

2022 Corporate Citizenship Report

# Together As One

newell  
BRANDS



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# Introduction

At Newell Brands, we're working together to build value for our employees, consumers, customers, shareholders and communities. We are a global company with more than 100 iconic brands and 28,000 diverse and talented employees around the world, united as one team to fulfill our Purpose. In our work every day, we bring our beloved brands to life through our trusted, innovative products; foster a winning culture that helps our employees learn, grow and thrive; serve as a strategic partner to our customers and suppliers; seek to drive long-term sustainable growth for our shareholders and support the communities in which we operate.



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# A Message From Our CEO



As I reflect on 2022, I am proud of all we accomplished, despite a challenging operating environment. This year's Corporate Citizenship Report, Together As One, reflects our employees' commitment as a united, global team to advance our business priorities and be a force for good.

2022 was a difficult year as the global economy was impacted by the military conflict between Russia and Ukraine, high inflation continued to put pressure on consumers and our business and we faced inventory reductions and slowing consumer demand for general merchandise categories. Because we expect the external landscape to remain uncertain in 2023, we took decisive action enabling us to better weather the short-term macros, while building a company for the future. In January 2023, we announced Project Phoenix, a major evolution in our operating model, which will further simplify and strengthen our company by leveraging the scale and power of One Newell. Project Phoenix has five key tenets. First, we moved from seven Business Units to three operating Segments based on consumer dynamics and customer commonalities. Second, we are centralizing our sales efforts for our top customers in the United States. Third, we're moving to a One Newell go-to-market approach in key international geographies. Fourth, we are centralizing and unifying manufacturing globally. And finally, we'll strengthen capabilities, reduce duplication, enhance role clarity and drive standardization of processes. Notably, the consistency we are driving through Phoenix will help accelerate our progress on sustainability. We will share more about this initiative and our progress in next year's report.

As a global manufacturer and distributor, we acknowledge our responsibility to minimize our impact on the environment through our operations. In early 2022, we committed to carbon neutrality by 2040 for all Scope 1 and 2 emissions across our global portfolio. As a step toward that goal, we aimed to reduce global manufacturing related GHG emissions by 30 percent by 2025. I am pleased to report that we achieved a 35 percent reduction, exceeding our 2025 target. We also shifted 12.5 percent of our manufacturing sites' global electricity to renewable energy making significant progress toward our goal of 30 percent by 2030.

We also recognize that as a consumer products company, we must ensure that our products and materials are responsibly sourced, planet friendly and high quality. Our Baby team in Zeven, Germany launched NUK® for Nature™, a sustainably designed, manufactured and packaged product line of pacifiers and bottles. And the Coleman® team in Chicago, Illinois, produced the Classic Recharge Collection which uses rechargeable lithium-ion batteries, helping to eliminate disposable battery waste. We also consider the impacts of our packaging and have a set a goal of eliminating the use of Polyvinyl Chloride (PVC) and Expanded Polystyrene (EPS) in all packaging by 2025. We now have 12 brands whose packaging is PVC-and-EPS free.

We continued to build operational excellence across the organization through Project Ovid, our multi-year initiative to consolidate 23 unique supply chains to a single, integrated supply chain in the United States. It creates the opportunity for our retail customers to order a broader range of the Newell portfolio on one order, one truck and one invoice. We believe this initiative has the potential to reduce miles driven over time as we optimize our customer ordering patterns and enable more full truck deliveries. Project Ovid was an integral step in demonstrating our company-wide commitment to a One Newell culture, so we are building on this momentum through Project Phoenix by centralizing manufacturing.



In 2022, we also enhanced our efforts to be a great place to work, grow and thrive. I am proud that, despite a challenging operating environment, we maintained an employee engagement score of 75, which is in line with global benchmarks, for two consecutive years. We continue to prioritize the retention, engagement and safety of our frontline employees and we believe that our commitment to their satisfaction is competitive among our peers. In 2022, we launched two new career development initiatives for frontline talent through our Operations Reimagined program and achieved a global, world class recordable incident rate of .61.

We took important steps to demonstrate our commitment to employee health and wellbeing. We made several enhancements to our family planning and reproductive health benefits for U.S.- based employees, including increasing our parental bonding leave, tripling our adoption reimbursement and adding an annual surrogacy reimbursement benefit. We launched two new employee resource groups: Mosaic, which represents the broad spectrum of races, ethnicities and nationalities and MiND, focused on mental health and wellbeing. We also held our first annual company-wide Week of Happiness, during which a global team of more than 80 employee ambassadors hosted 20 events including positive psychology webinars, virtual yoga classes, guest speakers and more, in 50 locations across 31 countries.

\* Updated as of June 26, 2023

We give back to the communities in which we operate through product donations and our strategic giving programs. In 2022, we donated \$10 million in products to organizations in need. We also held our fourth annual Local Impact Grant Program, providing grants from the Newell Brands Charitable Foundation to employee-nominated nonprofits in select locations and we completed the inaugural year of our global employee Matching Gift Program. Amidst the devastating situation in Ukraine, I was inspired by how our brands and people around the world, particularly in Europe and specifically in Poznan, Poland and Most, Czech Republic, came together to offer support through volunteering, collections and more. NUK®, Graco®, Contigo®, Rubbermaid®, Coleman®, Sharpie® and Paper Mate® donated products to charitable organizations serving areas affected by the war. Save the Children, one of our matching gift partners, responded to the crisis and our employees quickly met and exceeded our matching gift goal for the organization. As a result of our employees' generosity, we augmented our donation to Save the Children to support their critically important work.

We are immensely proud of the progress we've made across our business and of the prominent recognitions we've received. Newell Brands was named to Newsweek's Most Trustworthy Companies 2022, the Human Rights Campaign's Best Places to Work for LGBTQ Equality 2022 and Fortune's World's Most Admired Companies 2022, an honor which we recently learned we received for 2023, as well.

While we celebrate our achievements, we remain committed to adding shareholder value through sustainable, profitable growth; operational excellence; fostering a high performance culture and being an employer of choice.

Recently, I announced my decision to retire. In May 2023, I will pass the baton to Chris Peterson, President of Newell Brands. Chris is the right person to lead the company forward; he has been a true partner to me in the turnaround and has a strong track record of success.

When I joined Newell in 2019, it was my ambition to galvanize our employees behind a noble purpose – to enhance and brighten consumers' lives at home and outside by creating moments of joy, building confidence and providing peace of mind – and rebuild employee pride in our company. I am grateful for the opportunity to have done both and I genuinely believe that Newell Brands is stronger today in many important ways, and that we have laid a strong foundation for future success.

I remain unabashedly inspired by our talented, passionate and committed employees – they are our true secret sauce. I am optimistic about Newell's future and continue to feel our best days are ahead. We have weathered challenging times before, and we always manage through them, together as One Newell.

Onwards and upwards,

**Ravi K. Saligram**  
CEO







## We Are One

More than a century ago, Edgar Newell founded the Newell Manufacturing Company, Inc., a maker of metal curtain rods in upstate New York. Over time, other icons have joined our family of brands, including Sharpie® in 1992; Rubbermaid® and Graco® in 1999; Paper Mate®, Parker® and Waterman® in 2000; and Coleman®, Yankee Candle® and Mr. Coffee® in 2016.

While our portfolio has grown over the years, one thing remains the same: at Newell, we believe in the power of brands to enhance and brighten consumers' lives, create moments of joy, build confidence and provide peace of mind.

As our company evolves, we continue to embrace new ways of working, look for opportunities to minimize our impact on the environment, commit to operational excellence, drive impactful innovation and leverage our collective strength and talent, operating together as One Newell.



# Who We Are

Newell Brands' iconic, beloved brands are found in homes and businesses around the world, helping make sustainable practices part of everyday life. In 2022, we had seven Business Units<sup>1,2</sup>, home to many well-known brands.



## WRITING



## X-ACTO



## FOOD



## HOME FRAGRANCE



## COMMERCIAL



## BABY



## OUTDOOR & RECREATION



## HOME APPLIANCES



<sup>1</sup> On March 31, 2022, Newell Brands sold its Connected Home & Security ("CH&S") Business Unit to Resideo Technologies, Inc.

<sup>2</sup> Effective January 1, 2023, Newell Brands moved from seven Business Units to three operating Segments.

Ball® and Ball Corporation, used under license.

# Purpose and Values

## VISION

Be a consumer led, innovation powerhouse and growth engine that is a force for good and an amazing place to work, grow and thrive.

## PURPOSE

Our beloved, planet friendly brands enhance and brighten consumers' lives at home and outside by creating moments of joy, building confidence and providing peace of mind.

## GOAL

Deliver top quartile returns to shareholders by driving sustainable growth, margin improvement and strong free cash flow generation, while maximizing capital returns.

## VALUES

Truth, Transparency, Teamwork and Trust

# Key Stakeholders



Consumers



Employees



Customers



Suppliers



Shareholders



Communities

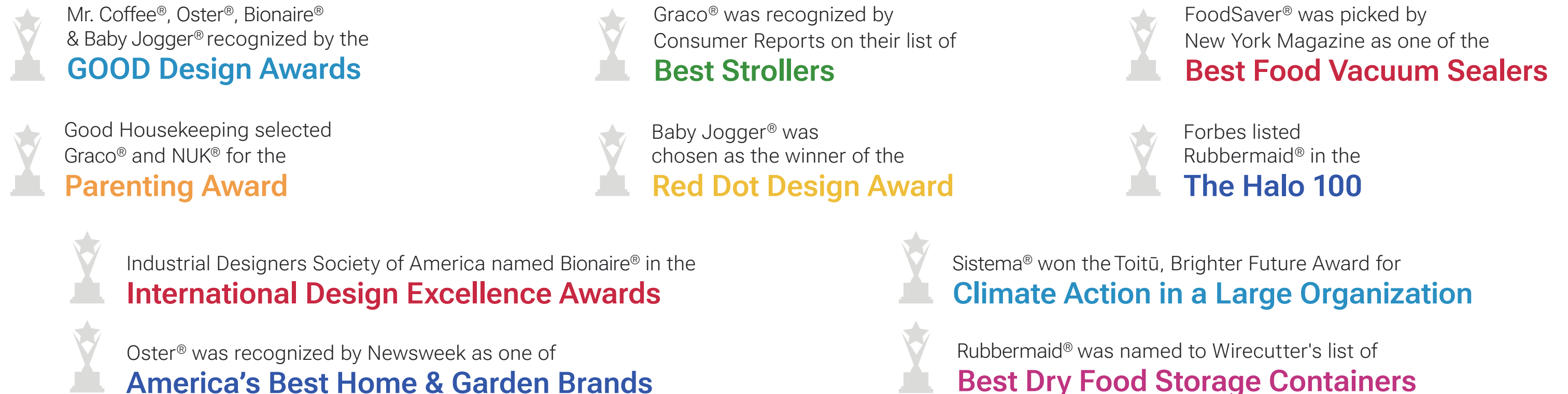
# Awards and Recognition

In 2022, we received many prominent awards and recognitions for our company, brands and products. Among them were:

## CORPORATE



## BRANDS





# 2022 Highlights

## OUR PRODUCTS

**1,000**

attendees across the organization received Design for Sustainability training

**12**

of our plastic brands now have packaging that is PVC and EPS free

**30%**

WoodWick's Auto Vent Kit packaging is made from 30% post-industrial recycled content, a rapid shift away from virgin material

**85%**

One of Spontex's best-selling sponges is made from 85% recycled plastic foil



## OUR OPERATIONS

**35%**

Reduced Greenhouse Gas (GHG) emissions by 35% in our global manufacturing sites, exceeding our 2025 target of 30%

**97%**

Achieved 97% of ton-miles traveled in the U.S. to transport our products, exceeding our goal of 90%

**12.5%**

Shifted 12.5% of our global manufacturing sites' electricity to renewable energy, making progress toward our 2030 target of 30%

**.61**

Achieved a .61\* global recordable incident rate reflecting world-class safety standards

\*Updated as of June 26, 2023



## OUR PEOPLE

**140k+**

Employees completed over 140,000 LinkedIn Learning courses in six months

**75**

Maintained an employee engagement score of 75, in line with global benchmarks

**2**

Created two new career development initiatives for frontline employees through our Operations Reimagined Program

**200+**

Held over 200 wellness and engagement events and activities for employees during our first annual, company-wide Week of Happiness

**2**

Launched two Employee Resource Groups (ERGs): Mosaic, which represents the broad spectrum of races, ethnicities and nationalities and MiND, focused on mental health and wellness



## OUR COMMUNITIES

**15**

Supported 15 nonprofits through our Local Impact Grant Program

**\$10m**

Donated \$10 million in products to charitable organizations

**\$100k**

Donated more than \$100,000 to Save the Children and nearly \$45,000 of that to support relief efforts in Ukraine





# Our Approach to Corporate Citizenship

At Newell Brands, we strive to be a force for good in the world. From ensuring we offer fulfilling career opportunities and comprehensive benefits to our employees, to holding ourselves accountable to the highest safety standards for our products and people and partnering with our suppliers on responsible sourcing, we believe that through the power of One Newell, we can make a meaningful difference.

Our report is organized according to four focus areas, representing some of our major categories of impact.



## Our Products

We're committed to innovating across our portfolio and dedicated to delivering quality products to customers and consumers that promote a circular future. We support responsible consumption through our commitment to product and packaging sustainability.



## Our People

We strive to be an employer of choice and an amazing place to work, grow and thrive. We're dedicated to investing in our people, supporting their health and wellbeing and fostering an inclusive culture, driven by our values of Truth, Transparency, Teamwork and Trust.



## Our Operations (formerly Our Planet)

We recognize the significant impact of climate change and the threat it represents for future generations, and we take seriously our duty to act as good environmental stewards. Through our global supply chain, we're working to reduce the environmental impact of our operations while creating a safe, supportive environment for our frontline workforce.



## Our Communities

As a global business with operations in over 40 countries, we have a responsibility to give back to the communities in which we operate. We're committed to being a force for good in the world through employee-driven philanthropic initiatives, disaster relief support, product donations and partnerships with impactful nonprofits.



# Corporate Citizenship Goals

CATEGORY	GOAL YEAR	2022 PROGRESS
<b>Our Products</b>		
Source 100% of our direct-sourced paper-based packaging from certified, verified or recycled sources	2025	97% globally; 99% North America <sup>1</sup>
Eliminate the use of Polyvinyl Chloride (PVC) and Expanded Polystyrene (EPS) in all packaging	2025	99.99% of our direct sourced packaging by weight was EPS-free and 65% was free of PVC. Of our sourced finished goods SKUs surveyed, 81% had EPS-free packaging and 93% were PVC free. Across our portfolio, Newell has 12 brands whose packaging is EPS- and PVC-free. <sup>1</sup>
Use at least 20% non-virgin (recycled content) in plastic packaging for Newell manufactured goods	2025	16% globally <sup>1</sup>
<i><sup>1</sup>The status for our packaging goals is based on a 2022 survey of 2021 data provided by our major suppliers.</i>		
<b>Our Operations</b>		
Reduce Scope 1 and 2 GHG emissions from manufacturing by 30% (2016 baseline)	2025	35% globally
Divert 90% of manufacturing waste from landfill	2025	55% globally
Use SmartWay-approved carriers for over 90% of ton-miles traveled in U.S.	2025	97% U.S.*
Convert 30% of Newell's manufacturing electricity to renewably produced electricity	2030	12.5% globally
Achieve carbon neutrality for all our Scope 1 and 2 emissions across our global portfolio at all manufacturing, distribution, warehouse, retail and office sites	2040	Work toward our 2025 manufacturing Scope 1 and 2 goal is helping us make progress on carbon neutrality
<b>Our People</b>		
Work toward representation of women and people of color at the people manager level in the U.S. to match the relevant talent market in terms of geography and function	2025	41.44% women; 21.91% people of color in people manager positions in U.S.
<b>Our Communities</b>		
Invest \$1 million in our communities through our Local Impact Grant Program	2025	\$665,000
Achieve \$50 million in product donations	2025	\$35.4 million

\*Reporting reflects prior-year data from 2021.

# Corporate Governance

## Board of Directors

Newell Brands’ Board of Directors establishes the company’s long-term strategic direction and the framework of principles and practices that ensure accountability and fairness. The Board also provides oversight of management practices and succession planning and risk management for topics including ESG, finance, legal and regulatory matters, supply chain, competition, privacy and cybersecurity. Board members receive reports and offer feedback on areas delegated to the Board Committees. The independence and diversity of Newell Brands’ Board of Directors helps to ensure effective oversight.

BOARD COMPOSITION	AS OF 12/31/22
Number of Directors	10
Percent Director Independence	90%
Women and Minority on Board	50%
Percent Women on Board	20%
Percent Minority on Board	30%
Percent Under 30 Years Old	0%
Percent 30–50 Years Old	30%
Percent Over 50 Years Old	70%
Average Director Tenure	4.5 years

In 2023, Stephanie Stahl, a consumer-driven and ESG-focused leader and founder of Pegasus Studio, LLC, joined our Board, bringing the percentage of women to 27 percent.

## Board of Directors Committee Responsibilities



### NOMINATING/GOVERNANCE

- Governance risk
- Environmental health and safety
- Product safety
- Ethics and compliance
- Government relations
- Sustainability
- Diversity, inclusion and belonging



### COMPENSATION & HUMAN CAPITAL

- Executive compensation and pay-for-performance
- Succession planning
- Employee retention
- Pay equity
- Human capital management and development



### AUDIT

- Ethics and integrity of financial statements
- Company compliance and audits
- Enterprise risk management and data privacy
- Cybersecurity and data privacy risk monitoring and management



### FINANCE

- Capital structure and allocation
- Acquisitions and divestitures
- Insurance programs
- Financial plans, policies, practices and performance



# Leadership Team

Our world-class leadership team has a wealth of expertise and experience and employs a people-first approach that drives business results and value for our shareholders. The diverse team is focused on building a unified culture, driving operational excellence, enabling simplification and prioritizing consumers through insights and foresights. They're committed to strengthening customer partnerships by providing a superior customer experience and optimizing our supply chain while pursuing breakthrough innovation.

Additional details regarding our corporate governance policies and disclosures can be found in our most recent [Proxy Statement](#) and on our [Investor Relations website](#).

# Risk Management

The Newell Brands Risk Management team selects and implements strategies to protect our people, property, customers and cash flow. This is accomplished through an ongoing evaluation of the risks we face and identification of the most effective means of responding. While this includes the purchase of insurance, it also involves risk reduction through safety programs and the deliberate retention or avoidance of certain risks.



See how we interact with our **key stakeholders** >



# Ethics and Compliance

At every level of the company, we're committed to operating with the highest ethical standards and in full compliance with the law. We ensure understanding of and compliance with our standards by educating employees and suppliers on our expectations, regularly assessing our performance and providing avenues for people to share concerns with our Ethics & Compliance team.

Ultimate responsibility for our ethics policies and programs lies with Newell's Chief Ethics & Compliance Officer, who reports to our Chief Legal & Administrative Officer and provides regular updates to the Nominating/Governance Committee and the Audit Committee of the Board of Directors.



## Employee Code of Conduct

Our Employee Code of Conduct, available in 12 languages, enumerates our commitment to an ethical culture at all levels of the company. It provides guidelines to employees on how to comply with relevant laws and regulations. The Code guides our Board of Directors, executive officers and employees globally and includes guidelines for dealing with external stakeholders, such as industry groups and vendors. It covers complying with legal regulations, dealing fairly and transparently, avoiding conflicts of interest and reporting ethics violations. Updated in 2022, the Code of Conduct now incorporates our company values and content on charitable and political contributions; responsible sourcing; sustainability; diversity, inclusion and belonging; and other issues that employees have encountered or inquired about.

## Vendor Code of Conduct & Responsible Sourcing Manual

Our Vendor Code of Conduct establishes the standards of conduct we expect from our suppliers in several areas, including human rights, labor, environmental compliance and management practices. In addition, our Responsible Sourcing Manual provides detailed technical specifications for factory standards, as well as corrective actions suppliers can take should they fail to meet those standards. Members of our Ethics & Compliance team also sit on our Zero-Tolerance Committee, helping provide oversight and guiding Newell's response to violations among third-party suppliers.

## International Export Compliance Policy & Global Anti-Bribery and Anti-Corruption Policy

Our International Export Compliance Policy addresses trade sanctions, export controls and anti-boycott regulations. This policy provides practical guidance and internal resources for employees involved in international transactions. We also comply with anti-corruption and anti-bribery laws of the countries in which we do business. Our Global Anti-Bribery and Anti-Corruption Compliance Policy describes employees' responsibility to detect and deter fraud and corrupt, dishonest or illegal activities.



## Training and Risk Assessments

Online Code of Conduct training is mandatory for all full-time, salaried, professional and clerical employees. Our goal is for 100 percent of eligible employees to complete the online Code of Conduct training each year. In 2022, we had a 99.7 percent completion rate.

We also periodically offer onsite Code of Conduct training for employees who work in our manufacturing facilities and don't have ready access to online training resources. The training covers various topics from our Code of Conduct such as cultivating a respectful workplace, conducting business in an ethical and legal manner and reporting issues. In 2022, we delivered in-person training at four sites.

In addition to annual Code of Conduct training, we offer training throughout the year on topics such as data privacy, anti-bribery and anti-corruption.

We continue to conduct focused risk assessments to understand risks related to bribery, corruption and trade sanctions across our international operations. In each market, we evaluate our businesses on a rolling basis based on various objective and subjective factors. Risk scores help us determine where to focus our efforts. For example, in markets that are located near embargoed countries, we discuss how to mitigate the heightened risks for those markets.

Newell provides multiple channels for individuals to ask questions, raise concerns or report violations of our Code of Conduct. The Ethics & Compliance team reviews all reports as they are received, informs individuals of the status of reports they have made, follows our internal procedure to thoroughly investigate all reports and conducts analysis to understand reporting trends. We provide a quarterly summary of reports received to the Board's Audit and Nominating and Governance Committees. Additionally, we regularly promote our Ethics Hotline and ensure that employees are aware of our anti-retaliation policy which dictates that no employee will be retaliated against in any way for raising a concern in good faith.

Employees can submit questions, concerns or suspected violations of the Code of Conduct through the following channels:

**Online:** [Reporting Website](#)

**Email:** [ethics@newellco.com](mailto:ethics@newellco.com)

**Phone:** (888) 255-8163 (U.S.) [International](#)

**99.7%**  
**employees**  
 completed Code of  
 Conduct training in 2022



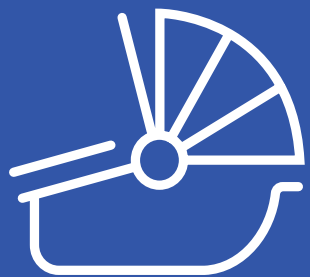
## Data privacy

An increasingly important aspect of operating ethically is maintaining strong practices related to data privacy. Our Director of Data Privacy reports to our Chief Ethics & Compliance Officer, and together they provide periodic updates on data privacy to the Audit Committee of the Board of Directors. Over the past several years, we've continued to conduct data mapping, introduced annual training on data privacy and continue to update and roll out policies on data- and privacy-related topics.

Our external [Privacy Statement](#) describes how we honor the privacy and security of our users, customers and suppliers, as well as their representatives, in relation to all products, services, applications and websites that we provide.







# Our Products

At Newell Brands, we take a collaborative, enterprise-wide approach to product stewardship and strive for our products and materials to be high quality, responsibly sourced, sustainably designed and developed to meet or exceed applicable safety standards. Our businesses regularly seek opportunities to share with and learn from one another so we can make progress on the topics that matter most to our stakeholders.

## IN THIS SECTION:

Product and Packaging Sustainability →

Consumer Safety and Satisfaction →

Responsible Sourcing →





# Product and Packaging Sustainability

Our vision is to shape the future of responsible consumption by creating innovative products that are better for the environment and enable our consumers to live more sustainably. We consider the potential impact of our products at every stage of their life cycles, from design, material choice and manufacturing to packaging, transportation and end-of-life.

## Innovation Operating Model

Our Innovation Operating Model (IOM) helps guide our efforts. As shared in our last report, the model provides a complete strategy for product development, as we strive to be more consumer-focused and drive bigger innovations, while considering sustainability at every step. The IOM allows us to better meet the needs of all of our stakeholders, including investors and regulators, who have increasingly heightened expectations of businesses; retailers, who are seeking more sustainable suppliers; and consumers, who are making more informed choices about the products they buy.



**>70%**  
**of consumers**  
expect brands to become more sustainable.



\* The State of Consumer Spending: Gen Z Influencing All Generations to Make Sustainable-First Purchasing Decisions (First Insight, Inc. The Baker Retailing Center at the Wharton School of University of Pennsylvania, November 2021.)



## Design for Sustainability

Newell's Design for Sustainability framework, part of our IOM, is an integrated approach to product development. As we shared in our [2021 report](#), Newell has six Design for Sustainability actions, which are included in briefs for new product development (NPD), ensuring that our teams consider sustainability implications early in the development process and at every stage, from ideation through product launch.

## Life cycle assessment tool

In 2022, we introduced a simplified life cycle assessment tool that assesses products' life cycle impacts, activities, processes and materials specific to each of our businesses. The tool enables product development teams to identify areas of greatest environmental impact, compare concepts and understand impacts of design decisions and then consider solutions to address them. For example, if a team discovered that a product's greatest impact originated from the raw materials it contains, they could replace the materials with more sustainable options.

## HOW SUSTAINABLE PRODUCT DEVELOPMENT COMES TO LIFE

See how Design for Sustainability thinking influenced nearly every aspect of the WoodWick® ReNew Collection which was launched in early 2023 but developed in 2022.

### DESIGN FOR SUSTAINABILITY ACTIONS



#### Reimagine The Offering

Alternative ways to meet consumer needs that reduce environmental impacts.



#### Responsible Material Choices

Material decisions that reduce natural resource depletion and are sourced responsibly.



#### System Efficiency

Design to reduce resource waste throughout each phase of the life cycle.



#### Modularity & Compatibility

Adaptable design to increase the useful life of a product or provide a second life.



#### Product Longevity

High-quality products that will look and function beautifully, long into the future.



#### End-of-Life Consideration

Promote circularity and reduce environmental impacts at the end of a product's useful life.



Cork lid made from responsibly sourced trees

Amber glass vessels made from 55 percent post-consumer recycled glass

Fragrances made with traceable bio-based ingredients like Egyptian basil, French lavender and Madagascar vanilla; upcycled materials and essential oils

Plant-based soy coconut wax blend that is free of dyes and additives



## Coming together for sustainable product development

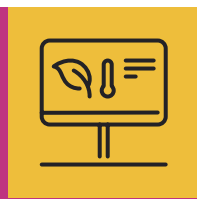
In addition to the processes and tools we've implemented, we're increasing our collective knowledge of designing sustainable products through several programs. The Design for Sustainability Champions Network (formerly the re:Newell sustainable design program) is a group of designers, packaging engineers and product engineers across Newell's businesses who meet monthly to share best practices and advocate for sustainable design within their teams.

Our live Design Institute training, concluded in 2022, introduced our designers to the concepts of Design for Sustainability and circular design. We recorded all sessions so that we could scale the effort and serve as a resource to teams across the Newell design and product development community. This training includes discussions of life cycle thinking, product life extension, design for disassembly and repairability and developments in sustainable materials.



**1,000**  
**attendees**

across our product development organization were provided Design for Sustainability training in 2022



## SUSTAINABLE FROM THE START

New parents want to give their children the best possible start in life. For many, this includes making sure that the products they use are good for their kids and the planet. NUK introduced the NUK® for Nature™ collection in 2022 to offer parents a more eco-friendly line of products without compromising quality or safety.

The line of pacifiers and bottles incorporates multiple Design for Sustainability principles, including reducing waste, choosing materials that address resource depletion and promoting circularity. The collection features a range of products whose material can be linked to 100% natural raw materials via the ISCC PLUS (plastics) and REDcert² (silicone) certified mass balance approach. In addition, All NUK® for Nature™ products feature recyclable packaging.



### Product and packaging materials

One of Newell's guiding principles for product and packaging sustainability is to choose and use materials responsibly. Like many other materials, plastic resins can have a negative impact during manufacturing and at end-of-life, especially in a linear economy where consumers use products and then discard them as waste. While government safety regulations require us to use plastic resins in some of our products, it's important that we identify new ways to recycle plastics and source recycled plastics whenever possible.

Newell's plastic reduction efforts focus on reducing the use of virgin plastic by eliminating materials and transitioning to recycled content. We also encourage consumers to recycle through package labeling. Our life cycle approach helps us understand where virgin plastic elimination has the greatest impact and consider tradeoffs. We're building a program to make data-driven decisions based on these analyses.

We embrace the possibilities of advanced recycling, which goes beyond typical mechanical recycling to return post-use plastics to their basic chemical building blocks. The process then uses emerging technologies to create new plastics, chemicals, fuels and other products. Our Writing plant in Nantes, France, and Baby plant in Zeven, Germany, have achieved International Sustainability and Carbon Certification, which ensures the credibility of our use of advanced recycled resins.

Design for Sustainability Champions advocate for greater focus on sustainable packaging among our packaging development teams. Members help drive a culture of sustainability by focusing their teams on achieving our 2025 packaging goals, implementing environmental labeling and advancing design for recyclability initiatives on new packaging development. The champions are partners with R&D Sustainability teams in educating and driving sustainability across our businesses.



**34.5%**

of Elmer's® Glue Stick SKUs have transitioned blister packaging from PVC to PET. Design and validation is complete for all packaging structures and remaining SKUs in product category will transition to PET by end of 2023.



**30%**

WoodWick's Auto Vent Kit plastic packaging is made from 30% post-industrial recycled content, a rapid shift away from virgin material



**85%+**

recycled plastic foil now used for one of Spontex's® best-selling sponges

### DOING GOOD WHILE AVOIDING WASTE

Each year, Americans purchase 50 billion single-use water bottles, resulting in unnecessary waste and ocean pollution. Reusable water bottles like those offered by Contigo®, bubba® and Coleman® help reduce this waste. During the Fill it Forward campaign, Contigo encouraged consumers to scan a code every time they refilled their reusable bottle. With every one of more than 10,000 scans, the brand donated to DigDeep, an organization committed to providing clean running water to all Americans.





## Progress on packaging goals

We seize every opportunity to reduce or avoid packaging. In cases where packaging is necessary to protect products, we prioritize formats and materials that are most sustainable. We're working toward three goals that we aim to achieve by 2025:

### 2025 GOALS

### STATUS\*

Eliminate the use of Polyvinyl Chloride (PVC) and Expanded Polystyrene (EPS) in all packaging

**99.99% of our direct sourced packaging by weight was EPS-free and 65% was free of PVC.** Of our sourced finished goods SKUs surveyed, 81% had EPS-free packaging and 93% were PVC free. Across our portfolio, Newell has 12 brands whose packaging is EPS- and PVC-free

Source 100% of our direct-sourced paper-based packaging from certified, verified or recycled sources

Despite supply barriers in certain parts of the world, **97% of the fiber we use globally is from sustainable sources.** In North America, this total is 99%.

Use at least 20% non-virgin (recycled content) in plastic packaging for Newell manufactured goods

Of the plastic that is used globally at Newell for manufactured goods, it has an average of 16% recycled content.

\*The status for our packaging goals is based on a 2022 survey of 2021 data provided by our major suppliers.

In 2022, we began baselining our global plastic footprint. Through this work, we learned that of the total tonnage of materials we source, 7 percent by weight is plastic, 5 percent of our direct sourced goods and 9.5 percent of our sourced finished goods. We will continue communicating to our packaging teams and suppliers our commitment to reducing our packaging's environmental impact and actions such as material reduction and the incorporation of recycled content.

## Material end-of-life

By focusing on longer life and recyclability during the design process, we can do our part to help avoid the extraction of materials and reduce landfill emissions. We use How2Recycle® labels on packaging created by the Sustainable Packaging Coalition's nonprofit arm for 1,237 SKUs in the U.S. and On-Pack Recycling Labels (OPRL) for 833 SKUs in the U.K.

Rubbermaid, Mapa, Spontex and our Home Fragrance brands have continued their recycling partnerships with TerraCycle®, through which consumers can send products to be recycled at no cost. After empty Yankee Candle, WoodWick and Chesapeake Bay Candle® products are dropped off in stores or mailed to TerraCycle, they are recycled into new products. Since 2020, the Home Fragrance business has collected over 100,000 items and enrolled 8,000 consumers.

## KEEPING THE END IN MIND

Several recent product launches took an innovative approach to disposal, reuse and possible repair at end of life. Some of our success stories include:

**Lanterns that keep shining** – Coleman lanterns from the Classic Recharge Collection use rechargeable lithium-ion batteries, which helps eliminate disposable battery waste.

**Stoves designed for the long haul** – The Cascade and Peak1 stove collections from Coleman are now bulk tank compatible, allowing consumers to choose refillable fuel containers.

**Sustainable fragrances on the go** – Yankee Candle Sidekick® is a premium refillable car air freshener. The universal refill works in all Sidekick and Journey designs and fills cars with a welcoming scent for up to 30 days.

**Ready for repair** – The DYMO® Letratag 200B label maker is designed for disassembly, allowing it to be easily repaired or refurbished.



# Consumer Safety and Satisfaction

Consumers around the world use our products for a variety of purposes. They trust us to deliver products that are safe, and we take this responsibility seriously. While materials used and potential safety concerns differ greatly from one product to the next, product safety is a collective effort. We have a cross-functional team that oversees product safety and ensures that safety insights are shared across businesses.

## Product safety collaboration and oversight

Our businesses test and evaluate all products to proactively identify potential issues, and many of our products also receive third-party safety audits to ensure they meet federal standards. Product safety testing includes our Design Failure Mode and Effect Analysis (DFMEA) tool. DFMEA identifies potential risks or failures in new products and recognizes when an existing product's design changes. Using the DFMEA tool, our product design teams can identify potential points of product failure, assign them a hazard score and determine remedies.

Beyond testing conducted on all products, products intended primarily for children go through a third-party compliance audit at least once annually, and we certify our Graco and Century brands to the Juvenile Products Manufacturing Association (JPMA) standard.

Teams including R&D, Quality, Compliance, Legal, Engineering and Consumer Care, meet regularly as part of our product safety review process. The teams review field data, such as consumer reviews, Consumer Product Safety Commission database posts and inquiries to our Consumer Care team and address potential health and injury risks to anyone who may interact with our products. Our Consumer Care team helps with product use and care, answers product questions, assists with purchases and handles product complaints. We review complaints daily and share the results with Business Unit R&D and Quality teams, including trends and reporting of potential product safety complaints for further investigation.



**78**  
safety reviews  
conducted within our  
Baby business



**12**  
safety reviews  
conducted within our Home  
Appliances business



## Product recalls

In 2022, we had one product recall, for NUK's First Choice Glass Baby Bottles. The recall was related not to safety incidents, but rather a distributor selling a European product in the U.S. and Canada without authorization. Approximately 177 units of product were recalled in the U.S. and Canada as a result.

As Newell's international business grows, we're responding to requirements by advocating for universal safety standards. For example, we've been partnering with JPMA to develop a worldwide standard for baby strollers, so that the same product could be sold in multiple international markets. Application of these types of standards could potentially reduce prices and give consumers more choice, while raising the bar for safety.

**As outlined in our Animal Testing Policy, none of our finished products undergo animal testing.**



**We strongly encourage our direct suppliers to work with their partners to avoid animal testing.**

## Hazardous substances and chemicals of concern

We ensure that products are compliant with all applicable laws and regulations in the markets in which they are sold, including those that relate to chemical substances in our products. Each of our businesses maintains its own restricted substances protocol tailored to product or product category. These requirements incorporate those of applicable international, federal, state and local laws at a minimum. They may also be based upon published chemical lists of industry associations. Protocols are rigorously monitored and regularly updated as regulations change. In 2022, Newell implemented a [Responsible Chemical Management Policy](#), publicly available on our corporate website, that articulates our commitment to compliance, assurance and continuous exploration of opportunities for improvement.

We require suppliers to provide materials, components and products that comply with all regulations. Products manufactured in-house follow similar procedures, with each business responsible for product compliance. Compliance is screened through a variety of mechanisms and tools selected by the businesses, such as certificates of conformity, full substance disclosures and/or product testing.

When relevant for a particular business, we follow additional compliance practices or even exceed compliance. For example, for many products, our Writing business participates in the Duke Toxicology Program, which maintains a database of over 1,500 chemicals and provides toxicological assessments of consumer and commercial products necessary to comply with federal and state laws. Our Baby business maintains a robust restricted substances list with over 10,000 entries<sup>1</sup>. It considers not only the mandatory requirements in the regions it operates in but also proactively restricts chemicals as they are reviewed under the Stockholm Convention or by localities and states. As states add reporting requirements for certain chemicals, those chemicals are proactively eliminated.

For example, we're following the changing regulatory landscape regarding per- and polyfluoroalkyl substances (PFAS), a group of chemicals that are found in many everyday products. In anticipation of new regulation expected in California and Colorado, Newell has added labels to products containing these chemicals. Beyond labeling, we've removed PFAS from all juvenile products and are exploring alternatives to PFAS for our nonstick cookware. Currently, our Calphalon cookware uses just one PFAS chemical, polytetrafluoroethylene (PTFE). Because of its molecular characteristics and the way it's applied, PTFE does not interact with the body or with food, and the FDA has confirmed that it's safe to use.

In some products, regulations may require added chemicals to achieve designated performance criteria. For example, to obtain the fire resistance required by the National Highway Traffic Safety Administration, flame retardant chemicals are often added to the fabric of car seats. In such instances, we work with our suppliers and contractors to stay abreast of regulatory changes that allow us to eliminate restricted substances.

Our Corporate Environmental Compliance Program and Safety Excellence and Leadership (SEAL) programs require compliance with all applicable chemical laws and regulations in our company operations, including those governing chemical use and handling, storage, transportation and disposition. Compliance assurance includes commitment of staff and resources beginning at the facility level; development and implementation of corporate compliance standards; training for company facilities on chemical transportation, handling, storage, disposal and emergency response and periodic audits and self-assessments.

<sup>1</sup>Includes the family known as PFAS chemicals.

# Responsible Sourcing

Newell Brands sits in a unique position within the consumer products value chain. We source raw materials and components, as well as finished goods, from a network of thousands of suppliers, making us one of the largest importers in the U.S. We also are a supplier ourselves, selling our products to some of the world's largest retailers, including Walmart, Amazon, Target and Costco. These retailers have their own responsible sourcing programs and expectations of vendors, which means in addition to our internal responsible sourcing program standards, we partner with our customers and suppliers to ensure compliance across our supply chain. Today, we're responding to new supply chain risks, government and regulatory changes and legislation, and heightened customer expectations of responsible sourcing standards. For Newell, as well as other multinational companies that source products globally, managing a global supply chain now goes well beyond compliance. It requires proactive identification of risks, precise monitoring of data and deep engagement with suppliers and customers.

At Newell, our responsible sourcing program includes both social compliance and supply chain security. Our practices involve stronger engagement among industry peers, including sharing of best practices and audit processes and establishment of industry standards. For example, instead of requiring suppliers to respond to repeated questionnaires and audit requests, we're coordinating with industry organizations that conduct standardized audits that many customers can access, saving time and resources and reducing audit fatigue. We've also updated our audit scoring methodology, simplifying our grades to A, B, C and F for scoring and continue to actively maintain our strict zero tolerance process. This scoring approach better aligns factory performance with industry guidelines.

In addition to responsible sourcing audits which we perform ourselves, when we receive shared reports or audits conducted by third-party monitoring firms, we conduct post-audit verification. In 2022, our first year using this approach, we conducted a total of 192 post-audit and follow-up verifications. We found significant improvement at these factories in the implementation of corrective action plans and closure rates. In addition, we're expanding our internal capabilities and working toward certifying our program against industry audits, like SEDEX, RBA and Amfori-BSI. This would allow us to share audits with customers and other key stakeholders. We hope to achieve this accreditation by the end of 2024.

In the last year, we put an elevated emphasis on responsible sourcing and appointed a director to run Newell's Responsible Sourcing team and transform our approach to responsible sourcing. This enables us to be strategic and responsive to risks and opportunities, building greater confidence with internal and external stakeholders. Our new structure has three pillars:

PILLAR 1	PILLAR 2	PILLAR 3
<p><b>Vendor resiliency</b></p> <p>Using risk assessments and audits to prioritize suppliers based on risk</p>	<p><b>Data analysis</b></p> <p>Producing reports to communicate actionable findings to optimize our program</p>	<p><b>Vendor enablement</b></p> <p>Helping suppliers improve through ongoing interventions, training, and engagement</p>

While our previous structure included parts of all three of these pillars, we believe that building a structure with dedicated resources in each of these areas is a key enabler for our success. The change will allow the Responsible Sourcing team to be more responsive to issues that arise and prevent future issues from occurring.





## Deep dive on vendor enablement

When an audit reveals an issue or recurring failures that have gone unresolved with a supplier, our Vendor Enablement team responds by creating and implementing a Management Action Plan (MAP). MAPs include close partnership with our suppliers and key internal cross-functional stakeholders to ensure that the supplier understands the root cause of the failure and makes changes to reduce the likelihood of recurrence. The program is customized for each supplier's circumstances focused on the specific area targeted for improvement. For example, we recently worked with a supplier that manages workers' hours and payroll manually, leading to failures or inconsistencies in pay and record retention. Through a MAP, the Vendor Enablement team worked with the supplier to improve their record-keeping by implementing a closed-loop system for payroll and record retention. This new system has helped eliminate errors and inconsistencies while ensuring compliance with labor laws.

Based on new customer requirements, the Responsible Sourcing team is evaluating the expansion of our scope to support our own manufacturing facilities, as well as our external [Asia-based suppliers](#). Our hypothesis is that aligning both external and internal facility standards with industry standards for evaluation will provide even greater confidence our products and business remain compliant with all applicable rules and regulations. We hope to complete this evaluation in 2023.



### PROGRESS TOWARD RESPONSIBLE SOURCING TARGETS

- ▶ With our new structure, team and scoring methodology complete, we established a set of objectives for 2022.
- ▶ Achieve a 90% corrective action plan closure rate
- ▶ Conduct quarterly training webinars for suppliers
- ▶ Hold annual supplier training events
- ▶ Audit 100% of sourced finished goods vendors on a three-year rolling basis
- ▶ Hosted 2 remote training sessions

**697**  
achieved 697 responsible sourcing audits which account for 92 percent of our sourced finished goods spend.

**94%**  
Reached 94% closure of corrective action plans for the 2022 rolling period.

**2**  
Hosted 2 remote training sessions.

## Vendor Code of Conduct

In 2022, we updated and reviewed our Vendor Code of Conduct to reflect changes in social compliance and supply chain security. Newell continues to require a high standard for our suppliers across many areas of social compliance with a focus on forced labor. In 2022, the U.S. government passed a new law around enforcement of rules regarding forced labor. We will continue to comply with all applicable laws and regulations related to all areas of social compliance and human rights. In 2023, we will continue to require attestation of our sourced finished goods supply base to ensure compliance with our Vendor Code of Conduct. The Code is available online in English, Chinese (Traditional) Vietnamese, French, Malay, Italian and Spanish.

## Continued focus on zero-tolerance issues and human rights

Human rights are a focus of Newell’s Code of Conduct and Vendor Code of Conduct and inform our zero-tolerance stance on many sourcing-related issues:

- ▶ Child labor
- ▶ Forced or prison labor
- ▶ Bribery attempts in any form
- ▶ Discrimination
- ▶ Harassment
- ▶ Corporal punishment
- ▶ Unauthorized subcontracting
- ▶ Falsified documents
- ▶ Denial of access
- ▶ Circumvention of the audit process
- ▶ Wastewater discharge into the environment without treatment
- ▶ Contraband container content

Newell has been fortunate to have a limited number of zero-tolerance failures within our supply base and saw a decrease in zero-tolerance issues in 2022. If a zero-tolerance finding is discovered, the Responsible Sourcing team notifies our Chief Procurement Officer, Chief Legal

Officer, Chief Ethics & Compliance Officer, the impacted business leadership team and the impacted Sourcing, Brand and R&D functional leaders, as well as any other relevant internal parties. These leaders provide oversight and guidance to Responsible Sourcing leadership in determining corrective action in these instances. This cross-functional review is critical for us to quickly address the findings, develop and implement a continuity of supply plan, transition any new product development to new suppliers and determine the supplier’s future status.

Human rights due diligence risk assessments are addressed by a combination of internal and external third-party social compliance audits against the Newell Brands Vendor Code of Conduct. Audits also ensure that suppliers have established the appropriate grievance mechanisms for their own employees in their factories. Our annual supplier training and our quarterly webinars include tracks on zero-tolerance issues. In addition to this report, we also publish regulatory statements related to the [U.K. Modern Slavery Act Statement](#) and [Australian Modern Slavery Act Statement](#).

Newell Brands continues to provide a 24-hour [Ethics Hotline](#), an outlet that any Newell Brands employee or supplier’s employee can use to report a complaint in good faith without fear of retaliation.

## Supply chain security

U.S. Customs and Border Patrol and other international trade enforcement bodies, such as Customs-Trade Partnership Against Terrorism, AEO, BASC and PIP, require adherence to strict guidelines when importing and exporting goods. Therefore, in addition to social compliance, Newell’s Responsible Sourcing team conducts supply chain security audits. The team partners with the Newell Customs and Trade team to ensure suppliers follow all required processes and procedures related to supply chain security. We completed 212 supply chain security audits in 2022.

## Addressing conflict minerals

The term “conflict minerals” encompasses tin, tungsten, tantalum and gold (3TG), which can be found in everyday products such as cellphones, cars and jewelry. Trade in these minerals is sometimes controlled by armed insurgent groups using forced labor, particularly in the Democratic Republic of Congo and surrounding regions. We survey the sources of all 3TG minerals used in our products to avoid those that come from conflict-affected areas and publish the results in our annual [Conflict Minerals Report](#), which is filed with the U.S. Securities and Exchange Commission.





# Our Operations

How our products are made and distributed matters. And nowhere is the power of One Newell more evident than in our global supply chain. We're committed to operational excellence and are continuously looking for ways to reduce our environmental impact and better engage and protect our frontline workforce. By working together, we can delight our consumers and serve our customers while making a positive impact on people and the planet.

## IN THIS SECTION:

[Climate Change and Emissions →](#)

[Environmental Stewardship →](#)

[Our Supply Chain →](#)





# Climate Change and Emissions

Addressing climate change requires collective action. Climate change touches every part of the world, with some experiencing its effects through extreme temperatures and more frequent natural disasters. Climate change also affects our business in the form of higher costs for goods and commodities, instability in commodity markets and a growing number of mandatory legal and regulatory disclosures.

But a shared challenge presents an opportunity for us to find solutions. Across Newell, from Winchester, Virginia, to Nantes, France, teams are collaborating to develop a better understanding of our emissions footprint and make progress toward our goals. To support our ambitions, we created a new position of Senior Director of Sustainability and Climate, dedicated to leading sustainability efforts at the company.



Our Baby team in Zeven, Germany, recently launched **NUK® for Nature™**, a sustainably designed, manufactured and packaged product line. By shifting to non-fossil-fuel-based raw materials and paper packaging, the team **reduced the product line's CO<sub>2</sub> emissions by 30% to 50%** for which it was recognized.





## Managing and measuring our footprint

In 2022, Newell Brands announced a commitment to achieve carbon neutrality by 2040 for all Scope 1 and 2 emissions (those that result directly from our operations and the energy we purchase) across our global portfolio at all manufacturing, distribution, warehousing, retail stores and office sites. As a step toward that goal, we aim to reduce manufacturing related GHG emissions by 30 percent by 2025. We are pleased to report that we achieved that goal in 2022 by reducing emissions by 35 percent.

Achieving these targets requires identifying solutions that leverage Newell’s scale to capture data on our global emissions footprint and develop strategies for reducing it. This requires continued investments at our manufacturing sites and distribution centers to increase energy efficiency and install renewable energy systems in support of incremental goals set by our facilities. In addition, we’ll consider solutions at scale that transition our electricity supply to renewable sources. We’ll also plan to look at alternative fuel sources to shift consumption of fossil fuels at our sites to the lowest emission fuels available. Ultimately, we’ll need to neutralize a portion of our emissions through investments in high-quality, permanent carbon removal projects.

Given our significant manufacturing footprint, Scope 1 and 2 emissions are our primary focus. We also recognize that we have a substantial Scope 3 footprint resulting from emissions from material sourcing through end-of-life. Looking ahead, we intend to achieve a better understanding of our Scope 3 emissions with the goal of including them in our reduction targets.

We’re also in the process of enhancing foundational governance and accountability for our climate progress and metrics. Our Climate Task Force will relaunch in 2023 in support of our desire to advance climate stewardship, address customer and investor requirements and drive action toward our carbon neutral goal.

We’re restating emissions data in the reporting year and the baseline year to align with our transition to market-based reporting and use of emission factors provided by a third-party data management provider. Our 2022 data excludes our Connected Home & Security business, which we sold in March 2022. These restatements will result in differences in our total emissions and percentage changes year-over-year. While 2022 reporting will cover our Scope 1 and 2 footprint for only Newell-manufacturing facilities, in 2023 we plan to report data for all facilities and will re-set our reporting baseline.



GHG EMISSIONS	2016 (BASELINE)	2020	2021	2022	2025 (TARGET)
Global manufacturing Scope 1 & 2 GHG emissions (MT CO2e)	351873	277133	242936	229479	246311
Cumulative percent global manufacturing GHG emissions reduction (30% 2025 Reduction Goal)	--	21%	31%	35%	30%

## Progress on energy and emissions

Newell continues to reduce its manufacturing emissions and energy use. As another step on our carbon neutrality journey, we're working to use 30 percent renewable energy for our global electricity by 2030. In 2022, we installed a new solar array at our Outdoor & Recreation distribution center in Hungen, Germany. The array has 99.2 kWh of capacity, which will provide electricity roughly equivalent to the site's annual usage.

A temporary slowdown in production in 2022 contributed to the reduction of our energy use and associated emissions.

### RENEWABLE ENERGY GOAL

	2021	2022	2030 TARGET
Shift 30% of our global manufacturing sites' electricity to renewable sources by 2030	9.6%	12.5%	30%
Global manufacturing renewable electricity (MWh)	47,116	59,762	--

## Reducing our footprint across our value chain

Addressing climate change is a cooperative effort. Newell continues to participate in Project Gigaton, Walmart's effort to eliminate 1 billion metric tons (a gigaton) of GHG from the global value chain by 2030. Walmart recognized Newell Brands as a "Giga Guru" once again in 2021, meaning that we've set specific, measurable, achievable, relevant and time-bound (SMART) goals; reported on these goals publicly and reduced emissions in our most recent reporting year. We have completed our 2022 Giga Guru submission and are awaiting certification. As part of our commitment to transparency, we also respond to The Sustainability Insight System (THEISIS) Index, a survey used by Walmart and other retailers to assess their suppliers' environmental impacts such as pollution, climate change, water quality and resource depletion, as well as social impacts such as worker health and safety, labor issues and community rights.

At Newell, we work with multiple logistics partners to transport product from our distribution centers to our retail partners. Accordingly, we work with with the U.S. Environmental Protection Agency's SmartWay® Transport Partnership to help us measure, benchmark and improve freight transportation efficiency with emissions accounting methodologies and tools. For prior-year data in 2021, accomplished our goal to use SmartWay® approved carriers for over 90 percent of the total ton-miles traveled in the U.S. to transport our products achieving 97 percent.

### TRANSPORTATION AND LOGISTICS GOAL

	2021*	2022*	2025 TARGET
Percentage of Total Ton-miles traveled in the U.S. with SmartWay® certified transporters	89%	97%	90%

\* Reporting reflects prior-year data.

### A SUSTAINABILITY HERO AT YANKEE CANDLE



Bill Swasey, Senior Manager of Facilities for Yankee Candle has been with Newell Brands for over 36 years and has advanced our sustainability efforts since the late 1980's, when he helped implement the early stages of a corrugate recycling program at the Yankee Candle facility. Today, he has played a role in planting roughly half a million trees, conserving over one million gallons of oil, nearly 200 million gallons of water, over 100 million kW of electricity and 250 thousand cubic yards of landscape space, obtaining electric vehicle charging stations and developing plastic, paper and steel recycling programs. Bill believes that as a leading consumer goods company, we have an obligation to be a leader in sustainability initiatives.

“We've only got one Earth, and it's the right thing to do,” he shared. “Newell allows you to be part of something bigger and they make it easy. They allow me to do this along with my normal job. I love knowing we're making a difference and a positive impact. Every little bit helps.”

**Bill Swasey,**

Senior Manger of Facilities, Yankee Candle



# Environmental Stewardship

Doing our part to protect the environment means making responsible use of the earth's limited resources. Beyond designing products with lower-impact materials and packaging, we also work to reduce waste across our operations.

In 2022, we began working with a third party to create waste reduction scorecards and dashboards for each of our manufacturing sites worldwide. We'll aggregate this data at the business level to identify improvement opportunities. To reduce waste to landfill through recycling, we engaged our procurement team to make sure that we've contracted recyclers available in each of our markets.

The Rubbermaid Commercial Products team in Winchester, Virginia, supports the environment by executing at least one sustainability project annually. Recently, the team reduced waste and diverted nearly 70 truckloads of remaining waste from landfill, resulting in annual cost savings of \$100,000 and \$50,000 of revenue generated. In support of our 2025 goal to divert 90 percent of our waste generated at manufacturing from landfills, the site recycled aluminum rivet, aerosol cans and plastic film by partnering with Trex, a manufacturer of composite decking. To offset winter heating costs, the Winchester plant burns waste oil, resulting in annual savings of \$45,000.

## 2025 WASTE GOAL

	2021	2022	2025 TARGET
Waste diverted from landfill at global manufacturing sites	58%	55%	90%

## GLOBAL MANUFACTURING WASTE (METRIC TONS)

	2021	2022
Waste (MT)	40946	29033
Recycled material (Refers to off-site recycled content)	23838	15996

\*Data includes some estimates.



## PLANTING SEEDS FOR SUSTAINABILITY

In celebration of Earth Month in April 2022, the WoodWick team announced a partnership with One Tree Planted, an environmental charity that supports reforestation around the world. **Our \$75,000 commitment supported the planting of 75,000 trees in 2022 across five different projects.** Planting occurred in regions where forests are particularly critical, including on coffee and cocoa plots in the Amazon rainforest in Peru, mangrove ecosystems in India, and parts of Oregon and Washington States affected by wildfires in 2020.

We encouraged consumers to get involved throughout the year with a social media sweepstakes. By sharing campaign content, consumers could win seasonal candle products, plus donations to a One Tree Planted project of their choice.

Our commitments to the planet doesn't end with emissions, energy or waste. We recognize the impact a changing climate is having on the quantity and quality of water availability. Because our manufacturing sites do not require fresh water for production, we use minimal water in our operations. Despite this, we must responsibly use the water we do need. We continue to engage closed loop water systems to reduce consumption and environmental outflow, while encouraging sites to conserve. In 2022, Newell's global water use was 1,046 million gallons in our manufacturing plants, a reduction of over 60 percent compared to water use in 2016. In conjunction with our work to build a complete operational environmental impact footprint, we will track water use beyond our manufacturing sites. This will enable us to consider development of a water intensity metric to inform future strategic choices we make to reduce water use.

While we previously explored the possibility of creating a water use intensity framework, given our relatively low water use, we are prioritizing other initiatives at this time.





# BE PART OF OUR JOURNEY



## Environmental compliance

Newell Brands is committed to maintaining the highest levels of environmental performance by integrating sustainable compliance best practices across the organization and reducing the environmental impact of our operations. Our Corporate Environmental Compliance Program, led centrally by Newell’s Environmental Affairs team, enables the achievement of our policy goals while reducing both regulatory risk and risk to brand reputation. It is designed to ensure that each of our facilities worldwide has the necessary tools for compliance with local laws and regulations and internal standards. Each of our manufacturing, distribution and R&D facilities has an Environmental Champion who coordinates the implementation and management of the environmental compliance program at the facility and maintains information pertaining to our Corporate Environmental Compliance Standards.

These standards govern all relevant environmental operations, including waste management, stormwater management and spill response, as well as training modules on ongoing and emerging compliance topics to serve as foundational tools for their facilities. To maintain compliance with both applicable local laws and these standards, facilities submit periodic self-assessments, and the Environmental Affairs team conducts third-party compliance audits at a selection of facilities each year.

We take responsibility for environmental remediation obligations that may arise from events such as spills or with regard to properties that were impacted by historical operations, in some cases due to operations by other entities for which we have assumed responsibility. As needed, we work with relevant authorities and stakeholders on remediation. More information on environmental remediation projects can be found in our [2022 10-K](#).

## RUBBERMAID COMMERCIAL PRODUCTS LAUNCHES A CALL TO “LOVE SUSTAINABILITY”



As a leader in the cleaning, hygiene and waste management products industry, Rubbermaid Commercial Products contributes to sustainability in many ways: by creating durable products that can be used for years, transitioning to more sustainable materials and making it easier for businesses to sort their waste and divert materials from landfills.

In 2022, the brand launched the Love Sustainability Journey, a vision and roadmap that guides its commitment to sustainable operations. The journey is grounded in Newell Brands’ values of Truth, Transparency, Teamwork and Trust, and aligns with our enterprise-wide Corporate Citizenship goals. It’s designed to articulate the brand’s own perspective and start a transparent conversation around sustainability best practices and ways that all businesses can improve.



# Our Supply Chain

We bring our beloved brands to life by working across our network of manufacturing facilities and distribution centers which deliver quality products to customers and consumers.

“The Technical Training Program has provided training to improve my ability to maintain equipment as part of my job. It helped me learn and practice skills needed for my work and performance goals.”

**Phillip Manning**  
Maintenance Technician, Maryville, Tennessee



## Building a supply chain for the future

We’re transforming our supply chain through two major initiatives: Project Ovid and Operations Reimagined. Project Ovid is multi-year initiative to modernize our operating model in the U.S. and improve our end-to-end experience for customers by transforming our operations into a common customer-facing legal entity. This required the consolidation of 23 unique supply chains into one, harmonizing orders, fulfillment processes and sales policies. As of February 2023, we operate seven Service Centers with a mixed Newell portfolio of products, including two new East Coast sites and five existing Service Centers strategically located to best serve our customers. We anticipate a roughly 50/50 split between East and West Coast ports for inbound sourcing of goods.

This approach offers the opportunity for customers to order a broader range of Newell products on a single invoice, delivered on the same truck. These investments are expected to dramatically reduce transport miles and costs for Newell and our customers, driving simplicity and standardization via common trading practices. Project Ovid is a tremendous accomplishment in our efforts to improve customer service, optimize transportation costs, mitigate the external pressures of port congestion and supply bottlenecks, better enable omnichannel solutions and instill operational excellence more broadly.

Through Operations Reimagined, we’re ensuring that our frontline facilities are efficient, highly automated, great places to work. Our frontline employees make up two-thirds of our workforce, and we strive to keep them safe, provide opportunities for growth and help each person understand how they contribute to our collective mission. We’ve set a goal to achieve 80 percent full-time (versus temporary) employees, except during peak seasons, and have achieved this goal at over 50 percent of our U.S.-based sites.

We believe that our commitment to the satisfaction of our frontline employees is competitive among our peers. We’re focused on continuous improvement and remaining competitive in the market. For example, centrally we analyze our U.S.-based frontline employees’ wages on a twice-yearly basis, improving upon a process that was previously conducted by each individual site.

Operations Reimagined includes a focus on technical skills and training on Newell’s supply chain strategy. In response to the shortage of technical workers at Newell and in the manufacturing industry broadly, we’ve introduced a new program in 2022 to all U.S. sites to increase the equipment maintenance skills of our frontline technical operators and maintenance technicians. The program covers basics of electricity and electronics, mechanics, control systems, general maintenance troubleshooting and safety.

In addition, our Planning, Engagement, Achievement and Knowledge (PEAK) program provides employees with the skills, tools and time to solve problems, create sustainable results and build a culture of operational excellence. Launched in 2018, PEAK combines the power of our people with the best elements of operational excellence frameworks like Lean, Six Sigma and Total Productive Manufacturing. Through PEAK, we expect to see benefits such as quality defect reduction, a decrease in safety incidents and improved employee engagement.





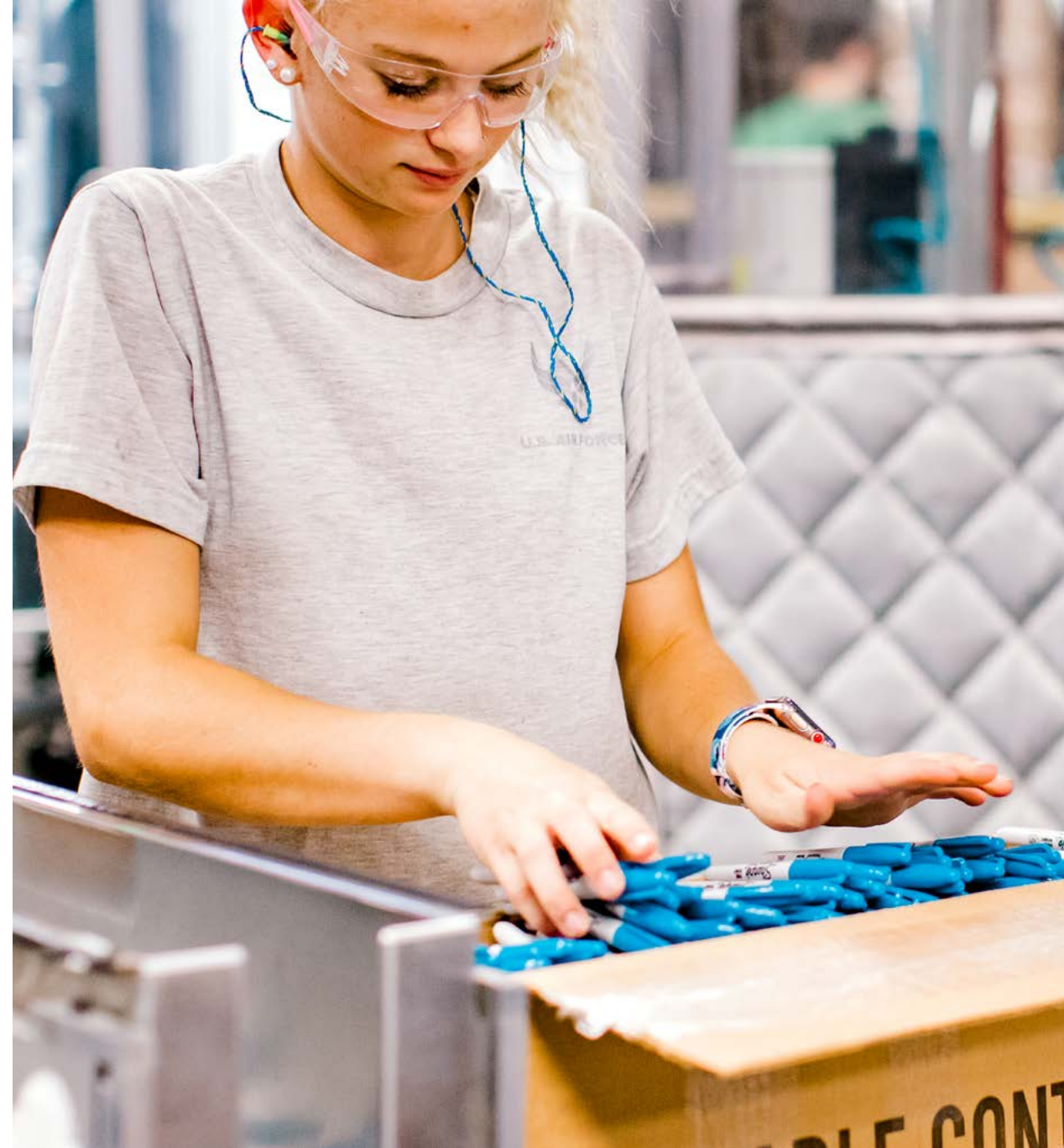
## Safety across our sites

Safety is our top priority, and we strive for zero incidents. Newell’s Safety Excellence and Leadership (SEAL) program supports our goal of zero injuries, zero unsafe conditions and zero unsafe behaviors by helping our sites build consistent, reliable safety programs and educating team members on safety policies.

Each global site can customize its policies based on national regulations and undergoes a formal annual review to ensure SEAL guidelines are effective. These assessments evaluate incident management, safety culture, proactive safety processes and compliance, with sub-categories in each area. Each year, we look for opportunities to improve the program by adding new assessment categories, refining the scoring methodology and incorporating best practices. In 2022, we introduced a program that reviews safety considerations as part of any equipment or process changes. This is particularly important as our business grows and we transform our operations.

In 2022, our safety record continued to improve, keeping us in a world-class category among manufacturers. We attribute our performance to the effectiveness of the SEAL program, leadership commitment, our employees’ dedication to safety protocols and the ability to conduct more in-person training in 2022 compared to prior years.

When we observe sites that are experiencing higher-than-average incidents, we work with them to understand root causes and strengthen their safety cultures. Safety Hypercare is an enhanced program for sites that have not demonstrated a strong culture of safety excellence. It includes heightened expectations, safety programming and additional regular progress reviews.



### CELEBRATING OUR PROGRESS

The following Newell facilities recorded impressive safety performance in 2022:

#### Lumberton, North Carolina

**74%**  
**SEAL score**  
50% reduction in injuries

#### Winchester, Virginia

**84%**  
**SEAL score**  
Record reduction in injuries

#### Jackson, Missouri; Perrysburg, Ohio

**90%+**  
**SEAL scores**  
for the past six years

### GLOBAL SAFETY PERFORMANCE METRICS<sup>1</sup>

	2019	2020	2021	2022
Recorded injuries	298	246	207	142
Global recordable incident rate	.94	.78	.63	.61*

<sup>1</sup> Data in this chart applies to full-time Newell employees, and temporary and part-time workers and excludes retail staff. Changes in prior year figures reflect divestiture and the new supply chain distribution model.  
\* Updated as of June 26, 2023





# Our People

At Newell, our beloved brands and talented employees are our key differentiators. While each of our 28,000 employees is unique, we're united by our shared values of Truth, Transparency, Teamwork and Trust. As we make progress on our transformation journey as One Newell, these values are at the center of all we do. They guide us at every stage of our employees' time with us, from recruitment, onboarding and retention to engagement, growth and development.

## IN THIS SECTION:

Employee Engagement and Talent Development →

Diversity, Inclusion and Belonging →

Employee Health and Wellbeing →





# Employee Engagement and Talent Development

To attract and retain top talent, it's imperative that we keep employees engaged and fulfilled and provide opportunities for them to learn, grow and thrive. To do this, we place a strong emphasis on employee feedback. We have multiple channels for employees to share their thoughts, ideas and concerns, and we use them to guide and enhance the work experience.

Our engagement survey is one of the primary ways we gather employee feedback. In 2022, we had higher participation than in previous years, including higher engagement among all ethnic minorities, and we received over 31,000 comments. In our view, this demonstrates that employees trust the process and see value in participating. Despite a challenging macroeconomic environment, we maintained an overall score of 75 in 2022, in line with global benchmarks.



Our highest enterprise-wide ratings were in the areas of :

**84**  
**Safety climate**  
 +3 vs. global benchmark  
 "Safety is a top priority here."

**74**  
**Resources**  
 +3 vs. global benchmark  
 "I have the resources I need to do my job well."

**73**  
**Workload**  
 +6 vs. global benchmark  
 "In general, I feel my workload is manageable."

Our survey also highlighted three areas of opportunity:

**70**  
**Distress/Wellbeing**  
 -8 vs. global benchmark  
 "Newell Brands takes a genuine interest in employees' wellbeing."

**69**  
**Growth**  
 -3 vs. global benchmark  
 "I have good opportunities to learn and grow with Newell Brands."

**68**  
**Mobility**  
 -4 vs. global benchmark  
 "Leaders are very supportive of employees' exploring roles within other teams and departments."



## Creating a One Newell culture

Listening to employees is just the first step. We also need to address their feedback in meaningful ways. In 2022, largely in response to feedback from our 2021 engagement survey, we created Project One, a new way to drive our One Newell culture that prioritizes the employee voice and identifies solutions to enhance the employee experience. Based on our engagement survey data, we identified three focus areas and assembled a group of employees across businesses and functions globally to address these areas of opportunity.



### Recruiting & Onboarding



Attracting, hiring, and integrating skilled, high-performing talent in a way that fosters lasting connections to our One Newell culture.



### Career & Growth



Cultivating a growth mindset by empowering employees and managers to leverage existing and enhanced tools and processes.



### Wellbeing & Ways of Working



Engaging employees through holistic wellbeing strategies that enhance their quality of life inside and outside of work.



Our vision for Project One is to create a consistent employee experience across Newell and foster a culture that will attract, grow, develop and retain top talent. We'll do this by continuously improving our processes, removing unnecessary barriers to success and helping employees access and leverage new and existing tools and resources. We laid the groundwork for this program during the second half of 2022 by creating dedicated workstreams, analyzing data and developing recommendations. We expect to implement the ideas and actions generated by the Project One team in 2023.



## Integrated talent management

As part of our continued investment in our people, we're shifting toward a holistic approach to talent management that considers every step in an employee's journey as part of an integrated whole. We added, expanded and continued programs in 2022 to help employees advance professionally and personally, including:

**LINKEDIN LEARNING** – LinkedIn Learning enables employees to develop new skills at their own pace and on their own schedules. The platform received over 42,000 course views and 140,332 video completions within six months of its launch. In addition to courses employees chose to take on their own or are assigned to by a manager, we build campaigns around corporate initiatives such as wellbeing, diversity, inclusion and belonging and performance management.

**VALUES-CENTERED LEADER TRAINING** – In 2021, we piloted this four-month program to help managers develop practical leadership skills in conjunction with our values. In 2022, we opened the program to all people managers. Demand has been so high that we've expanded the program to accommodate more managers. We also have plans to develop programs for entry-level professionals and executives.

**LEAD SERIES** – Through this program, we offer 30-minute trainings each month on a new topic, such as building resilience, change management and continuous development. There are three sessions per month to accommodate different schedules and time zones. Sessions have been well attended, averaging over 300 participants a month.

**EXECUTIVE COACHING** – We continued our program for senior directors and above, which consists of a 360-degree review, identification of focus areas, creation of development plans and professional coaching.







## Keeping everyone in the loop

Given that Transparency is one of our four values, we place a significant emphasis on timely, clear communication. Prioritizing communication enables us to drive our One Newell culture by ensuring that employees are informed about what’s happening across the company and that we are speaking with one consistent voice to our external stakeholders. We use several tools to communicate with employees so they can access information on the platforms they prefer.

**NEWELL NOW** – We added our first dedicated regional channels for LATAM and EMEA on Newell Now, our employee mobile app, facilitating greater information sharing across insert space between across and the company and within our businesses and markets. We also leveraged the app as a content hub for our [Week of Happiness events](#) which further bolstered use of the platform. Engagement on Newell Now increased by 20 percent compared to 2021.

**MONTHLY NEWSLETTER** – In 2022, in response to employee feedback, we launched a monthly email newsletter, through Newell Now, that synthesizes relevant corporate news, information and updates for employees, all in one place. Since the launch, we saw a significant increase in our 90-day retention rate on Newell Now, jumping from 51 percent in June to 92 percent in December. This rate is the percentage of users who continually visit the platform and engage with content at least once in a specific period of time.

**LEADER TOOLKIT** – We offer a monthly leader toolkit for people managers that includes FAQs, talking points, important updates and other resources that support people managers in their communications.

**EARNINGS EXPLAINED** – To ensure transparency about our company’s financial performance, our CFO conducts an internal webcast for employees called Earnings Explained. After each quarterly earnings announcement, he uses the webcast to explain the company’s business performance and answer employee questions.

**GLOBAL MEETINGS** – On a quarterly basis, our CEO hosts a live all-company global meeting, which covers important updates, key initiatives, new products and innovations and awards and recognition. While the meeting is webcast, we rotate host locations so employees in different places are able to attend in person. We provide subtitled replays in French, Czech, Spanish, German, Chinese (Traditional) and Japanese to ensure global inclusion.



# Diversity, Inclusion and Belonging

As a global company with employees of a wide range of races, ethnicities, nationalities and backgrounds, diversity is part of our DNA. Our view of diversity is multidimensional. To us, diversity, inclusion and belonging (DI&B) means blending identities, experiences and perspectives within our teams; fostering a collaborative workplace that equally values open participation from individuals with different ideas and viewpoints; and empowering employees to bring their whole selves to work. Our strategic DI&B framework focuses on three key areas:



**People** – Attract, hire, develop and retain a skilled, high-performing workforce that’s representative of the diverse talent in the global communities where we operate.



**Culture** – Foster an inclusive culture through education, programs and practices that embrace our differences, sustain a sense of belonging and drive innovation to accelerate growth.



**Marketplace** – Grow and maintain partnerships to amplify consumer engagement, strengthen customer and supplier relationships and drive positive change within our communities around the world.

Beginning in 2020, we significantly enhanced our efforts to advance DI&B across our organization. As reported previously, we hired a full-time Global Head of DI&B, launched several Employee Resource Groups (ERGs) and announced a set of DI&B goals, three of which have been achieved.

Our fourth goal was to increase representation of women and people of color at the people manager level in the U.S. to match the relevant talent market in terms of geography and function. While we remain committed to increasing representation, given competing priorities, including restructuring the company through Project Phoenix, we’ve been unable to complete the necessary analysis to understand and measure our progress toward this goal.

We will continue to work toward increased representation and embed DI&B in our talent practices, including how we hire and develop talent. For example, we recently audited behavioral interview guides to limit bias and have provided training to HR business partners on leading inclusive talent review conversations.

We are proud that the Human Rights Campaign awarded us the highest score of 100 percent on their 2022 Corporate Equality Index. The Index benchmarks companies based on their corporate policies and practices related to LGBTQ+ workplace equality. OPEN, our ERG for LGBTQ+ employees and allies, contributed to these efforts through their leadership and commitment to educational programming throughout the year. Also in 2022, we updated our employee information report to include an option for new hires to indicate identification as a member of the LGBTQ+ community.



In October 2022, we participated in Global Diversity Awareness Month, which celebrates and increases awareness about the diversity of cultures and ethnicities and the positive impact diversity can have on society. The theme of the event was Educate, Engage & Celebrate. Throughout October, each global region led the DI&B campaign for one week by spotlighting cultural content related to the diversity of their locations.







## Employee demographics

While competing priorities and the macroeconomic environment have created difficulties in our ability to make significant shifts in representation, we continue to work toward increasing our representation of women and people of color in leadership and workforce overall in the U.S., and the representation of women globally.

### PEOPLE OF COLOR U.S.

AS OF 12/31/22	ALL	PROFESSIONAL	PEOPLE MANAGER	DIRECTOR	VP/SVP+
Black/African American (U.S.)	10.60%	7.46%	6.69%	4.12%	3.96%
Latino/Hispanic (U.S.)	10.41%	7.71%	7.17%	5.29%	7.92%
Asian (U.S.)	7.37%	7.11%	5.55%	5.29%	5.94%
Two or More Races (U.S.)	2.10%	2.30%	1.67%	1.18%	3.96%
American Indian/Alaskan (U.S.)	0.74%	0.40%	0.48%	0.00%	0.00%
Native Hawaiian/Pacific Islander (U.S.)	0.48%	0.21%	0.35%	0.30%	0.99%
<b>POC</b>	<b>31.70%</b>	<b>25.19%</b>	<b>21.91%</b>	<b>16.18%</b>	<b>22.77%</b>
White	68.30%	74.81%	78.09%	83.82%	77.23%

### GENDER - GLOBAL

AS OF 12/31/22	ALL	PROFESSIONAL	PEOPLE MANAGER	DIRECTOR	VP/SVP+
Women	49.42%	45.00%	41.44 %	32.12%	27.19%
Men	50.58%	55.00%	58.56%	67.88%	72.81%

For more information about our workforce demographics, see our [EEO-1 workforce data](#). The information is captured by voluntary self-identification and these tables do not include those employees who have opted out.





### LOVE IS LOVE: A GLOBAL HUMANITARIAN MOVEMENT

In countries around the world, members of the LGBTQ+ community face persecution based on their sexual orientation and gender identity. Global nonprofit Rainbow Railroad provides pathways to safety for these individuals and has assisted almost 8,000 people since 2006.

To recognize the lifesaving role that Rainbow Railroad plays in lighting the way for people seeking safety, Yankee Candle created a new, limited-edition fragrance, Love is Love, to raise awareness of Rainbow Railroad's work. The brand also made a \$100,000 donation in support of the organization and activated the product launch on social media. As a result, Rainbow Railroad saw an increase in website traffic and donations. Thanks to Yankee Candle's support, more than 326 LGBTQ+ people were safely relocated in 2022, breaking previous annual records. We will continue this partnership in 2023.

“We're proud to be supporting Rainbow Railroad's important cause. Together, we can not only work to eliminate discrimination and hate, but we can also champion acceptance and impact change, not just throughout Pride month, but the whole year.”

**Lisa McCarthy,**  
Chief Operating Officer, Home & Commercial Segment


## Creating opportunities for employees to connect

Our commitment to DI&B is present in our daily interactions and the practices we abide by at work. It's also something to celebrate. In 2022, our ERGs shared educational content, hosted engaging conversations and led in-person and virtual events to build community and raise awareness of their missions.


For example, during Women's History Month, RAY, our ERG for women and allies, hosted a virtual tour of the Metropolitan Museum of Art that introduced attendees to outspoken women in history whose portraits hang in the museum. In recognition of Memorial Day, VETS, our ERG for veterans, military family members and allies, hosted Brigadier General (Ret.) Becky Halstead to speak on leadership, living one's values and the meaning of Memorial Day. To celebrate Black History Month in February and Women's History Month in March, the the DI&B team hosted a lunch and learn with Jeanne Theoharis, an author and expert on the life of Rosa Parks. This event also helped further our partnership with Teaching for Change, an organization that works to champion education on social justice issues.

Other ERG-driven events include a volunteer event in Miami for Hispanic Heritage Month led by HOLA, Newell's ERG for Hispanic/Latinx employees and allies, and virtual events to honor the legacy of Dr. Martin Luther King Jr. organized by BEACON, Newell's ERG for Black employees and allies.


In 2022, we launched two new ERGs, raising our total to nine. Our ERGs are:

-  RAY Women and allies


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-  HOLA Hispanic/Latinx employees and allies


---

-  BEACON Black employees and allies


---

-  NAAPA Asian and Pacific American employees and allies


---

-  VETS Veterans and allies


---

-  ABLE Employees with disabilities and allies


---

-  OPEN LGBTQ+ employees and allies

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-  MIND Employees who are passionate about wellbeing and mental health issues

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-  MOSAIC Employees in locations where there isn't a critical mass of any one group, creating an opportunity to participate in an ERG that represents the broad spectrum of races, ethnicities and nationalities in their location



# Employee Health and Wellbeing

Newell aims to empower and inspire our employees with practical information and access to resources to take ownership of their wellbeing and enhance their quality of life, both inside and outside of work. We recognize that wellbeing is much more complex than someone's physical health or mental health. It encompasses every aspect of who they are. With this idea in mind, we developed a new wellbeing framework in 2022 with five pillars:



## Our Pillars of Wellbeing



### Physical Wellbeing



### Mental/Emotional Wellbeing



### Financial Wellbeing



### Social Wellbeing



### Workplace Wellbeing

#### HOW WE DEFINE

Understanding and managing personal health, taking preventive measures, improving one's physical condition as needed, recovering from illness and achieving maximum functionality.

Maintaining good mental health, being resilient and managing stress, managing negative and positive emotions and maintaining emotional balance and stability against potential crises.

Having the ability to meet financial goals, manage financial commitments, save for the future and manage unexpected expenses.

Being connected and understanding how to interact with each other with respect and how to work together to resolve conflicts. This includes relationships with family, friends, coworkers and the community.

Receiving and providing support from managers and coworkers, leading with empathy, embracing flexibility, working efficiently, finding purpose and continuing to learn and develop.

#### HOW WE SUPPORT

- Medical, dental and vision insurance offerings
- Healthy pregnancy programs
- Incentives for annual physicals
- Health coaching for chronic conditions

- Online wellness programs (Vitality, Virgin Pulse)
- Digital cognitive behavior therapy tools
- Monthly virtual wellness classes
- Employee Assistance Program with free counseling services

- Competitive salaries
- Retirement saving
- Tuition support
- Life insurance
- Product discounts
- Education on budgeting, saving and investing

- Paid parental leave
- Backup dependent care
- Fertility solutions
- Adoption/surrogacy reimbursement
- ERGs
- Philanthropic and volunteer efforts

- Training and development programs
- Ways of working

## Expanding our benefits offerings

We take a comprehensive, total rewards approach to employee benefits, including competitive wages based on geography, and insurance and offerings to support all aspects of wellness. We're proud to offer market-driven compensation packages with many benefits applying to both our professional and frontline workforce. Pay equity is a priority, and we regularly assess how we reward employees to ensure we stay competitive in the marketplace, and that we pay people fairly for the work they do. We've implemented a new modeling tool that will provide us with greater data insights in this area.

In 2022, we made several enhancements to our family planning and reproductive health benefits for U.S.-based employees effective in 2023, including:

- ▶ Increasing our parental bonding leave
- ▶ Tripling our adoption reimbursement, which is now \$15,000 per child with a lifetime maximum of \$30,000
- ▶ Adding an annual surrogacy reimbursement benefit of \$30,000
- ▶ Removing the requirement for an infertility diagnosis for fertility benefits, expanding access to more services and removing "lifestyle" provisions for fertility benefits so they now include same-sex couples and single employees
- ▶ Making reproductive health procedures eligible for reimbursement

We also added new programs to help employees find savings on specialty medications and provide health coaching to employees who are managing chronic conditions. In 2022, we hosted a Virtual Benefits Fair to raise employee awareness of the benefits available and how to access them. Day and evening sessions were offered to accommodate different schedules, and the presentations were recorded for employees to access on their own time.



## WEEK OF HAPPINESS

To demonstrate our commitment to employee health and wellbeing and drive unity among our One Newell culture, a cross-functional team of Newell employees organized our first annual Week of Happiness. Over 80 "Happiness Ambassadors" planned 200 events in 50 Newell locations across 31 countries, including positive psychology seminars, mindfulness webinars, virtual yoga classes, art activities, volunteer events, "happiness" hours and more. The week concluded with a talk by five-time New York Times best-selling author and happiness expert Gretchen Rubin. The Week of Happiness – now an annual event – enabled employees around the world to engage, learn and give back together as One Newell.







# Our Communities

Being a good corporate citizen is core to who we are, and our strength as One Newell is evident when we come together to serve the communities in which we operate. Through the Newell Brands Charitable Foundation, product donations and the generosity of our employees, we strive to serve as a force for good in the world.

## IN THIS SECTION:

[The Newell Brands Charitable Foundation →](#)

[Product Donations and Disaster Relief →](#)





# The Newell Brands Charitable Foundation

The Newell Brands Charitable Foundation partners with nonprofits doing impactful work in six areas:



**Child Safety & Development**



**Outdoor & the Environment**



**Hunger**



**Education**



**Diversity, Inclusion & Belonging**



**Disaster Relief**

We primarily support these nonprofits through two strategic programs that engage our employees in giving back: our Local Impact Grant Program, which completed its fourth year in 2022, and our Matching Gift Program, launched in 2021.





# Local Impact Grant Program

The Local Impact Grant Program provides Newell employees in select locations with the opportunity to nominate and vote on nonprofits aligned with our focus areas, to receive a grant from the Foundation. In the program’s fourth year, we awarded \$130,000 to 15 nonprofits, keeping us on track to achieve our goal to invest \$1 million in our communities through this program by 2025. We’ve built strong partnerships with eight organizations that have become repeat grant recipients. Two of these are Big Brothers Big Sisters of Franklin County, Massachusetts, which creates one-to-one mentoring relationships that promote the mental health and wellbeing of local youth; and Angels and Sparrows in North Carolina which provides nourishing meals to people facing hunger. In 2022, the Local Impact Grant Program had its highest level of employee engagement since its launch in 2019.

## 2022 Local Impact Grant Program Recipients

### ATLANTA, GEORGIA

- Atlanta Community Food Bank
- Big Brothers Big Sisters of Metro Atlanta
- Children’s Healthcare of Atlanta

### BENTONVILLE, ARKANSAS

- Boys & Girls Club of Benton County
- Northwest Arkansas Children’s Shelter

### BOCA RATON/ MIAMI, FLORIDA

- Helping Abused Neglected Disadvantaged Youth (HANDY)

### CHICAGO, ILLINOIS

- Fill A Heart 4 Kids

### HOBOKEN, NEW JERSEY/NORWALK, CONNECTICUT

- Domus Kids

### HUNTERSVILLE/ HIGH POINT, NORTH CAROLINA

- Angels and Sparrows

### KALAMAZOO, MICHIGAN

- Girls on the Run of Greater Kalamazoo
- Kalamazoo Loaves & Fishes

### SOUTH DEERFIELD/ WHATELY, MASSACHUSETTS

- Big Brothers Big Sisters of Franklin County

### WICHITA, KANSAS

- Boys & Girls Club of South Central Kansas
- Kansas Food Bank
- Ronald McDonald House Charities of Wichita

\* The star symbol denotes how many times the nonprofit has been designated a recipient.

## LOCAL IMPACT GRANT PROGRAM INVESTMENTS (CUMULATIVE)

2019	2020	2021	2022	2025 Goal
\$255k	\$410k	\$535k	\$665k	\$1M

“We’re honored to have received your trust and respect with this generous grant award. Thank you for this opportunity to invest your funding to make lasting impacts on this community and its youth. We were thrilled to match a Yankee Candle employee in one of our recent programs, further solidifying our connection to your company”

**Jennifer Webster,**  
Executive Director,  
Big Brothers Big Sisters of Franklin County

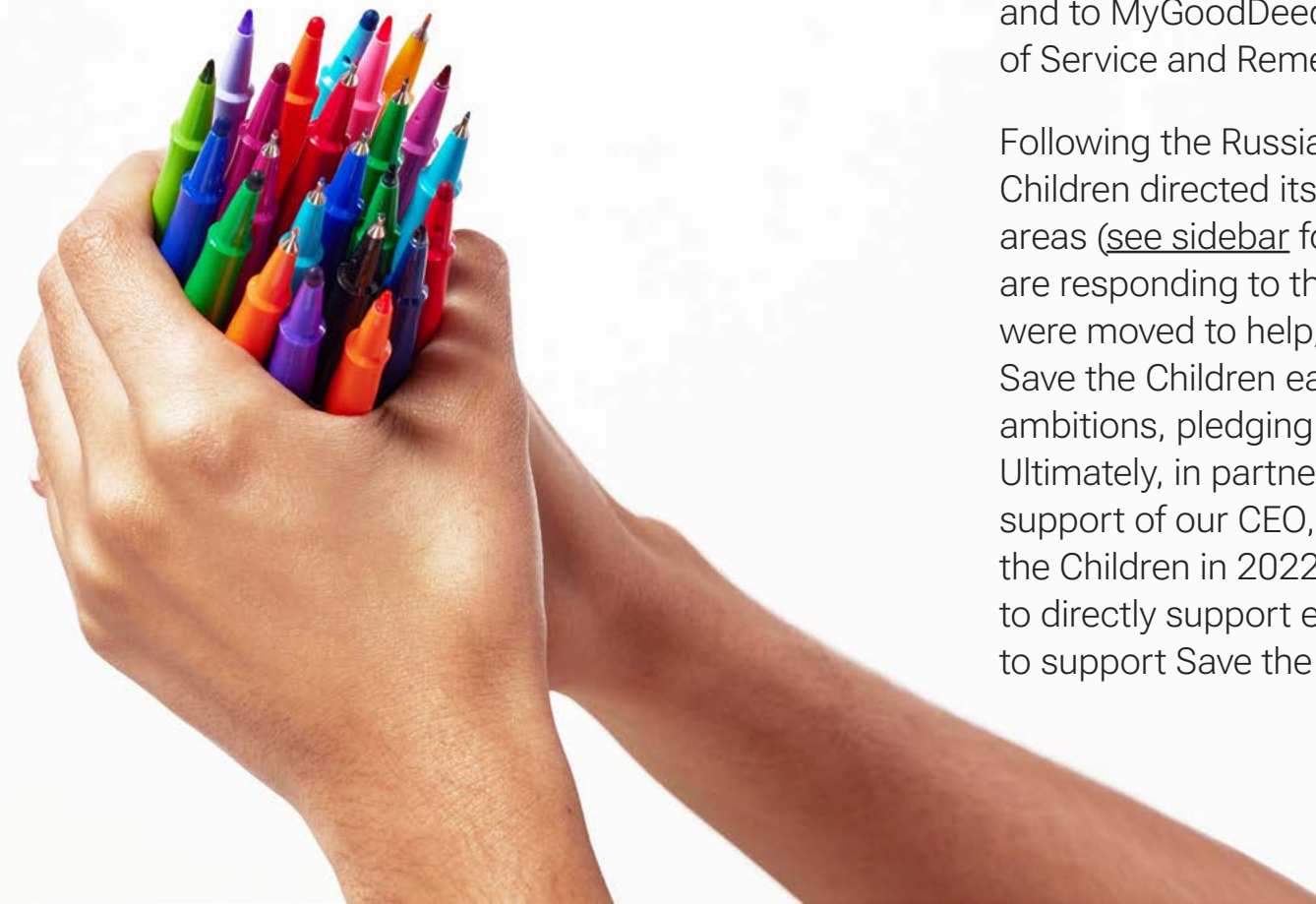
“The commitment from Newell Brands to help nourish our food-insecure neighbors is apparent in all that they do. At a time when our families are facing more challenges than ever, this funding will allow us to expand accessibility to our programs. Moreover, Newell employees are only a phone call away when we need volunteers. The smiles and hard work they bring to ensure our programming goes smoothly is a true blessing.”

**Jessika Tucker,**  
Executive Director, Angels & Sparrows



## Matching Gift Program

Our Matching Gift Program offers all employees globally the opportunity to have their donations to select nonprofits matched by the Newell Brands Charitable Foundation, dollar-for-dollar up to a predetermined limit. The program begins on Giving Tuesday each year and runs year-round. For our 2021-2022 program, we matched donations to Save the Children, The Nature Conservancy and No Kid Hungry.



## Other ways we give back

Beyond these programs, our Foundation supports other nonprofits that align with our priorities. For the past two years, we've provided monetary support to Crisis Text Line during Mental Health Awareness Month. Crisis Text Line is a global nonprofit that provides free access to critical, on-demand support for those suffering with stress, anxiety, eating disorders, bullying, relationship strife, depression, suicide and/or self-harm. The organization uses a network of volunteer counselors who are available by text 24/7 and thoroughly trained in supporting people experiencing crises related to mental health.

Teaching for Change (TfC), a nonprofit that provides teachers and parents with anti-bias and social justice education and tools, has been a Foundation partner for three years. In addition to providing monetary support, we amplify TfC's work throughout the year and particularly during affinity months. We also made donations to the National Black Arts Foundation in honor of Martin Luther King Jr. Day and to MyGoodDeed for the September 11 National Day of Service and Remembrance, through the Foundation.

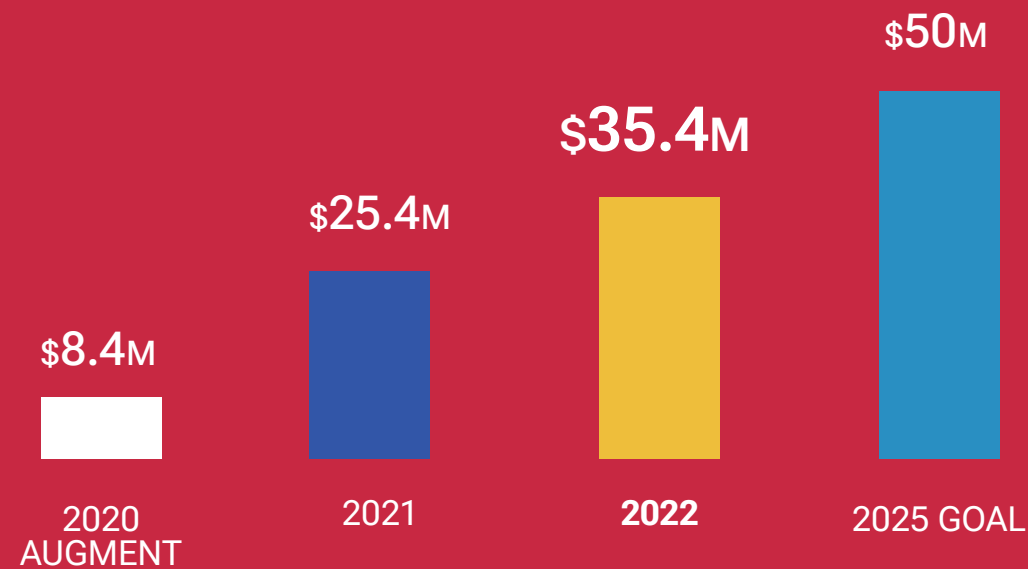
Following the Russian military's invasion of Ukraine, Save the Children directed its efforts to helping children in need in affected areas ([see sidebar](#) for more on how Newell and the Foundation are responding to the situation in Ukraine). Our employees were moved to help, and we met our initial \$25,000 goal for Save the Children early in the year. In response, we raised our ambitions, pledging to match another \$25,000 in donations. Ultimately, in partnership with our employees and the generous support of our CEO, we donated more than \$100,000 to Save the Children in 2022. Nearly \$45,000 of these funds were used to directly support efforts in Ukraine and the rest continues to support Save the Children's areas of greatest need.





# Product Donations and Disaster Relief

As a leading consumer products company, Newell is in a unique position to donate products – like hand sanitizer, baby items, cleaning products and food storage – to organizations supporting communities in need, particularly those recovering from disasters and crises.



## RESPONDING AS ONE NEWELL IN SUPPORT OF UKRAINE

Following the invasion, Newell immediately convened a Ukraine Crisis Response Task Force to ensure a One Newell response across businesses and locations. The Task Force empowered local leaders to make critical decisions quickly while keeping employee safety and wellbeing as top priorities.

Many of our Home Fragrance products are made in the Czech Republic, and we have a consumer call center in Poznan, Poland. There was an outpouring of support for those impacted by the war in Ukraine from Newell employees globally and in these locations in particular. The Newell Brands Charitable Foundation provided financial support to Save the Children's Ukraine Crisis Relief Fund, in addition to the support we provided through our Matching Gift Program. NUK, Graco, Baby Jogger, Contigo, bubba, Rubbermaid, Coleman, Sunbeam, Sharpie and Paper Mate donated products valued at more than \$200,000 USD to nonprofit organizations including Czech Red Cross, Ukrainischer Verein Mainz, good360 and others supporting those affected by the war. Our NUK team in Germany alone donated over 40,000 baby items, including baby bottles, pacifiers, sippy cups and teething rings. These efforts remain ongoing. As a result of the generosity of our employees and their desire to help, we also extended our North America paid time off to volunteer policy to employees in EMEA.



The Newell Brands Charitable Foundation also provided financial aid to the American Red Cross to support relief efforts for Hurricane Ian and several other natural disasters in 2022.

In 2022, Paper Mate provided school supplies and made a \$100,000 donation to the Kids in Need Foundation's Supply A Teacher Program, an effort to eliminate the burden teachers face in purchasing supplies out of their own pockets. The donations provided under-resourced teachers and their students with essential supplies.

Newell has supported Operation Homefront over the years by donating home appliances and providing funding for holiday meals. Operation Homefront's mission is to build strong, stable and secure military families so they can thrive in the communities they have worked so hard to protect. In 2022, our Beverage team donated Contigo water bottles to the organization's Back-to School Brigade event in Atlanta, which helped 200 students in military families prepare for school.

Rubbermaid Commercial Products provided our resilient relief response partner, Good360, with hand sanitizer which was donated to United Hands for Relief and Development. The sanitizer helped filled more than 250 backpacks for students and families in need throughout 18 school districts in Texas.

In our headquarters city of Atlanta, we support Atlanta Public Schools' (APS) annual Back-to-School Bash. For eight consecutive years, our Foundation has provided monetary support to APS event partner, Empty Stocking Fund, and Sharpie, Paper Mate, Elmer's, Contigo and others have donated product to help local students prepare for the school year. Each year, Newell volunteers distribute backpacks filled with school supplies to attendees.





# Appendix

This report references widely adopted standards for sustainability reporting including Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD), all of which can be found on the pages that follow.

For more information or questions regarding this report, please contact [media@newellco.com](mailto:media@newellco.com).

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[newellbrands.com/contact](http://newellbrands.com/contact)

Some of the statements in this report, particularly those related to future goals, commitments and programs as well as business performance and objectives are forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. These statements generally can be identified by the use of words or phrases, including, but not limited to, “intend,” “anticipate,” “believe,” “estimate,” “project,” “target,” “plan,” “expect,” “setting up,” “beginning to,” “will,” “should,” “would,” “resume” or similar statements. We caution that forward-looking statements are not guarantees because there are inherent difficulties in predicting future results. Actual results may differ materially from those expressed or implied in the forward-looking statements. Important risk factors that could cause actual results to differ materially from those suggested by the forward-looking statements can be found in our current and periodic reports filed with the U.S. Securities and Exchange Commission, including with limitation our 2022 Annual Report on Form 10-K.





## GRI General Disclosures

### The Organization and Its Reporting

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
2-1	Organizational details - Company name and location	Newell Brands, Atlanta, GA
2-2	Entities included in the organization's sustainability reporting	<a href="#">2022 Form 10-K</a> , p. 1
2-3	Reporting period, frequency and contact point	Annual Year ended December 31, 2022 <a href="mailto:media@newellco.com">media@newellco.com</a>
2-4	Restatements of information	Restatements are noted where applicable throughout this report.
2-5	External assurance	Sustainable Futures was engaged by Newell Brands to conduct an internal audit and provide a third-party review and verification statement as to whether selected GHG/energy consumption, water intake and non-hazardous-disposed waste data for 2022 calendar year as reported by facilities are reliable for corporate social responsibility reporting purposes.
<b>Activities and Workers</b>		
2-6	Activities, value chain and other business relationships	<a href="#">2022 Form 10-K</a> : Business, p. 1 Corporate Citizenship Report > <a href="#">Who We Are</a> > p.4
2-7	Employees	<a href="#">2022 Form 10-K</a> : Human Capital Management, p. 6
2-8	Workers who are not employees	We do not report on number of contractors.
<b>Governance</b>		
2-9	Governance structure and composition	<a href="#">Newell Brands Inc. Corporate Governance Guidelines</a> , pgs. 1-4
2-10	Nomination and selection of the highest governance body	<a href="#">Newell Brands Inc. Corporate Governance Guidelines</a> , pgs. 1-2 <a href="#">Nominating/Governance Committee Charter</a>
2-11	Chair of the highest governance body	<a href="#">Newell Brands Inc. Corporate Governance Guidelines</a> , p. 2
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Newell Brands Inc. Corporate Governance Guidelines</a> , pgs. 4-5
2-13	Delegation of responsibility for managing impacts	<a href="#">Newell Brands Inc. Corporate Governance Guidelines</a>
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Nominating/Governance Committee Charter</a>
2-15	Conflicts of interest	Corporate Citizenship Report > <a href="#">Ethics &amp; Compliance</a> , p. 14 <a href="#">Employee Code of Conduct</a>
2-16	Communication of critical concerns	<a href="#">Communication with the Board of Directors</a>
2-17	Collective knowledge of the highest governance body about sustainable development	Corporate Citizenship Report > <a href="#">Corporate Governance</a> , p. 14
2-18	Evaluation of the performance of the highest governance body	<a href="#">Newell Brands Inc. Corporate Governance Guidelines</a> , pg. 7
2-19	Remuneration policies	2022 Proxy > <a href="#">Executive Compensation</a> , pg. 33
2-20	Process to determine remuneration	2022 Proxy > <a href="#">Executive Compensation</a> , pg. 33
2-21	Annual total compensation ratio	2022 Proxy > <a href="#">Pay Ratio</a> , p. 87



## GRI General Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
<b>Strategy, Policies and Practices</b>		
2-22	Statement on sustainable development strategy	<a href="#">CEO Message</a>
2-23	Policy commitments	<a href="#">Government Affairs Policy</a> <a href="#">Code of Conduct</a> <a href="#">Vendor Code of Conduct</a> <a href="#">Conflict Minerals Conduct</a> Corporate Citizenship Report > <a href="#">Human Rights</a> , pg.. 26 <a href="#">Responsible Chemical Management Policy</a> <a href="#">Privacy Policy</a>
2-24	Embedding policy commitments	Corporate Citizenship Report > <a href="#">Ethics &amp; Compliance</a> , pg. 14 Corporate Citizenship Report > <a href="#">Responsible Sourcing</a> , pg. 14
2-25	Processes to remediate negative impacts	Corporate Citizenship Report > <a href="#">Ethics &amp; Compliance</a> , pg. 14
2-26	Mechanisms for seeking advice and raising concerns	Corporate Citizenship Report > <a href="#">Ethics &amp; Compliance</a> , pg. 14
2-27	Compliance with laws and regulations	2022 Form 10-K > <a href="#">Environmental Matters</a> , pg. 6
2-28	Membership associations	Corporate Citizenship Report > Corporate Governance > <a href="#">Public Affairs Council</a> , pg. 12
<b>Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	Corporate Citizenship Report > Corporate Governance > <a href="#">Stakeholder Engagement</a> pg. 12
2-30	Collective bargaining agreements	Newell Brands maintains strong partnerships with its collective organizations around the world, including unions, trade unions, local works councils and our European employee forum.
<b>Material Topics</b>		
3-1	Process to determine material topics	Corporate Citizenship Report > Introduction > <a href="#">Our Approach to Corporate Citizenship</a> , pg. 10
3-2	List of material topics	Corporate Citizenship Report > Introduction > <a href="#">Our Approach to Corporate Citizenship</a> , pg. 10
<b>Materials</b>		
3-3	Management of material topic	Corporate Citizenship Report > <a href="#">Design &amp; Innovation</a> , pg. 18
301-1	Materials used by weight or volume	Corporate Citizenship Report > Our Products > <a href="#">Product &amp; Packaging Sustainability</a> , pg. 20 Corporate Citizenship Report > Our Products > <a href="#">Design for Sustainability</a> , pg. 17
301-2	Recycled input materials used	Corporate Citizenship Report > Our Products > <a href="#">Product &amp; Packaging Sustainability</a> , pg. 20
301-3	Reclaimed products and their packaging materials	Corporate Citizenship Report > Our Products > <a href="#">Material End-of-Life</a> , pg. 21
<b>Energy</b>		
3-3	Management of material topic	Corporate Citizenship Report > Our Operation > <a href="#">Climate Change &amp; Emissions</a> , pg. 28
302-1	Energy consumption within the organization	<a href="#">CDP Climate Change 2022</a> , C8.2a
302-2	Energy consumption outside of the organization	Not currently tracked by Newell Brands
302-3	Energy intensity	Not currently tracked by Newell Brands
302-4	Reduction of energy consumption	Corporate Citizenship Report > Our Operation > <a href="#">Climate Change &amp; Emissions</a> , pg. 28
302-5	Reductions in energy requirements of products and services	Not currently tracked by Newell Brands



## GRI General Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
<b>Water and Effluents</b>		
3-3	Management of material topic	Corporate Citizenship Report > Our Operations > <a href="#">Environmental Stewardship</a> , pg. 31
303-1	Interactions with water as a shared resource	Not material
303-2	Management of water discharge-related impacts	Not material
303-3	Water withdrawal	3,961.01 Megaliters
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not currently tracked by Newell Brands
<b>Emissions</b>		
3-3	Management of material topic	Corporate Citizenship Report > Our Operation > <a href="#">Climate Change &amp; Emissions</a> , p. 28
305-1	Direct (Scope 1) GHG emissions	Corporate Citizenship Report > Our Operation > <a href="#">Climate Change &amp; Emissions</a> , p. 28
305-2	Energy indirect (Scope 2) GHG emissions	Corporate Citizenship Report > Our Operation > <a href="#">Climate Change &amp; Emissions</a> , p. 28
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">CDP Climate Change 2022</a> , C6.5 Newell is in the initial stages of gathering Scope 3 data.
305-4	GHG emissions intensity	<a href="#">CDP Climate Change 2022</a> , C6.10
305-5	Reduction of GHG emissions	Corporate Citizenship Report > Our Operation > <a href="#">Climate Change &amp; Emissions</a> , p. 28
305-6	Emissions of ozone-depleting substances (ODS)	Not currently tracked by Newell Brands
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Not currently tracked by Newell Brands
<b>Waste</b>		
3-3	Management of material topics	Corporate Citizenship Report > Our Operations > <a href="#">Environmental Stewardship</a> , p. 31
306-1	Waste generation and significant waste-related impacts	Corporate Citizenship Report > Our Operations > <a href="#">Environmental Stewardship</a> , p. 31
306-2	Management of significant waste-related impacts	Corporate Citizenship Report > Our Operations > <a href="#">Environmental Stewardship</a> , p. 31
306-3	Waste generated	Corporate Citizenship Report > Our Operations > <a href="#">Environmental Stewardship</a> , p. 31
306-4	Waste diverted from disposal	Corporate Citizenship Report > Our Operations > <a href="#">Environmental Stewardship</a> , p. 31
306-5	Waste directed to disposal	45% of waste was directed to disposal, and we plan to reduce waste to disposal to 10% by 2025.
<b>Supplier Environmental Assessment</b>		
3-3	Management of material topic	Corporate Citizenship Report > Our Operations > <a href="#">Reducing our Footprint Across the Value Chain</a> , p. 30
308-1	New suppliers that were screened using environmental criteria	Corporate Citizenship Report > Our Operations > <a href="#">Reducing our Footprint Across the Value Chain</a> , p. 30
308-2	Negative environmental impacts in the supply chain and actions taken	Corporate Citizenship Report > Our Operations > <a href="#">Reducing our Footprint Across the Value Chain</a> , p. 30
<b>Employment</b>		
3-3	Management of material topic	Corporate Citizenship Report > Our Operations > <a href="#">Reducing our Footprint Across the Value Chain</a> , p. 30
401-1	New employee hires and employee turnover	Corporate Citizenship Report > Our Operations > <a href="#">Reducing our Footprint Across the Value Chain</a> , p. 30

## GRI General Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
<b>Employment</b>		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Corporate Citizenship Report > Our People > <a href="#">Employee Health and Wellbeing</a> , p. 44
401-3	Parental leave	Corporate Citizenship Report > Our People > <a href="#">Employee Health and Wellbeing</a> , p. 44
<b>Occupational Health and Safety</b>		
3-3	Management of material topics	Corporate Citizenship Report > Our Operations > <a href="#">Safety Across our Sites</a> , p. 35
403-1	Occupational health and safety management system	Corporate Citizenship Report > Our Operations > <a href="#">Safety Across our Sites</a> , p. 35
403-2	Hazard identification, risk assessment, and incident investigation	Corporate Citizenship Report > Our Operations > <a href="#">Safety Across our Sites</a> , p. 35
403-3	Occupational health services	Corporate Citizenship Report > Our Operations > <a href="#">Safety Across our Sites</a> , p. 35
403-4	Worker participation, consultation, and communication on occupational health and safety	Corporate Citizenship Report > Our Operations > <a href="#">Safety Across our Sites</a> , p. 35
403-5	Worker training on occupational health and safety	Corporate Citizenship Report > Our Operations > <a href="#">Safety Across our Sites</a> , p. 35
403-6	Promotion of worker health	Corporate Citizenship Report > Our People > <a href="#">Employee Health and Wellbeing</a> , p. 44
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Corporate Citizenship Report > Our Operations > <a href="#">Safety Across our Sites</a> , p. 35
403-8	Workers covered by an occupational health and safety management system	All employees are covered by their state or country requirements of Occupational S / H requirements.
403-9	Work-related injuries	Corporate Citizenship Report > Our Operations > <a href="#">Safety Across our Sites</a> , p. 35
403-10	Work-related ill health	Corporate Citizenship Report > Our Operations > <a href="#">Safety Across our Sites</a> , p. 35
<b>Training and Education</b>		
3-3	Management of material topics	Corporate Citizenship Report > Our People > <a href="#">Talent Engagement &amp; Development</a> , p. 36
404-1	Average hours of training per year per employee	Corporate Citizenship Report > Our People > <a href="#">Talent Engagement &amp; Development</a> , p. 36
404-2	Programs for upgrading employee skills and transition assistance programs	Corporate Citizenship Report > Our People > <a href="#">Talent Engagement &amp; Development</a> , p. 36
404-3	Percentage of employees receiving regular performance and career development reviews	Corporate Citizenship Report > Our People > <a href="#">Talent Engagement &amp; Development</a> , p. 36
<b>Diversity and Equal Opportunity</b>		
3-3	Management of material topics	Corporate Citizenship Report > Our People > <a href="#">Diversity, Inclusion &amp; Belonging</a> , p. 40
405-1	Diversity of governance bodies and employees	Proxy > <a href="#">Board Diversity</a> , p. 26 Corporate Citizenship Report > <a href="#">Diversity, Inclusion &amp; Belonging</a> , p. 41
405-2	Ratio of basic salary and remuneration of women to men	Proxy > <a href="#">Board Diversity</a> , p.26 Corporate Citizenship Report > <a href="#">Diversity, Inclusion &amp; Belonging</a> , p. 41



## GRI General Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
<b>Supplier Social Assessment</b>		
3-3	Management of material topics	Corporate Citizenship Report > Our Products > <a href="#">Responsible Sourcing &amp; Social Compliance</a> , p. 24
414-1	New suppliers that were screened using social criteria	Corporate Citizenship Report > Our Products > <a href="#">Responsible Sourcing &amp; Social Compliance</a> , p. 24
414-2	Negative social impacts in the supply chain and actions taken	Corporate Citizenship Report > Our Products > <a href="#">Responsible Sourcing &amp; Social Compliance</a> , p. 24
<b>Customer Health and Safety</b>		
3-3	Management of material topics	Corporate Citizenship Report > Our Products > <a href="#">Customer Safety &amp; Satisfaction</a> , p. 22
416-1	Assessment of the health and safety impacts of product and service categories	Corporate Citizenship Report > Our Products > <a href="#">Customer Safety &amp; Satisfaction</a> , p. 22
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Corporate Citizenship Report > Our Products > <a href="#">Customer Safety &amp; Satisfaction</a> , p. 22

## SASB Index Household and Personal

TOPIC	ACCOUNTING METRIC	RESPONSE / LOCATION
<b>Sustainability Disclosure Topics &amp; Accounting Metrics</b>		
Water Management	CG-HP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress Corporate Citizenship Report 2022 > Our Operations > <a href="#">Environmental Stewardship</a> , p. 31
	CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks Corporate Citizenship Report 2022 > Our Operations > <a href="#">Environmental Stewardship</a> , p. 31
Product Environmental, Health, and Safety Performance	CG-HP-250a.1	Revenue from products that contain REACH substances of very high concern (SVHC) Not disclosed, Newell Brands will evaluate our ability to disclose for future reports.
	CG-HP-250a.2	Revenue from products that contain substances on the California DTSC Candidate Chemicals List Not disclosed, Newell Brands will evaluate our ability to disclose for future reports.
	CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern Corporate Citizenship Report > Our Products > <a href="#">Consumer Safety and Satisfaction</a>
	CG-HP-250a.4	Revenue from products designed with green chemistry principles Not disclosed, Newell Brands will evaluate our ability to disclose for future reports.
Packaging Lifecycle Management	CG-HP-410a.1	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable Corporate Citizenship Report 2022 > Our Products > <a href="#">Product &amp; Packaging Sustainability</a> , p. 17
	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle Corporate Citizenship Report 2022 > Our Products > <a href="#">Product &amp; Packaging Sustainability</a> , p. 17
Environmental & Social Impacts of Palm Oil Supply Chain	CG-HP-430a.1	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 Not material to Newell's products or operations.
Chemical & Safety Hazards of Products	CG-TS-250a.1	Number of (1) recalls and (2) total units recalled Corporate Citizenship Report 2022 > Our Products > <a href="#">Consumer Safety and Satisfaction</a> , p.22
	CG-TS-250a.2	Number of Letters of Advice (LOA) received Not disclosed, Newell Brands will evaluate our ability to disclose for future reports.
	CG-TS-250a.3	Total amount of monetary losses as a result of legal proceedings associated with product safety Not disclosed, Newell Brands will evaluate our ability to disclose for future reports.
	CG-TS-250a.4	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products Corporate Citizenship Report 2022 > Our Products > <a href="#">Consumer Safety and Satisfaction</a> , p.22
Labor Conditions in the Supply Chain	CG-TS-430a.1	Number of facilities audited to a social responsibility code of conduct Corporate Citizenship Report 2022 > Our Products > <a href="#">Responsible Sourcing and Social Compliance</a> , p.24
	CG-TS-430a.2	Direct suppliers' social responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances Corporate Citizenship Report 2022 > Our Products > <a href="#">Responsible Sourcing and Social Compliance</a> , p.24
<b>Activity Metrics</b>		
	CG-HP-000.B	Number of manufacturing facilities 50



## TCFD Index

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	LOCATION
<b>Governance</b>		
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	CDP Climate Change 2022, C1.1a, C1.1b Corporate Citizenship Report 2022 > Introduction > <a href="#">Corporate Governance</a> , p. 12
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	CDP Climate Change 2022 C1.2, C1.2a, C1.3 Corporate Citizenship Report 2022 > Introduction > <a href="#">Our Approach to Corporate Citizenship</a> , p. 10 Corporate Citizenship Report 2022 > Our Operations > <a href="#">Our Approach to Corporate Citizenship</a> , p. 28
<b>Strategy</b>		
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 Climate Change 2022 C2.1, C2.1a, C2.1b, C2.2a, C2.3a, C2.4 Corporate Citizenship Report 2022>Introduction > <a href="#">Our Approach to Corporate Citizenship</a> , p. 28 Corporate Citizenship Report 2022>Our Planet > <a href="#">Climate Change and Emissions</a> , p. 28
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	CDP Climate Change 2022 C2.3a, C3.1, C3.1b, C3.3, C3.4, C3.4a Corporate Citizenship Report 2022 > Our Products > <a href="#">Product &amp; Packaging Sustainability</a> , p. 17 Corporate Citizenship Report 2022 > Our Operations > <a href="#">Climate Change and Emissions</a> , p. 28
	c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy, and financial planning.	CDP Climate Change 2022 C3.2
<b>Risk Management</b>		
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks. b) Describe the organization's processes for managing climate-related risks. c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	CDP Climate Change 2022 C2.1, C2.1a, C2.2 Corporate Citizenship Report 2022 > Introduction > <a href="#">Corporate Governance</a> , p. 12 Corporate Citizenship Report 2022 > Our Operations > <a href="#">Climate Change and Emissions</a> , p. 28
<b>Metrics and Targets</b>		
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 Climate Change 2022 C6., C8. Corporate Citizenship Report 2022 > Introduction > <a href="#">Our Approach to Corporate Citizenship</a> , p. 10
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CDP Climate Change 2021 C6. Corporate Citizenship Report 2022 > Our Operations > Climate Change and Emissions > <a href="#">Managing and Measuring our Footprint</a> , p. 29
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP Climate Change 2022 C4. Corporate Citizenship Report 2022 > Introduction > <a href="#">Our Approach to Corporate Citizenship</a> , p. 10 Corporate Citizenship Report 2022 > Our Operations > <a href="#">Climate Change and Emissions</a> , p. 28

## Stakeholder engagement

Being a good corporate citizen means fostering strong, transparent relationships with our stakeholders. Below is a list of key stakeholders and examples of how we engage with them on corporate citizenship topics.

STAKEHOLDER	HOW WE ENGAGE	SAMPLE ISSUES OF CONCERN
Employees	<ul style="list-style-type: none"> <li>Conducting surveys to understand how we can improve the employee experience</li> <li>Establishing programs, including Employee Resource Groups, to help us build diverse and inclusive teams Providing training on ethical conduct, unconscious bias, professional development and more</li> <li>Offering compensation, benefits and schedule flexibility to remain a workplace of choice</li> <li>Ensuring the safety of our employees at all our locations</li> </ul>	<ul style="list-style-type: none"> <li>Desire to grow and thrive in careers</li> <li>Future of work and flexible work options</li> <li>Interest in making a positive impact in communities</li> <li>Engaging and ethical culture</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Sharing updates on our social compliance program</li> <li>Disclosing data to help customers meet their own targets for emissions reduction and other goals</li> <li>Creating exclusive products with sustainable attributes and/or sustainable packaging</li> </ul>	<ul style="list-style-type: none"> <li>Environmental performance</li> <li>Respect for human rights</li> <li>Logistics efficiency</li> <li>Recyclable or reusable packaging</li> </ul>
Consumers	<ul style="list-style-type: none"> <li>Maintaining a Consumer Care team that handles product complaints, safety and feedback related to our products</li> <li>Transparently sharing information about recalled products</li> <li>Monitoring consumer trends to deliver products that meet people’s needs</li> <li>Demonstrating inclusivity in the marketing of our products</li> </ul>	<ul style="list-style-type: none"> <li>Interest in seeing leading brands speak out on relevant social, environmental and civic issues</li> <li>Desire for products that are safe and responsibly made</li> </ul>
Investors	<ul style="list-style-type: none"> <li>Providing regular updates on our progress through investor events and our annual Corporate Citizenship Report</li> <li>Assessing investors’ ESG priorities relative to our company's corporate citizenship goals</li> </ul>	<ul style="list-style-type: none"> <li>Corporate governance</li> <li>Climate change strategy</li> <li>Increasing shareholder value</li> </ul>
Regulators	<ul style="list-style-type: none"> <li>Participating in third-party safety audits to ensure that our products meet federal standards</li> <li>Conducting outreach meetings with investor stewardship personnel</li> <li>Establishing internal processes to meet safety review protocols</li> </ul>	<ul style="list-style-type: none"> <li>Focus on emerging issues related to plastic and resins</li> <li>Engaging as necessary with governments in countries of operation based around international trade and regulation</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Conducting audits to ensure responsible sourcing practices and social compliance</li> <li>Providing regular training</li> </ul>	<ul style="list-style-type: none"> <li>Need for clear understanding of sourcing policies</li> <li>Interest in training that will create opportunities for increased sourcing spend</li> </ul>
Community Partners	<ul style="list-style-type: none"> <li>Building and managing strategic partnerships with nonprofits whose work aligns with our business, Values and the focus areas of the Newell Brands Charitable Foundation</li> </ul>	<ul style="list-style-type: none"> <li>Philanthropy and employee volunteerism</li> <li>Positively impacting the communities in which we operate</li> </ul>



## Independent Third-Party Review and Verification Statement

Sustainable Futures (SF) was engaged by Newell Brands (NWL) to conduct an internal audit and provide a third-party review and verification statement as to whether selected GHG/energy consumption, water intake and non-hazardous-disposed waste data for 2022 calendar year as reported by facilities are reliable for corporate social responsibility reporting purposes.

This review is made solely to Newell Brands in accordance with the scope of work and terms of our engagement. Our work has been undertaken so that we might state to Newell Brands those matters that we have been engaged to state in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than Newell Brands for our work, for this independent review, or for the conclusions we have reached.

### NATURE AND SCOPE OF REVIEW

SF was asked to review the corporate and facility level natural gas, purchased electricity, consumption data, associated GHG emissions, water intake and non-hazardous-disposed waste data reported by the top consumers out of Newell's facilities for the calendar year 2022. As such, SF is not providing verification for the wider scope of emissions sources that Newell collect data and report on (e.g. fuel oil, purchased steam, refrigerants, business travel and vehicle fleet). However, consumption in the reviewed facilities accounts for over 25% of total consumption and as such represents a significant sample upon which to base findings on the overall reported KPI values.

The energy/GHG data review followed the GHG reporting, and calculation guidelines contained in the Greenhouse Gas Protocol, published by the World Resources Institute. The review activities, conducted during December 2022 and March 2023, included:

- Examining processes and understanding key assumptions and limitations at corporate level;
- Interviews to understand the data collation, systems and reporting processes at corporate level;
- Identification of eight sites to represent NWL geographies and business units for the verification exercise;
- Interactions with new data management platform contracted by NWL and dedicated account personnel to check reported data and its primary sources, as well as to understand onboarding and workflow process and identify areas of improvement;
- Interview with the sustainability manager of one site to understand the selected sustainability performance indicators, systems and processes in place and identified areas of improvement; and
- A review of sample invoices and primary data on the eight selected sites and other documentary evidence of the data at facility and corporate level.

For the purposes of this work, an error or omission was considered to be material if it represented greater than 5% of the inventory for the facility being reviewed or resulting in a 1% or more variation of Newell's total energy consumption. SF has not been involved in defining the data to be collected prior to this engagement nor designing the process of data collection and reporting.

### CONCLUSIONS

Based on the work performed, SF has identified no unmanaged material errors or omissions in the reported data, as all are currently under the corrective management of NWL and have been reported to SF. It is our professional judgement that the 2022 calendar year data for the sustainability KPIs of natural gas, purchased electricity, associated GHG, water intake and non-hazardous-disposed waste data are reliable for corporate reporting purposes.

Sustainable Futures, London, UK  
07 March 2023