**ENVIRONMENTAL**

- 20% Of warehouse and production areas converted to LED.
- 86% of waste diverted from landfill.
- 83% Of all sites are on track to convert to 100% LED lighting by Fiscal Year 2025.
- 100% Of manufacturing plants recycle metal.
- 22% Of capital expenditure projects contained a sustainability component.
- 3,164 Tons of scrap metal recycled

*Waste diverted from landfill calculated by weight including cardboard, wood, metal, plastic, paper, and waste used for energy.

**DIVERSITY**

- OVER 200 Associates trained on Diversity & Inclusion at Work and Counteracting Unconscious Bias.
- Director of Corporate Social Responsibility hired.

**COMMUNITY**

- Company executives contributed personal time and monetary donations to over 10 causes and charities.
- CAUSES & CHARITIES INCLUDE:
  - Big Brother Big Sister
  - United Way Foundation
  - Roswell Park Cancer Institute
  - American Heart Association
  - UNICEF
  - St Jude’s Children Research Hospital
SAFETY

100% of manufacturing plants locations have safety teams.

92% Employee participation in safety training at our manufacturing plants.

TRIR 0.74 Significantly lower than industry average.

0 FATALITIES

2,300+ Safety opportunities identified.

81% Completion rate of safety opportunities identified. (within 30 days of submittal)

13 Manufacturing plants & warehouses with 0 lost time accidents or recordables.

TALENT MANAGEMENT


217 Employees completed over 1,100 development training modules.

Introduced our first formalized mentor program.

GOVERNANCE

2 of 8 Board members are women.

1 Board member identifies as a member of a minority group.

Introduced New Corporate Policies:
- Corporate Code of Conduct.
- Human Rights Policy.
- Supplier Code of Conduct.
- Flex Work Policy for employees.

Corporate Social Responsibility strategy & framework developed.

Strong governance and risk management allowed for adaptability & resiliency through COVID-19.

Board Oversight of ESG program.