



FY21 Sustainability Report



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Message From Our CEO

If the past two years have taught us anything, it's that leading with a clear and authentic purpose and embedding responsible business practices is critical to success. Now more than ever, employees and consumers want to work for and buy from companies who put caring for people and our planet at the heart of their business. At Edgewell, we are purposeful in our intentions and put people first in all we do, including our approach to sustainability.

People First

When it comes to people, we not only focus on the well-being of our teammates, but also our consumers, retailers, suppliers and broader communities. We do this through a specific set of values that drive our actions to always do the right thing. We have brought diversity, equity, and inclusion to the forefront, ensuring everyone's voices are represented, valued and heard; we prioritize the health, safety and well-being of our global teammates; and we invest in learning opportunities to encourage individual development.

We also prioritize giving back – through both time, product and monetary donations – rallying to support causes that are important to our brands and our teammates. As a current example, we are standing in solidarity with the people of Ukraine by abiding by all international sanctions, indefinitely halting all orders to Russia, and by deploying programs to hire Ukrainian refugees. We have also donated countless personal care products to refugees, matched global individual donations,

and donated \$150,000 USD to support the humanitarian response of the International Red Cross and Red Crescent (ICRC). This is just one example of the convictions we stand by and the selflessness of our team, but there are countless others that depict what truly makes the Edgewell team unique.

Sustainable Product Innovation

Across our portfolio of brands and private label business, we've made significant strides in sustainable developments. We're proud to offer our consumers innovative options for both systems and disposable razors, more mineral-based sunscreen products, expanded use of recycled and recyclable materials in our products and packaging, and supporting consumer engagement in recycling in various regions. Through extensive research and consumer insight, our team listens carefully to our consumers and continually improves our offerings to ensure that those who are looking for a more sustainable option will find Edgewell products they can feel good about.

Responsible Operations and Supply Chain

We recently took a major step in our Sustainable Care 2030 strategy by accelerating our climate ambitions to align with leading climate science. We are now committing to carbon neutrality across our global operations and aiming to reduce our greenhouse gas emissions by 50%, both by 2030*. To progress these, and the other strategic goals in our sustainability strategy, we have taken action to simplify our operations, optimize logistics, regionalize production, reduce waste, conserve water and source in ethical and responsible ways. These actions reflect our commitments so we can build an ever-more resilient company.

We continue to embrace and celebrate all that our sustainability program encompasses. This year alone, we have more deeply engrained sustainability into our business by creating new sustainability roles across multiple functions, further diversifying our board, and allocating strategic areas for ownership by lead governance committees. This work will continue to deepen and evolve as we continue to expand ownership of all aspects of sustainability and ESG.

Beyond our growth in sustainability, I also admire the resilience shown by our teams as they adapted to our challenging external environment. Many of these challenges are shared across the entire industry, such as the COVID-19 pandemic, labor shortages, supply chain disruptions, and inflation, among others. I truly believe that challenges push us to innovate, improve, and emerge stronger, both individually and collectively, and that is exactly how our teammates have responded. We continue to build a more capable, healthy, and growing company, as reflected in the financial results of fiscal 2021.

I'm proud to continue leading Edgewell and to partner with so many of our customers and stakeholders who trust us with the products they rely on. I'm excited for the opportunities ahead as we continually grow, evolve, and *make useful things joyful*.

Sincerely,

Rod Little
President and Chief Executive Officer

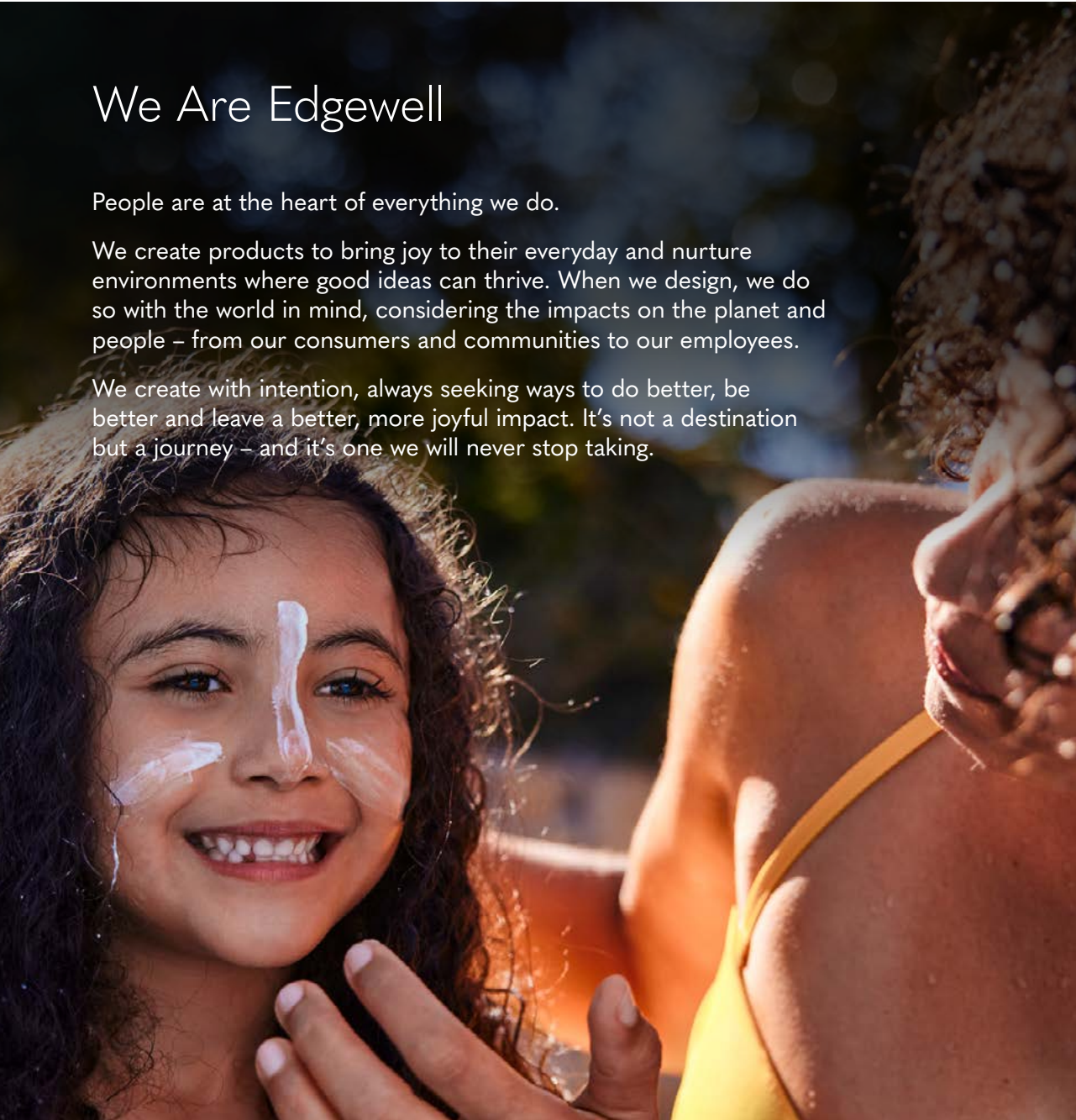
* Scope 1 and 2; compared to 2019 levels

We Are Edgewell

People are at the heart of everything we do.

We create products to bring joy to their everyday and nurture environments where good ideas can thrive. When we design, we do so with the world in mind, considering the impacts on the planet and people – from our consumers and communities to our employees.

We create with intention, always seeking ways to do better, be better and leave a better, more joyful impact. It's not a destination but a journey – and it's one we will never stop taking.



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, across shave, grooming, sun care, skin care and feminine care.



6,600 PEOPLE

We employ 6,600 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.

Operations



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.

“Our deep commitment to sustainability unites and inspires us across our business and our global operations. By executing on our sustainability strategy we are making our business stronger and doing our part to support the circular economy and tackle climate change. I’m proud of the progress our teams are making to bring our sustainability commitments to life because we know that, by ‘owning it together,’ we can positively impact our business, our society and our world.”

Amy Knight
Vice President, Global Sustainability

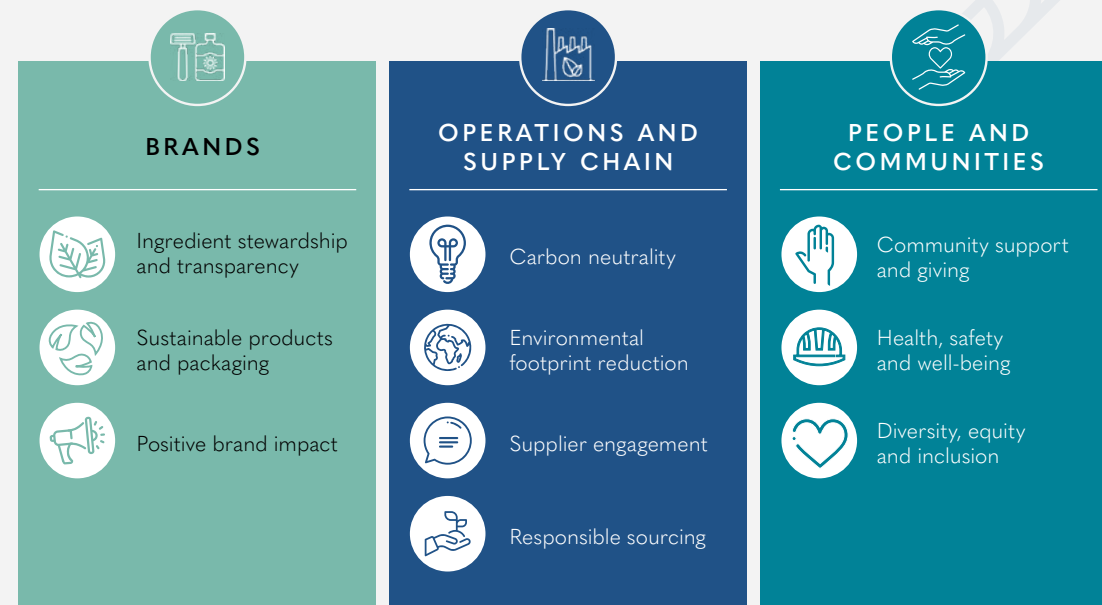
Our 2030 commitments

At Edgewell, sustainability means constantly evolving and having a meaningful impact on society and our environment. It means always moving forward, becoming a progressively sustainable company.

Sustainable Care 2030: Our path to a more sustainable future

Our Sustainable Care 2030 strategy provides a roadmap for delivering on our ambitions and guides us to ensure that we are a successful and responsible business not just today, but for generations to come. It drives our efforts across three distinct pillars and puts caring for people and our planet at the heart of our business. We know building a sustainable business is about always moving forward, and we are committed to the journey. In particular, the climate crisis will not wait. That’s why we have set a new aim that goes beyond our existing strategy goals: to achieve carbon neutrality across our global operations by 2030.

OUR SUSTAINABLE CARE 2030 STRATEGY

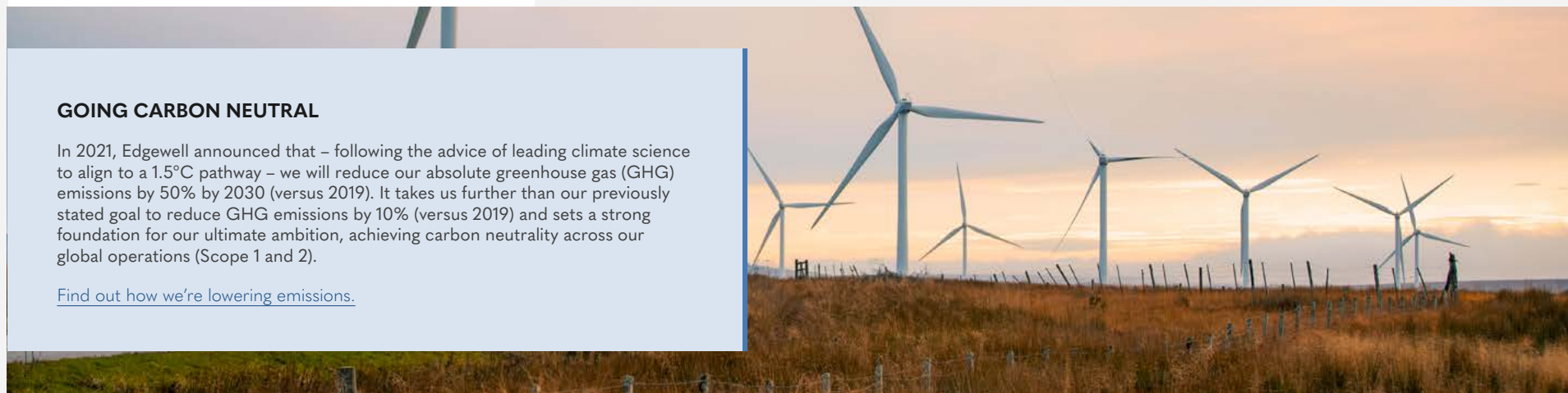


[Learn more about our strategy progress.](#)

GOING CARBON NEUTRAL

In 2021, Edgewell announced that – following the advice of leading climate science to align to a 1.5°C pathway – we will reduce our absolute greenhouse gas (GHG) emissions by 50% by 2030 (versus 2019). It takes us further than our previously stated goal to reduce GHG emissions by 10% (versus 2019) and sets a strong foundation for our ultimate ambition, achieving carbon neutrality across our global operations (Scope 1 and 2).

[Find out how we’re lowering emissions.](#)



Embedding Sustainability in Our Business



Board of Directors

Oversight

GLOBAL LEADERSHIP TEAM,
led by CEO
Governance and sponsorship

SUSTAINABILITY TEAM,
led by Global Sustainability Vice President

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

Sustainability at Edgewell starts at the top. Our efforts are managed at the highest company levels and discussed by our full Board and its Committees.

- Our **Board of Directors and its Committees** have oversight of our environmental, social and governance (ESG) policies and practices, including how we manage climate impacts, human rights and human capital-related risks. For example, our full Board oversees areas such as corporate governance, our sustainability priorities and goals, and diversity, equity and inclusion (DEI). Our Corporate Governance Committee oversees our response to climate change, ongoing efforts in ethical and responsible sourcing and the embedding of human rights policies in our supply chain and global operations.
- Our **Global Sustainability Vice President** reports directly to the CEO and is responsible for driving our sustainability strategy, embedding sustainability as a key business enabler across the global organization and leading stakeholder engagement and ESG reporting.
- Our **Sustainability Workstream Leaders and Champions** are empowered, engaged and passionate individuals that serve as our technical and regional experts. Furthermore, our workstream leaders work in partnership with our Global Sustainability function and are responsible for setting, implementing and measuring progress against our sustainability goals and initiatives.
- Our **Global Leadership Team (GLT)**, led by our CEO, governs and shapes ESG policies, goals and initiatives and is regularly briefed by our Vice President of Global Sustainability, who is also a GLT member. The GLT plays a key role in

embedding and driving our *Sustainable Care 2030* priorities in their respective business areas as well as reviewing our annual sustainability report.

Edgewell: One of America's Most Responsible Companies



In 2021, Edgewell was proud to be ranked one of America's Most Responsible Companies by *Newsweek* for the **third consecutive year**. In its review, *Newsweek* assessed the ESG efforts of 3,000 public companies and recognized Edgewell for our continuous improvement and increased transparency across several key areas.

Brands

Our brands bring joy to everyday life by helping people look and feel better. We are on a sustainability journey, innovating products and packaging, championing DEI values and using our brands as a catalyst for good. 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 brands contributes to the following United Nations Sustainable Development Goals (UN SDGs):



Designing
with the world
in mind



Our Commitments

We believe in making useful things joyful, creating products that our customers and consumers love, trust and enjoy. At the same time, we are building brands that care for people and our planet by actively integrating sustainability into our product design, supporting the path toward a circular economy and reducing plastic waste where possible. We are also playing our part to help tackle climate change and protect our oceans, forests and natural ecosystems.

We are mindful of the impacts our activities can have on our planet and everyone who shares it; that's why driving sustainable innovation and inspiring responsible consumption stretches across every one of our brands. We embed this philosophy in everything we do, from how we listen to our consumers and partner with our retail customers, to the way we engage our employees and suppliers.

In addition to our own brands, the private label products we provide to many major retailers globally, particularly in the shave 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 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.



“Our brands are focused on bringing joy to the everyday for consumers and to be a force for good in the world, and that will never change. Increasingly, we are considering product innovation through a lens of sustainability, continuously evolving our portfolio to deliver the products consumers want, designing them with care for our planet, people and humanity.”

Camilla Medeiros

Vice President, Global Innovation & Insights

Designing for Sustainability

At Edgewell, we create products that deliver exceptional experiences and value for our consumers. At the same time, we believe our work today must have a lasting impact for tomorrow so we strive to reduce our environmental impact and recognize our role in helping advance more responsible consumption. It's why we are embedding circular design principles and making sustainability a central tenet of our design approach across our brand portfolio.

Every year, we make new strides to meet growing consumer demand for products and packaging with a smaller environmental footprint. We are continuously rethinking and reinventing the materials we use, with a focus on harnessing more recycled, renewable and recyclable materials, and reducing the materials we use.

While it is not always possible to measure the precise impact of every change we make, we know that each one contributes to helping create a better, more sustainable world – and fiscal year 2021 (FY21) was a banner year for us on many fronts.

OUR APPROACH TO DESIGNING FOR SUSTAINABILITY



Sustainable design in practice

This year, we're proud to have introduced many new sustainability innovations, including:

A great shave with less plastic¹

In early 2022, we launched our new and unique SCHICK INTUITION BAMBOO and SCHICK XTREME BAMBOO razors. Each has a handle of 70% renewable bamboo, blades made from 75% recycled steel and a head made from 80% post-consumer recycled (PCR) plastic. And it comes in packaging made with certified sustainably sourced paperboard, which is also completely recyclable.



75%
recycled
steel

70%
renewable
bamboo

Innovating with alternative materials

Our cork handle razor is a great example of introducing alternate materials into our design in a highly effective way. Produced for our private label retail customers and now available in Europe, Latin America and Japan, the handle sleeve is made with 85% renewable cork. Designed with gender neutrality in mind, the handle is compatible with both male and female-oriented razor blade cartridges. All fiber packaging components, including the pulp tray, are certified sustainably sourced and widely recyclable.

85%
renewable cork



¹ Less plastic than our earlier versions of this product.

Repurposing glass for a stylish shave

In FY20, BULLDOG released its Original and Sensitive Glass Razors in the U.K., both containing at least 70% recycled glass from durable beer bottles. In FY21, the razors were made available in Germany, France and Canada. The glass handles are widely recyclable and each razor also comes with a recyclable brushed-metal stand. On top of that, both come packaged in plastic-free recycled and recyclable paperboard.

70%
recycled glass





360° Protection with a Positive Impact™

Our new PLAYTEX CLEAN COMFORT provides 360° Protection with a Positive Impact™. The tampon is made with 100% certified organic cotton and is free from chlorine, fragrances and dyes. Each applicator is designed with a plastic tip where comfort counts and cardboard for the rest, resulting in 40% less plastic.² The paper box was also designed with care, made with certified 100% recycled paperboard.

100%
certified organic

Kind to your skin, kind to the planet

Our WET ONES biodegradable antibacterial wet wipes were first launched in the U.K. in 2020, followed by a 2021 rollout in Germany. Plastic free and made from biodegradable plant-sourced fibers these wet wipes have been tested and proven to kill 99.9% of bacteria and are effective against enveloped viruses and coronaviruses.³



² Versus PLAYTEX SPORT regular absorbency tampons.

³ Tested against SARS-CoV-2, Human coronavirus OC43 and Influenza H1N1 using EN 14476.

Protecting fun under the sun

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 the BANANA BOAT brand wants to be when it comes to people and the planet. 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 sun care experience even more joyful for families. The sunscreens are made with 100% mineral active ingredients and contain no oxybenzone, octinoxate, parabens or added oils.



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 our ambitious targets continue to guide our packaging innovations.

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

- **Reducing** packaging where possible, such as the amount of material we use to ship products from our factories to consumers;
- **Replacing** virgin materials with recycled alternatives without compromising our product quality, such as PCR plastic and recycled paperboard; and
- **Designing** packaging with end-of-life in mind and striving to enhance recyclability when feasible.

In FY21, we made steady progress against our goals, driving packaging improvements across our brand portfolio. Our efforts included reducing plastic use, such as switching from plastic blisters to paper cartons and reconfiguring inner trays to be produced using paperboard or molded fiber pulp instead of plastic – or eliminating the trays entirely – in some of our shaving products.

We also reduced the amount of material we use in many cartons, bags, bottles, blisters and shippers across our packaging formats, and shifted from non-recyclable to recyclable packaging materials where possible. Additionally, where feasible and cost-effective, we aim to increase the use of materials with recycled content, such as recycled paperboard and recycled plastics, in our packaging.

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 – without compromising on protection and product efficacy. We’re collaborating, problem solving and designing for sustainability to improve the environmental footprint of packaging on our journey to support a more circular economy.

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



Sustainable packaging innovations

This year, we're proud to have introduced several packaging innovations, including the following examples:

Reimagining style and structure

WILKINSON SWORD introduced new branding for its HYDRO line in FY21, which includes updated packaging across most razor products. The updated packaging features a certified sustainably sourced paper carton with a cellulose-based window and includes an inner tray made with molded fiber for holding the razor handle and blades.



Adding more joy to gift sets

In FY21, we transitioned our JACK BLACK BEARD GROOMING KIT from a polyvinyl chloride (PVC) bag with a nylon zipper and PVC tray to a certified sustainably sourced paper carton. The kit is now delivered in a completely plastic-free outer package that is easily recyclable.

Making reuse the better choice

In the U.K., BULLDOG has partnered with supermarket chain, Tesco, and global reuse platform, Loop, to bring yet another innovative skincare option to men. Consumers at ten of the U.K.'s largest Tesco stores can now find their favorite BULLDOG moisturizer in a durable reusable glass container that can be returned to the store to be professionally cleaned and refilled again and again.



Durable
reusable
container which can be
returned to the store

Designed with recyclability in mind

We're proud to use 100% PCR PET plastic in our BULLDOG beard shampoo and shower gel bottles, as well as in our beard balm and beard wax jars globally. What's more, our black cap contains a pigment that makes it detectable for recycling when attached to the bottle. In FY21, we launched a new shampoo range that also uses a 100% PCR PET plastic bottle and detectable black cap.



100%
PCR PET
plastic

Pigment detectable for
recycling

Supporting Consumers in Recycling

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

Because recycling capabilities vary from community to community, and there are so many different types of materials on the market, it can be challenging for consumers to know how to dispose of materials correctly. We're acting to simplify the process, with efforts including the following:

Razor Recycling

We recognize that recycling razors and blades is a major challenge for consumers because few municipalities in the world have the capability to collect and process them through curbside recycling. To help address the gap and support our U.S. consumers in their recycling efforts, we launched a nationwide [razor recycling program](#) in 2021 for our SCHICK branded disposable razors in partnership with a third party.



How2Recycle®

We have made significant progress over the past two years on applying How2Recycle® labels⁴ to our packaging for products sold in North America. By the end of FY21, roughly 60% of Edgewell products across the U.S. and Canada carried the How2Recycle® label.



⁴ How2Recycle® is a standardized labeling system that clearly communicates recycling instructions to consumers, following the U.S. Federal Trade Commission's Green Guides.



Take-Back Service

In the U.K., BULLDOG expanded its partnership with First Mile® to provide a free take-back service for consumers. Originally available for tube packaging, we expanded the service in 2021 to also cover the recycling of razor blades. By providing take-back services for materials that may not be accepted or "downcycled" when disposed of via curbside recycling bins, BULLDOG is helping keep them out of landfills.

Ingredient Stewardship and Transparency

Our stewardship standards are informed by the latest in 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. This is particularly crucial when identifying the ingredients we use to formulate our products.



Ingredient selection and fragrances

We are always on the lookout for ways to create new solutions that meet consumer demands for performance, quality, reliability and sustainability. Our set of internal [ingredient principles](#) guide the decisions we make when selecting ingredients and enable a consistent, global approach to taking safety, effectiveness and sustainability into account in the design of our products:

- 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 study 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.

We share our Ingredient Selection Policy with all suppliers before selecting any raw material for use in our product portfolio. In addition, we monitor and periodically report on chemical compliance. It is through this vigilance that we can ensure we meet – or exceed – all relevant government requirements and manufacture in accordance with local rules and regulations, regardless of the country of origin.

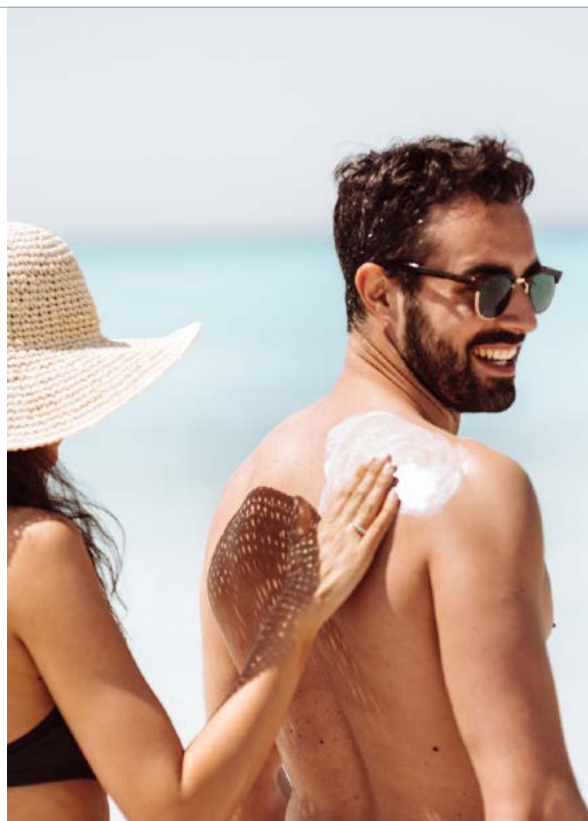
Additionally, we use fragrances in some of our products to provide a pleasant odor and an enjoyable consumer experience. These can be extracted from natural ingredients (such as plants) or can be obtained by chemical synthesis. Fragrance materials can vary from simple to highly complex mixtures.

All fragrances used in Edgewell products are developed by fragrance houses that comply with our comprehensive safety and regulatory standards, including adherence to the [International Fragrance Association \(IFRA\)](#) safety standards. By aligning with these standards, we provide consumers with the peace of mind that any fragrance ingredients used in Edgewell products are safe for use. We publicly disclose our [Fragrance Safety Principles](#).

Reformulation

At Edgewell, we always endeavor to develop high-quality formulations that deliver safe and effective products for people. 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.

It is because of their feedback that we're expanding the use of organic and vegan ingredients in our products, using botanicals and natural fragrances where possible, and offering more mineral-based sunscreens and gentle formulas, especially for babies and kids. We're committed to removing oxybenzone and octinoxate⁵ by 2022, and, while a small number of our products today contain microplastics and parabens, we continue making steady progress in reformulating out the use of parabens and microplastics from the few remaining products. We continue to evaluate our product formulations based on the new and/or broadening definition of microplastics.



Suncare product stewardship

We work hard to offer our consumers choice with a wide range of products across our suncare category, providing different combinations of ultraviolet (UV) filters that are safe, protect against UV rays and allow them to make the most of their time outdoors.

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 consumers with safe and effective UV filters.

To this end, we are engaged in:

- Supporting research performed by the National Academies of Sciences, Engineering, and Medicine and sponsored by the U.S. Environmental Protection Agency (EPA).
- Being an active member of the Hawaii for Sun Safety initiative. This initiative promotes education on sunscreen usage based on science with the support of local dermatologists, academia and other stakeholders in the State of Hawaii with a key objective to continue public access to sunscreens as one of the most important tools to prevent skin cancer.
- Working with industry consortiums in the U.S. and European Union to develop data related to UV filters that can be shared with the U.S. Food and Drug Administration (FDA) and European Commission.



Respect for animals

Our consumers want to know the products they use and love didn't harm animals in their development. We believe cosmetic animal testing should be banned globally; until that happens, our policy is to choose alternative methods whenever possible, only testing on animals in markets that require it by law. At the same time, we are participating in efforts to support the development – and regulatory acceptance – of non-animal testing methods.

We take a cruelty-free stance when it comes to developing products for our brands. It's why we are excited to have 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's Leaping Bunny Certification.



⁵ Excludes existing SPF 100s sold only in select markets.

Diversity, Equity and Inclusion in Marketing

At Edgewell, we are passionate about putting DEI at our core – it is foundational to the values we live by. Our commitment extends to our brands and marketing practices, and we thoughtfully consider how we can continuously manifest it in them, infusing DEI into each brand's purpose and communication, with the support of meaningful innovation and product design.

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, and we're committed to listening to them to learn more fully who they are, what they want and what makes them feel seen. We strive to be as inclusive as possible in our messaging and campaigns, as this enables us to promote authentic storytelling that unites rather than divides, emphasize commonalities rather than social labels and look past preconceived notions. Our aim is to do our part to help move this important DEI conversation forward.

In our efforts to always do better, we are collaborating closely with our marketing, advertising and creative partners to embed an inclusive mindset in everything we do – from ensuring we have diverse representation on the teams that shape our creative efforts (such as casting agents, directors, producers and photographers) to actively seeking out and using a variety of diverse models and influencers to ensure our marketing, campaigns and social media features individuals from all walks of life, with different backgrounds and body types.

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.



Using Our Brands as a Force for Good

We know our brands help people look and feel their best, but we also take pride in knowing they support social and environmental progress around the world. This year, we continued to give back to our communities, actively using our “hero” brands as an ongoing force for good.

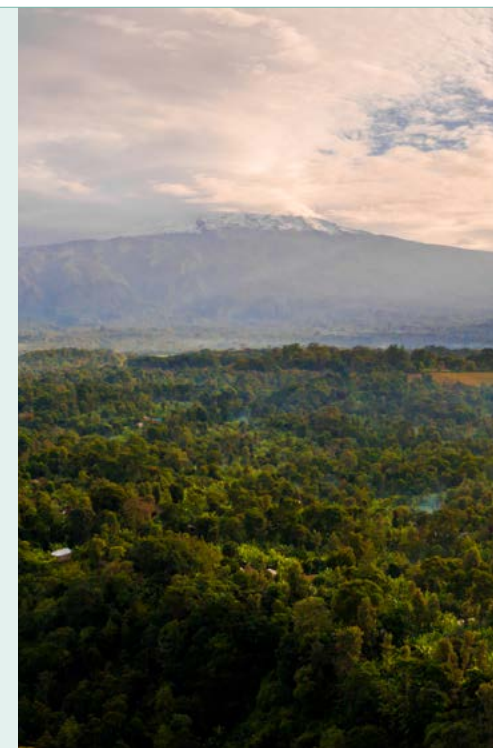
Helping end period poverty

Since 2020, our Feminine Care team has actively worked with Girls Helping Girls. Period. donating products to help those in need. This nonprofit supports people across the U.S. who are missing school or work because they can't afford basic necessities like tampons or pads. In 2021, we donated over 180,000 menstrual health products to schools, food banks and outreach partners.



Restoring and reforesting

Reforestation is a key means of preserving biodiversity and fighting climate change. Since FY21, our WILKINSON SWORD brand has supported Reforest'Action, an inspiring social enterprise with the mission to preserve, restore and create forests around the world. Our commitment was to plant 50,000 trees in Tanzania by the end of September 2021 – and we surpassed our goal by planting 66,000 trees.



Carbon neutral moisturizers

Since FY21, all BULLDOG moisturizers have been certified CarbonNeutral® in the U.K., with our ORIGINAL MOISTURISER also certified in Germany and France. This means their carbon emissions have been reduced to zero in accordance with The CarbonNeutral Protocol. To date, BULLDOG has offset 530 metric tons CO₂e in the U.K. 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.

A salve for mental health

Since 2018, CREMO has been promoting men's mental health awareness across the U.S. with their Barber Brigade™ members. The campaign aims to support barbers from diverse geographic, ethnic and cultural backgrounds in creating a safe sanctuary in their barbershops for men to listen and speak to one another about topics like anxiety and depression.



Operations and Supply Chain

We believe in doing what's right for people and the planet. Our journey to achieving carbon neutrality across our global operations is underway, and we are committed to responsibly sourcing ingredients and engaging with suppliers to uphold our high social and environmental standards. We are reducing our environmental footprint – with a focus on GHG emissions, energy, waste and water use – and are embedding sustainability in our day-to-day decision-making.

Our work on our operations and supply chain contributes to the following UN SDGs:



Working together for better

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. We are expanding our sustainability efforts at each step, building a business that creates positive impact for our people, the communities in which we operate and our planet.

The ongoing COVID-19 pandemic and unprecedented global supply chain challenges throughout the year tested us like never before. Despite these difficulties, we remain focused on embedding sustainability in our day-to-day decisions and actively seeking ways to reduce our environmental footprint, where feasible.

We're proud of what our team has achieved during this extraordinary time: keeping our teammates safe, our manufacturing facilities operational, our supply chain moving and expanding our regionalization efforts – all while delivering innovative new products to our customers.

We are committed to:



Carbon neutrality

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 in our globally 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.



“Edgewell is continuously evolving to become an increasingly purpose-driven organization. While our brands are connecting with consumers in more meaningful ways, it is what happens behind the scenes in our supply chain that helps bring our purpose to life.”

Paul Hibbert
Chief Supply Chain Officer

Managing Our Operations

We have a responsibility to the people who work for us and to the world around us. In our constant pursuit to improve our operations and reduce our environmental footprint, we are guided by a comprehensive set of Health, Safety, Environmental and Sustainability policies and standards.⁶ These are aligned with industry best practices and legal, regulatory and customer requirements. Our framework provides a systematic and consistent approach with the goal of driving positive change and taking gradual steps toward significant, lasting improvements.

“If one thing strikes me about the year it’s Edgewell’s resilience: showing that we could and can respond to unprecedented challenges by being agile, nimble, pivoting and having good systems, good practices and good people in place.”

Paul Hibbert
Chief Supply Chain Officer

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 standards require that facilities maintain robust systems 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.

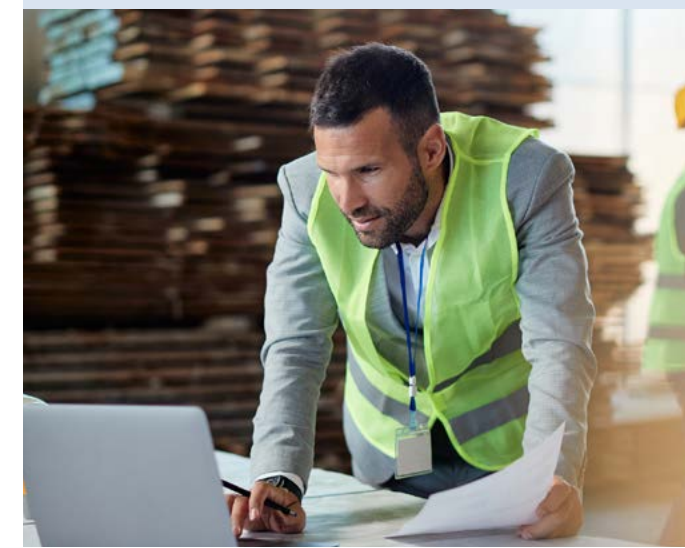
We are proud of the certifications our manufacturing facilities hold. Our Milford and Dover, U.S. locations have both been recognized by the Occupational Safety and Health Administration (OSHA) as Voluntary Protection Program (VPP) Star facilities – the highest possible level of achievement. The VPP 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. It fosters active involvement, commitment and information sharing between employees, managers and other VPP facilities.

Certification	Location
Clean Industry Program through Mexico’s Federal Attorney for Environmental Protection (PROFEPA)	Obregón (Mexico)
Energy Management System (ISO 50001)	Solingen (Germany), Teplice (Czech Republic)
Environmental Management System (ISO 14001)	Milford (U.S.), Solingen (Germany), Guangzhou (China)
Medical Devices – Quality Management Systems (ISO 13485)	Dover (U.S.)
Occupational Health and Safety Management Systems (ISO 45001)	Guangzhou (China)
Quality Management System (ISO 9001)	Milford and Knoxville (U.S.), Obregón (Mexico), Solingen (Germany), Teplice (Czech Republic), Guangzhou (China)
Social Accountability Certification (SA 8000)	Guangzhou (China)

⁶ These cover waste, water, air, management systems, reporting, lock-out tag out, machine safety, fall protection, confined spaces, etc.

Managing supply chain disruptions

2021 saw global supply chain disruptions, with unpredictable swings and surges in both supply and demand, labor and raw material shortages, increased costs and interruptions to transportation. Resilience, flexibility and agility have been key to managing these challenges and maintaining our competitiveness through unpredictable times. By adjusting and optimizing supply chains, modifying distribution approaches, transitioning to alternate materials and ingredients when needed, increasing inventory-holding capacity and empowering local leadership teams, we’ve kept our products moving. Through it all, our business continuation plans have helped us effectively manage the risks of a turbulent market.



Climate and Energy

The climate crisis is a call to action for people and businesses globally – we are listening, determined to play our part in creating a more sustainable future. We are focused on operating responsibly, acting with intention and working tirelessly to achieve our ambitious goals.

Setting a science-based carbon course

When we established our *Sustainable Care 2030* strategy, we set an initial goal to reduce our GHG emissions by 10% by 2030 across our global operations (versus 2019). We recognized we would need to do more to address our climate impacts and align with leading climate science. That’s why, in 2021, we accelerated our ambition with a goal to reduce GHG emissions by 50% by 2030, aligning our efforts with a 1.5°C pathway. Our ultimate ambition is to go beyond this to achieve [carbon neutrality](#) across our global operations (Scope 1 and 2) in the same timeframe.

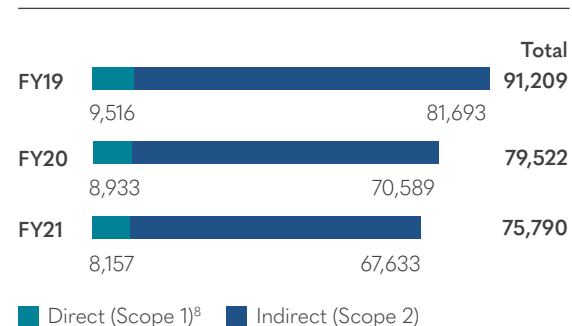
To achieve these goals, we must continuously evaluate and improve how we’re operating now – and how we will carry these improvements into the future. We are developing a strategic roadmap to drive emission reductions across our organization, including harnessing reduction opportunities and accelerating a transition to 100% renewable electricity.

In 2021, we expanded our GHG inventory for Scope 1 and 2 to include all our facilities. We also worked to evaluate our carbon impacts by using a TCFD scenario analysis approach to screen risks linked to climate change, ultimately informing our first [CDP Climate Change report](#). We were proud to have received a B- score on our first submission and continue to evaluate ways to build upon our success and expand our efforts to reduce our overall climate impacts.

Mitigating climate risk

As well as proactively mitigating our impacts on the climate, we recognize climate change has the potential to both physically and financially impact our business too. Higher energy costs and more frequent extreme weather events could collectively disrupt manufacturing, transportation and supply chains. We aim to identify, assess, mitigate and respond to environmental impacts and potential business risks.

Greenhouse gas emissions⁷ (metric tons CO₂e)



CARBON NEUTRALITY BY 2030

In November 2021 we announced our goal to reduce our GHG emissions by 50% by 2030 (versus 2019), following leading climate science to align to a 1.5°C pathway. Our ambition is to go beyond this goal and achieve carbon neutrality across our global operations⁹ by 2030. This builds on our previously stated goal to achieve **100% renewable electricity use**.

⁷ In 2021, we updated our calculation methodology for FY19 and beyond to align with the GHG Protocol. Our GHG emissions data includes all Edgewell owned and operated facilities across global operations (office, manufacturing and research facilities, and warehouses).

⁸ In FY21, we improved our data collection process for refrigerant usage which, while not necessarily an increase in FY21, is not included in our FY19 baseline.

⁹ Scope 1 and 2 emissions.

Optimization through regionalization

Optimizing how we get our components and products from one place to another is at the heart of our supply chain strategy. By optimizing our logistics, we can reduce our environmental impact and cut emissions by reducing the distance our materials and products need to travel and the number of trips needed to transport them.

We continued our regionalization journey throughout 2021, moving our production and warehousing closer to relevant customers, and localizing shipping wherever possible. For example, in Canada, we relocated our Distribution Center to the Greater Toronto Area to be closer to our customer base and reduce our transportation impacts. One of our leading grooming brands took steps to reduce transport impacts too, shifting the production of razors for sale in the EU market from Obregón, Mexico to Teplice, Czech Republic.

The challenges of 2021 did, at times, impact our regionalization drive and required us to source from more distant markets to continue meeting customer and consumer needs. Overall, however, our strategy has enhanced management of pandemic disruptions, with multiple production points helping us keep our products moving where consumers might otherwise have been affected by shortages.

We know that regional manufacturing can increase efficiencies across our entire supply chain, reducing emissions, supporting more agile customer services, enabling responses to local needs and minimizing time to market.

Smarter logistics

As a global company, Edgewell transports materials and products around the world. We rely on a range of freight carriers and transport modes to get our products from A to B, including ships, planes, trucks and rail. We aim to optimize freight efficiencies, transport logistics and operational strategies wherever we can, choosing the most cost effective and sustainable options and using fuel-saving technologies and lower-emission alternatives to offset our environmental risks. Where and when possible, we avoid air travel and, this year, switched from sea to train shipping for goods flowing into the EU. To remain informed of the latest logistical developments, we frequently assess carriers to identify the most fuel-efficient options. We also reuse, refurbish and recycle pallets to improve material efficiency.

Edgewell participates in the EPA's SmartWay® program, an initiative that helps us find the most efficient and low-emitting freight carriers to move our products around the U.S. Our last review found that 90% of Edgewell's shipping, by volume and distance, was completed by SmartWay® carriers (compared to a peer average of 65%).

2021 was a particularly challenging year for logistics, with transport and supply lines disrupted and critical shortages of carriers and drivers occurring globally. We took a strategic approach – including regionalizing production and switching to intermodal cross-country shipments – and successfully navigated the year's disruptions, keeping our products moving to reach consumers and customers around the world.

CONTRIBUTING TO BIODIVERSITY IN GERMANY

Rapid and dramatic climate change is having significant knock-on effects for ecosystems and species diversity. We all have a role to play in conserving and protecting this biodiversity.

With this in mind, we recently renovated our facility in Solingen, Germany with the addition of a "green roof." The 540 m² area, planted with vegetation, creates space for biodiverse flora and fauna to thrive. The green roof can also improve rainwater collection, reduce the heat-island effect – a common side effect that occurs when conventional roofs absorb and re-emit the sun's heat – dampen noise, insulate the building and lower energy costs.

In April of 2021, to contribute to biodiversity at the site, we also added a colony of bees, and a nearby meadow with insect hotels and various nesting facilities for native birds. The bee colony now supports over 180,000 bees and, as an added bonus, produces honey for our local teammates to enjoy.



Energy saving in action

Our on-site manufacturing teams continue to explore new ideas and trial innovative practices and technologies to reduce energy consumption and enhance operational efficiency. In FY21, we initiated a plan for transitioning to renewable electricity, bringing us one step closer to meeting our goal of 100% renewable electricity by 2030.

By regularly reviewing energy use, we can pinpoint areas for improvement. Upgrades to water systems, lighting, chillers, heating, ventilation and air conditioning are helping us get closer to achieving our energy goals.



LED LIGHTING

1 million kWh

Our Dover, U.S. facility has an ongoing LED lighting project that saved over 1 million kWh (1,010,524) in 2021.

20,000 kWh

Our Mexico City, Mexico facility upgraded to use LED lighting in several buildings, saving 20,000 kWh in 2021.

IMPROVED PROCESS EFFICIENCY

47,238 kWh

Our Ormond Beach, U.S. facility improved its water processing reverse osmosis systems – a change projected to save 47,238 kWh annually.

HEATING, VENTILATION AND AIR CONDITIONING (HVAC) IMPROVEMENTS

130,770 kWh

Our Milford, U.S. facility has completed a series of HVAC improvements, control upgrades and setbacks, resulting in a combined saving of 130,770 kWh.

406,886 kWh

Our Guangzhou, China facility replaced an older processing chiller with a modern unit, saving 406,886 kWh this year alone.

AIR COMPRESSORS

30,000 kWh

Our Obregón, Mexico facility replaced an aging 100 HP water-cooled compressor with a new high-efficiency model – a change that is projected to save 30,000 kWh annually.

151,000 kWh

Our Teplice, Czech Republic facility installed a new compressor control system, which is expected to save 151,000 kWh annually.





Results

With the ongoing impacts of the pandemic and increasingly changeable weather conditions globally, each year brings with it unique challenges in terms of operational efficiency and energy use. In FY21, we observed a slight increase in absolute energy use versus the previous year – a result of increased production and an increase in fuel oil usage in response to grid disruptions at our Guangzhou facility. Despite the growth in production during FY21, we reduced our overall energy use intensity, meaning we reduced our energy use while increasing our revenue. We are proud that, overall, we are on track to achieve our goal of a 10% reduction in energy use by 2030, having already cut usage by 7.7% reduction against our FY19 baseline.

Energy use by type (gigajoules)¹⁰

	FY19	FY20	FY21
Electricity	711,544	646,602	669,608
Fuel oil	197	235	1,630
Natural gas	168,756	158,329	141,346
Propane	120	126	60
Total	880,617	805,292	812,644

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. For example, in FY21 our Milford, U.S. team further reduced VOC emissions by replacing one of their mineral spirits-based steel strip cleaning lines with a new water cleaning system. This new line uses only recirculated hot water for cleaning, thereby reducing the overall use of mineral spirits and their accompanying VOC emissions. At the same time, this change helped the team lower water use (read more in our [water section](#)).

EFFECTIVE RESOURCE MANAGEMENT IN CHINA

In Guangzhou, China, we have established a cross-functional team to advance energy and water saving efforts and another dedicated to operational waste reductions. Each team is supported by site leadership, who regularly conducts first-hand observations of the facility and reaches out to employees to identify and understand abnormal resource use or waste generation.

The teams met with great success in 2021, including:

ENERGY

21 energy-saving projects completed, reducing

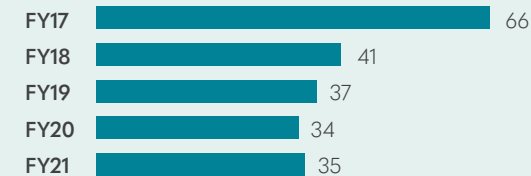
33 metric tons of CO₂e

WASTE

9 waste reduction projects completed, saving

14 tons of waste

VOC¹¹ (metric tons)



¹⁰ In 2021, we updated our calculation methodology for FY19 and beyond to align with the GHG Protocol. Our GHG emissions data includes all Edgewell owned and operated facilities across our global operations (office, manufacturing and research facilities, and warehouses).

¹¹ Edgewell's VOC data covers owned and operated manufacturing and research facilities.

Reducing Waste

We believe in a circular economy for materials – a system where waste is kept out of landfill, and valuable resources are kept in use for as long as possible through reuse and recycling.

We are committed to limiting the amount of waste that goes to landfill and aim to divert the by-products of our production through recycling, reuse and other methods to the greatest extent possible.



Our internal waste standards define our requirements for management and minimization – including pollution prevention. All our manufacturing facilities are expected to implement and adhere to these standards. Our facilities collaborate globally to share key information, track and evaluate effectiveness, and continuously improve their waste management programs.

With our site in Hanover, Canada achieving zero waste to landfill in early 2022, we are proud to say that five of our manufacturing facilities around the world currently hold this status.¹²

GLOBALLY

45%

of Edgewell manufacturing facilities have achieved zero-waste-to-landfill status.

¹² Hanover, Canada; Solingen, Germany; Teplice, Czech Republic; Milford, U.S.; and Knoxville, U.S.

¹³ Edgewell's waste and recycling data covers owned and operated manufacturing and research facilities.

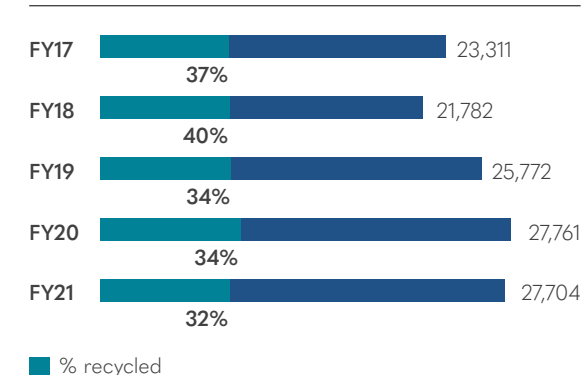
Waste reduction in action

Reducing waste across our global operations is a complex, multifaceted task, but we're up to the challenge. We're taking a comprehensive approach, identifying where our waste comes from and what we can do to best manage it. Achieving our targets won't happen all at once; so, we're making incremental changes when and where we can to progressively reduce waste in our operations.

Through our determination to embed sustainable business practices in our operations and ongoing focus on continuous improvement, we've made notable progress on fostering greater efficiency across our sites.

- Several of our U.S. facilities (Ormond Beach, Dover, Sidney and Cedar Knolls) have been working closely with local waste vendors to reduce waste to landfill through recycling or waste-to-energy projects.
- Our Sidney, U.S. facility is working with vendors to recycle non-woven waste and use it in waste-to-energy projects.
- Our Knoxville, U.S. facility has identified a new vendor to maintain its capability to recycle grinding swarf, thereby avoiding sending it to landfill.
- Our Mexico City, Mexico facility undertook a scrap reduction project to lower all its waste inventories. The site successfully reduced scrap by 3.5% by the end of the calendar year.

Waste¹³ (metric tons) – Total solid waste



Waste (metric tons)

	FY17	FY18	FY19	FY20	FY21
Non-hazardous solid waste					
Landfilled	3,147	2,285	3,829	5,345	5,008
Recycled	8,685	8,637	8,765	9,446	8,712
Treated	10,763	9,877	12,169	10,740	13,806
Total	22,595	20,801	24,763	25,531	27,526
% recycled	38%	42%	35%	37%	32%
Hazardous solid waste					
Landfilled	10	7	1	0	0
Recycled	49	52	81	53	50
Treated	656	923	926	2,177	128
Total	716	982	1,008	2,230	178
% recycled	7%	5%	8%	2%	28%

Conserving Water

We're committed to cutting our water usage across our manufacturing facilities and conserving this precious resource wherever possible.

Our internal Water Conservation Standard sets out clear expectations for how each facility should manage water use, set targets and measure performance. This year, we have continued to upgrade equipment, improve cleaning processes and sequencing, and optimize water practices across our sites.

Although water usage is not a primary input nor widely used in our operations, it remains a priority and we remain on track to hit our 2030 commitments. In FY21, we saw a slight increase in absolute water usage primarily caused by production growth, but water intensity was reduced as our sites implemented a number of water use improvement projects. We will continue to explore innovative ways to reduce consumption and use water more efficiently in 2022 and beyond.

Water consumption¹⁴ (cubic meters)



WATER CONSERVATION IN ACTION

Our manufacturing teams around the world constantly look for opportunities to drive environmental improvements, including identifying innovative ways to reduce our water consumption. This year, our Milford, U.S. team saw an opportunity to replace a steel strip cleaning line, which allowed them to shift from using a mineral spirit treatment for cleaning to using only recirculated hot water. By switching cleaning methods on this line, we eliminated the need to continuously rinse the steel strip, which in turn lowered the facility's water use by over 900-cubic meters. We plan to build on this success across the other steel strip cleaning lines in the coming years.



¹⁴ Edgewell's water data covers water withdrawn at owned and operated manufacturing and research facilities.

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 to be sourced in a 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.

Edgewell strives to promote sustainable business practices across our entire value chain. We believe in working with organizations that share our values and expect our suppliers and business partners to uphold the highest ethical business practices.

Our [Supplier Code of Conduct](#) outlines our expectations, including conditions for partnering with us. It details standards related to labor and human rights (including non-discrimination, forced labor, child labor, working hours, wages, benefits and freedom of association), environmental management, health and safety, ethics and

anti-corruption, among others. We do not tolerate modern slavery or human trafficking in either our own teams or those of our suppliers.

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.



Ethical and Responsible Sourcing Program

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 form the foundation of our supply chain sustainability program and help 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.

Monitoring supplier sustainability performance

Sustainability is a key consideration in our supplier performance management. We work closely with our partners at 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. This assessment is a key consideration in managing the performance of our suppliers.

Through their robust methodology and data analysis, the information provided by suppliers is analyzed, with suppliers ranked against a scorecard based on a scale of 1-100. A score of 45+ indicates the supplier has a structured CSR management system in place with policies and tangible actions identified to address gaps. After evaluation, we engage with any suppliers scoring less than 45 and require corrective action plans and remediation.

During 2021, we assessed 74% of direct suppliers and 66% of indirect suppliers (by spend), obtaining scorecards covering 279 suppliers in total (a 12% increase from 2020) with a net average score of 53.2 out of 100. This is a slight improvement from last year (53.0) and well exceeds the mean industry score of 43.7.

EcoVadis supplier ratings

	2019	2020	2021
EPC avg. EcoVadis supplier score	52.7	53.0	53.2
EcoVadis benchmark score	42.3	42.7	43.7
Number of suppliers rated	166	247 ¹⁵	279

Responsibly sourcing ingredients and materials

We are committed to 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 and palm oil, and take care in our sourcing of conflict minerals.

Forests and fiber

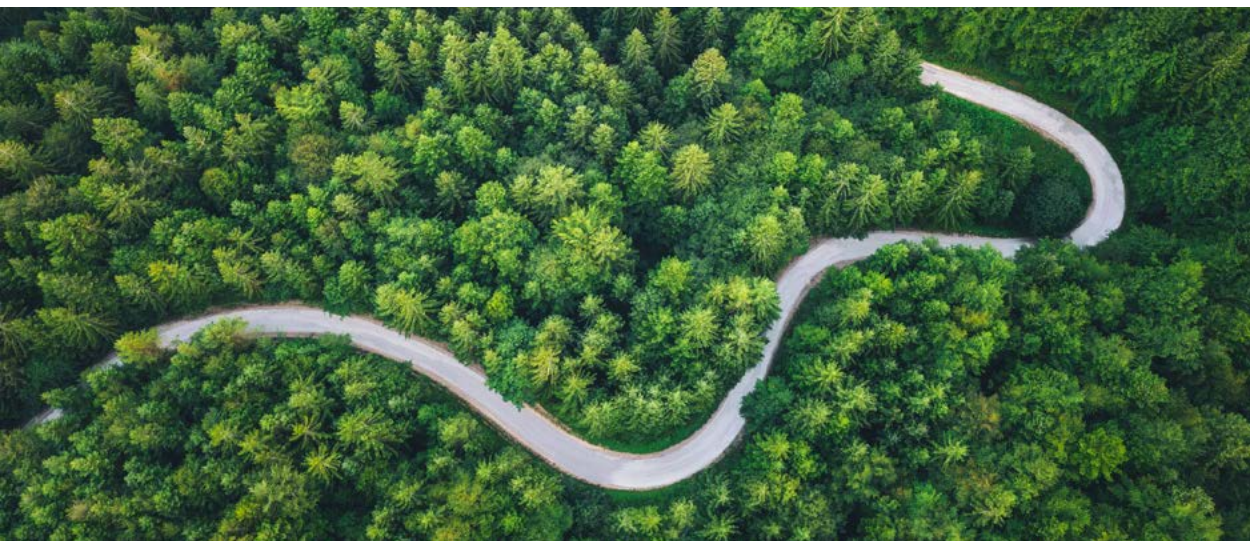
Forests play a vital role in mitigating climate change, and we're committed to playing a key part in protecting them. When feasible, we use recycled and certified responsibly sourced virgin fiber and paperboard, and prioritize suppliers whose fiber and paper products are certified either by the Forest Stewardship Council®, the Programme for the Endorsement of Forest Certification™ or the Sustainable Forestry Initiative® Chain of Custody program. By 2025, all our razor and blade packaging will use recycled and responsibly sourced fiber – with the rest of our product lines following suit by 2030. In FY21, over 75% of the fiber packaging in our razors and blades, as well as all our other product lines, was recycled or certified responsibly sourced.

Palm oil

The demand for palm oil – a widely used and versatile vegetable oil – has put pressure on rainforests where palm trees that produce it are grown. We are working to ensure our suppliers do not contribute to deforestation and, in FY21, confirmed that 72% of the palm oil we used was sustainably sourced from vendors certified by the Roundtable on Sustainable Palm Oil (RSPO). This percentage represents a decrease from the prior year due, in part, to supply chain challenges and our expanding brand portfolio. We will continue to work diligently with our suppliers to advance our efforts.

Conflict minerals

Conflict 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 use very small amounts in our power razors and trimmers. We track and annually survey¹⁶ the suppliers that provide 3TG-containing materials and, in FY21, 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 as conflict free.



¹⁵ Based upon suppliers rated as of February 2021.

¹⁶ Using the Responsible Minerals Initiative reporting template.

People and Communities

People are at the center of everything we do. We take pride in truly living our values and uplifting our teammates, customers, consumers, suppliers and communities. We strive to deepen our relationships with all our stakeholders, promote community action and provide a safe and fulfilling experience for all who work with us.

We're committed to promoting equality in all its forms, building more diverse teams, advancing progressive human resources policies, investing in learning and development and, above all, valuing the individuals who make up our teams.

Our work on our people and communities contributes to the following UN SDGs:



Supporting every individual



Our Commitments

We believe in creating a better world by creating a better Edgewell: celebrating our differences, supporting our teammates and communities and playing our part to build a fairer, more just world.

Each year, we aim to be more conscious of our values, the choices we make and the way we conduct our business practices. In FY21, we demonstrated our organizational expertise, innovation and agility as well as our heart and soul. We put people first, helped our consumers and communities stay safe, more actively promoted equity and inclusion, and fostered a dynamic and flexible culture.

As a company that cares,
we are committed to:



Diversity, equity and inclusion

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.



Community support and giving

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

“When we say ‘people-first’, we mean it. Our business is built on transparency, on creating an environment where people feel that they can speak and be heard. The result is a company where people are growing and learning together, with Edgewell helping people shape their future and supporting them in times of need.”

John Hill
Chief Human Resources Officer



Our Purpose, Values and Behaviors

We pride ourselves on living our values: putting people first, moving forward, listening and speaking up and owning it together. These are the four beacons that define our expectations – of our behaviors, products and business operations. Wherever we are, whatever we’re working on and whoever we’re meeting, these principles guide us.

In mid-2020 we rolled out our Purpose, Values and Behaviors (PVB). They establish our vision for fostering an authentic, empathic and ethical work environment, and an open, inclusive, joyful atmosphere where everyone has a voice.

In FY21, we built on this foundation, reinforcing our PVB with refined programs, policies, activities and approaches. These included a new focus on continuous performance evaluation, with teammates held accountable for living our values and compensated, in part, for how well they integrate them into their work. Peers can now rate one another on each value and submit their feedback to managers. Through this process, our teammates are not only encouraged to reach their performance goals, but to reflect on *how* they reach them.



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.



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.



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.



Employee Code of Conduct

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, setting 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.

InspireJOY

Recognition is an important part of our culture. When teammates feel appreciated, they are more likely to be engaged and fulfilled in their roles. In January 2021, we launched our global InspireJOY platform that enable teammates to share and celebrate one another’s work and successes. Teammates may be rewarded with a simple “thank you”, redeemable points or a cash award, with each tied to one of Edgewell’s core values. By the close of the year, we had recorded 23,695 recognition moments, with *Own it Together* as our most popular reason for an award.

Taking Care of Our Team

There is nothing more important to us than taking care of our people, and we are determined to provide a safe workplace for everyone.

We believe our teammates should feel safe at work – always. Because no injury is ever acceptable, we continually strive to improve our environmental, health and safety programs, policies, procedures and protocols to help reduce the chance of an injury occurring. Determined to 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.

To enhance our efforts, we employ tools such as the TapRoot® process for accident and incident investigation. This industry best practice resource helps us understand the true root cause(s) of accidents and informs effective corrective actions that aim to prevent future injuries. Each of our operations has people who have been trained in the TapRoot® root cause analysis process.

We also partner with machine safety experts who provide detailed training, guidance, support and tools with which we can identify deficiencies and further improve our machine safety program. In fact, equipped with this greater insight, our EHS team conducted over 600 machine safety risk assessments during FY21 alone.

A culture of safety

In addition to using best practice systems and engineering controls, Edgewell strongly believes developing and maintaining a strong safety culture is one of the major keys to continued success. To this end, we are ambitiously embedding safety in everyday culture through our Alive and Well program.¹⁷ This program promotes a “safety starts with me” mindset and helps ingrain safety standards and habits. In FY21, we focused on further training site leaders, which included leader engagement and discussions on key Alive and Well safety topics. Based in part on these sessions, new site-level safety initiatives and activities were developed and implemented, such as developing hazard recognition and reporting programs, building safety communication between leaders and team members, and improving safety inspection activities.



WALK IN MY SHOES

At our Ormond Beach, U.S. facility, the “walk in my shoes” program brought leaders to partner and discuss safety with the team members on the job and enabled them to better understand the tasks and challenges they face firsthand.

Additionally, our Milford, U.S. facility used a sports-themed competition between departments to identify and fix hazards, and our Obregón, Mexico facility developed a “safety contract” program between team members to detect hazards and identify those responsible for fixing them. While each site’s culture and activities are unique, their programs are based on the same underlying fundamentals of Alive and Well.

¹⁷ Modelled originally on Alive and Well at the End of the Day: The Supervisor’s Guide to Managing Safety in Operations, Paul D. Balmert (Wiley, 2010).

Our progress

Edgewell is committed to maintaining a world-class injury rate of below 1.0.¹⁸ In 2021, we were successful, with a rate of 0.63. Of particular note, seven of our 11 manufacturing operations (64%) were able to reduce injuries at their facilities during FY21.

	FY21
Total Recordable Incident Rate (TRIR)	0.63
Days Away, Restricted or Transferred (DART) Rate ¹⁹	0.53
Work-related injuries ²⁰	38
Work-related fatalities	0

Safeguarding against COVID-19

As we continue to navigate the global pandemic, the health and safety of our teammates have remained our top priority. During FY21, our teams continued tracking local conditions, data and trends, as well as changes in international, national and local health guidelines. This enabled relevant decision-making and allowed our facilities to rapidly modify protocols, as necessary, to meet new, ongoing and constantly changing pandemic-related challenges.

Additionally, we continued to utilize a remote operating model for functions that did not need to be physically on-site during FY21. In locations where teammates continued to work onsite, we maintained effective COVID-19 protocols. Generally, these have included monitoring temperature, providing personal protective equipment (PPE) such as masks, ensuring social distancing and enhancing cleaning and sanitization. As a result, we are pleased to report that all our manufacturing plants and warehouses around the world remained safe, open and operational in FY21 – and indeed throughout the entire pandemic.

Pandemic leave and pay in the U.S.

At the beginning of the pandemic, Edgewell made it a policy to prioritize health over attendance by initiating emergency pay for U.S. teammates. Through this policy, U.S. teammates who may have been exposed to or tested positive for COVID-19, had to care for a family member or lost childcare were provided with two weeks leave on full pay, extending – if needed – to 12 weeks on 66% of salary. This policy remained in place throughout FY21. We encourage our team members to get tested and vaccinated, scheduling on-site services where possible and protecting their pay for hours missed.



¹⁸ TRIR is the number of recordable injuries x 200,000/employee hours worked.
¹⁹ DART is the number of recordable injuries that resulted in days away from work, restricted duty or the transfer of duties x 200,000/employee hours worked.
²⁰ The two main types of injury in FY21 were strains/sprains and cuts/lacerations.

Diversity, Equity and Inclusion

We believe in sharing ideas and opinions, learning from the unique experiences, backgrounds and perspectives of others, and fostering a business culture where everyone feels respected, connected, valued and empowered.

That's why we encourage and support our people to win together, grow together and show up as their authentic selves.

OUR DEI PHILOSOPHY

DEI is core to our guiding purpose and the values by which we live. We believe in using our business and our brands as a force for good in the world – to positively impact our consumers, give back to our communities and advance equality and well-being.

Our DEI work is structured around four pillars: People, Work Environment, Awareness and Learning, and Community.



Our program: celebrating individuality and belonging

Our DEI function brings to life our vision to address inequities, promote a more diverse and inclusive workforce and support a fairer, more just world. It advances efforts and investments to attract and retain a diverse workforce, balancing gender and ensuring our company reflects the diversity of the world we live in and the consumers we serve.

This year, we are pleased to have made significant progress on our continuing journey of transformation, empowering our teammates with resources to support them in owning and progressing company DEI efforts.

For example, our Mitigating Bias training helped global people managers identify biases that might be affecting their work interactions and find actionable ways to combat them. Through the training, participants became more aware of different perspectives, developed new tools and skills, and were provided with frameworks and strategies to better manage others (including through hiring, career development, performance evaluation and succession planning).

FOSTERING OPENNESS

As a company, we are committed to listening and speaking up. When visiting global offices and plants, our CEO, Rod Little, often takes time to meet with small groups of our teammates to listen to their experiences and perceptions of working at Edgewell.

In 2021, three global listening sessions were held with a specific focus on DEI. During the virtual sessions, teammates discussed the policies, practices, procedures and culture of Edgewell as they relate to DEI. Major findings from these listening sessions were collated into a report for executive leaders and influenced the content of our Mitigating Bias training. The sessions also informed content for our “fireside chat” with Rod Little and other senior leaders, which was broadcast to the entire company in July. This frank conversation gave our teammates an opportunity to learn more about Edgewell’s journey to becoming a more diverse, equitable and inclusive organization, and provided a platform for meaningful dialogue on DEI.

Trust is built on dialogue, and our executive leaders have committed to transparency – even when the tough questions are asked. In that spirit, we end each of our global all-hands meetings with a live “ask-us-anything” Q&A session. Teammates can submit their questions in real time or vote to support the questions of others. This ensures our leaders respond to the issues that matter most to the global team: from business to brand health, and from compensation to COVID-19. Through these quarterly sessions, we have created a safe space for teammates to ask and learn and helped build trust through all levels of the organization.



TEAMMATES LEADING ON DEI

Following feedback from our inaugural DEI survey and listening sessions, we introduced teammate resource groups (TRGs). These voluntary groups are structured around a specific diversity focus and are open to all, regardless of identity.

In July 2021, Edgewell introduced its first two TRGs: CARE (Cultural Awareness Respecting Everyone) and WISE (Women & Individuals Supporting Equality). These offer a platform for teammates across locations and roles to openly share ideas and thoughts on specific issues; this in turn enables the groups to actively support DEI progress within Edgewell and provides an opportunity for them to influence policy and ways of working.

By the end of FY21, the two TRGs had chosen their own leadership, gained sponsorship from senior leadership and gathered input from their members on what matters to them. In 2022, the TRGs will identify which issues to prioritize and take action to move them forward.



Our DEI commitments

CEO Action for Diversity & Inclusion™

In late 2020, our CEO, Rod Little, joined the CEO Action for Diversity & Inclusion™, a coalition uniting business leaders to advance DEI in the workplace through education, training, dialogue and action. Several of Edgewell’s senior leaders attended this year’s annual meeting, and have incorporated best practices into the global organization, including best practices for the company’s TRGs.

Board Diversity Action Alliance

We are committed to ensuring our Board includes talented individuals from diverse backgrounds who, together, have the necessary mix of experience and expertise to provide effective leadership. In February 2021, we joined the Board Diversity Action Alliance (BDAA), which encourages organizations to increase the representation of racially and ethnically diverse directors on corporate boards.

By joining the BDAA, we have committed to enhancing Board diversity, increasing disclosure on our Board’s self-identified race and ethnicity, and promoting DEI accountability. Heading into 2022, we will support the BDAA as it launches new programs to further encourage diversity commitments from the business community.

²¹ All data refers to FY21.
²² Director level and above.
²³ Percentages have been rounded and may not total to 100%.

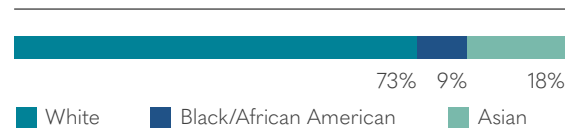
Diversity in numbers²¹

BOARD DATA

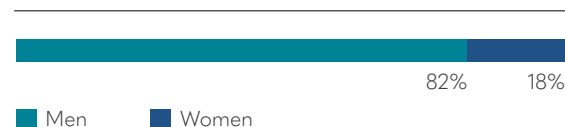
Age



Ethnicity



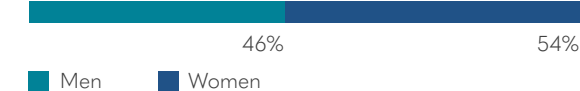
Gender



With nearly 6,600 employees across more than 20 countries, the Edgewell team is as diverse as the consumers enjoying our portfolio of brands. In 2021, 54% of our global teammates were women and 23% of our U.S. teams were Black/African American or Hispanic/Latinx. Our teammates represent all working-age groups from Baby Boomers to Generation Z.

Gender identification

Global

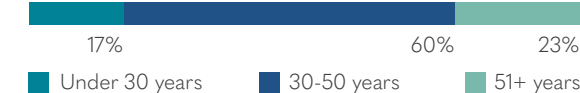


Leadership²²

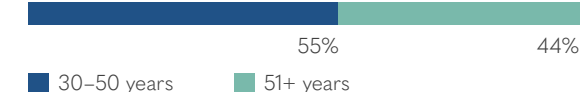


Age²³

Global



Leadership



Location

	North America (U.S./ Canada)	Asia-Pacific	Europe	Latin America
Men	19%	6%	12%	10%
Women	15%	9%	12%	17%

Employment type

	Salaried	Hourly
Men	19%	27%
Women	19%	35%

Contract type

	Regular	Temporary
Men	45%	2%
Women	51%	2%

U.S. ethnicity

Workforce	
White	68%
Black/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	1%

Leadership	
White	84%
Black/African American	3%
Hispanic/Latinx	5%
Asian	7%
American Indian/Alaska Native	1%
Native Hawaiian/Pacific Islander	0%
Two or more races	0%
Declined/unknown	0%



SUPPORTING WOMEN IN LEADERSHIP

Edgewell is determined to support women into reaching and maintaining key roles in leadership. In FY21, we held several events in support of these aims. We hosted a virtual panel discussion during Women’s History Month in March to discuss gender equality with two women from Edgewell’s executive team. This discussion was broadcast to our global teammates and shared on social media to provide our insights to those outside of Edgewell. In December, two of the women from our Board of Directors hosted a virtual panel discussion with women who hold senior leadership roles in Edgewell to provide more visibility to the Board and enable them to network, ask advice and hold meaningful dialogue about their careers. The panel had great engagement, with many interesting and thought-provoking questions and discussions with women from functions across the business.

Bringing Our Best Selves to Work

We want our workplaces to be dynamic, flexible and inspiring environments – spaces where people feel supported to reach their full potential.

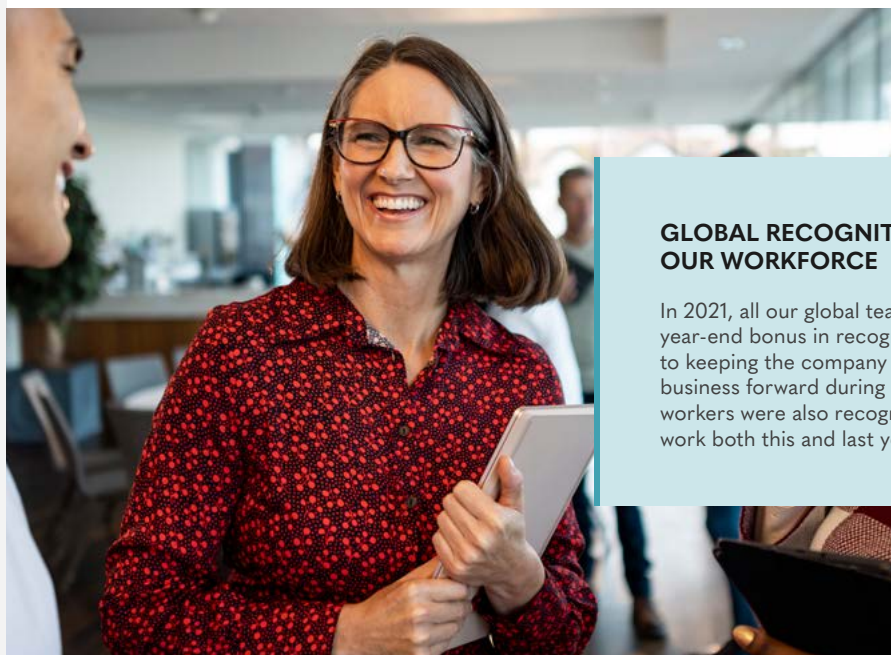
As a people-first employer, we care deeply about the wellness of the 6,600 people who choose to be a part of our team and provide a number of programs to support them. These include on-site wellness checks and education, mental/emotional health awareness and support, and individually tailored working arrangements that include remote working, parental leave and flextime.

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

Global Wellness Program

With the pandemic entering its third year, 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 since then, the program continues to support the physical and mental health of our teammates, helping them navigate lockdowns, working from home and other challenging aspects of our “new normal”. In FY21, the program continued to promote hygiene, PPE and social distancing protocols and ensure everyone has the latest information to stay safe.

Additionally, we have supported our teams in and outside the work environment through investments in their physical, mental and emotional well-being. These include our global Employee Assistance Program, which continues to offer 24/7 confidential support, resources and information on personal and work-life issues to all team members, as well as nuanced support tailored to individual regions, roles and circumstances. Many of our team members took advantage of the company’s mental health and wellness programs this year, with uptake rising by 700% from 2019.



GLOBAL RECOGNITION FOR OUR WORKFORCE

In 2021, all our global teammates received a year-end bonus in recognition of their dedication to keeping the company running and moving the business forward during the pandemic. Hourly workers were also recognized for their frontline work both this and last year.





We helped protect our remote and office-based team members from isolation and burnout this year by awarding nine scheduled global “Take a Break” days off.²⁴ Due to the uptick in meetings associated with remote working, we also maintained a policy of “Meeting-Free Fridays” and created more spaces – including virtual platforms – for interpersonal connections. Our hybrid working model gives our teams flexibility and choice, allowing them to work at home when needed or wanted but also to come into communal workspaces when there is value in doing so (see also PVB section).

See what else we have done to keep our teammates informed, connected and engaged on [page 41](#).

Family benefits

No two families are the same, and we support our teammates no matter what their family looks like. Depending on their location, our teammates enjoy a range of family benefits including adoption support, dedicated family days, pet insurance and paid parental leave.

²⁴ In addition to paid time off and scheduled holidays.

For parental leave, we provide both new birth and adoptive parents up to six weeks of leave with 100% pay. In FY21, 48 teammates (16 women and 32 men) took advantage of parental leave benefits, with all 48 subsequently returning to work.

U.S. parental leave

Number of employees who took parental leave	48
Men	32
Women	16
% of employees who returned to work after parental leave	
Men	100%
Women	100%
Return to work rate (%)	
Men	100%
Women	100%

Our progress

Global hiring and voluntary turnover

	Hire	Turnover
Gender		
Men	15%	6%
Women	21%	8%
Age		
Under 30 years	11%	4%
30–50 years	21%	7%
51+ years	4%	3%
Region		
North America (U.S./Canada)	7%	5%
Asia-Pacific	3%	3%
Europe	2%	2%
Latin America	24%	4%



Encouraging Personal and Professional Growth

We are committed to supporting the career aspirations of our teammates and providing high-quality professional development resources, technologies and tools.



Career development, coaching and change management

In 2021, we continued to adapt our programs to meet the demands of remote working and learning, and to provide the necessary virtual resources to support independent learning. We supported our teammates' growth and development in several ways:

- In FY21, 84% of our global salaried team completed **performance reviews**, with 54% defining **personal development goals**. We also transitioned to a continuous performance cycle to foster more regular feedback.
- In mid-2020, we virtually launched our global **Spark Growth program**, which aims to support our nearly 900 people managers to coach their teams to maximize performance and potential. In FY21, we trained 81 new people managers and continue to train new managers on effective coaching.²⁵
- **Our LinkedIn Learning Program**, launched in FY18, continues to grow. The program facilitates unlimited access to on-demand learning resources, enabling our teammates to further improve their performance and personal development. In 2021, 64% of our global salaried teammates registered for the self-guided development program.
- **Our successful Global Leadership Development Program Foundation Academy** became fully virtual in FY21, allowing more people to participate in sessions and enabling team members to interact with teammates around the world for the first time. Through eight Virtual Foundation Academies, 152 leaders graduated from our six-week program, in which they received two one-on-one coaching sessions to ensure they can bring their learnings into the workplace.
- Our four virtual **Positive Power & Influence programs** were open for all to attend, and 64 teammates graduated in FY21 with new tools and skills to influence and get things done. The program is preceded by a 360-performance assessment so that teammates can focus on making the changes that will be most impactful to them. Role play during the program helps teammates practice skills that will facilitate success in our new hybrid working environment.
- Other professional development opportunities include webinars to improve **Hybrid Ways of Working** and enhance our **Change Management** capability.

²⁵ Both new joiners and new people managers.

²⁶ Salaried employees.

Pulse engagement surveys

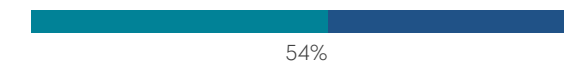
We believe in fostering a listening culture where everyone can feel free to speak up. We promote open and transparent dialogue, in part through our periodic "pulse" surveys, that enable us to check in on our teammates quickly and efficiently on a wide variety of topics. This helps us respond swiftly to their concerns and feedback, adjust or change course as required and remove processes that do not add value. Our 2021 Global Teammate Experience Survey showed us that 71% of our global teammates are positively engaged with our business and their work. We are encouraged by these results, but we continue to innovate further measures to protect well-being, build resilience, combat pandemic burnout, and promote a positive workplace experience.

Global performance reviews and development plans completed²⁶

Performance reviews



Development plans



Volunteering and Charitable Giving

We encourage our teams to bring joy to the communities in which they live and work through activism, volunteering and charitable giving.

2021 was a challenging year for people around the world, with the pandemic creating new vulnerabilities and exacerbating pre-existing ones. With face-to-face volunteerism limited in many countries for much of the year, our site and brands teams still found ways to connect with the communities around them, including through sponsored walks, food drives, Christmas boxes and donations of their products, money and time.

Community engagement

In FY21, Edgewell, our teammates and our brands made charitable donations totaling over US\$1.1 million to nearly 200 different organizations, with many teammate donations²⁷ matched by Edgewell in the U.S. Our brands also donated nearly 424,000 products (with an estimated retail value of more than US\$817,000) to 47 different organizations.

Through these and other initiatives, we supported emergency first responders, hospitals and nursing homes, homeless shelters and food banks, health and wellness charities as well as teachers, schools and children's clubs. We also gave to charities working to address poverty, domestic violence, animal rescue and environmental causes, and support the elderly and those living with disabilities.

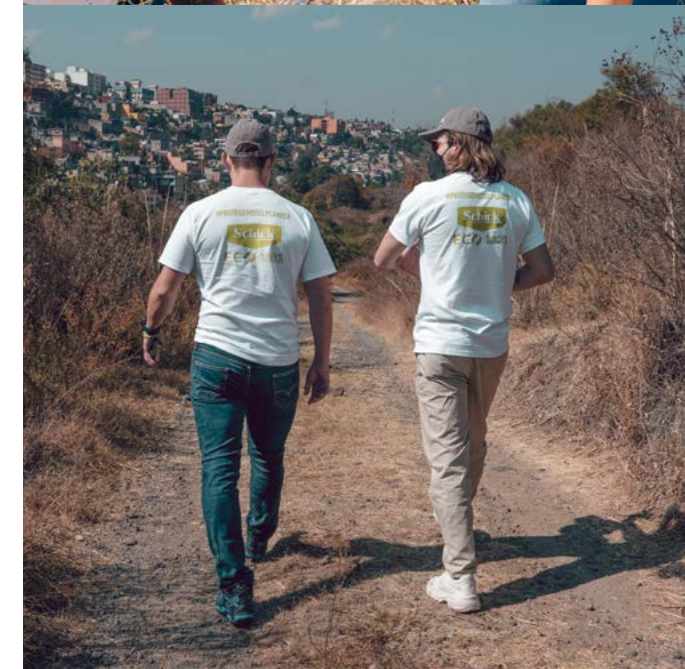
Highlights of our community outreach in FY21 include:

- Our U.S. teams raised more than US\$292,800 for the United Way,²⁸ which we matched dollar for dollar, donating a total of more than US\$585,700 to the nonprofit.
- Through our charitable giving platform, employees donated over US\$109,400 to various causes, which was largely matched by Edgewell to reach a total of over US\$219,600.
- Our local teams and our brands supported emergency response interventions to protect the hygiene and health of those impacted by Hurricane Ida.

- Our teams around the world also supported community-based conservation projects, including tree plantings and clean-ups of beaches, and other natural areas.
- Our WET ONES team supported families with sick children in their time of need through product donations to the Ronald McDonald House Charities. It also provided product donations in support of teachers, classrooms, schools and the local Boys and Girls Club.
- Our Feminine Care team donated menstrual hygiene products to schools, food banks, and outreach partners to help keep girls in school and women at work.
- Our SCHICK team raised and donated funds to help support cancer patients and their families and to advance cancer research through the St. Baldricks Foundation and the Connecticut Cancer Foundation.
- Our Suncare team donated products to a variety of organizations, including over 23,600 sunscreen products to L'Agence du Don en Nature, a French nonprofit that supports people in need.
- Our JACK BLACK team donated over 1,300 products to organizations such as PETA, the Children's Advocacy Center of Collin County, TX, the Victory Programs and the Achilles Freedom Team Program.
- The BULLDOG team donated 56,000 personal hygiene products to the National Health Service in the U.K.

²⁷ Teammate donations are matched up to US\$5,000 per individual per year in the U.S.

²⁸ 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 in everything we do. In the following pages, we present our Sustainable Care 2030 commitments and progress against our targets. We also detail our performance in reference to the UNSDGs, GRI, SASB and TCFD – all of which underpin our efforts to create positive impact.



About This Report

This report covers our fiscal year 2021, which ran from October 1, 2020 to September 30, 2021 (referred to as “this year” or “FY21” throughout), 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 as organized by our strategic sustainability framework. It covers our office, manufacturing and research facilities, and warehouses as noted throughout. All data has been reviewed and verified internally. Additionally, we verify our GHG emissions data annually using a third-party provider and disclose their assurance statement in our annual CDP report.

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.

This report has been prepared in accordance with the [Global Reporting Initiative’s \(GRI\) Standards: Core Option](#) and is aligned with the [Sustainability Accounting Standards Board’s \(SASB\) Household and Personal Care Standard](#). We have also incorporated disclosures in line with the recommendations of the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#).



Stakeholder Engagement

Engaging our stakeholders

Edgewell selects and engages with a wide range of stakeholders based on their ability to assist us in anticipating ESG risks and opportunities. This helps us to better understand the needs of our consumers and our people, participate in evolving ESG conversations and more. Our key stakeholders and our engagement methods include:



Consumers

We are committed to providing products that help consumers care for themselves and live more sustainably, with the transparency they would expect. We engage with our consumers in many ways, including through our products, in-store interactions and e-commerce platforms, and market research and brand 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 achieve their own sustainability goals.



Governments and regulators

We frequently engage with regulators and government agencies to advocate for regulatory best practices through education and impact analysis, and serve 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. Our approach to engaging with them is guided by our [Code of Conduct](#).



Industry, business and trade associations

Through our memberships with industry, business and trade associations, we have a voice within the broader industry, as well as platforms for monitoring issues and sharing joint research and best practices. For a list of associations we are involved with, please see our [GRI Index](#).



Nongovernmental organizations and nonprofits

Engagement with NGOs and nonprofits 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 donations and contributions through regional and community activities.



Shareholders and investors

Sustainability is an increasingly important focus area 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 the ingredients, components and materials that go into our products are sourced responsibly. We clearly define supplier requirements in our [Supplier Code of Conduct](#) and actively seek relationships with those who share our values and promote high standards within their own supply chains.



Teammates

Our 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 enables us to maintain an open dialogue with our team members and ensure they have a positive, safe and fulfilling experience working at Edgewell.

Materiality

Prioritizing sustainability issues

Understanding the issues that matter to our stakeholders is central to our sustainability approach. We work together with internal experts and external consultants, conducting extensive research to determine and prioritize our focus areas.


We conducted our last comprehensive materiality assessment in FY19 and regularly review our key priority areas to ensure they remain relevant to our business today. Our priority areas are defined by where we believe we can have the greatest impact – as well as the areas that might most meaningfully impact our business. These include:

- DEI
- Employment, talent and employee well-being
- Energy use and emissions
- Ingredient stewardship
- Product and packaging materials
- Supply chain
- Waste reduction
- Water conservation

Keeping these key issues front of mind ensures that we can take effective action and report on what matters most – both for our business and our stakeholders




Our Progress

OUR COMMITMENT	OUR GOAL	OUR PROGRESS
 BRANDS²⁹		
<p>Ingredient stewardship and transparency</p> <p>Continue to ensure the ingredients we use meet our high standards and improve fragrance transparency.</p>	<p>By 2022, no longer produce products that contain oxybenzone and octinoxate.³⁰</p> <p>By 2022, initiate fragrance component disclosure for all products.</p> <p>By 2024, no longer produce products that contain microplastic and parabens.</p> <p>By 2030, reduce overall Edgewell product volatile organic compounds (VOC) consumption by 5%.³¹</p>	<p>Reformulated applicable sun care products and moving them into production.</p> <p>Completed our initial step which was to publicly disclose our Fragrance Safety Principles.</p> <p>Vast majority of products do not contain parabens or microplastics; we continue making steady progress in reformulating out the use of parabens and microplastics from the few remaining products. Additionally, continue to evaluate our product formulations based on new and/or broadening definition of microplastics.</p> <p>Reduced propellant use by 10% in two sun care products that use standard aerosol packaging; continue making progress to identify additional VOC reduction opportunities.</p>
<p>Sustainable products and packaging</p> <p>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.</p>	<p>Product</p> <p>By 2030, reduce the virgin petroleum-based plastic content in our disposable razor handles by 50%.</p> <p>By 2030, reduce the virgin petroleum-based plastic content in our feminine care products by 25%.</p> <p>Packaging</p> <p>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.</p> <p>By 2025, reduce the use of virgin petroleum-based plastic in packaging³² by 50% in our razors and blades segment. By 2030, achieve this in all remaining segments.</p> <p>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.</p> <p>By 2030, reduce packaging materials by 20% (by weight).</p> <p>Partnerships</p> <p>Collaborate through partnerships to facilitate the recovery and recycling of our products and packaging.</p>	<p>22% progress toward goal.</p> <p>In development.</p> <p>74% progress toward goal in razors and blades segment. 55% progress toward goal in all remaining segments.</p> <p>37% progress toward goal in razors and blades segment. 2% progress toward goal in all remaining segments.</p> <p>78% toward goal in razors and blades segment. 92% toward goal in all remaining segments.</p> <p>Data collection in development.</p> <ul style="list-style-type: none"> Launched our new SCHICK disposable razor recycling program in the U.S. Bulldog U.K. partnered with First Mile® to assist consumers with recycling tube packaging and razor blades. How2Recycle® labeling expanded to 60% of packaging across our North American brand portfolio.
<p>Positive brand impact</p> <p>Actively use Edgewell “hero” brands as a force for good to have a positive impact on society and our environment.</p>	<p>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.</p>	<p>In development.</p>

²⁹ All goal timeframes noted throughout the progress chart refer to end of fiscal year.
³⁰ Excludes existing SPF 100s sold only in select stores and markets.

³¹ Focus of this goal is to reduce VOCs from sun care and shave prep products.
³² Based on primary packaging.

Our Progress

OUR COMMITMENT	OUR GOAL	OUR PROGRESS
 OPERATIONS AND SUPPLY CHAIN³³		
Carbon neutrality Support the shift to a low carbon economy and use 100% renewable electricity across our global operations.	By 2030, reduce GHG emissions by 50% ³⁴ , based on FY19 baseline.	Reduced GHG emissions by 17% since FY19.
	By 2030, achieve carbon neutrality across our global operations. ³⁵	New goal (announced November 2021).
	By 2030, reduce energy use by 10%, based on FY19 baseline.	Reduced energy by 7.7% since FY19.
	By 2030, achieve 100% renewable electricity use.	In development.
Environmental footprint reduction Continue to reduce our environmental footprint across our global owned/operated production facilities.	By 2030, reduce waste by 10% and pursue zero waste to landfill across our manufacturing facilities, based on FY19 baseline.	Maintained waste levels across our global operations and our Hanover site achieved zero-waste-to-landfill status, totaling five manufacturing facilities that currently hold this status.
	By 2030, reduce water use by 5%, based on FY19 baseline.	Reduced water use by 2% since FY19.
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.	Educated suppliers representing 75% of our spend on our vision and goals through our partner EcoVadis.
	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.	78% of all direct suppliers assessed through EcoVadis achieved an acceptable level of performance based upon our monitoring program.
Responsible sourcing Ensure our ingredients and materials are responsibly sourced.	By 2022, source 100% certified sustainable palm oil for use in our products.	72% of our palm oil was certified as sustainably sourced.
	We strive to ensure all 3TG minerals in our razors and trimmers are 100% Democratic Republic of the Congo (DRC) conflict free.	Engaged with the three suppliers that provide 3TG-containing materials to ensure that none of their materials support or are linked to conflict; EPC maintains its 100% conflict-free status.

³³ All goal timeframes noted throughout the progress chart refer to end of fiscal year.

³⁴ This goal covers Scopes 1 and 2. Previously stated Edgewell goal was a 10% GHG reduction goal by 2030 against a FY19 baseline.

³⁵ Scopes 1 and 2.

Our Progress

OUR COMMITMENT	OUR GOAL	OUR PROGRESS
 PEOPLE AND COMMUNITIES³⁶		
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.	Launch survey to understand perceptions of DEI within the organization by the end of 2021.	Achieved.
	Develop a training program for people managers on mitigating bias in performance management and talent acquisition by the end of 2021.	Achieved.
	Develop and deliver a training program for U.S. teammates on mitigating bias by 2022.	New goal.
	Develop a training program for global HR business partners on strategic DEI capability by 2022.	New goal.
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” ³⁷ safety culture at every Edgewell manufacturing facility.	Achieved (0.63).
	Develop and continue to drive a coordinated global wellness initiative at every Edgewell site.	Achieved.
	Drive a sustainability culture among Edgewell teammates globally and ensure every site has an active sustainability program to drive positive impact.	Continued our drive to foster a sustainability culture where possible –virtually and onsite – while navigating COVID-19 impacts and temporary office closures.
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.	In development.

³⁶ All goal timeframes noted throughout the progress chart refer to end of fiscal year.

³⁷ Alive and Well at the End of the Day: The Supervisor’s Guide to Managing Safety in Operations, Paul D. Balmert (Wiley, 2010).

The United Nations Sustainable Development Goals

The UN SDGs provide a lens through which to view our company contributions to achieving a better and more sustainable future for all. Through our strategic work and actions, we contribute to many of the SDGs, in particular:

Goal Edgewell's contribution



Achieve gender equality and empower all women and girls.

Our Diversity, Equity and Inclusion program brings to life our vision to address inequities, promote a more diverse and inclusive workforce, and support a fairer, more just world. We make investments and efforts to attract, retain and empower women, and support their professional and personal development and well-being. In FY21, 54% of our employees globally were women. Additionally, through our brands we aim to support women, such as through our marketing practices and campaigns.

See [Our Purpose, Values and Behaviors](#), [Diversity, Equity and Inclusion](#), [Diversity, Equity and Inclusion in Marketing](#), [Using our Brands as a Force for Good](#), [Edgewell 2021 Annual Report](#) (see page 9).



Reduce inequality within and amongst countries.

As a global business operating across 20+ countries, we are conscious of inequalities between nations, regions and communities. We foster an open, inclusive and diverse company culture, that actively seeks to advance equality. This involves investing in the professional development of our teammates around the world, advancing progressive human resources policies, and giving back – both as individuals and a company – through community support initiatives that uplift those in need.

See [Taking Care of Our Team](#), [Diversity, Equity and Inclusion](#), [Volunteering and Charitable Giving](#), [Our Employee Code of Conduct](#).



Take urgent action to combat climate change and its impacts.

We are committed to supporting the shift to a low carbon economy and using 100% renewable electricity across our global operations by 2030. We've set a goal to reduce our GHG emissions by 50% by 2030 (versus 2019), following leading climate science to align to a 1.5°C pathway. Our ambition is to go beyond this goal and achieve carbon neutrality across our global operations (Scope 1 and 2). To achieve these goals, we are investing in processes, machinery and systems to reduce consumption and increase energy efficiencies, and are guided by a comprehensive set of environmental policies and standards, aligned with industry best practices.

See [Managing Our Operations](#), [Climate and Energy](#), [Smarter Logistics](#).

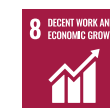


Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

We're committed to protecting our forests, using recycled and certified responsibly sourced virgin fiber for 100% of fiber packaging by 2030 and increasing our efforts to source certified palm oil for use in our products. At a brand level, we partner to promote restoration and reforestation, with – for example – WILKINSON SWORD supporting Reforest'Action and inspiring social enterprises, to plant 66,000 trees in Tanzania, and BULLDOG working to protect 105,000 hectares of Brazilian rainforest through the Acre Amazonian Rainforest Conservation project.

See [Designing for Sustainability](#), [Sustainable Packaging](#), [Responsibly Sourcing Ingredients and Materials](#), [Volunteering and Charitable Giving](#), [Using Our Brands as a Force for Good](#).

Goal Edgewell's contribution



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

We are committed to respecting human rights, treating all workers with fairness, decency and respect, and promoting sustainable business practices across our entire value chain. We do not tolerate modern slavery or human trafficking in our business or our suppliers. Our [Employee Code of Conduct](#) and [Supplier Code of Conduct](#) outline our expectations, and we regularly monitor and assess our supplier performance across four pillars: Environment, Labor and Human Rights, Ethics and Sustainable Procurement.

See [Taking Care of Our Team](#), [Bringing Our Best Selves to Work](#), [Encouraging Personal and Professional Growth](#), [Ethical and Responsible Sourcing](#), [Edgewell Modern Slavery Act Statement](#), [Using our Brands as a Force for Good](#), [Edgewell 2021 Annual Report](#) (see page 9).



Ensure sustainable consumption and production patterns.

We're committed to inspiring responsible production and consumption across our brands and operations. That's why we are designing, developing and delivering products and packaging in a more sustainable way, optimizing logistics, regionalizing production, and making efforts to minimize packaging, reduce waste, and use more recycled, recyclable and renewable materials. We support the move toward a circular economy and actively educate and inspire our consumers and retailers to join us on our sustainability journey. We are committed to responsibly sourcing ingredients and materials for use in our products and packaging, especially when they can impact human rights and the natural environment.

See [Designing for Sustainability](#), [Sustainable Packaging](#), [Supporting Consumers in Recycling](#), [Smarter Logistics](#), [Reducing Waste](#), [Conserving Water](#), [Ethical and Responsible Sourcing](#).



Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

We strive to build brands that care for people and our planet, including our oceans and marine life. We work to reduce plastic waste, incorporating alternate materials in our products and packaging and are targeting 100% of plastic packaging to be recyclable, compostable or reusable by 2030. We are offering more mineral-based sunscreens to consumers, and, at a community level, our teammates regularly engage in community and beach cleanups.

See [Designing for Sustainability](#), [Supporting Consumers in Recycling](#), [Suncare Product Stewardship](#), [Volunteering and Charitable Giving](#).

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 FY21 Sustainability Report (SR), Edgewell 2021 Annual Report (AR), Edgewell 2022 Annual Meeting & Proxy Statement (AMPS), the Edgewell 2021 CDP Climate Change Response, 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 CEO, p. 3 SR: We Are Edgewell, p. 4 AR: Part 1 , p. 3-11 EPC website: 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
	102-5	Ownership and legal form	AR: Part 1 , p. 3-11
	102-6	Markets served	AR: Part 1 , p. 3-6
	102-7	Scale of the organization	SR: We Are Edgewell, p. 4 AR: Part 1 , p. 3-11 AR: Part 2 , p. 26
	102-8	Information on employees and other workers	SR: People and Communities, p. 30-42
	102-9	Supply chain	EPC website: Supplier relations SR: Operations and Supply Chain, p. 19-29 AR: Part 1 , p. 4-6 AR: Part 2 , p. 24-25
	102-10	Significant changes to the organization and its supply chain	AMPS: Appendix , A1
	102-11	Precautionary principle or approach	Edgewell does not explicitly refer to the precautionary principle or approach 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, and going above and beyond the appropriate regulation and legislation in many instances.
	102-12	External initiatives	The external initiatives Edgewell is engaged in are covered throughout the FY21 SR. SR: Brands, p. 7-18 SR: Operations and Supply Chain, p. 19-29 SR: People and Communities, p. 30-42 SR: The Details, p. 43-61

General disclosures	Disclosure number	Disclosure name	Response/location
Organizational profile	102-13	Membership of associations	<p>Edgewell is a member of the following associations:</p> <p>Australia:</p> <ul style="list-style-type: none"> • Accord – Hygiene, Personal Care and Specialty Products Industry <p>Canada:</p> <ul style="list-style-type: none"> • Cosmetics Alliance <p>China:</p> <ul style="list-style-type: none"> • American Chamber of Commerce South China (AmCham China) <p>Europe:</p> <ul style="list-style-type: none"> • Cosmetics Europe (CE) • Cosmetics, Toiletry and Perfumery Association (CTPA) • German Cosmetic, Toiletry, Perfumery and Detergent Association (IKW) • Irish Cosmetics, Detergent & Allied Products Association (ICDA) • National Standards Authority of Ireland (NSAI) • European Committee for Standardization (CEN) • Plastics Recyclers Europe RecyClass™ Platform <p>Latin America:</p> <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) <p>U.S.:</p> <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)

General disclosures	Disclosure number	Disclosure name	Response/location
Strategy	102-14	Statement from senior decision-maker	SR: A Message from our CEO, p. 3
	102-15	Key impacts, risks, and opportunities	SR: What Guides Us, p. 5 SR: Embedding Sustainability in Our Business, p. 6 SR: About This Report, p. 44 AR: Part 1 , p. 1, 11-19 2021 CDP Climate Change Response: C2
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	SR: What Guides Us, p. 5 SR: Embedding Sustainability in Our Business, p. 6 SR: People and Communities, p. 30-42 SR: About This Report, p. 44 AR: Part 1 , p. 1, 8-9 EPC website: Guided by purpose Edgewell Code of Conduct Edgewell Board of Directors Code of Conduct Edgewell Supplier Code of Conduct
	102-17	Mechanisms for advice and concerns about ethics	Edgewell Code of Conduct AMPS: Corporate Governance , p. 11-14
Governance	102-18	Governance structure	Corporate Governance Principles , p. 3-6 SR: Embedding Sustainability in Our Business, p. 6 AR: Part 3 , p. 88
	102-19	Delegating authority	Corporate Governance Committee Charter , p. 3 SR: Embedding Sustainability in Our Business, p. 6
	102-20	Executive-level responsibility for economic, environmental, and social topics	SR: Embedding Sustainability in Our Business, p. 6
	102-21	Consulting stakeholders on economic, environmental, and social topics	SR: Embedding Sustainability in Our Business, p. 6 SR: Stakeholder Engagement, p. 45 SR: Materiality, p. 46

General disclosures	Disclosure number	Disclosure name	Response/location
Governance	102-22	Composition of the highest governance body and its committees	AMPS: Board of Directors , p. 1 SR: Embedding Sustainability in Our Business, p. 6 SR: Our DEI commitments, p. 37
	102-23	Chair of the highest governance body	AMPS: Board of Directors , p. 3-7 AR: Part 1 , p. 10
	102-24	Nominating and selecting the highest governance body	AMPS: Corporate Governance , p. 13-14 AR: Part 1 , p. 10
	102-25	Conflicts of interest	Edgewell Code of Conduct Edgewell Board of Directors Code of Conduct
	102-26	Role of highest governance body in setting purpose, values, and strategy	SR: Embedding Sustainability in Our Business, p. 6
	102-27	Collective knowledge of highest governance body	SR: Embedding Sustainability in Our Business, p. 6
	102-28	Evaluating the highest governance body's performance	SR: Embedding Sustainability in Our Business, p. 6 AMPS: Corporate Governance , p. 13
	102-29	Identifying and managing economic, environmental, and social impacts	SR: Embedding Sustainability in Our Business, p. 6 SR: Materiality, p. 46 AR: Part 1 , p. 12 Corporate Governance Committee Charter , p. 3
	102-30	Effectiveness of risk management processes	Corporate Governance Committee Charter , p. 3
	102-31	Review of economic, environmental, and social topics	AMPS: Corporate Governance , p. 11-12 SR: Stakeholder Engagement, p. 45 SR: Materiality, p. 46
	102-32	Highest governance body's role in sustainability reporting	SR: Embedding Sustainability in Our Business, p. 6
	102-33	Communicating critical concerns	AMPS: Corporate Governance , p. 14 Edgewell Ethics Point Edgewell Employee Code of Conduct

General disclosures	Disclosure number	Disclosure name	Response/location
Stakeholder engagement	102-35	Remuneration policies	AMPS: Corporate Governance and Executive Compensation , p. 15-16, 24-47 Human Capital and Compensation Committee Charter , p. 2-5
	102-36	Process for determining remuneration	AMPS: Corporate Governance and Executive Compensation , p. 15-16, 24-47 Human Capital and Compensation Committee Charter , p. 2-5
	102-37	Stakeholders' involvement in remuneration	AMPS: Executive Compensation , p. 29
	102-38	Annual total compensation ratio	AMPS: Compensation Committee Report , p. 52
	102-40	List of stakeholder groups	SR: Stakeholder Engagement p. 45
	102-41	Collective bargaining agreements	AR: Part 1 , 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, 2021, approximately 42% of our employees company-wide were covered by a collective bargaining agreement.
	102-42	Identifying and selecting stakeholders	SR: Stakeholder Engagement p. 45 SR: Materiality, p. 46
	102-43	Approach to stakeholder engagement	SR: Stakeholder Engagement p. 45 SR: Materiality, p. 46
	102-44	Key topics and concerns raised	SR: Stakeholder Engagement p. 45 SR: Materiality, p. 46
Reporting practices	102-45	Entities included in the consolidated financial statements	AR: Part 3 , p. 52
	102-46	Defining report content and topic Boundaries	SR: About This Report, p. 44 SR: Materiality, p. 46
	102-47	List of material topics	SR: Materiality, p. 46
	102-48	Restatements of information	SR: Operations and Supply Chain: Footnotes, p. 21, 22, 25, 26, 27, 29
	102-49	Changes in reporting	SR: About This Report, p. 44 There were no significant changes from previous reporting periods in terms of the topics reported on or their boundaries.
	102-50	Reporting period	SR: About This Report, p. 44

General disclosures	Disclosure number	Disclosure name	Response/location
Reporting practices	102-51	Date of most recent report	Our FY21 SR was published in May 2022.
	102-52	Reporting cycle	SR: About This Report, p. 44
	102-53	Contact point for questions regarding the report	SR: Back cover, p. 62
	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
	102-55	GRI content index	SR: GRI Index, p. 51
	102-56	External assurance	All of our data has been reviewed and verified internally. Additionally, we verify our GHG emissions data on an annual basis using a third-party provider and disclose their assurance statement in our annual CDP report. We have not pursued external assurance of our SR at this time.
Additional Disclosures from Topic Specific Standards			
Product & packaging materials	103-1	Explanation of material topics and boundaries	SR: Brands: Our Commitments, p. 8
	103-2	Management approach and components	SR: Brands: Designing for Sustainability, p. 9
	103-3	Evaluation of management approach	SR: Sustainable Packaging, p. 12 SR: Our Progress: Brands, p. 47
	301-1	Materials used by weight or volume	SR: Brands: Our Commitments, p. 8
	301-2	Recycled input materials used	SR: Brands: Designing for Sustainability, p. 9 SR: Brands: Sustainable Packaging, p. 12 SR: Supporting Consumers in Recycling, p. 14 SR: Our Progress: Brands, p. 47 SR: SASB Index, p. 60
Energy use & emissions	103-1	Explanation of material topics and Boundaries	SR: Operations and Supply Chain: Our Commitments, p. 20
	103-2	Management approach and components	SR: Climate and Energy, p. 22-25
	103-3	Evaluation of management approach	SR: Our Progress: Operations and Supply Chain, p. 48 2021 CDP Climate Change Response: C1.2
	302-1	Energy consumption within the organization	SR: Climate and Energy, p. 22-25
	302-4	Reduction of energy consumption	SR: Climate and Energy, p. 22-25 2021 CDP Climate Change Response: C4, C7, C8

General disclosures	Disclosure number	Disclosure name	Response/location
Energy use & emissions	305-1	Direct (Scope 1) GHG emissions	SR: Climate and Energy, p. 22-25 2021 CDP Climate Change Response: C4-C7
	305-2	Energy indirect (Scope 2) GHG emissions	SR: Climate and Energy, p. 22-25 2021 CDP Climate Change Response: C4-C7
	305-3	Other indirect (Scope 3) GHG emissions	We report on business travel – see our 2021 CDP Response: C6.5.
	305-4	GHG emissions intensity	2021 CDP Climate Change Response: C6.10, C7.1
	305-5	Reduction of GHG emissions	SR: Climate and Energy, p. 22-25 2021 CDP Climate Change Response: C4-C7
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	SR: Climate and Energy, p. 22-25 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.
Water use	103-1	Explanation of material topics and Boundaries	SR: Conserving Water, p. 27
	103-2	Management approach and components	
	103-3	Evaluation of management approach	
	303-5	Water consumption	SR: Conserving Water, p. 27
Waste	103-1	Explanation of material topics and Boundaries	SR: Reducing Waste, p. 26
	103-2	Management approach and components	SR: Our Progress: Operations and Supply Chain, p. 48
	103-3	Evaluation of management approach	
	306-1	Waste generation and significant waste-related impacts	SR: Reducing Waste, p. 26
	306-2	Waste type by disposal method	SR: Supporting Consumers in Recycling, p. 14 SR: Reducing Waste, p. 26
	306-3	Waste generated	SR: Reducing Waste, p. 26
	306-4	Waste diverted from disposal	SR: Reducing Waste, p. 26
	306-5	Waste directed to disposal	SR: Reducing Waste, p. 26

General disclosures	Disclosure number	Disclosure name	Response/location
Ingredient stewardship	103-1	Explanation of the material topic and its Boundaries	SR: Ingredient Stewardship and Transparency, p. 15-16 SR: Ethical and Responsible Sourcing, p. 28-29
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
	416-1	Assessment of the health and safety impacts of product and service categories	SR: Ingredient Stewardship and Transparency, p. 15-16
Supply chain	103-1	Explanation of material topics and Boundaries	SR: Ethical and Responsible Sourcing, p. 28-29
	103-2	Management approach and components	SR: Our Progress: Operations and Supply Chain, p. 48
	103-3	Evaluation of management approach	
	308-1	New suppliers that were screened using environmental criteria	SR: Ethical and Responsible Sourcing, p. 28-29
	414-1	New suppliers that were screened using social criteria	SR: Ethical and Responsible Sourcing, p. 28-29
Employment, talent & employee well-being	103-1	Explanation of material topics and Boundaries	SR: Our Purpose, Values and Behaviors, p. 32
	103-2	Management approach and components	SR: Taking Care of Our Team, p. 33-34
	103-3	Evaluation of management approach	SR: Bringing Our Best Selves to Work, p. 39-40 SR: Encouraging Personal and Professional Growth, p. 41 SR: Our Progress: People and Communities, p. 49 AR: Part 1 , p. 8
	401-1	New employee hires and employee turnover	SR: Bringing Our Best Selves to Work, p. 39-40
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR: Bringing Our Best Selves to Work, p. 39-40
	401-3	Parental leave	SR: Bringing Our Best Selves to Work, p. 39-40
	403-1	Occupational health and safety management system	SR: Taking Care of Our Team, p. 33-34 SR: Managing Our Operations, p. 21
	403-2	Hazard identification, risk assessment and incident investigation	SR: Taking Care of Our Team, p. 33-34

General disclosures	Disclosure number	Disclosure name	Response/location
Employment, talent & employee well-being	403-3	Occupational health services	SR: Taking Care of Our Team, p. 33-34
	403-5	Worker training on occupational health and safety	SR: Managing Our Operations, p. 21 SR: Taking Care of Our Team, p. 33-34 SR: Our Progress: People and Communities, p. 49
	403-6	Promotion of worker health	SR: Taking Care of Our Team, p. 33-34
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR: Taking Care of Our Team, p. 33-34
	403-8	Workers covered by an occupational health and safety management system	SR: Taking Care of Our Team, p. 33-34 Edgewell's safety standards and policies are applicable to all of our production facility locations. This includes 100% of direct employees and temporary labor at those sites.
	403-9	Work-related injuries	SR: Taking Care of Our Team, p. 33-34
Diversity, equity & inclusion	103-1	Explanation of material topics and Boundaries	SR: Diversity, Equity and Inclusion, p. 35-38
	103-2	Management approach and components	SR: Our Progress: People and Communities, p. 49 AR: Part 1 , p. 8
	103-3	Evaluation of management approach	Corporate Governance Principles , p. 8 Edgewell Code of Conduct
	405-1	Diversity of governance bodies and employees	SR: Diversity, Equity and Inclusion, p. 35-38 SR: Our Progress: People and Communities, p. 49

SASB Index

The Sustainability Accounting Standards Board (SASB) is an independent standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. The table below references where relevant SASB disclosures can be found based on the Household & Personal Products Standard. This report marks the first time that Edgewell has reported to the SASB standards.

Topic	Accounting Metric	Code	Edgewell Response (FY21)
Water Management	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	CG-HP-140a.1	Total water withdrawn in FY21: 299,249 thousand cubic meters SR: Conserving Water , p. 27
	Description of water management risks and discussion of strategies and practices to mitigate those risks	CG-HP-140a.2	SR: Conserving Water , p. 27
Product Environmental, Health, and Safety Performance	Revenue from products that contain REACH substances of very high concern (SVHC)	CG-HP-250a.1	Our approach to the safety of products and ingredients is outlined in our Product Safety Principles and Ingredient Principles .
	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	CG-HP-250a.2	
	Discussion of process to identify and manage emerging materials and chemicals of concern	CG-HP-250a.3	Additionally, we describe our product safety and ingredient stewardship practices in our Sustainability Report - Ingredients Stewardship and Transparency.
	Revenue from products designed with green chemistry principles	CG-HP-250a.4	We do not currently track product revenue by chemical composition regulations or designed with green chemistry principles as our policies and practices for chemicals management and ingredient stewardship are integrated into our overall approach to product design.
Packaging Lifecycle Management	(1) Total weight of packaging, (2) Percentage made from recycled and/or renewable materials, and (3) Percentage that is recyclable, reusable, and/or compostable	CG-HP-410a.1	(1) Total weight of packaging in FY21: 33,760 metric tons ³⁸ (2) We are working to increase our use of recycled plastic and fiber paperboard, as well as certified sustainably sourced fiber paperboard in our packaging, and in FY21 achieved: 48% (3) Percentage of packaging that was reusable, recyclable or compostable in FY21: 85%. Additional information can be found in our SR: SR: Designing for Sustainability , p. 9-11 SR: Sustainable Packaging , p. 12-13 SR: Supporting Consumers in Recycling , p. 14 SR: Responsibly sourcing ingredients and materials , p. 29 SR: Our Progress: Brands , p. 47
Packaging Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	CG-HP-410a.2	Information about our strategies and progress to reduce the environmental impact of packaging throughout its lifecycle can be found in practices in our SR: SR: Designing for Sustainability , p. 9-11 SR: Sustainable Packaging , p. 12-13 SR: Supporting Consumers in Recycling , p. 14 SR: Responsibly sourcing ingredients and materials , p. 29 SR: Our Progress: Brands , p. 47
Environmental & Social Impacts of Palm Oil Supply Chain	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book & Claim	CG-HP-430a.1	In FY21, we sourced 3,257 metric tons of palm oil for use in our products, of which 72% was sustainably sourced from vendors certified by the RSPO (5.4% Identity Preserved, 25.8% Segregated, 40.6% Mass Balance, 0% Book & Claim). SR: Responsibly sourcing ingredients and materials , p. 29 SR: Our Progress: Brands , p. 47
Activity Metric	Number of manufacturing facilities	CG-HP-000.B	Edgewell has 11 manufacturing sites. Information on locations and details can be found on page 5.

³⁸ This report version includes corrected FY21 packaging weight data due to a previous packaging data classification error.

TCFD Index

The TCFD framework was created to offer organizations a consistent approach to climate-related financial risk and opportunity disclosures. This table details where information relevant to Edgewell's TCFD disclosures can be found.

Topic	Disclosure focus area	Disclosure	Location
Governance	Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	CDP C1.1, C1.1a-b, C1.2 SR: Embedding Sustainability into Our Business , p. 6
		b) Describe management's role in assessing and managing climate-related risks and opportunities.	CDP C1.2-a, C1.3a, C2.2b-c
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	CDP C2.1, C2.2a-d, C2.3-a, C2.4-a
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	CDP C2.2b-c, C2.3a, C2.4a, C2.5, C2.6, C3.1, C3.1c
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP C2.3a, C3.1a, C3.1d
Risk management	Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	CDP C2.2, C2.3a
		b) Describe the organization's processes for managing climate-related risks.	CDP C2.2, C2.3
		c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	CDP C2.2, C2.3, C3.1
Metrics and targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP C1.3a, C2.3a, C2.4a, C4.1a-c, C4.2
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CDP C2.3a, C4.1, C5.1, C6.1-C6.3, C6.5, C6.10, C7.1-7.1a
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP C1.3a, C4.1, C4.2



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