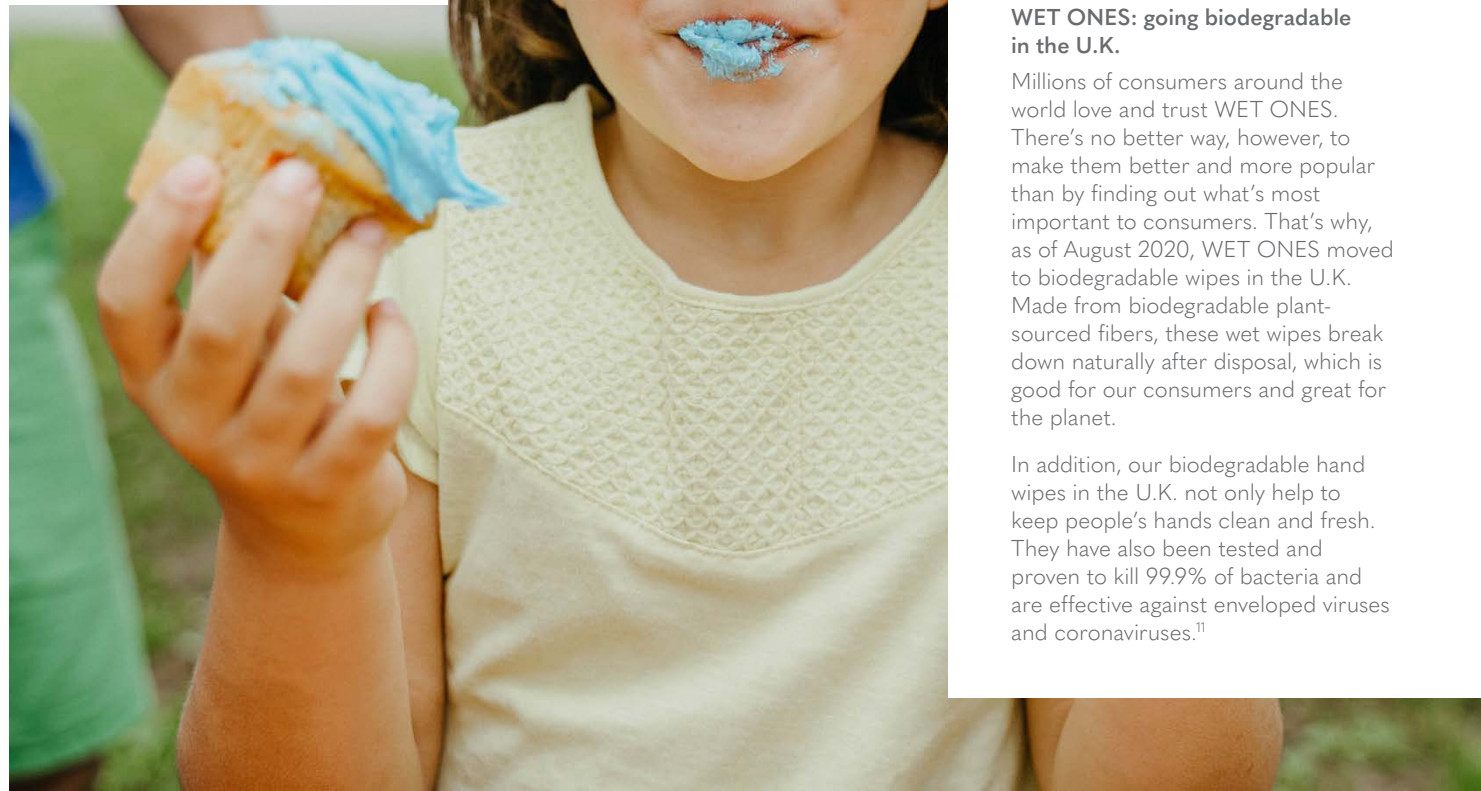
Keeping people clean and safe

In a year that no one will forget, our company was at its best. We demonstrated not just our expertise and agility but also our heart and soul – helping our consumers and our communities stay clean and safe by producing antibacterial hand wipes and launching a new hand sanitizing gel.



Personal hygiene has always been central to the health and safety of people and communities. Since the COVID-19 pandemic, however, hygiene products have become more important than ever before to consumers around the world – and we know through our own consumer research that brand trust is absolutely paramount.

We are proud that WET ONES is the number one brand of choice in hygienic antibacterial hand wipes in the U.S.,¹⁰ and that our products have helped keep people safe and have provided a sense of security during these unsettling times.



WET ONES: going biodegradable in the U.K.

Millions of consumers around the world love and trust WET ONES. There's no better way, however, to make them better and more popular than by finding out what's most important to consumers. That's why, as of August 2020, WET ONES moved to biodegradable wipes in the U.K. Made from biodegradable plant-sourced fibers, these wet wipes break down naturally after disposal, which is good for our consumers and great for the planet.

In addition, our biodegradable hand wipes in the U.K. not only help to keep people's hands clean and fresh. They have also been tested and proven to kill 99.9% of bacteria and are effective against enveloped viruses and coronaviruses.¹¹

10. Number one claim is based on scan data for the 52 weeks ending 10/3/20.

11. Tested against SARS-CoV-2, Human coronavirus OC43 and Influenza H1N1 using EN 14476.



Operations & Supply Chain

We believe we have a responsibility to do what's right for the planet and to actively seek ways to reduce our environmental footprint across our global operations. We strive to embed sustainability in our day-to-day decision-making and are working to ensure our suppliers uphold our social and environmental standards.

Our work on our Operations and Supply Chain contributes to the following UN SDGs:





OUR COMMITMENTS

Our global operations and supply chain are complex and encompass how we source ingredients, raw materials and components; how we use these to manufacture products; how we manage our manufacturing facilities; and how we ship our products to retailers so that consumers can, in turn, enjoy them.

By continuously improving our environmental practices and expanding our sustainability efforts, we aim to grow our business and better serve our customers and consumers.

“It’s so great to see the team come together and rally under the banner of sustainability. One of the things I am most proud of is our continued efforts to drive regionalization. By incorporating more locally sourced ingredients, localizing shipping and moving production closer to our customers, we have effectively shortened our supply chain and continue to reduce our emissions. This is just one example of many. With every product launch, production choice and supply chain decision we make, we are purposefully moving forward and choosing to continually improve and reduce our carbon footprint – in ways big and small. I am excited about the possibilities of what lies ahead!”

Paul Hibbert, Chief Supply Chain Officer

WE ARE COMMITTED TO:



100% renewable electricity

Supporting the shift to a low carbon economy and using 100% renewable electricity across our global operations by 2030.



Environmental footprint reduction

Continuing to reduce our environmental footprint across our global owned and operated manufacturing facilities.



Supplier engagement

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



Responsible sourcing

Ensuring our ingredients and materials are responsibly sourced.



Managing Our Operations

We strive to continuously improve our operations, reduce our environmental impact and protect our people. Our efforts are guided by a comprehensive set of Health, Safety, Environmental and Sustainability (HSES) policies and standards, which are aligned with industry best practices and legal, regulatory and customer requirements. This framework provides a systematic and consistent approach to help drive positive change, and monitor and continuously improve our HSES performance.

Meeting and exceeding standards

We aim to perform above and beyond environmental regulatory requirements, laws and globally recognized standards. All our manufacturing facilities must implement and maintain Environmental, Health and Safety management systems consistent with the requirements of the globally recognized ISO 14001 and 45001 standards.

These programs require facilities to have robust systems in place to manage and control environmental impacts, safety risks and hazards. Facilities are internally audited, measured and scored against our policies and standards, with a focus on compliance and continual improvement.

We are proud of the certifications our manufacturing facilities hold.

Our Milford and Dover, U.S. locations have both been recognized by the Occupational Safety and Health Administration (OSHA) as Voluntary Protection Program (VPP) Star facilities, which is the highest possible level of achievement. The VPP is a cooperative partnership between employers, employees and OSHA that aims to proactively prevent illness and injuries through health and safety systems that focus on training, worksite analysis, hazard prevention and control. The program fosters active involvement, commitment and information sharing between employees, managers and other VPP facilities.

CERTIFICATION

Environmental Management System (ISO 14001)

Energy Management System (ISO 50001)

Quality Management System (ISO 9001)

Clean Industry Program through Mexico's Federal Attorney for Environmental Protection (PROFEPA)

Medical Devices – Quality Management Systems (ISO 13485)

LOCATION

Milford (U.S.), Solingen (Germany), Guangzhou (China)

Solingen (Germany), Teplice (Czech Republic)

Milford and Knoxville (U.S.), Obregón (Mexico), Solingen (Germany), Teplice (Czech Republic), Guangzhou (China)

Obregón (Mexico)

Dover (U.S.)



Keeping our teams safe throughout the pandemic

Our first priority when the COVID-19 pandemic began was to keep our people safe. We rapidly established a range of stringent health and safety protocols, in many cases weeks before formal government recommendations had been issued.

As the majority of employees in our manufacturing facilities do not have the option of working from home, our goal was to make our facilities as safe as possible for these essential workers. Our early actions included instituting temperature monitoring at facility

entrances, mandating masks, enhancing cleaning and sanitization protocols, limiting visitors and practicing social distancing.

We also adjusted schedules and limited access and movement within our facilities to maximize social distancing practices. Other key preventative actions taken in certain areas included installing protective barriers between workstations, increasing facility air flow, installing portable air filtration units and enhanced filtration in our heating, ventilation and air conditioning (HVAC) systems.

Our teams worked together to establish a process for quickly sharing information, pandemic response activities and best

practices across our global footprint. Effective policies and procedures were developed and put in place, including protocols for team members that were exposed to or tested positive for COVID-19. These protocols were reviewed regularly and adjusted as necessary as conditions changed and new information became available.

One of the many challenges we faced during the early stages of the pandemic was that supplies of personal protective equipment and hand sanitizer were scarce or unavailable. To address this, a team – consisting of members from global operations and procurement – was quickly formed.

The group worked tirelessly around the clock to identify, source, procure, ship and distribute needed supplies globally. To aid in this effort, our Ormond Beach, U.S. facility began manufacturing hand sanitizer and distributing it to other North American facilities to help keep our teams safe.

We are proud of the huge team effort by all our people in response to COVID-19. By working and owning it together, we have kept our work environments safe and manufacturing facilities open throughout the pandemic to date. As a result, we have been able to continue to meet our purpose of making useful things joyful as we serve our customers and consumers across the world.



“ Given the volatility of the environment during COVID-19, I’m amazed at the resiliency and passion of our Operations & Supply Chain teammates. These frontline workers around the world came into work each day, navigating around strict and enhanced health, safety and sanitization measures to ensure that orders were filled for our customers so that our consumers could have access to the products they needed. Their expertise and professionalism during this time are what kept the business running smoothly. ”

Paul Hibbert, Chief Supply Chain Officer

Reducing Energy and GHG Emissions

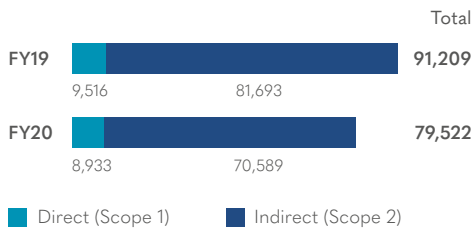
Climate change is a defining issue of our time, and we believe every organization has an important role to play in mitigating its impacts. To minimize Edgewell’s contribution to climate change, we are working diligently to reduce our energy use and associated GHG emissions across all the facilities we own and operate. We are aware of the potential physical and financial impacts of climate change on our business, such as higher energy costs and more frequent extreme weather events that could disrupt manufacturing, transportation and supply chains, and our commitments and programs are aimed at mitigating these risks.

Managing our carbon footprint

We have set ambitious targets to continuously improve and evaluate how we operate now, and how we plan for the future. As a critical step toward meeting our 2030 goals, we have been mapping emissions across our organization to identify areas for improvement and opportunities to accelerate the transition to renewable electricity. As part of this work, we are developing a strategic plan and roadmap to improve our practices and meet our long-term emissions targets.

As we build this strategy, we will continue to refine our global operational processes and policies to drive progress 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 emissions¹²
metric tons CO₂e



12. In 2021, we updated our calculation methodology for FY19 and beyond to align with the Greenhouse Gas (GHG) Protocol. Our FY19 baseline data was expanded for energy and GHG emissions to include all Edgewell owned and operated facilities across our global operations (office, manufacturing and research facilities, and warehouses). All energy and GHG data reported prior to FY19 covers our owned and operated manufacturing and research facilities only.



Logistics: reducing the distance from A to B

As a global company, Edgewell transports materials and products around the world. By optimizing our logistics – including how we get components and products from one place to another – we can reduce our environmental impact, and cut emissions by reducing the distance that materials and products need to travel and the number of trips needed to transport them.

This year, we continued our regionalization journey, moving our production and warehousing closer to relevant customers and localizing shipping wherever possible. Regional manufacturing increases efficiencies across our entire supply chain and enables

us to reduce emissions, serve our customers in a more agile way, respond to local needs and markets, and reduce time to market – in addition to helping us to manage any disruptions caused by the COVID-19 pandemic.

The push toward regionalization will continue in the years ahead, with key products already targeted for local production and sale.

RESULTS

By regionalizing the production of a single hair removal product to Europe, we will save an estimated 130 metric tons of GHG emissions per year.

Pre-Regionalization	Post-Regionalization
Sourcing of ingredients and manufacture of components based only on cost effectiveness	Product components manufactured and assembled in the same region, balancing cost with environmental impact
Numerous transportation costs	Optimized transportation costs
Substantial carbon footprint (due to journeys between manufacturing facilities and customers)	Reduced carbon footprint (through reduced GHG transportation emissions)
Challenging inventory management, resulting in substantial surpluses or shortages	Optimized inventory management and minimized shortages
Longer product lead times, and therefore, slower responses to changes in customer demand	Shorter product lead time, and therefore, faster responses to customer demand
Edgewell products occasionally absent from customer shelves	Edgewell products on customer shelves: immediate availability and higher sales
Lack of resilience to global disruptions, such as COVID-19	Resilience to global supply disruptions, such as those caused by COVID-19

Reducing VOC emissions

Volatile organic compounds (VOCs) are chemicals with a high vapor pressure at normal room temperature, causing them to evaporate or volatilize into the air.

Though they are required in some manufacturing processes for some of our products, we have significantly reduced our usage, to protect our planet and our manufacturing teams. In FY20, we reduced our VOCs by an additional 8%.

Volatile organic compound emissions¹³ metric tons



“Sustainability concerns have made us all more aware of the impact that transportation has on the environment, and the inefficiencies of long and complex networks. By continuing to push forward our efforts to regionalize, Edgewell aims to shorten the distance between production and end users, and between source materials and local suppliers, helping us to bring products to market in a more sustainable way whenever and wherever possible.”

Alex Walker, Senior Director International Supply Chain



13. Edgewell’s VOC data covers owned and operated manufacturing and research facilities.

Saving energy

Our on-site manufacturing teams are continually exploring and trialing innovative ideas, practices and technologies aimed at reducing energy consumption and making our operations more efficient.

This year-on-year reduction in energy use was influenced by two factors: Edgewell’s ongoing program to improve energy efficiency and the impact of the COVID-19 pandemic, which prevented us from clearly quantifying how much energy was actually saved.

Energy saving in action

Obregón, Mexico

Our decision to shut down air conditioning during the cooler winter months and switch to external LED lighting is expected to save more than 450,000 kWh per year.

Ormond Beach, U.S.

By switching to LED lighting for a portion of our operation, our facility saved roughly 5,200 kWh of electricity in FY20 (compared with FY19).

Solingen, Germany

Our installation of five new energy-efficient molding machines is projected to reduce electricity consumption by up to 500,000 kWh annually.

Teplice, Czech Republic

Our interventions to prevent air leaks on the shop floor are expected to save around 420,000 kWh of electricity each year.

RESULTS

In FY20, we reduced our energy consumption by 8.6% (compared with FY19).

Reducing energy use in Milford

Internal energy auditing and regular open discussions with our teams are essential tools to gain a thorough understanding of all aspects of our business and identify opportunities to implement energy-saving measures. In FY20, for example, the findings from an energy audit identified opportunities to implement new hardware and control schemes that increased the efficiency of the heating and cooling systems at our Milford, U.S. facility.

The improved infrastructure now automatically adjusts temperature settings in response to fluctuating facility requirements throughout the day – contributing to an estimated annual energy savings of 144,000 kWh.

Energy use – total gigajoules¹⁴



Energy use – by type gigajoules^{14,15}

	FY19	FY20
ELECTRICITY	711,544	646,602
FUEL OIL	197	235
NATURAL GAS	168,756	158,329
PROPANE	120	126



14. In 2021, we updated our calculation methodology for FY19 and beyond to align with the GHG Protocol. Our FY19 baseline data was expanded for energy and GHG emissions to include all Edgewell facilities across our global operations (office, manufacturing and research facilities, and warehouses). All energy and GHG data reported prior to FY19 covers our owned and operated manufacturing and research facilities only.

15. Office consumption of electricity rose between FY19 and FY20 due to an increase in reported electricity at two sites (Allendale, U.S. and Polanco, Mexico), attributed to high heat summer weather, and partially reported data in FY19 that was fully reported in FY20 at two further sites (Rogers, U.S. and Coppel, U.S.).

Waste Reduction and Recycling

We are committed to limiting the amount of waste that goes to landfill, reducing our global environmental footprint and preventing the loss of resources that could be reused or recycled.

Waste reduction in our operations

Wherever possible, we aim to recycle and divert the by-products of our production process from landfill. Four of our manufacturing facilities around the world have achieved zero waste to landfill: Solingen in Germany, Teplice in the Czech Republic and both Milford and Knoxville in the U.S.

Our internal waste standards define our requirements for waste management and waste minimization, including pollution prevention. All manufacturing facilities are expected to implement programs and adhere to these standards.

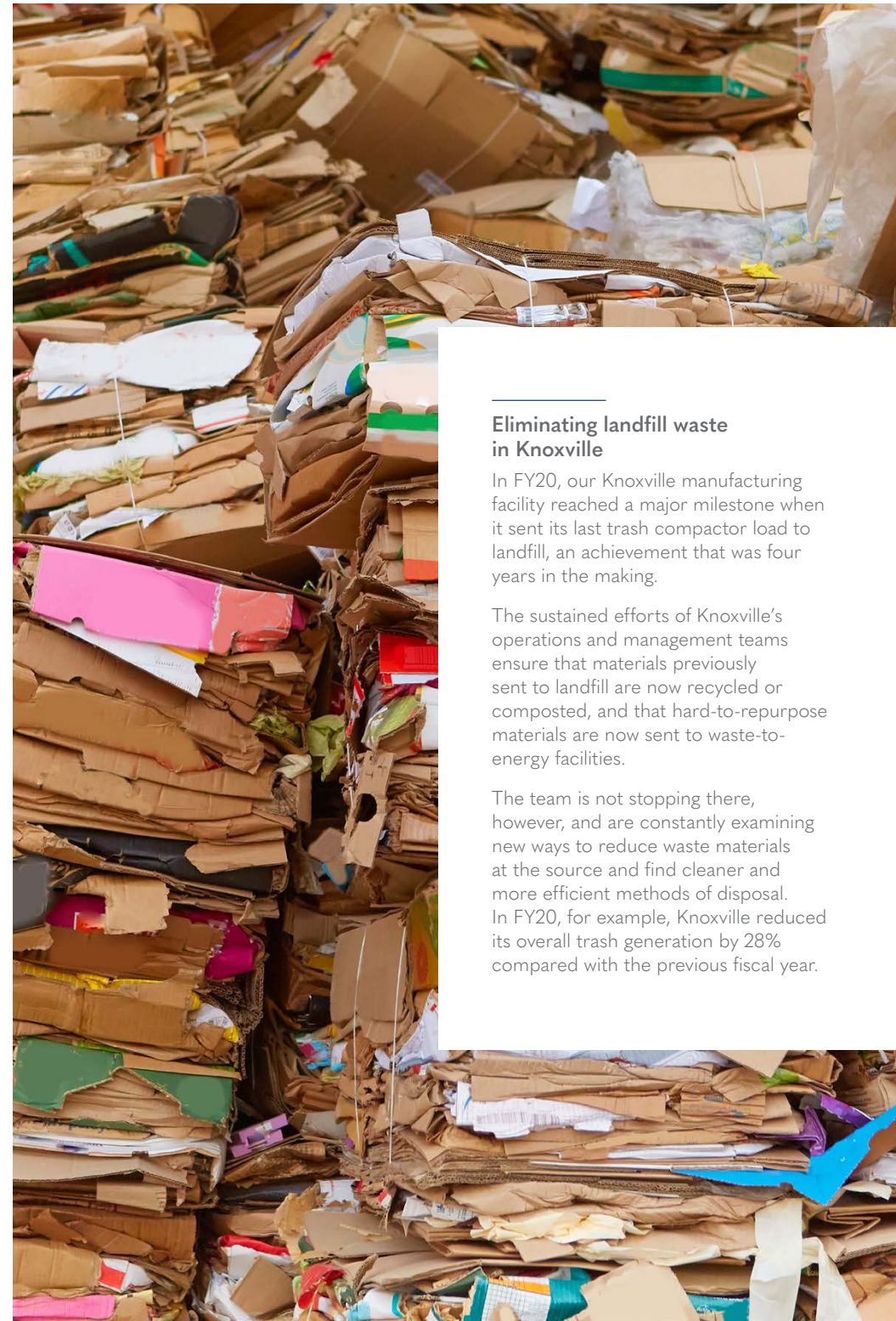
Although we made real progress in pursuing innovative approaches to waste recycling this year, the total solid waste generated by our business rose in FY20, largely due to a sharp increase in production at our Sidney, U.S. facility corresponding with the increased demand for WET ONES as a result of COVID-19.

Waste – total^{16,17} metric tons

FY16	22,465
FY17	23,311
FY18	21,782
FY19	25,772
FY20	27,761

Waste¹⁷ metric tons

	FY16	FY17	FY18	FY19	FY20
Non-hazardous solid waste					
LANDFILLED	6,245	3,147	2,285	3,829	5,345
RECYCLED	9,133	8,685	8,639	8,765	9,446
TREATED	6,902	10,763	9,877	12,169	10,740
TOTAL	22,280	22,595	20,801	24,763	25,531
RECYCLED %	41%	38%	42%	35%	37%
Hazardous solid waste					
LANDFILLED	10	10	7	1	0
RECYCLED	119	49	52	81	53
TREATED	56	656	923	926	2,177
TOTAL	185	716	982	1,008	2,230
RECYCLED %	64%	7%	5%	8%	2%
Total solid waste					
TOTAL	22,465	23,311	21,782	25,772	27,761
RECYCLED %	41%	37%	40%	34%	34%



Eliminating landfill waste in Knoxville

In FY20, our Knoxville manufacturing facility reached a major milestone when it sent its last trash compactor load to landfill, an achievement that was four years in the making.

The sustained efforts of Knoxville's operations and management teams ensure that materials previously sent to landfill are now recycled or composted, and that hard-to-repurpose materials are now sent to waste-to-energy facilities.

The team is not stopping there, however, and are constantly examining new ways to reduce waste materials at the source and find cleaner and more efficient methods of disposal. In FY20, for example, Knoxville reduced its overall trash generation by 28% compared with the previous fiscal year.

16. Edgewell's waste and recycling data covers owned and operated manufacturing and research facilities.

17. This report captures and includes adjusted and corrected waste data from our Guangzhou, China manufacturing facility for fiscal years 2016 through 2019.

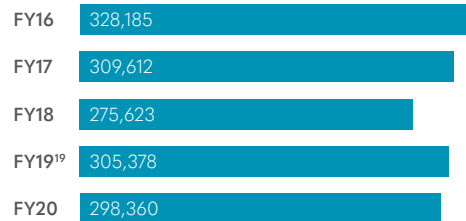
Conserving Water

Due to the nature of the products we manufacture, water is not a primary input or widely used in our operations. However, water is our most precious shared resource, and we're committed to cutting water usage across our manufacturing facilities and conserving water wherever and whenever possible.

We are dedicated to using water as efficiently as possible in all our manufacturing facilities, and our teams are continually examining new and innovative ways to reduce water consumption. For example, our facility in Dover, U.S. completed a cooling tower water treatment control upgrade that reduced water consumption by an estimated 25% from the previous year. Additionally, our Milford, U.S. site has a system that collects water used in the compressed air dryer and reuses it in the facility's cooling towers and boilers, reducing the amount of water needed to run its operations.

To continue to improve our water management, we have developed an internal Water Conservation Standard to which all manufacturing facilities are expected to adhere. The Standard sets out clear expectations for how each manufacturing facility should manage its water impact, including setting targets and objectives and measuring performance against these.

Water consumption¹⁸ cubic meters



RESULTS

We used 2.3% less water in FY20 than in FY19.



18. Edgewell's water data covers owned and operated manufacturing and research facilities.

19. This report includes corrected FY19 water data due to a previous water conversion calculation error.

Ethical and Responsible Sourcing

We are committed to respecting human rights and promoting sustainable business practices across our entire value chain. We want all our products to not only contain high-quality ingredients and materials but also be sourced in an ethical and responsible way. That’s why we work with our suppliers to ensure they understand and uphold our social and environmental standards and treat all workers with fairness, decency and respect.

Our approach

Edgewell strives to promote sustainable business practices across our entire value chain. We believe in working with organizations that share our values and we expect our suppliers and business partners to uphold the highest ethical business practices. Our [Supplier Code of Conduct](#) outlines our expectations and conditions for partnering with us, and details our standards relating to working hours, wages, benefits and freedom of association. Additionally, we are committed to ensuring that there is no modern slavery or human trafficking in any of our employees and operations globally.

We encourage our suppliers to promote the same level of commitment to their supply base so that we can work together to care for people and our planet.

We manage our Ethical and Responsible Sourcing Program through a five-step approach:

- 1. Ethical and Responsible Sourcing Purpose and Strategy**
 Edgewell’s ethical and responsible sourcing purpose and strategy is the foundation of our supply chain sustainability program and, therefore, helps inform our global sourcing commitments and practices.
- 2. Policies, Standards and Governance**
 Our program and decision-making are guided by policies and standards that outline how we source sustainable ingredients and materials, and how we expect our suppliers to adhere to our standards.
- 3. Supplier Management**
 Our supplier management practices ensure our supply chain sourcing practices and supplier conduct meet our expectations.
- 4. Customer and Stakeholder Management**
 We work across the company to better understand, manage and respond to stakeholder inquiries, including supporting our customers with their sustainability priorities.
- 5. Monitoring and Reporting**
 We monitor progress against our 2030 goals and report annually on our progress toward achieving them. We make continuous efforts across functional groups to develop, refine and optimize policies and standards to meet our ethical and responsible sourcing strategy and goals.



Supplier sustainability performance management

As supplier sustainability is a key consideration in supplier performance management, Edgewell partners with EcoVadis, a sustainability ratings agency that helps us monitor and assess our supplier sustainability across four pillars: Environment, Labor and Human Rights, Ethics and Sustainable Procurement.

In 2020, we further expanded our supply base to include indirect procurement. In total, 247 of our suppliers were evaluated and awarded a net average score of 53.0 (out of 100), which is an improvement from last year (52.7) and exceeds the mean industry score of 49.9.

EcoVadis supplier risk rankings number of suppliers



Responsibly sourcing ingredients and materials

We believe in the importance of responsibly sourcing ingredients and materials for use in our products and packaging, especially when they can impact human rights and the natural environment. Through our procurement practices, we are working to achieve our commitments to source certified ingredients and materials for fiber, palm oil and conflict minerals.

Forests and fiber

Through our work, we aim to ensure that forests – a key mitigator of climate change – are protected. For this reason, we are committed to sourcing fiber and paperboard packaging in a responsible way.

We aim to use recycled and certified responsibly sourced virgin fiber wherever possible for our packaging, and prioritize suppliers whose fiber and paper products are certified by the Forest Stewardship Council® (FSC®), the Programme for the Endorsement of Forest Certification™ (PEFC™), or the Sustainable Forestry Initiative® (SFI®) Chain of Custody program. By 2025, all our razor and blade packaging will use recycled and responsibly sourced fiber – and the rest of our product lines will by 2030.

Palm oil

The demand for palm oil, a widely used and versatile vegetable oil, has put pressure on the rainforests where the palm trees that produce it are grown.

While the amount of palm oil derivatives used in our products is limited, we are working to ensure our suppliers do not contribute to deforestation. In FY20, 85% of our palm oil was sustainably sourced from vendors certified by the Roundtable on Sustainable Palm Oil (RSPO), and we aim to increase that to 100% by 2022.

Conflict minerals

Conflict minerals are those extracted in regions characterized by unrest, the sale of which could be used to fund 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).

While the vast majority of Edgewell products contain no trace of 3TG minerals, we do use a limited amount of 3TG in our power razors and trimmers. Annually, we track and survey²⁰ the suppliers who provide 3TG-containing materials and, in FY20, engaged with three suppliers to ensure that none of their materials support or are linked to conflict. Our [Conflict Minerals Sourcing Policy](#) outlines in detail our commitment to maintain 100% of our 3TG minerals conflict free.

20. Using the Responsible Minerals Initiative reporting template.



People & Communities

We are committed first and foremost to people: to our teammates, to the consumers who choose our products, to the suppliers and retailers who partner with us and to the communities in which we operate. We prioritize progressive and empathetic employment policies, care about the health and safety of our teams, celebrate and value individuality, invest in learning and development and – most importantly – enjoy moving our business forward as a united team each and every day.

Our work on our People and Communities contributes to the following UN SDGs:

<p>5 GENDER EQUALITY</p> 	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>10 REDUCED INEQUALITIES</p> 	<p>14 LIFE BELOW WATER</p> 	<p>15 LIFE ON LAND</p> 
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OUR COMMITMENTS

Making useful things joyful is our purpose and guides everything we do. We believe in bringing delight into our daily interactions so that everything we do is both functional and fun.

“I am proud that we have created a people-first culture that celebrates diverse backgrounds and encourages different points of view. We want our people to feel joyful and have opportunities to succeed. By enabling a range of development opportunities, we not only passionately support who people are but what they want to become.”

John Hill, Chief Human Resources Officer

AS A COMPANY THAT CARES, WE ARE COMMITTED TO:



Community support and giving

Promoting an open and inclusive culture to ensure all team members are treated fairly and with respect, and to attract the best talent.



Health, safety and well-being

Protecting the health and safety of our teammates around the world and supporting their well-being and professional development.



Diversity, equity and inclusion

Encouraging teammate volunteerism and charitable giving to support local communities with a focus on caring for people and our planet.



Our Purpose, Values and Behaviors

We take pride in truly living our values. They are foundational to our purpose and govern our collaborations with our teammates, our partnerships with our customers and our connection with our consumers. As we innovate for the future, these values are the beacon that guides us. They define our expectations – of our products, our company and ourselves.

In June 2020, we rolled out our new Purpose, Values and Behaviors (PVB) to our senior leaders and global teams, through a series of inspiring and impactful interactive virtual sessions. The PVB reflect our unique vision to foster an authentic, empathic and ethical working environment, and an atmosphere of collaboration in which everyone has a voice and where discussions, debates and disagreements lead to solutions, and – by day’s end – to moving forward as one team.

Employee Code of Conduct

At Edgewell, we are committed to always operating responsibly, which means keeping our values at the heart of everything we do. Our [Employee Code of Conduct](#) formalizes this, and sets out our policies on ethical business practices, financial reporting, antitrust, conflicts of interest, equal employment opportunities (including non-discrimination), use of company resources, safety, antibribery, political contributions and more.

OUR VALUES



PEOPLE-FIRST

Our secret is people. Whether with our team or in our communities more broadly, we make every encounter an opportunity to practice empathy, show authenticity and forge meaningful relationships. Our accomplishments come from our people, so we find joy in celebrating each other whenever we can. And because we care deeply for our people and our communities, we invest in them in ways both big and small.



MOVE FORWARD

We think proactively, continually setting bold and ambitious goals both individually and as a team. As we are not afraid to take smart risks, mistakes are sometimes inevitable. That’s OK. We learn from our mistakes and move forward with confidence, and continue to innovate and improve. We recognize our past successes and failures and take pride in our resiliency.



LISTEN UP AND SPEAK UP

We create an environment in which good ideas can thrive, so our business does too. We share honest, compassionate feedback and helpful insights so that we move forward stronger together. Even when something is hard to hear, we aren’t afraid to listen to the people around us and remain open to change. We welcome new voices and actively seek out divergent opinions. We listen deeply, speak directly and create an environment that’s open to difference, change and learning.



OWN IT TOGETHER

We bring big ideas to life by balancing individual ownership with working in teams large and small. At every level, we use our initiative without needing a nudge. While we take joy in collaborating, as we know teamwork leads to great things, we’re always personally accountable ourselves. We delegate and empower our teams to lead and finish strong, so that our innovative ideas become a reality.

Taking Care of Our People

Safeguarding our team

There is nothing more important to us than the health and safety of our people, and we are committed to maintaining a safe workplace for everyone. We have policies and procedures in place to minimize the risk of injuries in our manufacturing facilities. By using TapRoot®, a leading systemic root cause analysis process, we prioritize understanding the root cause(s) of accidents and incidents that do occur so we can prevent future injuries.

We embed safety in our everyday culture and provide safe workplaces in all our manufacturing facilities, through our Alive and Well program (modeled originally on *Alive and Well at the End of the Day*²¹).

This program promotes a “safety starts with me” mindset, helping teams make safety a habit and reinforcing strict standards. We strive to continually improve our program and are actively reviewing new concepts for

strengthening and reinforcing our safety culture. To keep workplace safety top of mind, a number of our facilities carry out regular Alive and Well activities.

We set the ambitious goal of maintaining a world-class injury rate below 1.0.²² In 2020, we were well below this level, with a rate of just 0.78. No injury is acceptable, which is why we strive to constantly improve, move forward and keep our workplaces among the safest in the world.

Our safety policies are consistent with ISO 45001 standards and applicable to everyone working in our facilities.

Health and safety

	FY20
TOTAL RECORDABLE INCIDENT RATE²²	0.78
DAYS AWAY, RESTRICTED OR TRANSFERRED (DART) RATE²³	0.60
WORK-RELATED FATALITIES	0



21. *Alive and Well at the End of the Day: The Supervisor’s Guide to Managing Safety in Operations*, Paul D. Balmert (Wiley, 2010)

22. Total Recordable Incident Rate = Number of recordable injuries x 200,000/employee hours worked.

23. DART Rate = Number of recordable injuries that resulted in days away from work, restricted duty or the transfer of duties x 200,000/employee hours worked.

Caring during COVID-19

In 2020, we worked hard to care for all our teams around the world – whether they worked in one of our offices, warehouses, manufacturing facilities or virtually. Early in the pandemic, it became clear that the impact on mental and emotional well-being was every bit as significant as on the physical health of our teammates. This is why we raised awareness and encouraged our teams to take advantage of our confidential and free 24/7 global Employee Assistance Program, which has supported our team members through these unsettling times.

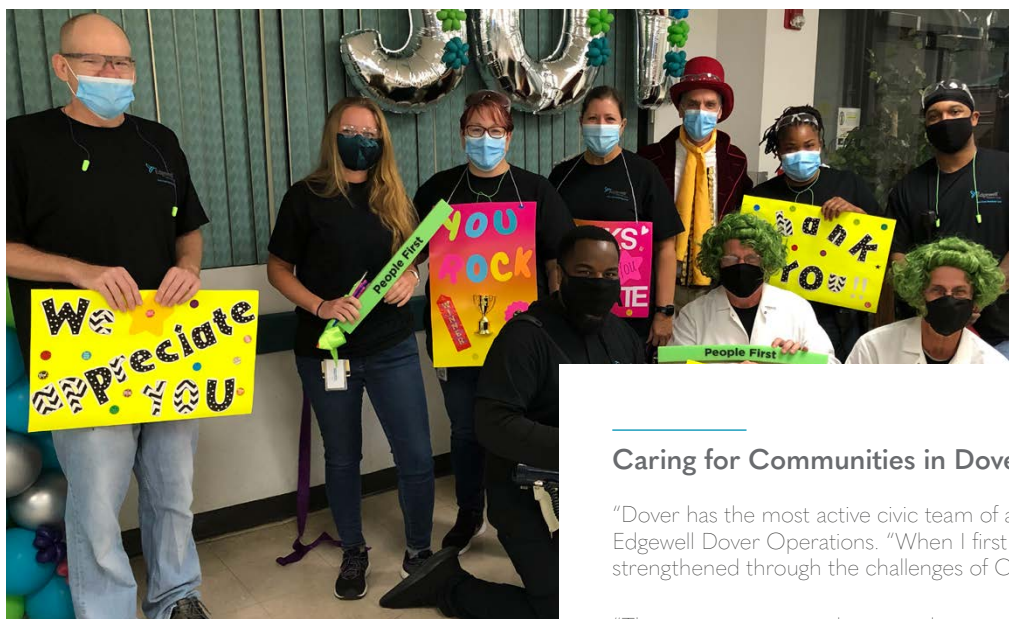
The “new normal” required new approaches, new ways of thinking and, above all, flexibility. We adapted our policies whenever and wherever required across our global facilities, taking all individual countries and circumstances into account. In the U.S., for example, we enacted an Emergency Pandemic Leave program that granted those impacted by COVID-19 access to extended paid leave, emergency pay and special measures if they were sick, needing to quarantine, without childcare or tending to a sick loved one. In Mexico, we invited at-risk teammates to stay at home on full pay. Elsewhere, we supported

our essential frontline production workers with site-specific incentives, such as additional pay, leave, bonuses and/or benefits that included free on-site meals, home-activity packages for kids, family food kits and more.

The pandemic has reshaped the world of work, accelerating pre-2020 trends that are blurring the boundaries between work and home. In response to this new reality, we have worked hard to better structure the working week, with measures such as “Take a Break Days” and “Meeting-Free Fridays” aimed at reducing the risk of burn out.

“I strongly believe that no employee should have to prioritize financial decisions over health decisions. To protect our frontline staff, we provided financial protections to ensure that anyone who was ill or potentially exposed to COVID-19 did not have to come into work. As a result, we prevented any spread of illness at our manufacturing facilities and were able to remain open throughout the year.”

Rod Little, President and CEO



Caring for Communities in Dover, U.S.

“Dover has the most active civic team of any place I’ve ever worked in,” explains Taryn D., of Edgewell Dover Operations. “When I first came here the team was already strong, but it’s only strengthened through the challenges of COVID-19.”

“This year, we increased our usual community product donations of feminine care products to local schools and continued to be active in our community, though we adapted our approach due to the pandemic. Our outreach included a partnership with the Special Olympics, Habitat for Humanity, Food Bank of Delaware, Toys for Tots and United Way. In addition, we provided our teammates and their children with a sense of normalcy by holding our usual holiday festivities. This year, we turned our parking lot into a drive-through winter wonderland!”

Our Dover manufacturing team are also some of the most generous across our global organization, having raised nearly US\$80,000 this year for United Way, inclusive of company matching, as well as donating more than 60 coats for a Winter Coat Drive and over 235 toys to local organizations like Toys for Tots.



Diversity, Equity and Inclusion

During 2020, we formalized our Diversity, Equity and Inclusion program, which brings to life our vision to more actively address inequities, promote a more diverse and inclusive workforce and support a fairer and more just world.

We are pleased to have made significant progress on our continuing journey of transformation, investing more than ever in attracting and retaining a diverse range of people, balancing gender and committing to ensuring that our company reflects the diversity of the world in which we live.

With nearly 5,750 employees across more than 20 countries, the Edgewell team is as diverse as the consumers enjoying our portfolio of brands: 52% of our global teams are women, and in the U.S. 14% are African American and 9% are Hispanic/ Latinx spread across the generations, from Baby Boomers to Generation Z.



“ We’re all affected by DEI issues, because at their heart they’re about belonging. We all want to show up at work and feel safe expressing our individuality and have our ideas taken seriously. We all want to be treated fairly and have equal opportunities. And we all want our differences to be not just tolerated but celebrated.”

Karen Anderson, Director of Diversity, Equity and Inclusion

CEO Action for Diversity & Inclusion™: our commitment

In December 2020, our President and CEO, Rod Little, joined a growing coalition pledging to advance DEI in the workplace. CEO Action for Diversity & Inclusion™ is cultivating a new type of ecosystem centered around collaboration and sharing. It unites nearly 2,000 business leaders in efforts to advance DEI through education, training, dialogue and action.

Board Diversity Action Alliance

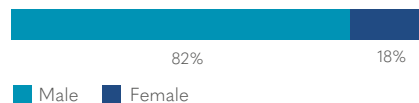
Diversity on our Board of Directors remains a top priority. In February 2021, we signed on to the Board Diversity Action Alliance (BDAA), an organization taking action to increase the representation of racially and ethnically diverse directors on corporate boards. We joined a growing list of Fortune 500 companies committed to transforming and diversifying the corporate landscape by taking concrete steps to create positive and meaningful change within our organization by focusing on the very top level of leadership. We are committed to ensuring our Board consists of talented and dedicated individuals from diverse backgrounds, with a mix of skills, knowledge, experience and expertise to provide effective leadership.

“Diverse teams produce better results. This is not an opinion; it is something that has been proven time and time again. I am proud that we are committed to living by our values, listening to and learning from our teammates, and always moving forward – together!”

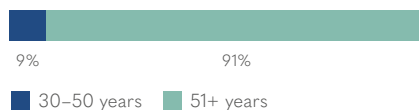
Rod Little, President and CEO

24. All data refers to FY20.

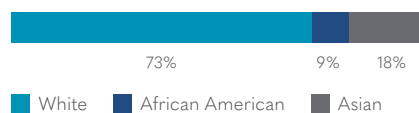
Board – Gender identification²⁴



Board – Age²³



Board – Ethnicity²⁴



Taking a stand for racial and social justice

The events of 2020 highlighted the deep-seated problems of systemic racism, social injustice and inequities and raised them to the forefront of government, business and society. As a company that deeply believes in the importance of diversity, we were profoundly inspired by the powerful calls for social change and recommitted ourselves to creating a better world by creating a better Edgewell.

The launch of our PVB in June 2020 was the perfect opportunity to reexamine our own business practices in a truly holistic way, helping to shape and formalize our Diversity, Equity and Inclusion program. This program ensures that

our policies, culture, values and working practices all reflect the sort of world we want to live and work in. These reflections have heightened our commitment to more progressive HR policies, more inclusive marketing campaigns and product development, and building more diverse teams.

Donations were made across our organization to show support for the movement for racial justice and equality, with a US\$750,000 donation from the company and its family of brands to the National Urban League – a historic civil rights organization dedicated to economic empowerment in the U.S. We believe in standing up to injustice, wherever it presents itself, and were also proud to take a stance through the #StopHateForProfit and #StopAAPIHate campaigns.



Gender identification^{25,26}

GLOBAL



LEADERSHIP²⁵



■ Male ■ Female

REGION

NORTH AMERICA (U.S./CANADA)	40%
Male	23%
Female	18%
ASIA-PACIFIC	19%
Male	7%
Female	12%
EUROPE	31%
Male	15%
Female	16%
LATIN AMERICA	9%
Male	3%
Female	7%

EMPLOYMENT TYPE

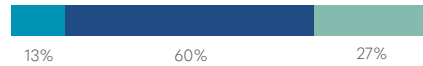
SALARIED	
Male	23%
Female	22%
HOURLY	
Male	25%
Female	31%

CONTRACT TYPE

REGULAR	
Male	47%
Female	51%
TEMPORARY	
Male	1%
Female	1%

Age²⁵

GLOBAL



LEADERSHIP²⁵



■ Under 30 years ■ 30-50 years ■ 51+ years

U.S. ethnicity^{25,26}

WORKFORCE

White	68%
African American	14%
Hispanic/Latinx	9%
Asian	7%
American Indian/Alaska Native	0%
Native Hawaiian/Pacific Islander	0%
Two or more races	1%
Declined/unknown	0%

LEADERSHIP²⁷

White	84%
African American	6%
Hispanic/Latinx	2%
Asian	6%
American Indian/Alaska Native	1%
Native Hawaiian/Pacific Islander	1%
Other	0%

25. All data refers to FY20.

26. Percentages have been rounded and may not total to 100%.

27. By "leader," we refer to Director level and above.



Bringing Our Best Selves to Work

We work hard to ensure our workplaces are dynamic, flexible and inspiring environments. As an agile and innovative organization, we support our teams through a range of learning and development opportunities. We endeavor to provide a work environment in which everyone is treated fairly and with respect, has work-life flexibility and a manager who helps them grow and thrive.

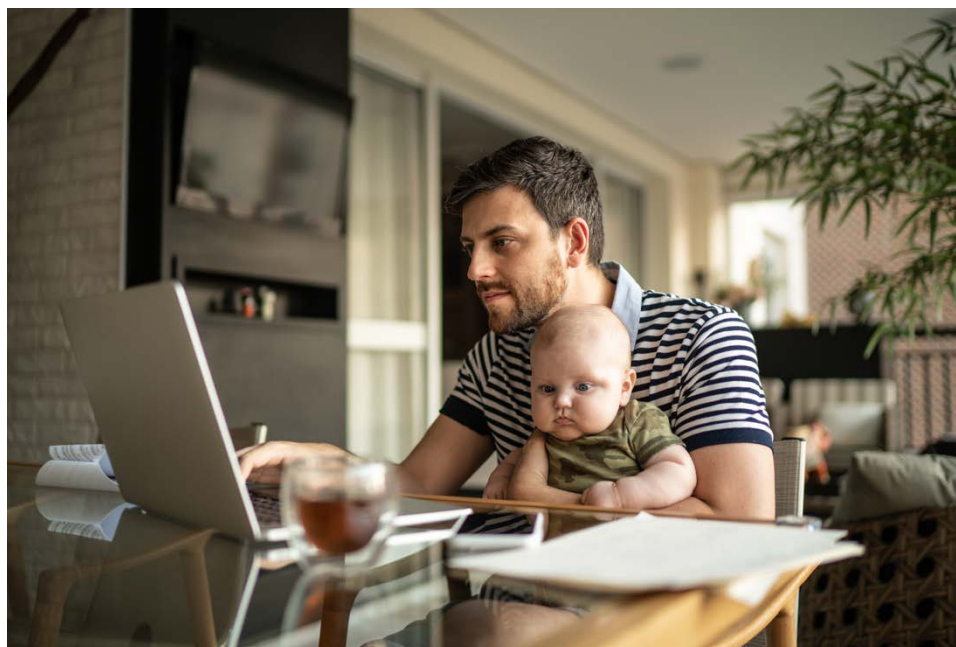
Our two-way feedback process means we can maintain an open dialogue with our team members and helps ensure that working at Edgewell is a positive, safe and fulfilling experience.

As a people-first employer, we care deeply about the wellness of the nearly 5,750 people who choose to be a part of our fantastic team and, consequently, provide a number of wellness programs. These include on-site wellness testing and education, mental and emotional health awareness and support, and work-life balance through flextime, remote working arrangements and parental leave, among others.

Ensuring a positive, purposeful working experience that is reflective of our purpose and values is central to our business operations. We continually monitor retention rates and believe our progressive HR policies, learning and development, talent acquisition, workplace health and safety, and community engagement and support activities enable us to attract and retain highly talented and dedicated teammates.

Global Wellness Program

With the pandemic impacting both physical and mental health, our Global Wellness Program has become more important than ever. First piloted in FY18 in the U.S. and rolled out in 13 global facilities in FY19, we adapted our program to the “new normal” so that its activities reflect the rapidly changing circumstances across countries and facilities, and support our teams through lockdowns, home working and beyond. Our Global Wellness teams provided much-valued support to our people throughout the year by rapidly relaying any changes in guidance from health authorities to our offices, warehouses and manufacturing facilities, promoting good hygiene and safe distancing protocols and ensuring that everyone had the latest information to stay safe.



New this year

Expanded parental leave and benefits:

We want our teams to be happy and healthy and cherish their experiences as new parents. For this reason, we decided to increase parental leave in the U.S. from four to six weeks with 100% pay and introduced an adoption assistance program. All 50 U.S. employees (25 women and 25 men) who took parental leave subsequently returned to work.

Pandemic pay: This year, we provided pandemic pay to 62% of our U.S. plant team members to cover wages lost through time off related to childcare or self-quarantine, or for team members with underlying health conditions.

Global hiring and voluntary turnover, FY20

	Hire	Turnover
GENDER		
Male	6%	7%
Female	6%	10%
AGE		
Under 30 years	4%	4%
30–50 years	7%	9%
51+ years	1%	4%
REGION		
North America (U.S./Canada)	5%	5%
Asia-Pacific	2%	5%
Europe	4%	4%
Latin America	4%	4%

U.S. parental leave, FY20

NUMBER OF EMPLOYEES	
EMPLOYEES WHO TOOK PARENTAL LEAVE	50
Male	25
Female	25
EMPLOYEES WHO RETURNED TO WORK AFTER PARENTAL LEAVE	50
Male	25
Female	25
% OF EMPLOYEES	
Male employees who returned to work after parental leave	100%
Female employees who returned to work after parental leave	100%
RATE (%)	
Return to work rate	100%

Encouraging Personal and Professional Change

We nurture passion, inspire curiosity and encourage experimentation in our teams. Everyone is encouraged to take on new challenges, and we promote professional growth through various training and development programs.

We are committed to supporting the career aspirations of our teammates, and to providing high-quality professional development resources, technologies and tools. In 2020, we adjusted and adapted the majority of our programs to meet the demands of remote working and learning, and provided necessary virtual resources to support independent learning.

Career development, coaching and change management

We have supported our teammates in 2020 in a variety of ways, including:

- **Performance and development:** In FY20, 89% of our global salaried team completed performance reviews, with over half (55%) entering development goals. In FY21, we will transition to our new continuous performance cycle, with the focus on continual feedback and development expected to have a positive impact on performance reviews and development planning.
- **Coaching:** In July, we virtually launched our new Spark Growth program across our organization. This program better equips our nearly 900 people managers to develop their teams, engage in career discussions and maximize staff performance and potential.²⁸

- **Our LinkedIn Learning Program:** First launched in FY18, this continues to grow and gives all our teammates unlimited access to on-demand learning resources to improve their performance and personal development.

In 2020, 43% of our global salaried teams registered for our self-guided, on-demand learning program through LinkedIn Learning (up from 36% in FY19 and 28% in FY18).

While a number of our 2020 development plans and programs were delayed as a consequence of COVID-19, we were able to go virtual, scheduling new, innovative and upgraded programs. These include Change Management Training, our evolving Global Leadership Development Program and other programs such as Influencing Skills (in partnership with a third party).

Pulse engagement surveys

Open and transparent dialogue makes us more agile and effective as a company. By periodically issuing “pulse” surveys, we frequently check in with our teammates on a wide variety of important topics in a quick and efficient way. As a result, we have been able to respond swiftly to their concerns and feedback in 2020, pivoting or changing course when required, removing processes that do not add value, and fostering a culture in which we can all listen up and speak up with ease.

Our 2020 Global Colleague Experience Survey showed that we improved in every single assessment category since 2019, with 74% of the 4,070 respondents agreeing that “Edgewell provides a culture in which I can thrive and do my best work” – an increase of 12% from 2019.

Global performance reviews and development plans completed, FY20
% salaried employees

PERFORMANCE REVIEWS	89%
DEVELOPMENT PLANS	55%

“Seeing Edgewell’s response during the pandemic, especially when compared with other organizations, made me proud and grateful to work for a company that really cares about their people and doing the right thing by them.”

Respondent to Edgewell’s 2020 Global Colleague Experience Survey



²⁸ This was a virtual program delivered over eight weeks, and so far, 84% (754) of our people managers have completed it. At the end of their learning journey, 95% of the participants agreed or strongly agreed that the program met its objectives to enable them to be better coaches.

Giving Back: Volunteering and charitable giving

It gives our team pride to bring joy to the communities in which we live and work, and there was never a more important year for community activism and support than 2020. By volunteering their time, donating food and products, making face masks and raising funds for nonprofits helping those most affected by COVID-19, our teams around the world were able to support, show their solidarity and bring some much-needed happiness and relief to many in our communities.

Community engagement around the world

In the U.S., our team members made charitable donations totaling nearly **US\$80,000 to 182 different organizations**, including schools, universities, hospitals, hospices, disability and research institutions, food banks, and wildlife and animal rescue centers.

In addition, in FY20:

- Our company and its family of brands **donated US\$750,000 to the National Urban League** and continued to match teammate donations²⁹ to charities of their choice.
- Our U.S. teams **raised more than US\$250,000 for the United Way**,³⁰ which we matched dollar-for-dollar, donating a total of **more than US\$500,000** to the nonprofit.
- Our Milford, U.S. engineering team made and **donated more than 15,000 face shields** to hospitals, schools, businesses and first responders in their community.
- We donated **a pallet of WET ONES** to local first responders in Milford, distributed **240 canisters of WET ONES** to local U.S. charities and sent **additional canisters** to Save the Children and the Red Cross to distribute where most needed, including homeless shelters and nursing homes.
- BULLDOG donated more than **US\$250,000 worth of personal care products** to National Health Service workers in the U.K.
- JACK BLACK donated **nearly 16,000 products to 70 organizations** in support of U.S. hospitals, first responders and frontline workers.
- HAWAIIAN TROPIC **donated US\$25,000** worth of profits from its “Beachside Inside” Candle, which was developed so that locked-down consumers could have the relaxing and refreshing aroma of the beach in their homes. The funds were donated to the American Shore and Beach Preservation Association, to benefit beachside businesses impacted by COVID-19.
- In Ormond Beach, our team **donated approximately 400 pounds of food** to a local homeless shelter and food pantry.
- Team members across our Latin America locations supported those economically affected by COVID-19 with **food packages to local organizations**.
- In France, WILKINSON SWORD provided **110,285 razors and blades to healthcare workers**, a donation worth **US\$196,800**.



29. Of up to US\$5,000 per individual per year in the U.S.

30. This focuses on improving the education, income and health of communities across the world.

THE DETAILS

At Edgewell, we believe sustainability is key to future-proofing our business and strive to embed it into everything we do. In the following pages, we present our *Sustainable Care 2030* commitments and our progress against our targets. We also detail our performance across the GRI, which underpins our efforts to create a positive impact.



About This Report

This report covers our fiscal year 2020, which ran from October 1, 2019 to September 30, 2020 (referred to as “this year” or “FY20” throughout the report), and details our sustainability progress, performance and achievements over that period.

The focus of the report, including the data and the stories within it, is our most material issues organized by our strategic sustainability framework. This report covers our office, manufacturing and research facilities, and warehouses as noted throughout.

In FY19, we launched our strategy for the new decade, *Sustainable Care 2030*, which sets out our ten overarching commitments, along with actionable targets, against which we will track and measure our progress over the next decade.

Through our strategy, work and actions, we contribute in particular to the following UN SDGs:



The UN SDGs provide a lens through which we can review our own contributions to achieving a better and more sustainable future for all.

This report is in accordance with the [GRI's](#) Standards Core Option.

About the data

In 2021, we updated our calculation methodology for FY19 and beyond to align with the GHG Protocol. Our FY19 baseline data was expanded for energy and GHG emissions to include all Edgewell facilities across our global operations (office, manufacturing and research facilities, and warehouses). All energy and GHG data reported prior to FY19 covers our owned and operated manufacturing and research facilities only.

All other environmental data contained in this report covers Edgewell-owned and operated manufacturing and research facilities.

Stakeholder Engagement and Materiality

Engaging our stakeholders

At Edgewell, we engage with a wide range of stakeholders because we believe it is essential to understanding, anticipating and taking action on risks and opportunities related to sustainability. Our key stakeholders include:



Consumers

We are committed to providing products that can help consumers to care and look after themselves while living more sustainably, with the transparency that they would expect. Edgewell engages with our consumers in many ways, including through our products, in-store, e-commerce, market research and brand marketing communications.



Customers

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



Governments and regulators

Edgewell engages with regulators and government agencies to advocate for regulatory best practices through education and impact analysis, and serves as a technical resource to contribute to the design and implementation of legislative and regulatory policies. This core stakeholder group sets the compliance framework for our business, and our approach to engaging with them is guided by our [Code of Conduct](#).



Industry, business and trade associations

Our memberships 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 associations we are involved with, please see our [GRI Index](#).



Nongovernmental organizations and nonprofits

Engagement with these organizations helps Edgewell 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.



People and communities

Throughout our value chain, we create direct and indirect employment opportunities and make direct donations and contributions through regional and community activities.



Shareholders and investors

Increasingly, sustainability plays a key role for the investment community. We regularly engage with shareholders and investors on their and Edgewell's business and sustainability priorities, to build mutual understanding, provide a foundation for progress and ensure we are focusing on the issues they care about.



Suppliers

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



Teammates

Edgewell's people are central to our business. As a [people-first culture](#), we are dedicated to the development, inclusion and well-being of every individual. 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 working at Edgewell.

Prioritizing sustainability issues

Understanding the issues that matter 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.

The materiality assessment we conducted in FY19 is still relevant to our business and helped us to identify the areas where Edgewell could have the greatest impact – and those that might most meaningfully impact our business. These include:

- Diversity, Equity and Inclusion
- Employment, talent and employee well-being
- Energy use and emissions
- Ingredient stewardship
- Product and packaging materials
- Supply chain
- Waste
- Water use

Keeping these key issues front of mind ensures that we can take effective action, and report on the issues that matter most, both for our business and our stakeholders.

Our Progress

OUR COMMITMENT


OUR GOAL

OUR PROGRESS

BRANDS			
Ingredient stewardship and transparency Continue to ensure the ingredients we use meet our high standards and improve fragrance transparency.		By 2022, no longer produce products that contain oxybenzone and octinoxate. ²⁹	On track
		By 2022, initiate fragrance component disclosure for all products.	On track
		By 2024, no longer produce products that contain microplastic and parabens.	On track
		By 2030, reduce overall Edgewell product volatile organic compounds (VOC) consumption by 5%.	On track
Sustainable products and packaging 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.	Product	By 2030, reduce the virgin petroleum-based plastic content in our disposable razor handles by 50%.	On track
		By 2030, reduce the virgin petroleum-based plastic content in our feminine care products by 25%.	On track
	Packaging	By 2025, ensure 100% of plastic packaging is recyclable, compostable or reusable in our razors and blades segment. By 2030, achieve this in all remaining segments.	On track
		By 2025, reduce the use of virgin petroleum-based plastic in packaging by 50% in our razors and blades segment. By 2030, achieve this in all remaining segments.	On track
		By 2025, use recycled and certified responsibly sourced fiber for 100% of fiber packaging in our razors and blades segment. By 2030, achieve this in all remaining segments.	On track
		By 2030, reduce packaging materials by 20% (by weight).	On track
	Partnerships	Collaborate through partnerships to facilitate the recovery and recycling of our products and packaging.	On track
Positive brand impact Actively use Edgewell "hero" brands as a force for good to have a positive impact on society and our environment.		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.	In development

²⁹. Excludes existing SPF 100s sold only in select stores and markets.

Our Progress (continued)

OUR COMMITMENT	OUR GOAL	OUR PROGRESS
 OPERATIONS & SUPPLY CHAIN		
100% renewable electricity Support the shift to a low carbon economy and use 100% renewable electricity across our global operations.	By 2030, reduce GHG emissions by 10%, based on FY19 baseline.	On track
	By 2030, reduce energy use by 10%, based on FY19 baseline.	On track
	By 2030, achieve 100% renewable electricity use.	On track
Environmental footprint reduction Continue to reduce our environmental footprint across our global owned/operated manufacturing facilities.	By 2030, reduce waste by 10% and pursue zero waste to landfill across our manufacturing facilities, based on FY19 baseline.	On track
	By 2030, reduce water use by 5%, based on FY19 baseline.	On track
Supplier engagement Actively engage with our suppliers so that they can meet our social and environmental standards at all times.	By 2022, educate major direct material suppliers representing approximately 80% of our spend on our sustainability vision and values.	On track
	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.	On track
Responsible sourcing Ensure our ingredients and materials are responsibly sourced.	By 2022, source 100% certified sustainable palm oil for use in our products.	On track
	We strive to ensure all 3TG minerals in our razors and trimmers are 100% Democratic Republic of the Congo (DRC) conflict free.	Achieved

Our Progress (continued)

OUR COMMITMENT

OUR GOAL

OUR PROGRESS



PEOPLE & COMMUNITIES

Diversity, equity and inclusion Promote an open and inclusive culture to ensure all teammates are treated fairly and with respect and to attract the best talent.	As part of Edgewell's Global People Strategy, develop a DEI strategy by the end of 2020.	Achieved
	Launch survey to understand perceptions of DEI within the organization by the end of 2021.	On track
	Develop a training program for people managers on mitigating bias in performance management and talent acquisition by the end of 2021.	In development
Health, safety and well-being Protect the health and safety of our teammates around the world and support their well-being and professional development.	Maintain a world-class injury rate of <1.0 and continue to foster an "Alive and Well" ³⁰ safety culture at every Edgewell manufacturing facility.	Achieved
	Develop and continue to drive a coordinated global wellness initiative at every Edgewell site.	On track
	Develop and implement a comprehensive Employee Experience strategy globally by 2021.	Achieved
	Drive a sustainability culture among Edgewell teammates globally and ensure every site has an active sustainability program to drive positive impact by 2021.	On track
Community support and giving Encourage teammate volunteerism and charitable giving to support local communities with a focus on caring for people and our planet.	Establish a focused effort to partner with nonprofit organizations that promote people, planet and local communities by the end of 2023.	On track

30. Alive and Well at the End of the Day: The Supervisor's Guide to Managing Safety in Operations, Paul D. Balmert (Wiley, 2010).



For more information on our sustainability policies and initiatives, please visit our website:

www.edgewell.com/sustainability

For questions regarding Edgewell's sustainability efforts or the content of this report, please contact:

Corporate.Communications@Edgewell.com

Never. Stop. Caring.

FY20 Sustainability Report – GRI Index



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 FY20 Sustainability Report \(SR\)](#), [Edgewell FY20 Annual Report \(AR\)](#) and on the [Edgewell Personal Care \(EPC\) website](#). Links to the relevant sections are included in the table below.

GENERAL DISCLOSURES	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE/LOCATION
Organizational profile	102-1	Name of the organization	Edgewell Personal Care Company
	102-2	Activities, brands, products and services	SR: A Message From Our President and CEO, p. 3 AR: Part 1, pp. 3–5 EPC website: Brands: http://edgewell.com/brands/
	102-3	Location of headquarters	6 Research Drive Shelton, CT 06484
	102-4	Location of operations	SR: We Are Edgewell, p. 4 EPC website: Locations: http://edgewell.com/locations/
	102-5	Ownership and legal form	AR: Part 1, pp. 3–5 Edgewell Personal Care Company SEC filing: https://www.sec.gov/cgi-bin/browse-edgar?CIK=0001096752&action=getcompany
	102-6	Markets served	AR: Part 1, pp. 3–5
	102-7	Scale of the organization	SR: We Are Edgewell, p. 4 AR: Part 1, pp. 3–6, 8 AR: Part 2, pp. 21–23, 28, 30, 86
	102-8	Information on employees and other workers	SR: People & Communities, pp. 36–46
	102-9	Supply chain	EPC website: Supplier relations: http://edgewell.com/supplier-relations/ SR: Operations & Supply Chain, pp. 25–35 AR: Part 1, pp. 6, 10, 13 AR: Part 2, pp. 25, 27
	102-10	Significant changes to the organization and its supply chain	The following significant changes occurred during the reporting year: Cedar Knolls, U.S.: Downsized office in December 2019. Mississauga, ON: Downsized office in January 2020. Israel Manufacturing Facility: Closed and vacated in June 2020.

GENERAL DISCLOSURES	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE/LOCATION
Organizational profile	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 FY20 sustainability report. SR: Overview, Brands, Operations & Supply Chain, People & Communities, The Details, pp. 3–52
	102-13	Membership of associations	Edgewell are members of the following associations: Australia: <ul style="list-style-type: none"> • Accord – Hygiene, Personal Care and Specialty Products Industry Canada: <ul style="list-style-type: none"> • Cosmetics Alliance China: <ul style="list-style-type: none"> • American Chamber of Commerce South China (AmCham China) Europe: <ul style="list-style-type: none"> • Cosmetics Europe (CE) • Cosmetics, Toiletry and Perfumery Association (CTPA) • Irish Cosmetics, Detergent & Allied Products Association (ICDA) • National Standards Authority of Ireland (NSAI) • European Committee for Standardization (CEN) • Plastics Recyclers Europe RecyClass™ Platform Latin America: <ul style="list-style-type: none"> • CASIC – Council of Latin American Cosmetic, Personal Care and Home Care Industries • Chile Chamber of Cosmetic Products • Colombia Chamber of Cosmetics and Personal Care Products (ANDI) • Mexico Chamber of Cosmetics and Personal Care Products (CANIPEC) • Peru Chamber of Cosmetics, Personal Care and Home Cleaning Products (COPEHCO) U.S.: <ul style="list-style-type: none"> • Personal Care Product Council (PCPC) • Public Access to Sunscreens (PASS) • Baby and Adult Hygiene Products Association (BAHP) • Sustainable Packaging Coalition® • International Organization for Standardization (ISO)
Strategy	102-14	Statement from senior decision-maker	SR: A Message From Our President and CEO, p. 3
	102-15	Key impacts, risks, and opportunities	SR: We Are Edgewell, p. 4 SR: Meeting the Challenges of 2020, pp. 5–6 SR: About This Report, p. 48 SR: Embedding Sustainability into Our Business, p. 8 AR: Part 1, pp. 1, 5–15

GENERAL DISCLOSURES	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE/LOCATION
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	SR: Meeting the Challenges of 2020, pp. 5–6 SR: What Guides Us, p. 7 SR: People & Communities, pp. 36–46 AR: Part 1, p. 8 EPC website: Guided by purpose: http://edgewell.com/our-culture/ Edgewell 'Code of Conduct': http://edgewell.com/wp-content/uploads/2018/04/Edgewell-Code-of-Conduct-March-2019.pdf Edgewell 'Board of Directors Code of Conduct': http://edgewell.com/wp-content/uploads/2015/06/Code-of-Business-Conduct-for-Members-of-Board-of-Directors.pdf Edgewell 'Supplier Code of Conduct': https://edgewell.com/wp-content/uploads/2015/06/Supplier-Code-of-Conduct.pdf
Governance	102-18	Governance structure	Corporate governance principles: Composition and size of the Board, pp. 3, 8–10 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/documents/corporate-governance/corporate-governance-principles.pdf SR: Embedding Sustainability into Our Business, p. 8 AR: Part 3, p. 91
	102-19	Delegating authority	Corporate Governance Committee Charter, p. 3: https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/documents/corporate-governance/corporate-governance-committee-charter.pdf SR: Embedding Sustainability into Our Business, p. 8
	102-20	Executive-level responsibility for economic, environmental, and social topics	SR: Embedding Sustainability into Our Business, p. 8
	102-21	Consulting stakeholders on economic, environmental, and social topics	SR: Stakeholder Engagement and Materiality, p. 49 SR: Prioritizing sustainability issues, p. 49
	102-22	Composition of the highest governance body and its committees	2020 Proxy Statement, p. 1 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-23	Chair of the highest governance body	AR: Part 1, p. 9 2020 Proxy Statement, pp. 1–7 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-24	Nominating and selecting the highest governance body	2020 Proxy Statement, pp. 1–7 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-25	Conflicts of interest	Edgewell 'Code of Conduct': http://edgewell.com/wp-content/uploads/2018/04/Edgewell-Code-of-Conduct-March-2019.pdf Edgewell 'Board of Directors Code of Conduct': http://edgewell.com/wp-content/uploads/2015/06/Code-of-Business-Conduct-for-Members-of-Board-of-Directors.pdf Edgewell 'Supplier Code of Conduct': https://edgewell.com/wp-content/uploads/2015/06/Supplier-Code-of-Conduct.pdf

GENERAL DISCLOSURES	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE/LOCATION
Governance	102-26	Role of highest governance body in setting purpose, values, and strategy	SR: Embedding Sustainability into Our Business, p. 8
	102-27	Collective knowledge of highest governance body	SR: Embedding Sustainability into Our Business, p. 8
	102-28	Evaluating the highest governance body's performance	SR: Embedding Sustainability into Our Business, p. 8 2020 Proxy Statement, pp. 8, 19–20 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-29	Identifying and managing economic, environmental, and social impacts	SR: Embedding Sustainability into Our Business, p. 8 SR: Prioritizing sustainability issues, p. 49 Corporate Governance Committee Charter, p. 3: https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/documents/corporate-governance/corporate-governance-committee-charter.pdf
	102-30	Effectiveness of risk management processes	Corporate Governance Committee Charter, p. 3: https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/documents/corporate-governance/corporate-governance-committee-charter.pdf
	102-31	Review of economic, environmental, and social topics	2020 Proxy Statement, pp. 10–12 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf SR: Stakeholder Engagement and Materiality, p. 49
	102-32	Highest governance body's role in sustainability reporting	SR: Embedding Sustainability into Our Business, p. 8
	102-33	Communicating critical concerns	2020 Proxy Statement, p. 15 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf Edgewell Ethics Point: https://secure.ethicspoint.com/domain/media/en/gui/43710/index.html
	102-35	Remuneration policies	2020 Proxy Statement, pp. 22–59 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-36	Process for determining remuneration	2020 Proxy Statement, pp. 22–59 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-37	Stakeholders' involvement in remuneration	2020 Proxy Statement, pp. ii–v https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-38	Annual total compensation ratio	2020 Proxy Statement, p. 45 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf

GENERAL DISCLOSURES	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE/LOCATION
Stakeholder engagement	102-40	List of stakeholder groups	SR: Stakeholder Engagement and Materiality, p. 49
	102-41	Collective bargaining agreements	AR: Employees, p. 8 Edgewell complies with all employee rights and laws on collective bargaining and maintains good relationships with employee representatives globally. As of September 30, 2020, approximately 30.1% of our employees company-wide were covered by a collective bargaining agreement.
	102-42	Identifying and selecting stakeholders	SR: Stakeholder Engagement and Materiality, p. 49
	102-43	Approach to stakeholder engagement	SR: Stakeholder Engagement and Materiality, p. 49
	102-44	Key topics and concerns raised	SR: Prioritizing sustainability issues, p. 49
Reporting practices	102-45	Entities included in the consolidated financial statements	AR: Part 3, p. 55
	102-46	Defining report content and topic Boundaries	SR: About This Report, p. 48 SR: Prioritizing sustainability issues, p. 49
	102-47	List of material topics	SR: Prioritizing sustainability issues, p. 49
	102-48	Restatements of information	SR: Operations & Supply Chain: Footnotes, pp. 29, 31, 32, 33
	102-49	Changes in reporting	SR: About This Report, p. 48 The scope of our FY19 baseline data was expanded for GHG emissions and energy to include all Edgewell owned and operated facilities across our global operations (office, manufacturing and research facilities, and warehouses). All energy and GHG data reported prior to FY19 covers our owned and operated manufacturing and research facilities only. There were no other significant changes from previous reporting periods in terms of the topics reported on or their boundaries.
	102-50	Reporting period	SR: About This Report, p. 48
	102-51	Date of most recent report	Our FY20 Sustainability Report was published in June 2021.
	102-52	Reporting cycle	SR: About This Report, p. 48
	102-53	Contact point for questions regarding the report	SR: About This Report, p. 48
	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option. SR: About This Report, p. 48
	102-55	GRI content index	This document is the GRI Index. It is also included as an Appendix to Edgewell's FY20 Sustainability Report.
	102-56	External assurance	SR: About This Report, p. 48

GENERAL DISCLOSURES	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE/LOCATION
Additional Disclosures from Topic Specific Standards			
Product & packaging materials	103-1	Explanation of material topics and boundaries	SR: Brands: Our Commitments, p. 10
	103-2	Management approach and components	SR: Brands: Designing for Sustainability, p. 11 SR: Brands: Sustainable Packaging, p. 12
	103-3	Evaluation of management approach	SR: Brands: Hair Removal: Improving our environmental footprint, p. 16 SR: Brands: Grooming: Making feeling good even better, p. 18
	301-1	Materials used by weight or volume	SR: Brands: Our Commitments, p. 10
	301-2	Recycled input materials used	SR: Brands: Designing for Sustainability, p. 11 SR: Brands: Enabling more recycling, p. 12 SR: Brands: Improving our environmental footprint, p. 16 SR: Brands: Bulldog skincare: Pioneering sustainable packaging and recycling, p. 18 SR: Brands: Banana Boat, Aloha Care, p. 22 SR: The Details, p. 47
	Energy use & emissions	103-1	Explanation of material topics and Boundaries
103-2		Management approach and components	SR: Reducing Energy and GHG Emissions, pp. 29–30 SR: Saving Energy, p. 31
103-3		Evaluation of management approach	
302-1		Energy consumption within the organization	SR: Saving Energy, p. 31
302-4		Reduction of energy consumption	SR: Saving Energy, p. 31
305-1		Direct (Scope 1) GHG emissions	SR: Reducing Energy and GHG Emissions, p. 29
305-2		Energy indirect (Scope 2) GHG emissions	SR: Reducing Energy and GHG Emissions, p. 29
305-5		Reduction of GHG emissions	SR: Reducing Energy and GHG Emissions, p. 30
305-7		Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	SR: Reducing VOC emissions, p. 30 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.

GENERAL DISCLOSURES	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE/LOCATION
Additional Disclosures from Topic Specific Standards			
Water use	103-1	Explanation of material topics and Boundaries	SR: Conserving Water, p. 33
	103-2	Management approach and components	
	103-3	Evaluation of management approach	
	303-5	Water consumption	SR: Conserving Water, p. 33
Waste	103-1	Explanation of material topics and Boundaries	SR: Waste Reduction and Recycling, p. 32
	103-2	Management approach and components	
	103-3	Evaluation of management approach	
	306-2	Waste type by disposal method	SR: Waste Reduction and Recycling, p. 32 SR: Operations & Supply Chain Footnotes, p. 32
Ingredient stewardship	103-1	Explanation of material topics and Boundaries	SR: Ethical and Responsible Sourcing, p. 34
	103-2	Management approach and components	SR: Ingredient Stewardship, p. 13 SR: Ingredient Stewardship, Suncare product stewardship, p. 14
	103-3	Evaluation of management approach	
	416-1	Assessment of the health and safety impacts of product and service categories	SR: Ingredient Stewardship, p. 13 100% of our products go through our internal and/or independent safety evaluations.
Supply chain	103-1	Explanation of material topics and Boundaries	SR: Ethical and Responsible Sourcing, p. 34
	103-2	Management approach and components	Edgewell 'Supplier Code of Conduct': https://edgewell.com/wp-content/uploads/2015/06/Supplier-Code-of-Conduct.pdf
	103-3	Evaluation of management approach	SR: Ethical and Responsible Sourcing, p. 34
	308-1	New suppliers that were screened using environmental criteria	SR: Ethical and Responsible Sourcing, p. 34
	414-1	New suppliers that were screened using social criteria	SR: Ethical and Responsible Sourcing, p. 34

GENERAL DISCLOSURES	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE/LOCATION
Additional Disclosures from Topic Specific Standards			
Employment, talent & employee well-being	103-1	Explanation of material topics and Boundaries	SR: Taking Care of Our People, pp. 39–40
	103-2	Management approach and components	SR: Our Purpose, Values and Behaviors, p. 38 SR: Bringing Our Best Selves to Work, p. 44
	103-3	Evaluation of management approach	SR: Encouraging Personal and Professional Change, p. 45 SR: Caring during COVID-19, p. 40 AR: Part 1, p. 8
	401-1	New employee hires and employee turnover	SR: Bringing Our Best Selves to Work, p. 44
	401-3	Parental leave	SR: Bringing Our Best Selves to Work, p. 44
	403-1	Occupational health and safety management system	SR: Managing Our Operations, p. 27
	403-5	Worker training on occupational health and safety	SR: Managing Our Operations, p. 27 SR: Keeping our teams safe throughout the pandemic, p. 28 SR: Taking Care of Our People, p. 39 SR: The Details: Our Progress: People & Communities, p. 52
	403-9	Work-related injuries	SR: Safeguarding our team, p. 39 SR: The Details: Our Progress: People & Communities, p. 52
	Diversity, equity & inclusion	103-1	Explanation of material topics and Boundaries
103-2		Management approach and components	SR: Diversity, Equity and Inclusion, p. 41 Edgewell 'Code of Conduct': http://edgewell.com/wp-content/uploads/2018/04/Edgewell-Code-of-Conduct-March-2019.pdf p. 8
103-3		Evaluation of management approach	SR: Diversity, Equity and Inclusion, Our Board of Directors commitment, p. 42 2020 Edgewell Proxy Statement, p. 14 https://otp.tools.investis.com/clients/us/edgewell_personal_care/SEC/sec-show.aspx?FilingId=13802565&Cik=0001096752&Type=PDF&hasPdf=1
405-1		Diversity of governance bodies and employees	SR: Diversity, Equity and Inclusion, Our Board of Directors commitment, p. 42 SR: The Details: Our Progress: People & Communities, p. 52