



# Moving Forward

Evolve. Embrace. Engage.

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# Moving Into the Future

At Edgewell, we're not afraid to evolve — to plan for the future and innovate solutions that help us deliver better outcomes for our business, brands, people and communities.

We're constantly moving forward, implementing programs and processes, developing new products and renovating existing ones to advance our business. Through it all, sustainability remains a key part of how we look to the future.

With our *Sustainable Care 2030* strategy, we are continuing to build on the foundations we have set to make meaningful strides toward our goals. Combining this strategy with the passion of our global network of engaged teammates, customers and suppliers, we are proud to embrace sustainability as a catalyst for future growth across our business.

This report shares details of our progress and the results of our efforts toward our 2030 goals — demonstrating our vision of a world where the joy of caring for yourself is balanced with caring for our shared planet and society.

# Message From the CEO



Welcome to the FY23 Edgewell Sustainability Report. There are few topics as important to society and our global future as this. At Edgewell, our commitment to sustainability reaches far beyond just our environmental impacts — it is also embedded in our front-end innovation, our manufacturing processes and how we engage with our workforce and communities. This combination creates a lasting effect, and one that can grow with our business. Our report details these efforts and how they are moving Edgewell forward.

Looking back to 2020, when we launched our growth strategy, cultural ambitions and sustainability vision, we knew it was a lot to take on. Four years later, I am pleased to report that our business has delivered consistent, structural top-line growth, fueled by a stronger portfolio of brands and underpinned by the strides we have made across brand building, product innovation, retail execution and eCommerce activation. Fiscal 2023 provided further evidence of progress in the transformation of our business and we ended our fiscal year with a stronger portfolio of brands, markedly better retail presence and improved commercial activation and execution. All of this is underpinned by our people, who are showing up today more confident, creative and driven to win than ever in our past.

Guided by our *Sustainable Care 2030* strategy and commitments, we are on a journey to continually do better and be better — working toward our ambitious goals with a clear eye to the future. At the very top levels of the organization, our Board of Directors is directly engaged in overseeing our climate, ethical and responsible sourcing and human capital practices, among other topics. This is then embedded at all other levels of the organization, fueling a continued focus on our goals.

At Edgewell, our commitment to our people is unwavering — it is why *People First* is our leading value. Engaging our **people and communities** is the backbone of our cultural transformation and is a key pillar of our sustainability strategy. This is reflected in our engagement survey scores that continue to increase year over year. This is due, in part, to our strong emphasis on inclusion, wellness and flexibility, knowing that a teammate's well-being will lead to higher levels of productivity and job satisfaction. Also, we are deeply committed to being active in and giving back to communities through coordinated efforts to positively impact the areas where we live and work.

As the experience of our team elevates, so too does Edgewell's name in the industry. We were recently named by Forbes as one of America's Best Mid-Size Employers, ranking second out of 400, and first in our industry. In addition, for the fifth year in a row, we were named to *Newsweek's* America's Most Responsible Companies list, ranking 19 out of 500 companies. External recognition combined with the top-tier talent profile of the team raises our ability to recruit and retain top talent and further cements our place among the industry-leaders in consumer packaged goods (CPG).

Acting responsibly and maintaining a portfolio of brands our consumers love and trust is key to our efforts. Our **brands** are the face of our company, so with many of our new or renovated products, new or updated formulations, updated packaging or manufacturing processes, we work to include sustainability in the conversation early on as a consideration for the teams involved. In some cases, this has helped us to innovate and disrupt from a sustainability lens — such as implementing a cold processing method to manufacture skincare products, which cut energy use by approximately 90% versus the prior process, or even disruptive packaging innovation, bringing the first refillable sunscreen product from BANANA BOAT. Beyond innovation, our brands have a responsibility to market in a way that is inclusive, transparent and emotionally driven. Personal care products bring joy to people's everyday routines, so it is imperative that we remain focused on well-being and inclusivity when bringing our products to market.

Our teams throughout our **operations and supply chain** functions drive much of the progress we will be sharing with you in this report. These teams are focused on progress against our sustainability goals with a strong commitment to continuous improvement. In partnership with our Global Sustainability team, these operations teams are dedicated to finding ways to further reduce waste and greenhouse gas emissions. We also continue to progress in our manufacturing regionalization efforts to improve efficiency and reduce our environmental footprint. I am proud of the teams' efforts to remain focused and committed to driving operational and productivity improvements, and their work is demonstrated through the results in this report.

The external environment remains difficult as we continue to navigate a complex global supply chain among the uncertainty of costs, geopolitical conflicts and the looming threat of climate change. As I stated in the opening, sustainability is one of the most important topics facing our global future, and we have a responsibility to do our part as a global organization. So, we continue to innovate across our portfolio to improve the sustainability of our products, packaging and processes, wherever possible.

To sustain and grow our business in the decades to come, we know we must adapt to the changes we see today, and anticipate the new challenges our teammates, customers, consumers, investors and other stakeholders will require of us. We have a solid ongoing commitment to investing in this journey, working toward our ambitious goals and being a successful, responsible company that brings joy to all the paths we cross.

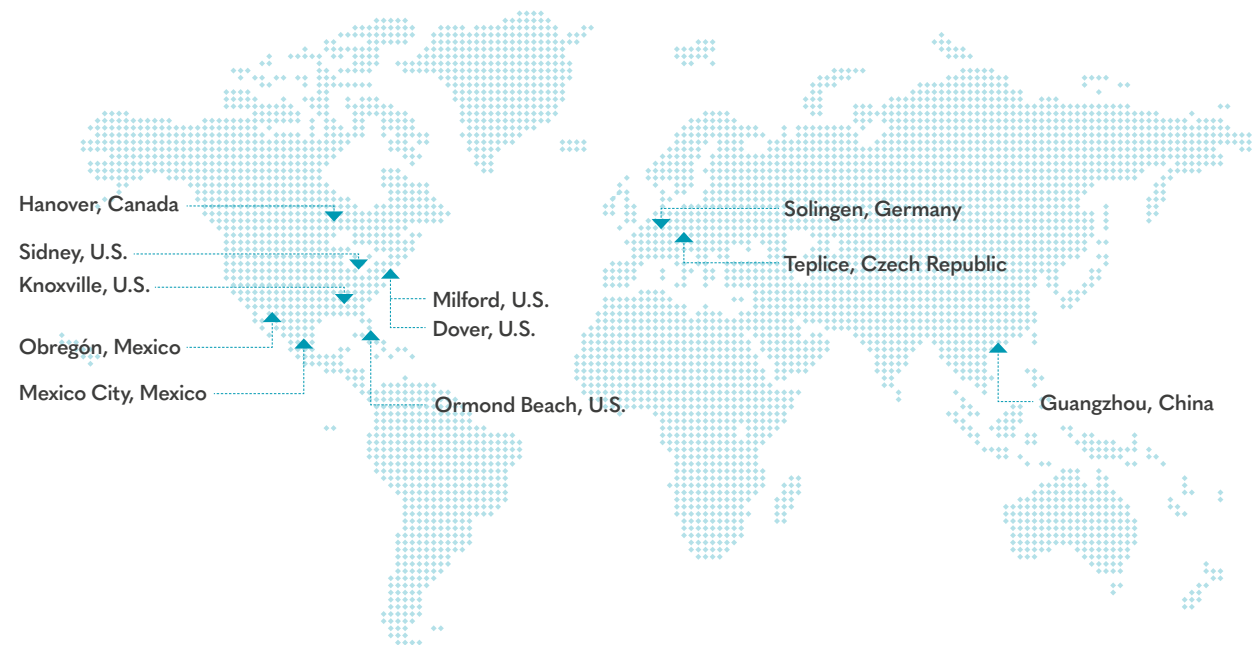
**Rod Little**  
President and Chief Executive Officer

# We Are Edgewell.

Our company purpose is clear: to *make useful things joyful*. With an operational footprint that spans the globe, we strive to bring that purpose to life wherever we have a presence.

## Our global presence

**Headquarters:** Shelton, Connecticut, U.S.



6,800 employees

>50 countries in which products are sold

US\$2.3B in revenue<sup>1</sup>

31 offices globally

## The Edgewell brand portfolio

Our portfolio spans **four categories** and **25 brands** — leading names in personal care that are loved and trusted by households around the world. Some have a history that stretches back more than 250 years, while others have just recently emerged, meeting evolving consumer needs and preferences.

### Shave



### Grooming



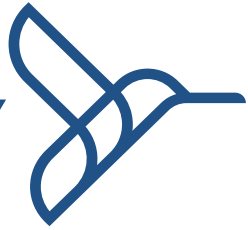
### Sun and Skin Care



### Feminine Care



<sup>1</sup> FY23 rounded.



# What Guides Us

We're always innovating, reflecting on where we've been to inform what comes next. Through every change and step to embed sustainability further into Edgewell, we remain true to our guiding lights — our sustainability vision, mission and strategy.

## Our vision

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

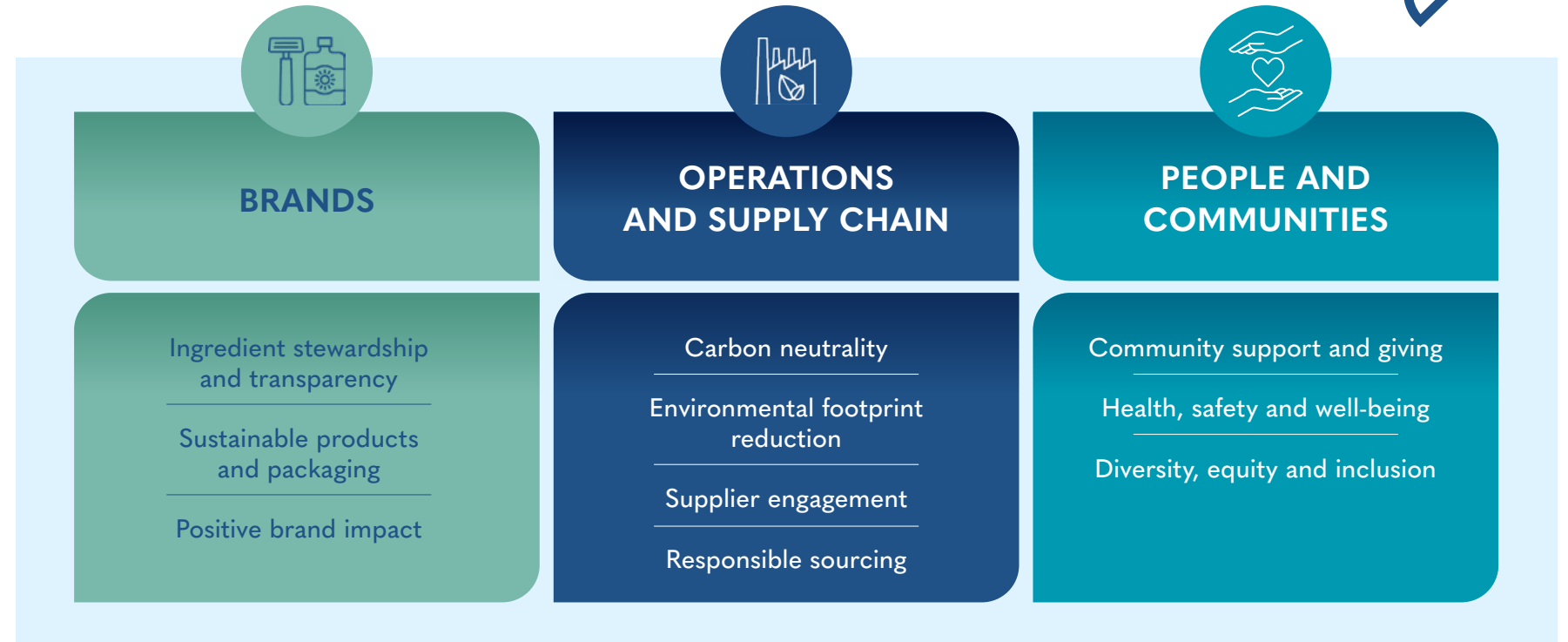
## Our mission

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

“One of the core values we live by at Edgewell is ‘Move Forward’; throughout FY23, our passionate teammates across the globe have continued to bring it to life — whether through evolving products that inspire moments of consumer joy or embracing opportunities to reduce waste, emissions, energy use and water consumption. I am always so proud to see how engaged our teammates are in pushing our *Sustainable Care 2030 strategy* onward, collectively delivering progress against our goals, ambitions and vision.”

**Amy Knight**  
Vice President, Global Sustainability

# OUR SUSTAINABLE CARE 2030 STRATEGY



## Our Sustainable Care 2030 strategy: Moving our efforts forward

We are always aiming to identify small changes and transformative shifts that, together, move us toward our goals and objectives. Our *Sustainable Care 2030 strategy* forms a roadmap for this progress, setting out our sustainability vision and clear actions for realizing it.

The strategy comprises three pillars and 10 commitments in areas where we believe we have the greatest potential for positive impact. It's the driving force behind our efforts to innovate our brands, to evolve our operations for reduced environmental impact and to continue finding ways to create a positive impact for people and communities.

**Brands:** Innovating products and packaging; championing values of diversity, equity and inclusion (DEI); and using our brands as a catalyst for good

**Operations and Supply Chain:** Reducing our environmental footprint with a focus on greenhouse gas (GHG) emissions, energy, waste and water; responsibly sourcing materials; and engaging suppliers on ethical and sustainable practices

**People and Communities:** Living our values and uplifting teammates, customers, consumers, suppliers and communities

You can read more about our progress within each of these pillars and toward our commitments throughout this report and in the [details section](#).

# Managing Our Business Responsibly

Achieving our sustainability vision and mission requires buy-in from across our organization. Our environmental, social and governance (ESG) efforts are managed at the highest levels and discussed with our full Board and its Committees.

## Board of Directors

Our Board of Directors and its Committees oversee Edgewell's ESG policies and practices, including management of climate impacts, human rights and human capital-related risks. The full Board oversees areas like corporate governance, sustainability priorities and goals, and DEI and is briefed on our ESG reporting approach and annual sustainability report. Additionally, in FY23, Board education continued to be an element of our scheduled ESG issue briefings.

The Corporate Governance Committee oversees our climate change response, ongoing efforts in ethical and responsible sourcing and the embedding of human rights policies into our global operations and supply chain. Complete Committee-level ESG responsibilities are detailed in the [Committee charters](#).

## Risk oversight and management

Our Board, acting both directly and through its Committees, is actively involved in oversight of the most significant risks affecting our business. Its risk oversight activities are informed by our management's risk assessment and risk management processes. The Board's role in risk oversight is consistent with our company's leadership structure, with management having day-to-day responsibility for assessing and managing our company's risk exposure; our Board and its Committees provide oversight in connection with those efforts, with particular focus on the most significant risks facing our company.

## Edgewell Leadership Team

The Edgewell Leadership Team (ELT), led by our CEO, governs and shapes ESG policies, goals and initiatives and is regularly briefed by our Global Sustainability Vice President. The ELT plays a key role in embedding and driving *Sustainable Care 2030* priorities in their respective business areas and reviews and approves our annual sustainability report.

## Global Sustainability Vice President

Our Global Sustainability Vice President reports directly to the CEO and is responsible for driving our sustainability strategy, embedding it as a key business enabler across the global organization and leading stakeholder engagement and ESG reporting. The VP regularly updates the ELT and the Board's Corporate Governance Committee, as well as the full Board as appropriate, on ESG-related topics.

## Sustainability Workstream Leaders and Champions

Sustainability Workstream Leaders and Champions are empowered, engaged and passionate individuals who serve as technical and regional experts. Workstream Leaders work in partnership with our Global Sustainability function and are responsible for implementing and tracking progress against our sustainability goals and key initiatives.



# Our FY23 Progress Highlights



**23.5%**  
reduction in GHG emissions<sup>2</sup> (versus FY19)

**100%**  
certified sustainable palm oil directly sourced and through credits for use in our products

**55%**  
of our manufacturing facilities have achieved zero-waste-to-landfill

**Exceeded**  
our energy reduction goal ahead of schedule, reducing energy use by 11.3% from FY19

**Achieved**  
our water reduction goal ahead of schedule, reducing water use by 5.2% from FY19

## Launched

a new innovative BANANA BOAT 360 COVERAGE MIST product, featuring reusable pump sprayer<sup>3</sup> designed to work with refill bottle packs



**8%**

reduction in virgin petroleum-based plastic in feminine care products versus FY19 baseline



**55.8%**

reduction in virgin petroleum-based plastic in packaging in our razors and blades segment versus FY19 baseline,<sup>4</sup> exceeding 50% reduction goal

**85.9%**

recycled and/or certified responsibly sourced fiber for fiber- and paper-based packaging across our product portfolio

**45,250**

InspireJOY recognition moments awarded by teammates and managers in FY23, and more than 118,000 recognition moments since FY21 when the program launched



**~US\$1.5M**

donated in charitable giving by Edgewell throughout FY23

**Achieved**

0.68 world-class injury rate



**54%**

representation of women across our global workforce

<sup>2</sup> Scope 1 and 2.  
<sup>3</sup> Can be used up to 14 times.  
<sup>4</sup> Baseline includes primary and secondary packaging data made available to us, excluding acquired brands (CREMO and BILLIE), multi-pack eCommerce and Club store packaging in which products are packed or presented and packaging utilized by our Solingen facility.

# Recognition in FY23

Ranked one of **America's Most Responsible Companies** by *Newsweek* and *Statista* for the fifth year running. In 2024, we rose to #19 overall — and #3 in our industry.



Recognized as a **Climate Leader in America** in *USA Today's* ranking of American companies that have achieved the greatest reductions in core GHG emissions intensity.

Ranked #2 out of 400 companies listed on *Forbes* **America's Best Midsize Employers in 2024** — our first time being listed and a testament to our commitment to being a people first employer.



Featured on *Newsweek* and *Plant-A Insights Group's* **America's Greatest Workplaces for Diversity** list as well as their **America's Greatest Workplaces for Women** ranking in 2024.

Named as a **Connecticut Top Workplace of 2023** by Hearst Media Services, based on a survey of teammate experiences and sentiment.





# Brands

Our well-loved and well-known brands — as well as our private label business — are always seeking new ideas and innovative solutions to bring joy to everyday life. Our diverse portfolio of personal care products provides consumers around the world with confidence, protection, comfort and quality when and where it matters most. And, more broadly, we aspire to help create a world where the joy of caring for yourself is balanced with caring for our shared planet and each other.

## We are committed to:

### Ingredient stewardship and transparency

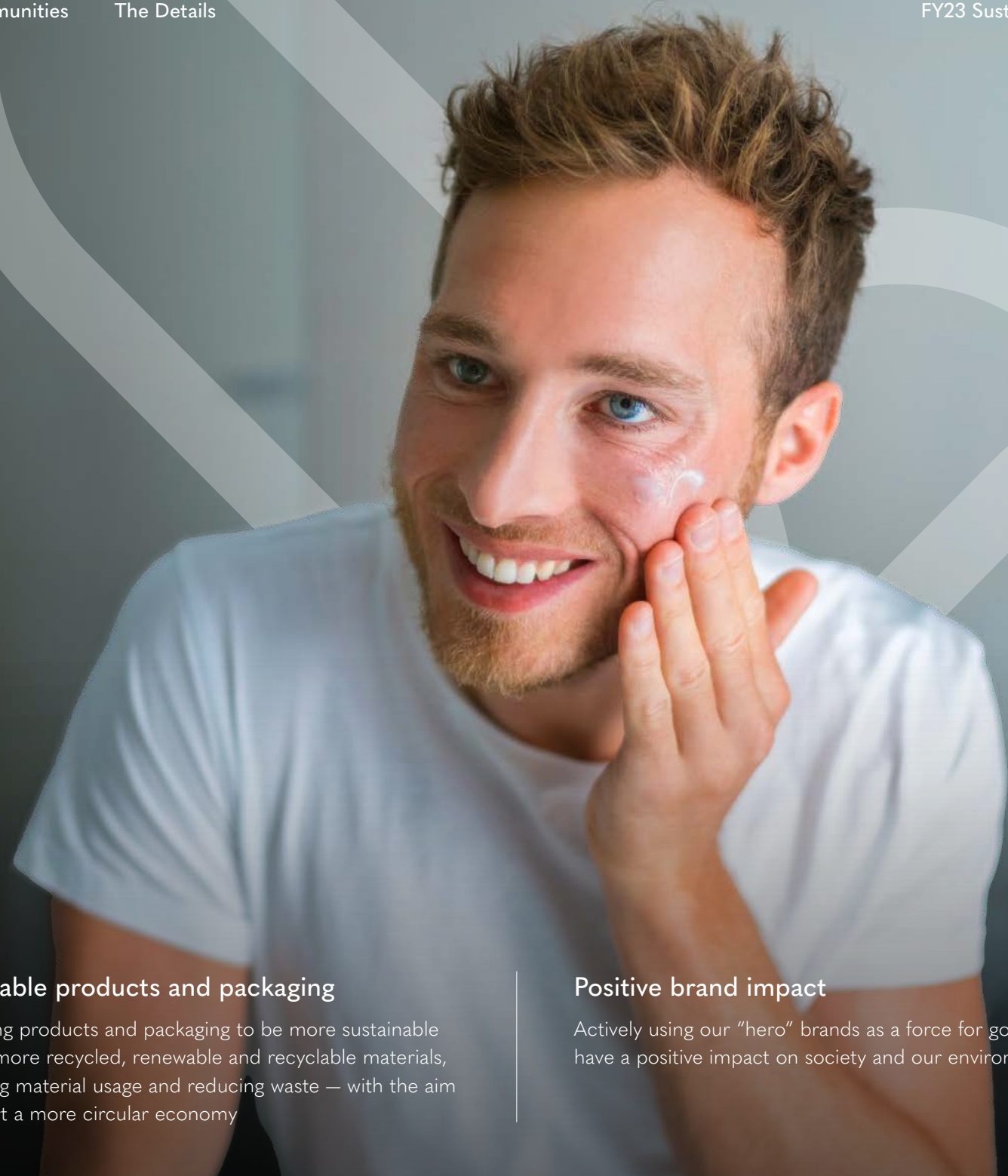
Continuing to ensure the ingredients we use meet our high standards and improving our fragrance transparency

### Sustainable products and packaging

Developing products and packaging to be more sustainable by using more recycled, renewable and recyclable materials, minimizing material usage and reducing waste — with the aim to support a more circular economy

### Positive brand impact

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





## Bringing Joy to the Everyday

Our brands and private label products are the face of Edgewell, well-known names and thoughtfully designed choices that are trusted by people globally and a source of pride for our teammates. They are useful things made joyful and — from getting ready at the start of the day to safely enjoying fun in the sun — they form the backdrop to many of life’s memorable moments.

We target consumer-centric innovation that’s inspired, in part, by local insights and market needs. That’s because we want our products to work for everyone, no matter their requirements or preferences. We strive to create products consumers love and to market them in ways that make everyone feel represented, regardless of gender, ethnicity, life stage or any other identifying trait.

At the same time, we know consumers expect products to be not only effective, but also responsibly made and packaged. That’s why we’re embedding sustainability considerations deeper into design, identifying opportunities to reduce environmental impacts, innovating packaging in support of circularity principles and maintaining high ingredient standards.

And, beyond being a part of consumers’ daily lives, we believe our brands can leverage their unique purposes to partner with organizations, programs and subject matter experts to enhance their impact in a socially responsible way. Through these partnerships, our brands can do their small part in making a positive impact on society and helping to care for our planet, which are priorities we share with our consumers.

“Whenever we innovate a new product or refresh an existing one, we focus on bringing joy to the everyday. That means delivering consistently high-quality, inclusive choices that meet the unique and varying needs of consumers across our global markets; it also increasingly means finding ways to create products that are designed with sustainability in mind.”

**Caroline Mallet**  
Vice President, Innovation Transformation

# Designing for Sustainability

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

Each year, we make strides to meet growing consumer demand for products and packaging with a smaller environmental footprint. We are continually rethinking and reinventing the materials we use, where feasible, with a focus on reducing our material use and harnessing more recycled, renewable and recyclable materials. And, because we recognize no two markets are the same, we take a regional innovation approach, enabling markets to tailor solutions to specific consumer and retail customer needs. By doing so, we can closely align our innovations with local market requirements, delivering products that are increasingly more inclusive, sustainable and that meet the unique needs of our consumers.

When designing new products, we strive to balance product lifecycle considerations along with cost, quality, supply and consumer value. While it is not always possible to measure the precise impact of every change we make, we believe that we are moving toward a better, more sustainable portfolio.



## Research and innovation

Sustainability is embedded in our research and development processes, helping shape our thought processes and informing choices across our portfolio — including how we identify and evaluate the materials we use. We expect the same from our suppliers and partners and work closely with them to make sustainability a shared objective.



## Consumer insights and experience

We put consumers at the heart of our brands, recognizing their increasing interest in inclusive products that support well-being while creating less waste and a smaller environmental footprint. It's a sustainability ambition we share as we look for opportunities to design with product lifecycle, quality, cost and material considerations in mind.



## Product design and material selection

A key business enabler, we embed sustainability into our new product and packaging development process, which helps to guide and shape our design approach. This includes embracing a more circular mindset and striving to embed circular economy principles in our products and packaging, such as using more renewable, recycled or alternative materials.



## Our approach to designing for sustainability

We strive to embed sustainability at every stage of product development.



## Production and distribution

By sourcing and manufacturing regionally, where feasible, we can further reduce the carbon footprint of our production process. Optimizing logistics can also contribute to our emissions reductions — reducing the distance that materials and products travel and the number of trips needed to transport them. By doing so, we strive to balance environmental impact with the delivery needs of our customers.



## Continuous improvement

To drive future improvement, we continuously incorporate learnings, new advancements, stakeholder feedback and emerging sustainability guidance. We measure, track and adjust to strengthen our performance.

# Packaging Sustainability

Packaging plays a vital role in protecting and delivering personal care products that are essential to everyday life. At the same time, we believe that packaging should be designed, sourced and made as responsibly as possible, with the aim of embracing opportunities to create less waste and support a circular economy. We remain committed to continually reducing the environmental impact of our packaging throughout its lifecycle, and our ambitious targets continue to guide our packaging innovations and designs.

Our efforts are guided by a “reduce, replace, reuse and recycle” approach, alongside innovative design, that is central to our sustainable packaging efforts.



- **Reduce:** We aim to reduce packaging where possible, such as reducing the amount of material we use in product packaging or to transport products from our factories to consumers.
- **Replace:** We look to replace virgin materials with recycled alternatives, such as recycled plastic and paperboard, without compromising our product quality.
- **Reuse:** We are exploring reusable packaging format opportunities as an additional way to reduce waste and support circular economy principles.
- **Recycle:** We design packaging with end-of-life in mind and strive to enhance recyclability when feasible.

## Enhancing packaging design

Our brand portfolio requires a variety of packaging types and materials so the products we make can best serve their intended purpose. Therefore, we take a multifaceted approach to driving packaging improvements across our product offerings — tackling the unique opportunities and challenges each new package presents as best we can, always with a desire to make it better than before.

In FY23, we continued to make strides in reducing virgin petroleum-based plastic use. Our efforts included finding more ways to shift from plastic blister packs to paper-based cartons, incorporating recycled plastic content and launching a new suncare packaging innovation that features a reusable sprayer<sup>5</sup> with corresponding refill bottles that contain recycled plastic,<sup>6</sup> among other efforts.

We also identified opportunities to reduce the amount of material we use in many cartons, bags, bottles, blisters and shippers across our packaging formats, and continue to shift from non-recyclable to recyclable packaging materials where possible. Additionally, where feasible and cost-effective, we continue to work to increase our use of fiber- and paper-based materials with recycled and/or certified responsibly sourced virgin fiber material in our packaging.

As we develop new packaging, we aspire to make it better than before. Through innovative solutions, we strive to meet the challenge of constraints — such as cost and the availability of materials — without compromising on protection, product efficacy or safety. We’re collaborating, problem-solving and designing to improve the environmental footprint of packaging on our journey to support a more circular economy.

**55.8%**  
reduction in virgin petroleum-based plastic in packaging in our razors and blades segment versus FY19 baseline,<sup>7</sup> exceeding our 50% reduction goal ahead of schedule.

## Partnering on packaging sustainability

We recognize the value of engaging across industries to accelerate packaging sustainability and circularity on a wider scale. Our memberships and engagements with various packaging-related organizations enable us to evolve our own packaging while contributing to industry discussions.

- **Australian Packaging Covenant Organisation:** A nonprofit organization committed to leading a circular economy for packaging in Australia. Our membership enables us to set and report against sustainable packaging action plans in line with Australia’s goals.
- **RecyClass™:** A nonprofit, cross-industry initiative aimed at advancing European plastic packaging recyclability efforts. Edgewell is a RecyClass™ member and is part of its Advisory Board.
- **Sustainable Packaging Coalition®:** A collaborative that brings together sustainable packaging stakeholders to catalyze action to improve packaging systems. Edgewell holds membership that offers teammates access to training, resources and guidance on packaging sustainability.

<sup>5</sup> Can be used up to 14 times.

<sup>6</sup> Excludes cap, sprayer and label.

<sup>7</sup> Baseline includes primary and secondary packaging data made available to us, excluding acquired brands (CREMO and BILLIE), multi-pack eCommerce and Club store packaging in which products are packed or presented and packaging utilized by our Solingen facility..

# Supporting Consumers in Recycling

Making our products more sustainable goes beyond how they're designed and made — it also includes striving to assist and inspire our consumers to recycle our products and packaging, whenever possible, at the end of their useful life.

We understand that recycling capabilities and consumer understanding vary across communities and, with so many packaging materials and formats currently on the market, it can be a challenge for consumers to know how to dispose of materials correctly. Additionally, few municipalities have the infrastructure to collect and process smaller items like razors and blades, as well as some packaging types through curbside recycling.

To help simplify the process and support our consumers, we offer several initiatives and resources aimed at proper disposal and waste reduction.

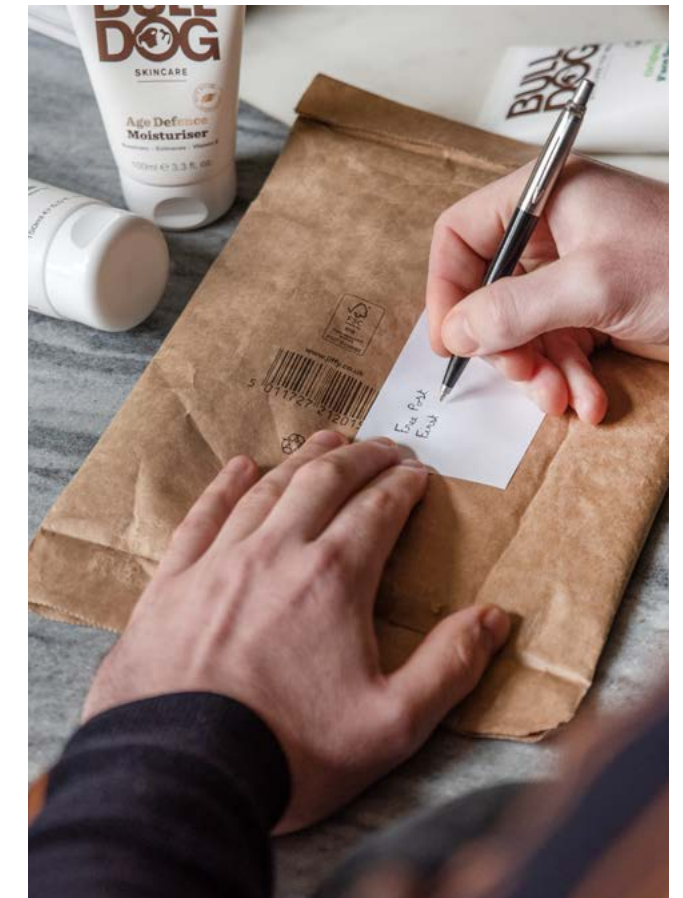
## On-pack recycling labeling

One of the key steps in ensuring consumers know what they can recycle and how is providing clear on-pack recycling labeling. In the U.S. and Canada, we apply the How2Recycle® label to our product packaging and, as of FY23, packaging developed for the Australia and New Zealand markets now includes the Australasian Recycling Label where feasible.



## Recycling razors

We recognize the challenge recycling razors and blades poses to consumers, with many municipalities around the globe lacking the necessary collection and processing capabilities. To help address the gap and support our U.S. consumers in their recycling efforts, we offer a nationwide razor recycling program for SCHICK-branded disposable razors in partnership with a third party.



## Take-back schemes

In the U.K., our BULLDOG brand continued to deliver a free take-back service through FY23. Offered in partnership with First Mile®, the service lets consumers return tube packaging and razor blades for recycling to divert them from landfill.



# Innovating Our Product Portfolio

We're passionate about helping people be at their best with well-loved, well-known personal care brands that bring joy to everyday life. We're always growing our portfolio to offer something for everyone, providing consumers globally with confidence, protection, comfort and quality when and where it matters most.

Our market-leading global brands deliver innovative shave, sun care, grooming, skincare and feminine care products our customers and consumers can rely on. We deliver consistently high-quality products, following clear ingredient stewardship principles and science-backed research to create a portfolio that puts consumer needs first.

As our portfolio expands and evolves, so too do our product offerings, designed, where feasible, with sustainability in mind — from the materials we use and the packaging we create to the production and sourcing practices we employ. We're proud of the progress our brand teams are making to ideate, innovate and bring new and improved offerings to market, each tailored to unique category opportunities, challenges and consumer demands.

Additionally, we strive to design and market our products in ways that make all people feel seen and empowered, no matter their gender, ethnicity, life stage or any other identifying trait. At the same time, we continue to find opportunities to leverage our brands in support of wider social and environmental progress around the world.

The following pages highlight some of the sustainability advancements we've made across our brand portfolio in FY23.



# Shaving

Our shaving brands and private label business, Edgewell Custom Brands, support consumers in looking and feeling their best, however they choose to express themselves. As one of the world’s leading hair removal manufacturers, we pride ourselves on creating high-quality, innovative products that our customers and consumers know, love and trust to deliver a feel-good experience. And we’re not stopping there. We are also working hard to find ways to reduce plastic waste and embed circularity principles into our razor designs with disposable razor handles and packaging — all while championing diverse voices and communities.



## A lighter way to shave

WILKINSON SWORD launched the ESSENTIALS 3 and INTUITION FLOW hybrid razors in select European markets in early FY24. The lightweight handle design has been engineered for use with replacement cartridges, ensuring each handle can be used with up to 20 razor cartridges before its end-of-life. The new handle is also made with 90% recycled plastic.

8 SCHICK HYDRO SILK system razor handles include Sensitive, Moisture and Pubic system offerings.  
 9 SKINTIMATE disposable razor handles include Sensitive, Coconut Delight, Exotic Violet Bloom, Raspberry Rain and Vanilla Sugar offerings.

## A platform for emerging young artists

During FY23, our SCHICK INTUITION brand collaborated with the Dollar General Literacy Foundation — an organization founded on the belief that everyone deserves an equal opportunity to a basic education — to launch the SCHICK INTUITION *Emerging Artist Contest*, inspiring students to create and submit original pieces of art. The winner received a US\$10,000 tuition scholarship, while their artwork went on to be featured on SCHICK INTUITION PURE NOURISHMENT packaging at all U.S. Dollar General stores for a limited time. Learn more in [Caring for Our Communities](#).



## Celebrating Hispanic and Latinx heritage

In honor of Hispanic Heritage Month, our SCHICK INTUITION brand partnered with esteemed Afro-Latina Visual Artist Reyna Noriega to unveil a SCHICK INTUITION SENSITIVE CARE limited-edition razor, made available exclusively at Target, underscoring ongoing dedication to inclusivity and effortless self-care, as well as celebrating and spotlighting the richness and diversity of Hispanic and Latinx communities.



## Championing women in sport

In France, WILKINSON SWORD INTUITION teamed up with *Cosmopolitan* to celebrate women empowerment in sport. Through the partnership, we developed a web series featuring six women champions from across sports disciplines and their journeys following their “intuition” to reach athletic success. The campaign also served as a moment to champion inclusion in sports, with the women also representing a range of diverse backgrounds, ages and experiences.



## Same great SCHICK, less plastic packaging

Across the U.S. and Canada, we have redesigned the packaging for our SCHICK XTREME 3 Club offering, moving from plastic blister packs to paper-based cartons. With this switch, we’re using less plastic and 12% less material per pack, while also enhancing package recyclability.



## Giving more good vibes with recycled plastic content

Throughout FY23, our U.S. SCHICK brand team worked hard to find more ways to reduce the use of virgin petroleum-based plastic in key product lines. For example, our SCHICK HYDRO SILK system razor handles<sup>8</sup> are now made with 50% post-consumer recycled (PCR) plastic, and our SKINTIMATE disposable razor handles<sup>9</sup> are made with 44% PCR plastic — both good examples of how we are embracing circular design principles in our shave products.



# Suncare

We want to help everyone experience more joyful moments under the sun, knowing their skin is protected. That’s why our suncare brands strive to create products that work for every person, with most of our suncare range designed to meet visual and rub-in expectations for all skin tones. Our ingredient choices are guided by a set of core ingredient principles that help to ensure our formulas are always made to be safe and effective. And we love to innovate and find new ways to make our products even better — whether that’s expanding our selection of mineral formulations, launching the first reusable sprayer in the sunscreen category or increasing the use of recycled materials in our packaging where feasible.

## Internationally recognized conservation efforts

BANANA BOAT partnered with The Colombian Sea Turtle Conservation Program and VML to create natural domes that aim to help regulate sand temperatures and encourage the potential hatching of an even proportion of male and female sea turtle eggs where the domes are placed. We are honored that, thanks to this ongoing work to support sea turtle conservation, BANANA BOAT received a Bronze Lion award in the Corporate Purpose and Social Responsibility category of the Cannes Lions International Festival 2023.



10 Can be used up to 14 times.  
 11 Excludes cap, sprayer and label.  
 12 Bottles and refill caps are recyclable where facilities exist; the sprayers are not.  
 13 Versus continuous spray.

## Taking a no-heat approach to suncare production

During FY23, our Ormond Beach, U.S., team reimagined the way our BANANA BOAT SPORT ULTRA spray sunscreen is produced by implementing an innovative cold processing method. The new process uses no heat and actively reduces water use in manufacturing while retaining the great product quality consumers expect.

Having initially implemented the process for BANANA BOAT SPORT ULTRA sprays, we have now rolled it out across most aerosol sunscreen spray production at our Ormond Beach facility.



## Tanning just got a little better

One way we can reduce our use of virgin petroleum-based plastic is by identifying opportunities to incorporate more recycled plastic content into our packaging portfolio. In FY23, our HAWAIIAN TROPIC brand completed a project to transition its 8-ounce tanning oil bottles in the U.S. to 100% recycled plastic — eliminating approximately 77 metric tons of virgin plastic per year.



## More goodness in after sun

Starting in FY23, our HAWAIIAN TROPIC brand updated its AFTER SUN Body Butter packaging in Europe by moving to a 100% recycled plastic jar (excluding lid and label). As part of this package redesign, both the jar and lid were also lightweighted, resulting in a plastic reduction of 8.5 metric tons annually.



## A reusable way to have fun in the sun

In early FY24, we launched a disruptive packaging innovation in the sunscreen category — the BANANA BOAT 360 COVERAGE Sunscreen Mist. This new suncare innovation features a reusable sprayer,<sup>10</sup> with corresponding refill bottles that contain 25% PCR plastic<sup>11</sup> and are recyclable where recycling facilities exist.<sup>12</sup> Not only does the new, non-aerosol sprayer provide a practical way to keep the sprayer component in use for longer, but it also offers a better way to spray.<sup>13</sup>





# Grooming

Our grooming brands create thoughtfully designed and curated skincare experiences to help our consumers look and feel their best from head to toe. Each of our brands shares a commitment to making safe, high-quality products and to ingredient stewardship. For example, many of our products are made without parabens. Additionally, we are continually looking for ways to improve packaging sustainability, such as by reducing our use of virgin petroleum-based plastic where feasible.

## Giving back, good for good

FIELDTRIP believes in “giving back, good for good,” which is why it partners with Keep America Beautiful® to support their RETREET® program, established to advance community restoration and resiliency. Through this partnership, FIELDTRIP donates 5% of net proceeds to the nonprofit to redefine disaster relief by engaging communities to replant lost trees.



## Enhancing packaging the CREMO way

During FY23, our CREMO team developed refreshed body wash and shampoo packaging, which now feature a new bottle design that incorporates 50% recycled plastic and a closure that uses 98% recycled plastic. The packaging is also recyclable where facilities exist.



## Advanced skincare and packaging

In FY23, our BULLDOG SKINCARE brand launched a new Advanced skincare range in the U.K. This product range is formulated using natural-origin and carefully selected active ingredients and is certified vegan and cruelty-free. Additionally, the bottles used within the range are made from 100% recycled plastic, while the tubes use 35% recycled plastic and 56% bio-based sugarcane plastic.



## Refreshing BULLDOG's iconic white tubes<sup>14</sup>

Our BULLDOG SKINCARE team unveiled a new look for its iconic white tubes in FY23, incorporating recycled materials while maintaining the brand's industry-first use of bioplastics.

The new tubes have been launched globally, and they contain at least 62% recycled plastic and at least 27% bio-based sugarcane plastic. To reduce overall material use, the tubes have also been lightweighted to save 16% plastic.



## Thinking inside the box

JACK BLACK launched an exclusive Head-to-Toe Clean set in the U.S., in a box thoughtfully designed to showcase the products inside without the need for a plastic window. The team's creative design illustrates how embedding our sustainable packaging approach in the development process can result in premium, eye-catching packaging.

## Propelling deodorant forward, naturally

BULLDOG SKINCARE developed a new range of spray deodorants in FY23 that are naturally propelled by nitrogen captured and distilled from the air. The deodorants are specially formulated using 98% natural-origin ingredients<sup>15</sup> and, like all BULLDOG products, are certified vegan. The new range is also packaged in cans made with 100% recycled aluminum.<sup>16</sup>



<sup>14</sup> Excludes cap and label, and excludes 30 ml and 15 ml tubes, lip balm tubes and the BULLDOG Advanced range.  
<sup>15</sup> Natural-origin ingredients contain >50% material from natural sources.  
<sup>16</sup> Excludes cap and pump.

# Skin Care

Hand hygiene is central to the health and safety of people and communities, and we're proud that our antiseptic hand cleansing products play a role in enabling that. We offer quality hand hygiene products with kind-to-your-skin formulas available in a variety of convenient formats, so our consumers can stay clean and safe with WET ONES by their side. And, where feasible, we're working hard to find ways to make our product offerings more sustainable, such as by offering a range of plant-based hand wipes and striving to reduce virgin plastic use in packaging.

## A fresh start to canister design

We believe in finding solutions that help reduce material use while maintaining the same quality and product efficacy our consumers expect and trust. In FY23, we lightweighted our 40-count canister packaging<sup>17</sup> for WET ONES wipes, thereby reducing the container's virgin petroleum-based plastic use. This small change eliminates approximately 8.4 metric tons of plastic material use annually.



## Guiding consumers on packaging recyclability

Since 2021, the WET ONES team has worked hard to add How2Recycle® labeling to its product packaging, now being used across 95% of WET ONES SKUs in the U.S. This on-pack recycling label helps educate and support consumers in their recycling efforts.



## Getting refreshed with renewable materials

Available in the U.S. and U.K., our WET ONES plant-based antibacterial hand wipes are made with soft, plant-derived fiber — which is a renewable resource that can be replenished over time — and leave hands feeling clean and refreshed. These non-plastic antibacterial wipes are tough on germs and gentle on skin, killing 99.99% of germs.<sup>18</sup> Pediatrician tested and free from parabens and added dyes, these hypoallergenic wipes are perfect to use on the go or any time soap and water aren't available.

# Feminine Care

We're passionate about making reliable feminine care products for women of all ages so that they can live actively, joyfully and confidently at any stage of their lives. And we want everyone who needs it to have access to period products, which is why we're committed to partnering with nonprofit organizations that help get period products to those in need. In addition to caring for communities, we're always looking for ways we can improve — and that includes how we design our products and the materials we use, with a focus on reducing plastic use where feasible.



## Lowering barriers to period care

Our Feminine Care team continues to support Girls Helping Girls. Period. by donating products to help those in need. This nonprofit is dedicated to educating people on the need for menstrual products, collecting and distributing menstrual products and advocating for systemic change. It supplies products to food pantries, social service agencies and community groups, in addition to offering workshops and consulting on affordable menstrual management solutions. In FY23, we donated US\$50,000 and nearly 55,000 individual menstrual health products to the organization, helping more women and girls access the period products they need.



## CAREFREE protection with less virgin plastic

In early FY24, CAREFREE launched a range of pads in the U.S. designed with consumer insights at their core. CAREFREE pads now feature the first top layer currently in market containing VEOCEL™-branded lyocell fibers. The wood used as raw material for VEOCEL™-branded fibers comes from responsibly managed forests, and these fibers are used to produce the pad's non-plastic top sheet. The high-performance material offers an alternative to plastic while retaining the absorbency, breathability and comfort we know women need and appreciate.

<sup>17</sup> Excludes lid and label.  
<sup>18</sup> Effective at killing 99.99% of many common harmful bacteria in as little as 15 seconds.

# Ingredient Selection and Use

How we formulate and design our products is an integral part of our business. Our formulation and design standards are guided by the latest scientific research and ever-evolving regulatory requirements. To meet our quality and safety standards, each product must pass a series of rigorous safety evaluations, something that is particularly important when identifying ingredients for use in our products. By also engaging and actively listening to what matters most to our customers and consumers, we regularly review our formulations and make ingredient decisions to meet their expectations.

Having completed the removal of oxybenzone and octinoxate from our sun care brands,<sup>19</sup> during 2023, we continued advancing similar efforts for our grooming brands and the small number of products in this category that still contain these ingredients. We also remain on track for reformulating out the use of parabens and microplastics<sup>20</sup> from our remaining products.

## Ingredient principles

We maintain an ongoing focus on creating new solutions that meet regulatory and safety requirements as well as consumer demand for performance, quality and reliability. Our internal ingredient principles guide our ingredient selection decisions, enabling a consistent, global approach to taking safety and effectiveness into account in our product designs. We believe that safe products start with safe raw materials. Our products are supported by testing related to the unique benefit they provide to the consumer, as well as our own specifications of safety, quality and efficacy. To study any potential skin compatibility concerns, we conduct independent testing carried out by third-party experts on our product formulations.

We share our Ingredient Selection Policy with all suppliers before selecting any raw material for use in our product portfolio to confirm alignment with our expectations. We also monitor chemical compliance to ensure we continuously meet or exceed all relevant government requirements.

## Fragrance transparency

All fragrances used in Edgewell products are developed by fragrance houses that comply with our comprehensive safety and regulatory standards, including adherence to the [International Fragrance Association](#) safety standards. This approach enables us to design products that provide consumers with peace of mind when they are choosing fragranced products. We publicly disclose our [Fragrance Safety Principles](#) and [potential fragrance allergens](#) to provide transparency for consumers who have fragrance sensitivities.



## Respect for animals

We believe in a global ban on animal testing for cosmetics. Until that happens, our policy is to leverage alternative testing methods whenever possible, only testing on animals in markets where it is required by law.

To move the industry forward, we support the development and regulatory acceptance of animal-free testing methods. In 2023, we became a founding member of the International Collaboration on Cosmetics Safety (ICCS). The ICCS brings together experts from cosmetic and personal care manufacturers and suppliers, industry associations and animal protection organizations to increase global awareness of animal-free science. The ICCS' goal is to advance the state of the science and adoption of animal-free assessments of cosmetics and their ingredients for human health and environmental safety.

<sup>19</sup> Excludes existing SPF 80 and 100 products sold only in select stores and markets.

<sup>20</sup> Edgewell continually assesses its product portfolio to align with evolving definitions of "microplastics."

# Operations and Supply Chain

We believe in operating responsibly, acting with intention and maintaining a steady focus on our commitments. Our efforts to be innovative through the continual improvement of processes and design across all our production practices are key catalysts for our advancements. As we continue to embed sustainability in our day-to-day actions and broader decision-making, we know that a steady pace of improvements will make a lasting impact on our business and move us toward achieving our ambitious goals.

## We are committed to:

### Carbon neutrality

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

### Environmental footprint reduction

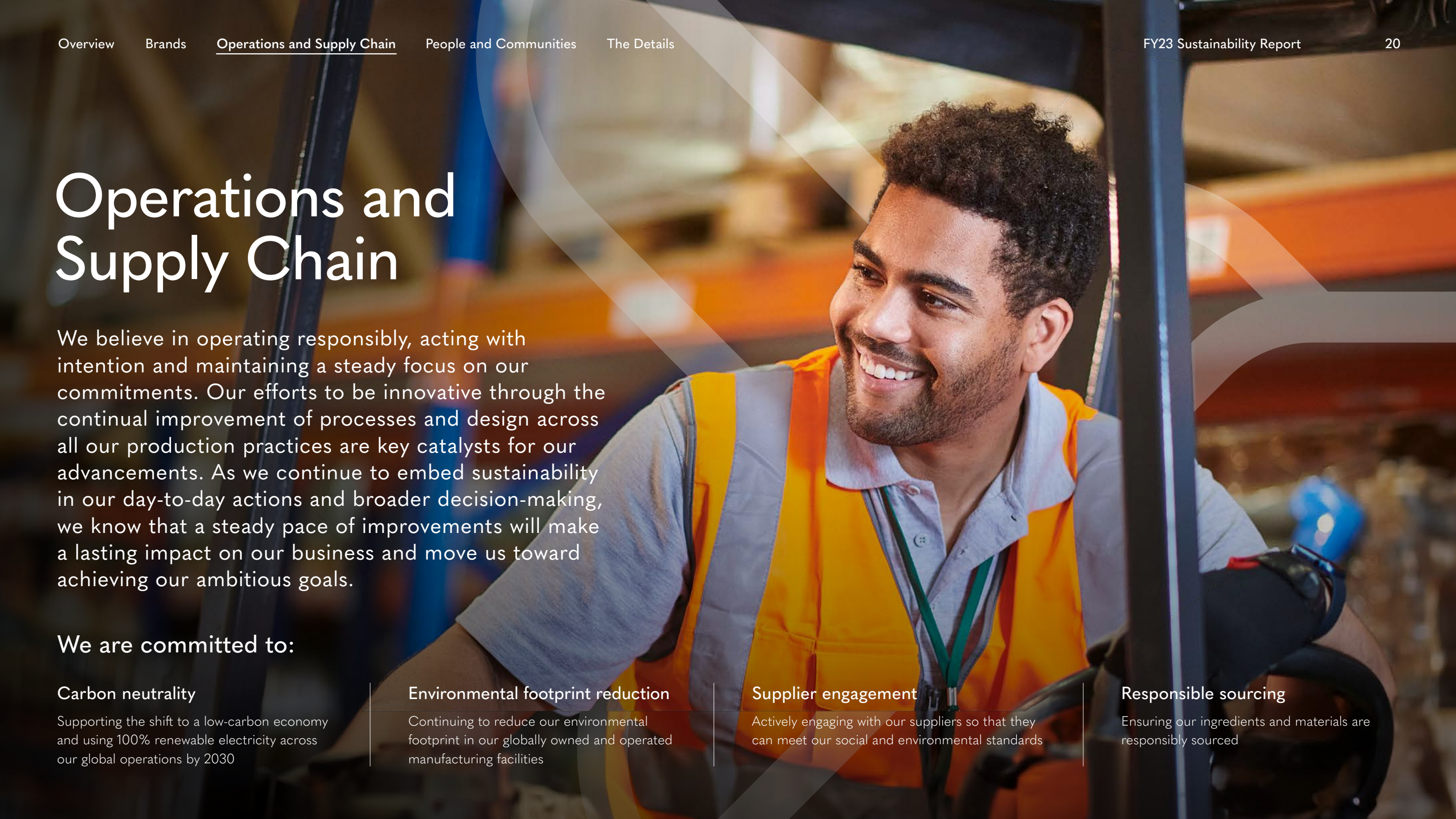
Continuing to reduce our environmental footprint in our globally owned and operated manufacturing facilities

### Supplier engagement

Actively engaging with our suppliers so that they can meet our social and environmental standards

### Responsible sourcing

Ensuring our ingredients and materials are responsibly sourced





## Driving Sustainable Improvement

We believe in innovating solutions, embracing opportunities and embedding practices throughout our operations and supply chain that move us forward on our sustainability journey. Our passionate teammates are key to realizing our goals for reducing greenhouse gas (GHG) emissions,<sup>21</sup> energy, waste and water across our global operations. At the same time, we remain focused on responsibly sourcing ingredients and materials and engaging with our suppliers to help ensure they uphold our social and environmental standards.

“Our company’s purpose — *make useful things joyful* — and our sustainability vision go hand in hand. Product design plays an important role in both, and for Edgewell, it goes beyond just how our products look and work. We also consider the fundamental influence innovation and design can have on how we operate too — from the materials we select and our ethical and responsible sourcing practices to our ongoing pursuit of reduced operational impact and more efficient regionalized operations.”

**Paul Hibbert**  
Chief Supply Chain Officer

<sup>21</sup> Scope 1 and 2.

# Managing Our Operations

Across Edgewell, our team’s work is guided by a comprehensive set of Health, Safety, Environmental and Sustainability (HSES) policies and standards that cover a range of HSES topics such as waste, water, air, management systems and reporting, and machine safety, among many others. These are aligned with industry best practices and legal, regulatory and customer requirements. Our framework provides a systematic and consistent approach with the goal of driving positive change and taking appropriate steps toward significant, lasting improvements.

During FY23, our Environmental, Health and Safety (EHS) team completed a comprehensive review of all Edgewell global HSES standards and updated them as needed, with a focus on incorporating any new or relevant changes in regulatory and sustainability requirements, emerging EHS issues and effective operational changes.

## Going above and beyond standards

When possible, we aim to perform above and beyond EHS regulatory requirements, laws and globally recognized standards. All our manufacturing facilities must implement and maintain EHS management systems consistent with the requirements of the globally recognized International Organization for Standardization (ISO) 14001 and 45001 standards. These standards require that facilities maintain robust systems for managing and controlling environmental impacts, safety risks and hazards. Facilities are internally audited, measured and scored against our policies and standards, with a focus on compliance and continual improvement.

Several of our sites have been formally certified under ISO 14001 and 45001, with our facility in Teplice, Czech Republic, being the latest to achieve ISO 45001 certification.

As well as aligning our policies and management systems with ISO standards, we are proud that our Milford and Dover, U.S., facilities have been recognized as Occupational Safety and Health Administration (OSHA) Voluntary Protection

Program (VPP) Star facilities. We are supporting all facilities in their pursuit of attaining either OSHA VPP or ISO 45001 certification, depending on the geographical location of the facility. The focus for 2024 will be on further evolving the necessary processes for compliance through gap analysis. We will also continue to assist sites that are new to these procedures and certifications.

### EHS certifications

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



# Acting on Climate

Climate change is one of the greatest challenges of our time, and the imperative for taking action is clear. Its impacts are already apparent, from increasingly severe and unpredictable weather patterns to natural disasters like hurricanes, flooding, drought and wildfires. These impacts can disrupt lives, affect human health and destroy natural ecosystems around the globe.

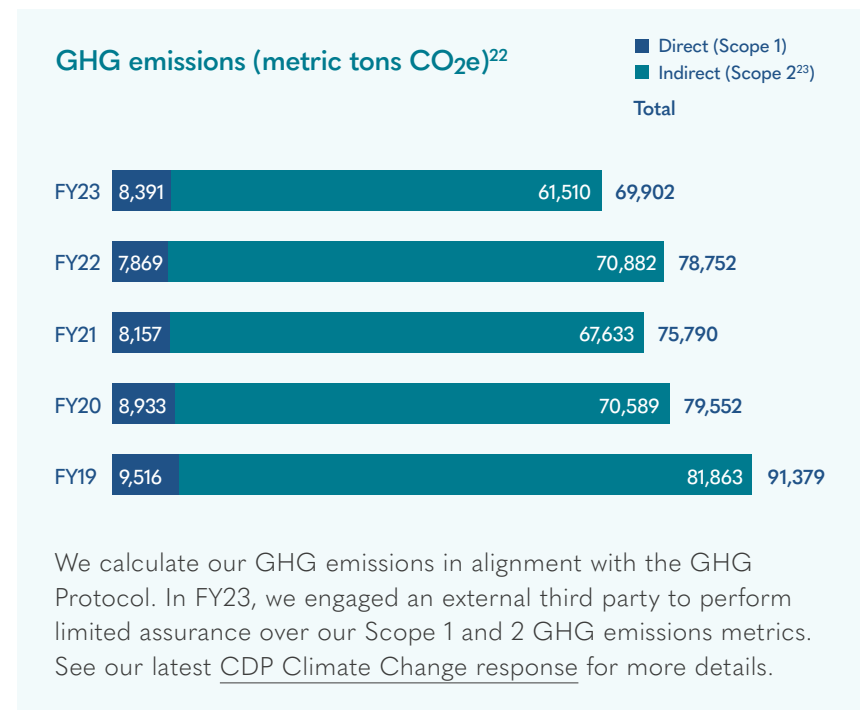
As part of our *Sustainable Care 2030* strategy, we are committed to reducing the GHG emissions associated with our operations and stepping up to do our part to contribute to other solutions that help address the climate challenge. That's why we've set a goal to reduce our GHG emissions by 50% by 2030 (versus FY19), following leading climate science to align with a 1.5°C pathway. Our ambition is to go beyond this goal and achieve carbon neutrality across our global operations, encompassing both direct (Scope 1) and indirect (Scope 2) emissions.

Our efforts to chart our course for achieving carbon neutrality are underway and ongoing. We are actively working to detail our approach and actions to help move us toward achieving our goals, which may include efforts such as: energy efficiency, electrification and GHG emissions-reduction projects; procurement of renewable electricity; and procurement of a limited amount of certified carbon offsets, as needed, to address any remaining emissions we are unable to reduce or eliminate.

Additionally, we are working hard to evaluate GHG impacts across our value chain with the aim to identify emissions-reduction opportunities and develop key strategies for decarbonizing our business over time, to the extent possible.

## Reducing GHG emissions

We maintained a steadfast focus on reducing our operational GHG emissions (Scope 1 and 2) throughout FY23, observing an 11.2% decrease in GHG emissions versus the prior fiscal year, due to energy conservation projects, upgrades to production processes and changes in production volumes. This contributed to an overall GHG emissions reduction of 23.5% versus our FY19 baseline.



## Expanding solar capacity in Solingen

We are exploring the latest opportunities and strategic partnerships to support a transition to renewable energy. Our ultimate aim is to reach 100% renewable electricity use across our sites by 2030.

At our manufacturing facility in Solingen, Germany, we are undertaking a project to expand our on-site photovoltaic system, which will span three building rooftops. Once completed, this project has an anticipated renewable energy capacity of 210 MWh annually.



<sup>22</sup> Our GHG emissions data includes all Edgewell-owned and -operated facilities across our global operations (office, manufacturing and research facilities and warehouses).  
<sup>23</sup> Scope 2 emissions are calculated according to the market-based method.

## Conserving energy

A key focus of our climate efforts is energy use — from the types and amounts we use to the new practices and technologies we explore, with an aim to drive energy savings and enhance operational efficiency. Additionally, as energy use can fluctuate based on facility-specific production needs, we continue to seek ways to reduce energy use and improve energy intensity.

Across our global operations, our manufacturing teams worked hard to identify, implement and measure a variety of energy-conservation projects. As a result of these projects and other contributing factors, in FY23, we met our energy goal ahead of schedule, with an 11.3% reduction in energy use versus our FY19 baseline. We were able to achieve a 5.2% reduction in energy use versus the prior fiscal year, despite observing an increase in our fuel oil use due to an unexpected short-term need to utilize a generator. We're proud of the efforts our teammates have made to reduce energy consumption, and we will continue to maintain and further reduce where feasible.

### Energy use by type (gigajoules)

	FY19	FY20	FY21	FY22	FY23
Electricity	713,964	646,602	669,608	682,798	642,619
Fuel oil	197	235	1,630	119	1,442
Natural gas	168,756	158,329	141,346	143,750	139,391
Propane	120	126	60	59	66
<b>Total</b>	<b>883,037</b>	<b>805,292</b>	<b>812,644</b>	<b>826,726</b>	<b>783,518</b>

We continue to regularly review our energy use and conduct internal energy audits through which we can pinpoint areas for continual improvement, such as upgrades to production processes, lighting, chillers, and heating, ventilation and air conditioning systems. Throughout FY23, we brought several energy-conservation projects to life, including installing new, more efficient equipment and implementing innovative process improvements, helping us advance closer to achieving our energy-reduction goal.

## Evolving production processes and saving energy

At our manufacturing facility in Ormond Beach, U.S., our team developed a new and innovative cold processing technique for use during our ingredient batching process when producing select sunscreen formulations. This approach not only eliminates the use of the traditional heating process, but also speeds up the time it takes to mix batches. By adopting this no-heat approach, we are able to increase production capacity and also reduce energy use by approximately 90% per batch, saving approximately 75,500,000 kJ annually — a win-win for our business and the environment! Learn more in [Innovating Our Product Portfolio](#).

## Upgrading equipment

Our Teplice, Czech Republic, facility replaced five individual gas-powered heating units with five electric units, along with an intelligent control system. The site also focused on recovering/recycling heated air into adjacent production areas. Not only did this initiative support a transition from gas power to a less emissions-intensive electricity source, these changes are estimated to reduce GHG emissions by 83 metric tons of CO<sub>2e</sub> annually, moving us a step closer to our emissions goals.

## Driving optimization through regionalization

Regionalizing our manufacturing and optimizing our logistics are important focuses of our business strategy and help to advance our sustainability objectives. While regional manufacturing can provide many business benefits — from increasing efficiencies and supporting more agile customer service to minimizing time to market and allowing us to better manage potential disruptions — it can also help us reduce our environmental footprint. By optimizing the locations of our manufacturing facilities, warehousing and distribution centers (DCs), we can streamline delivery routes and shorten the distance components and products need to travel, which is key to helping us reduce GHG emissions from transportation.

Regionalization also helps build operational resiliency against global disruptions. For example, when a 2023 drought caused water levels in the Panama Canal to drop dramatically, the number of cargo ships able to pass through also fell, causing a bottleneck in supply chains. By increasing regional sourcing and building local capacities, we can safeguard our ability to deliver products to consumers across our markets.



## Bringing European sun care manufacturing closer to market

In Europe, the vast majority of our products are now both made and sold within the region, with the latest shift focused on our sun care production. In FY23, we began shifting a portion of manufacturing for our HAWAIIAN TROPIC sun care business and sourcing of certain product components from the U.S. to the European region. This builds on our existing regionalization efforts, with most of the sun care product line already manufactured within the European market.

To support the transition, we have identified more regional suppliers to meet European procurement needs, reducing the need to source and ship from U.S.-based suppliers, which also reduces our environmental footprint. While manufacturing for some products will remain in the U.S. due to the availability of proprietary knowledge and technology, we are moving toward greater regionality when feasible.



## Embracing smarter logistics

As a global company, we transport components and products around the world. We rely on a range of carriers and transportation modes to best meet our logistics needs, including ships, planes, rail and trucks. We aim to optimize freight efficiencies, transport logistics and operational strategies, choosing the most cost-effective and sustainable options and avoiding air travel where and when possible.

Where feasible, we explore fuel-saving technologies and lower-emission alternatives for logistics, evaluating available options within our manufacturing regions. This includes assessing efficiencies, improvements and shifts toward low-emitting modes that may reduce our emissions and wider environmental footprint.

To remain informed of the latest logistical developments, we frequently assess carriers to identify the most fuel-efficient options. We also work with our vendors to reuse, refurbish and recycle pallets to get the most value out of the materials utilized in our logistics processes.

**94%**

of our U.S. shipping by volume and distance was completed by U.S. EPA SmartWay® carriers during FY23 (versus a peer average of 80%).

## Smarter solutions for distribution

We are always looking for smarter ways to optimize and manage our distribution, for example:

### Choosing efficient freight carriers

We participate in the U.S. Environmental Protection Agency's (EPA) SmartWay® program to identify efficient, low-emitting freight carriers. Outside of the U.S., we engage carrier partners to identify low-emitting alternatives and fuel-efficient options.

### Maximizing truckloads

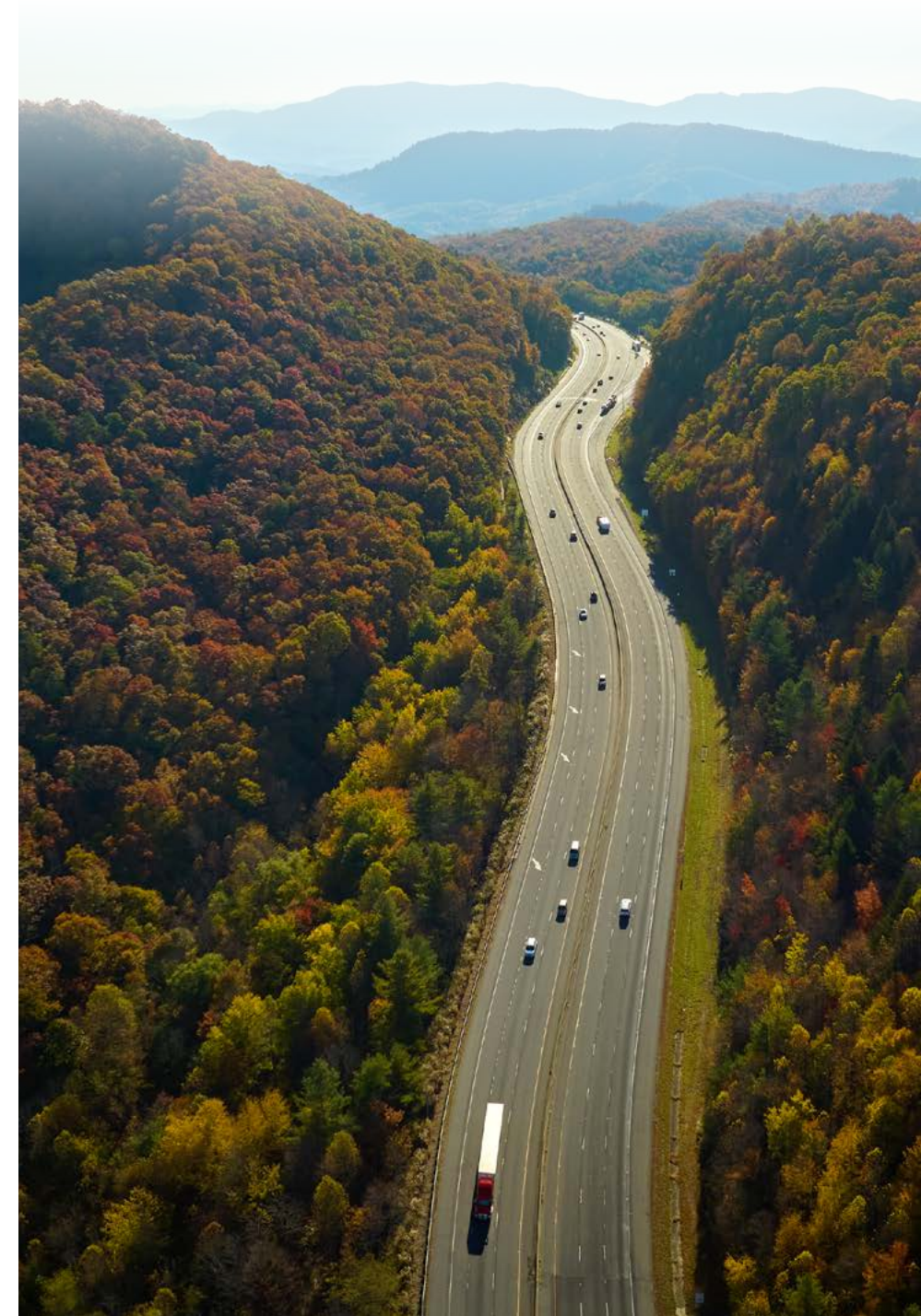
We maximize truck utilization where possible by optimizing orders through transport frequency, minimum order quantities and combining orders so that trucks can make fewer, but fuller, journeys to customers — thereby reducing freight miles traveled.

### Reducing empty miles

Where suited to our customer and DC locations, we look for opportunities to transport additional shipments via backhaul miles to reduce the number of empty miles trucks travel after deliveries.

### Consolidating shipments

Rather than sending a separate truck for each delivery, we work with a third-party DC in France to “pool” multiple supplier shipments into a single truckload, reducing the number of trucks going to any one customer.



# Reducing Waste

We aim to limit the amount of waste that goes to landfills and to ensure valuable resources remain in use for as long as possible. Across our manufacturing facilities, our teams are working hard to divert the by-products of our production through recycling, reuse and other methods to the greatest extent possible while also finding ways to minimize overall waste. By doing so, we can move closer to our ambition of zero-waste-to-landfill across our manufacturing facilities by 2030.

Our internal waste standards define our requirements for management and minimization — including pollution prevention — which all manufacturing facilities must implement and adhere to. Manufacturing facilities meet with our procurement group annually to discuss improvement opportunities and collaborate globally to share best practices, track and evaluate effectiveness, and continually improve their waste management programs.

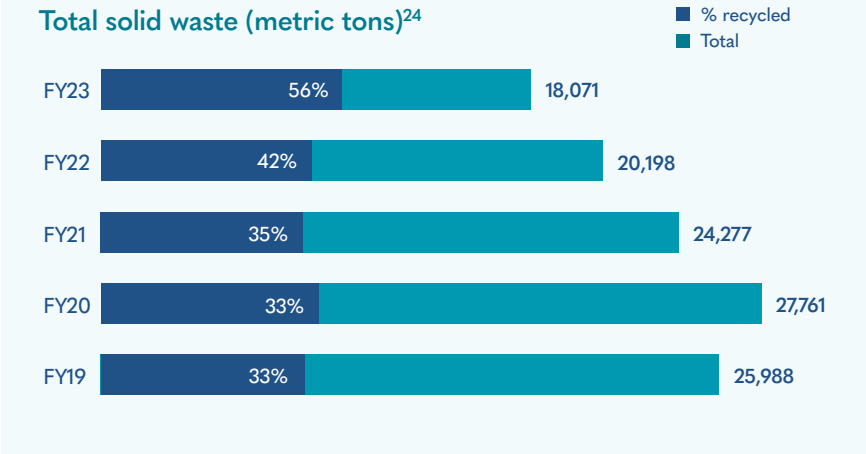
<sup>24</sup> Edgewell's waste and recycling data covers owned and operated manufacturing and research facilities.

**30%**  
reduction in waste across our global operations (versus our FY19 baseline), including diverting more than half of all nonhazardous waste to recycling.

## Tackling facility waste

While our zero-waste-to-landfill ambition is shared globally, we recognize that each facility can have different waste streams or unique landfill-diversion challenges to overcome. Therefore, for each facility, we have created detailed, discrete waste inventories that not only give us a better picture of our progress, but also help us identify areas for improvement. Each quarter, we review individual sites' waste projects, which could include strategies for waste reduction, repurposing, recycling or conversion of waste into energy.

Total solid waste (metric tons)<sup>24</sup>





### A circular solution for plastic rings

In a bid to further reduce waste, our Knoxville, U.S., team worked closely with one of our suppliers on a better end-of-life solution for the plastic rings that the steel we procure is coiled around.

Previously, the empty plastic rings were sent for recycling, but today, we return them to our supplier for reuse, sending back approximately 3,374 pounds in FY23, equating to approximately 7,760 plastic rings being returned for reuse. Not only does this reduce costs to the supplier, but it also means they can repurpose the same rings to supply steel multiple times.

### Waste (metric tons)

	FY19	FY20	FY21	FY22	FY23
<b>Non-hazardous solid waste</b>					
Landfilled	3,829	5,345	5,008	3,591	2,433
Recycled	8,586	9,231	8,457	8,358	10,026
Treated	12,565	10,955	10,634	8,121	5,331
<b>Total</b>	<b>24,980</b>	<b>25,531</b>	<b>24,099</b>	<b>20,070</b>	<b>17,790</b>
% recycled	34%	36%	35%	42%	56%
<b>Hazardous solid waste</b>					
Landfilled	1	-	-	-	-
Recycled	81	53	50	36	76
Treated	926	2,177	128	92	205
<b>Total</b>	<b>1,008</b>	<b>2,230</b>	<b>178</b>	<b>128</b>	<b>281</b>
% recycled	8%	2%	28%	28%	27%

### Hazardous solid waste by region in FY23 (metric tons)

North America	175
Asia-Pacific	9
Europe	12
Latin America	85
<b>Total</b>	<b>281</b>

### Zero-waste-to-landfill achievements

Our ongoing efforts to reduce waste continued this year with facility-level projects that targeted waste diversion through recycling or reuse, more efficient material use and vendor engagement to identify new opportunities. Some examples across our manufacturing facilities include replacing bubble packs with trays made from recycled materials, replacing paper reports with electronic versions and moving to reusable pallets.

We remain determined to find new ways to continually reduce waste. It is a complex, multifaceted task, with every new step toward it worthy of celebration. During FY23, we recognized Dover, U.S., as the latest facility to achieve zero-waste-to-landfill status, bringing the total to six: Solingen, Germany; Teplice, Czech Republic; and Milford, Knoxville, Hanover and Dover, U.S. It requires considerable effort to achieve zero-waste-to-landfill, and continuous work to maintain that status year over year. We celebrate each site that is able to achieve and maintain zero-waste-to-landfill, while at the same time continue to drive progress at the remaining sites to meet this goal.

**55%**  
of Edgewell manufacturing facilities have achieved and/or maintained zero-waste-to-landfill.

# Conserving Water

Though not a primary input or resource used widely in our operations, we recognize the opportunity Edgewell has to contribute to water-conservation efforts. We are committed to reducing operational water use through identifying effective solutions that can deliver annual reductions.

Water use must be managed on a localized level, which is why our internal Water Conservation Standard outlines clear requirements for how facilities should manage water use, including identifying targets and measuring performance, developing annual water-conservation objectives and responding to local drought conditions. Each facility also completes a water balance to determine its use by activity.

Our Water Pollution Standard directly references and incorporates the U.S. EPA's Total Toxic Organic Effluent Guidelines and requires each site to meet all local/state discharge limits and other requirements at a minimum. Where no discharge limits or requirements have been established, the standard provides numerical limits for specific pollutants, developed with reference to industry best practices and based on a review of existing local discharge requirements.

## An upgrade for dual environmental savings

During FY23, our Milford, U.S., team identified a key opportunity to reduce energy use and water requirements by upgrading its heating, ventilation and air conditioning equipment. By consolidating four mechanical cooling processes into a single cooling loop system, Milford eliminated the need for two rooftop cooling towers and a heat exchanger. It also completely removed the need for single-use non-contact cooling water in the facility air dryers.

In total, the upgrade helped Milford remove 16 pumps and 10 refrigerant cooling condensers, reducing site water consumption and energy use.

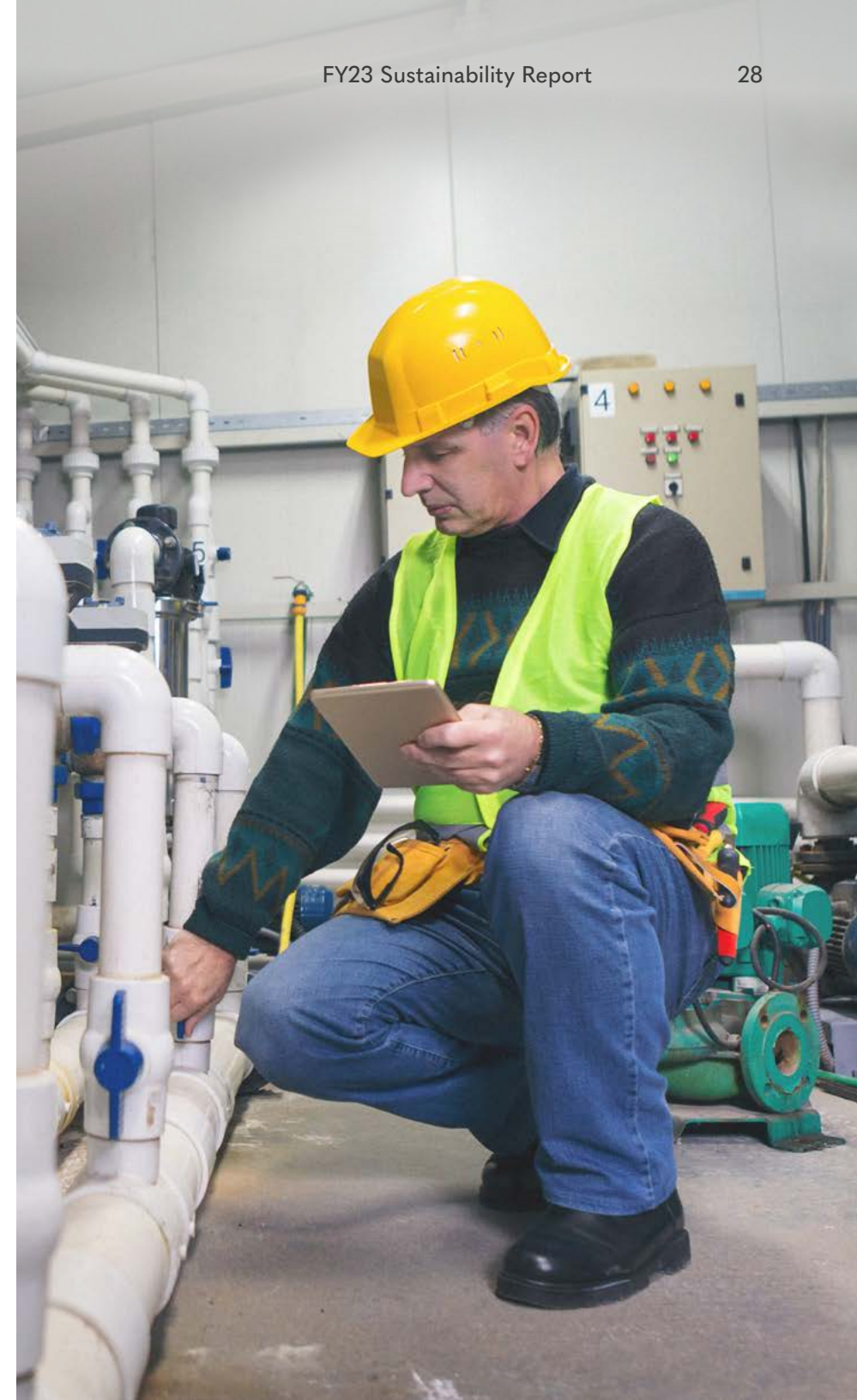
## Understanding local water issues

During FY22, we conducted a water issues assessment to paint a more comprehensive picture of water-related issues on a site-by-site basis. Facilities participated in workshops to explore location-specific water risks. Using these insights, we developed tailored action plans for each site as needed, with internal training and regular check-ins to track progress and any ongoing water issues.

## Achieving our reduction goal

Edgewell's goal is to reduce water use by 5% versus a FY19 baseline by 2030, and in FY23, we succeeded in surpassing this target, reducing water use by 5.2%. Reaching our target seven years early is a moment worth celebrating, while also recognizing that maintaining this achievement requires sustained focus. We embrace opportunities to further reduce our water use where feasible.

### Water consumption (cubic meters)<sup>25</sup>



<sup>25</sup> Edgewell's water data covers water withdrawn at owned and operated manufacturing and research facilities.  
<sup>26</sup> The water figure for FY22 has been slightly adjusted to account for a discrepancy in previously reported data.

# Biodiversity

At Edgewell, we find joy in creating products that people love to use to take care of themselves while also doing our small part to help look after the world we all share. Our commitments guide us in conserving natural resources, responsibly sourcing ingredients and materials and playing a role in biodiversity protection.

Contributing to these efforts, we are making progress on our goals for responsible fiber and palm oil sourcing. We aim to use only recycled or certified responsibly sourced virgin fiber- and paper-based packaging through recognized certification organizations, which helps us contribute to forest protection — recognizing forests as not only invaluable in mitigating climate change, but also as crucial habitats for diverse plant and animal species.

We also maintain membership with the Roundtable on Sustainable Palm Oil (RSPO), a member organization focused on minimizing the negative impacts of palm oil production on the local environment, wildlife and communities. This includes collective action to preserve peatland and forests of High Conservation Value and High Carbon Stock, simultaneously protecting the habitats of endangered species.

## Contributing to sea turtle protection

Sea turtles are facing increasing risks of extinction due to changing sand temperatures, which determines the sex of offspring during incubation. In fact, research has shown that up to 99% of sea turtles today are being born female.<sup>27,28</sup>

In response, BANANA BOAT teamed up with The Colombian Sea Turtle Conservation Program, Rancho San Juan and VML to create Nest Domes, the first natural domes that aim to help regulate sand temperatures. By creating the shaded, ventilated conditions needed to hatch an even number of female and male newborns, the domes are able to achieve a temperature that is 4°C cooler than external temperatures. If the lowered temperature is successfully maintained, the domes could be 90% effective in achieving an equal proportion of male/female eggs.

So far, 20 Nest Domes have been built and put in place across Colombia and Mexico. With proper supervision and implementation, these 20 domes offer the possibility for the five different sea turtle species found in the area to nest thousands of potential eggs per season. On top of this, there are plans for the domes to be put in place along various coastlines of the Caribbean where BANANA BOAT has a strong brand presence.



27 Source: Blechschmidt, J., Wittmann, M. J. & Blüml, C. (2020). "Climate change and green sea turtle sex ratio—preventing possible extinction." *Genes*, 11(5), 588. Retrieved from: <https://doi.org/10.3390/genes11050588>.

28 Source: Moncada, F. G., Azanza, J. & Nodarse, G. (2020). Retrieved from: "Sea turtles and climate change in Cuba." *Cub@: Environment and Development*, 11(20). Retrieved from: <https://cmad.ama.cu/index.php/cmadv/article/view/156>.

### Reforestation for biodiversity

Since 2022, we have partnered with the Arbor Day Foundation and funded the planting of over 18,000 trees across areas of the U.K., Australia, U.S. and South America. Over the next 40 years, these trees are projected to sequester approximately 13,000 metric tons of carbon.<sup>29</sup>

In FY23, we built on our initial contribution to help restore the Polylepis forest, located in South America's Andes Mountains, which has been impacted by natural and man-made disasters in recent years. While the Polylepis forest is an important contributor to regional watersheds, streams and wetlands — all of which are sources of freshwater for thousands of local people — today it covers less than 10% of its natural range. Our funding supported the planting of 10,000 native trees between October 2023 and March 2024. According to the Foundation's local planting partner, Acción Andina, these trees have the potential to help safeguard biodiversity and water security, as well as expand healthy habitats for regional wildlife. This project is particularly close to our hearts, as the forests are home to one-third of all known hummingbird species — Edgewell's emblem.



### Inspiring local actions

Throughout FY23, our manufacturing facilities and teammates around the world continued finding ways to support their local environments. For example, our facility in Solingen, Germany, continued to maintain their “green roof,” a 540 m<sup>2</sup> area planted with vegetation, which provides a space for biodiverse flora and fauna to thrive. The green roof can also improve rainwater collection, reduce the heat-island effect — a common side effect that occurs when conventional roofs absorb and reemit the sun's heat — dampen noise, insulate the building and lower energy costs. The site also has a bee colony with over 180,000 bees and a meadow with insect hotels.

Additionally, since 2010, our Ormond Beach, U.S., manufacturing facility has adopted a mile-long stretch of local beach area and hosts quarterly beach cleanups with teammates and their families — typically collecting 25 pounds of trash at each event that otherwise could find its way into our oceans.

### Brand engagement

Our brands are also committed to doing their small part to make a difference for our communities and the environment. For example, our FIELDTRIP brand donates 5% of its net proceeds to Keep America Beautiful®. The organization's RETREET® program is redefining disaster relief and making our Earth a greener, cleaner, more beautiful place to live. Tree-planting programs like RETREET® support biodiversity by increasing canopy cover for a variety of species, supporting a balanced ecosystem, promoting health and well-being, conserving energy, mitigating storm damage, saving water and providing habitat for birds and bees and protection against pests.

<sup>29</sup> Source: Metrics reported by the Arbor Day Foundation, configured using U.S. Department of Agriculture Forest Service i-Tree Tools.

# Respecting Human Rights

Promoting fair, inclusive work environments for our own teammates and our suppliers' employees is something that matters deeply to us. Key to this is respecting human rights and promoting sustainable business practices across our global operations and supply chain.

We recognize that our potential human rights impacts go beyond our own operations into our supply chain. As such, we are continually reviewing and improving our Ethical and Responsible Sourcing program to ensure alignment between our Human Rights Policy and business activities.

Included in our annual Edgewell Code of Conduct training is a human rights module to ensure our teammates understand our stance and expectations. We also require that business partners comply with our Supplier Code of Conduct, and expect they cascade the commitment to respect human rights to other business relationships throughout their own supply chains.

## A dedicated human rights policy

Our Human Rights Policy aligns with key values and principles found in internationally recognized human rights standards, including the UN Guiding Principles on Business and Human Rights (UNGP).

The following steps were taken to inform and develop our policy:

### Gap analysis

We conducted a gap analysis of our current state versus UNGP expectations regarding corporate responsibility to respect human rights. This included reviewing existing policies, practices, procedures and governance pertaining to human rights in our operations and supply chain. It also involved interviewing key internal stakeholders from critical business functions.

### Analysis of stakeholder expectations and expert insights

Through interviews and industry benchmarking, we analyzed stakeholder expectations and expert insights to inform policy development and further our understanding of industry risks.

### Identifying salient issues

We identified the most salient human rights issues — based on our industry and business activities — for our operations and supply chain through:

- Risk landscape analysis based on business activities, operating countries and sourcing patterns
- Identification of potentially salient issues and workshoping with cross-functional leaders to assess likelihood and prioritization
- Internal validation of priority issues, with a review of current and future actions to manage and mitigate potentially negative impacts

### CEO and Board approval

The final step was to obtain policy approval from our CEO and a Board-level review from the Corporate Governance Committee.

## Our salient human rights issues

Through this process, we identified the following human rights issues as being salient to Edgewell (in alphabetical order):

- Child labor
- Discrimination, harassment and abuse
- Forced labor
- Labor conditions (which includes hours and wages, freedom of association and other labor-related issues)
- Occupational health and safety
- Product safety and stewardship

We will continually assess these and other risks and emerging issues, reporting on our actions and potential changes to our issues as appropriate.



# Ethical and Responsible Sourcing

We are committed to respecting human rights and promoting sustainable business practices across our entire value chain. We want all our products to not only contain high-quality ingredients and materials, but also be sourced in a responsible way. That’s why we work with our suppliers to ensure they understand and uphold our social and environmental standards and treat all workers with fairness, decency and respect. We communicate regularly with suppliers, customers and other stakeholders around our sourcing practices, including supporting customers with their sustainability priorities.

## Our approach

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

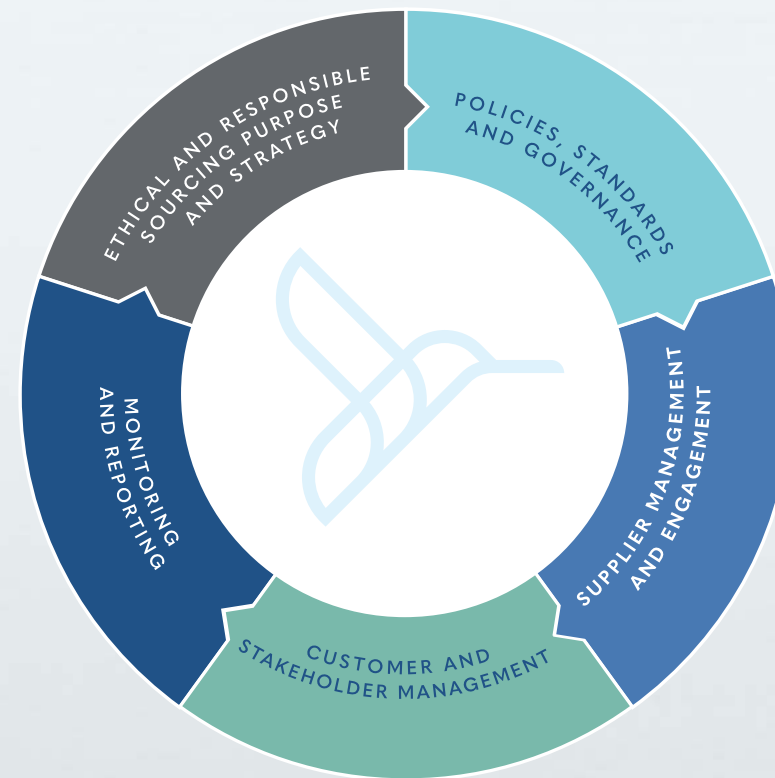
We detail our expectations — and conditions for partnering with Edgewell — in our Supplier Code of Conduct. This includes, but is not limited to, standards related to:

- Labor and human rights (including nondiscrimination, forced labor, child labor, working hours, wages, benefits and freedom of association)
- Environmental management
- Health and safety
- Ethics and anti-corruption

Edgewell does not tolerate modern slavery or human trafficking either in our own teams or those of our suppliers.

Additionally, we communicate regularly with suppliers, customers and other stakeholders around our sourcing practices, including supporting customers with their sustainability priorities. In addition, we monitor progress against our 2030 goals and report annually on our efforts.

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



### 1. Ethical and Responsible Sourcing Purpose and Strategy

Edgewell’s ethical and responsible sourcing purpose and strategy form the foundation of our supply chain sustainability program and help inform our global sourcing commitments and practices.

### 2. Policies, Standards and Governance

Our program and decision-making are guided by policies and standards that outline how we source sustainable ingredients and materials and how we expect our suppliers to adhere to our standards.

### 3. Supplier Management and Engagement

Our supplier management practices are designed to ensure our sourcing activities and supplier conduct meet our expectations, with the support of consistent communication and active engagement with our suppliers.

### 4. Customer and Stakeholder Management

We work across the company to better understand, manage and respond to stakeholder inquiries, including supporting our customers with their sustainability priorities.

### 5. Monitoring and Reporting

We monitor progress against our 2030 goals and report annually on our progress toward achieving them. We make continuous efforts across functional groups to develop, refine and optimize policies and standards to meet our ethical and responsible sourcing strategy and goals.



## Monitoring supplier sustainability performance

When it comes to supplier performance management, sustainability is a core consideration. We pursue multiple avenues for engagement to understand suppliers’ sustainability efforts and provide our suppliers access to recommended actions to improve their sustainability score, which is representative of their sustainability performance and understanding of ethical and responsible sourcing practices.

### Engaging with suppliers

We utilize EcoVadis, a globally recognized sustainability ratings and intelligence agency and our third-party partner, to help us monitor and assess supplier sustainability across four pillars:

- Environment
- Labor and Human Rights
- Ethics
- Sustainable Procurement

The EcoVadis assessment leverages a robust methodology and data analysis to score participating suppliers on a scale of 1–100. A score of 45 or above indicates the supplier has a structured corporate social responsibility management system in place, with policies and tangible actions identified to address gaps. Every year, we invite supply partners to a webinar where they receive an overview of our *Sustainable Care 2030* strategy and our Ethical and Responsible Sourcing program. They also receive a formal invitation to complete the EcoVadis survey.

### EcoVadis supplier ratings

	FY21	FY22	FY23
Number of Edgewell suppliers rated	279	348	377
Average Edgewell supplier score	53.2	54.7	55.6
EcoVadis benchmark score	43.7	44.8	45.6

### Enhancing supplier performance

Beyond increasing supplier participation in our annual assessment process, we want to see suppliers progressively improve their EcoVadis scores. In FY23, we were pleased to see the invite response rate increase to 81%, up from 63% in FY22. The total coverage of indirect and direct supplier spend rated in the platform also increased, from 76% in FY22 to 80% in FY23, with the net average score increasing to 55.6, which exceeds the EcoVadis benchmark.

The 377 suppliers that participated represent 76% of our direct material spend for FY23, with 68% achieving an acceptable rating of 45+.

For suppliers that do not demonstrate improvement or do not meet minimum scoring requirements, we request corrective action plans based on areas that need the most improvement. Additionally, these assessments help us to identify and prioritize higher-risk areas that may require additional supplier oversight. We also request reassessments annually for suppliers with a score below 65 and every two years for those above 65.

### Advancing understanding through education

Inspiring more supply partners to participate in our Ethical and Responsible Sourcing program is an ongoing endeavor. Throughout FY23, we continued to clearly communicate our expectations, providing more suppliers with information around our supply chain and environmental goals, and the role suppliers play in achieving them.

We also highlighted the shared benefits of participating in the EcoVadis assessment and how this tool can help suppliers progress on their own sustainability paths. This included communication from our senior leaders, as well as encouraging suppliers to attend webinars hosted by EcoVadis.

Within Edgewell, we gathered feedback from across the global Procurement team that helped us to enhance our level of internal support and expand the range of sustainability-related trainings we provide. The trainings included new language offerings — including Spanish and Chinese — to support our teammates with understanding and communicating the necessary information to suppliers on the EcoVadis process and how it aligns with our sustainability goals.

## Supplier oversight

We take a risk-based approach to supplier oversight, conducting factory audits on suppliers not only in high-risk regions, but also based on EcoVadis ratings, customer requests and other business requirements.

Looking ahead, we are continuing to develop an audit program that will further ensure compliance and foster continuous improvement across our supply chain. In FY24, we will begin rolling out a more formal risk-based supplier audit program — selecting suppliers based on a supplier risk evaluation process and conducting virtual and/or on-site audits, requiring suppliers to develop and submit corrective action plans to address key issue areas.



## Responsibly sourcing ingredients and materials

We are committed to responsibly sourcing ingredients and materials for use in our products and packaging, especially when they can impact human rights and the natural environment. Through our procurement practices, we are working to achieve our commitments to source certified ingredients and materials for fiber and palm oil,<sup>30</sup> and take care in our sourcing of conflict minerals.

### Forest and fiber

Healthy forests are important ecosystems for biodiversity and also critical to mitigating climate change, and Edgewell is committed to doing its part to help protect them. When feasible, we use recycled and/or certified responsibly sourced virgin fiber- and paper-based packaging. By 2025, we aim to use recycled and/or certified responsibly sourced virgin fiber for all of our razor and blade fiber packaging, with our other segments aiming to reach the same goal by 2030.

In FY23, 86.5% of the fiber- and paper-based packaging used for our razors and blades segment, as well as 85.4% of all other remaining segments, was made with recycled and/or certified responsibly sourced virgin fiber material.

### Palm oil

Palm oil is a versatile and widely used ingredient, which is in high demand globally — this puts pressure on rainforests where oil-producing palm trees are grown. While we do not directly purchase palm oil, it is an ingredient in some materials we source, and as such, we work continuously to try to ensure our suppliers are not contributing to deforestation.

Our efforts are guided by a defined Palm Oil Policy. We also look to our formal membership with the Roundtable on Sustainable Palm Oil (RSPO) for best practice insights. During FY23, we maintained our goal of sourcing 100% certified sustainable palm oil for use in our products. This was achieved through both direct sourcing and the use of some credits.

### Conflict minerals

Conflict minerals — or the 3TG minerals — comprise tin, tantalum, tungsten and gold that originate in the Democratic Republic of the Congo (DRC) or adjoining countries (the “Covered Countries”) with the potential to support armed conflict. While most Edgewell products contain no trace of 3TG minerals, we use very small amounts in our power razors and trimmers. We maintain a Conflict Mineral Sourcing Policy that outlines, in detail, our commitment to 100% DCR conflict-free 3TG minerals.

Using the Responsible Minerals Initiative reporting template, we annually track and survey any suppliers that provide Edgewell with 3TG-containing materials. Due to the size of our supply base, it is not practicable to conduct a survey of all our suppliers, and we believe a reasonable approach is to conduct a survey of the suppliers who provided 3TG-containing components in calendar year 2023. We identified 3TG minerals contained in products: (i) for which 3TG minerals are necessary to the functionality or production of those products; (ii) that were manufactured, or contracted to be manufactured by us; (iii) for which the manufacture was completed during calendar year 2023; and (iv) for which we were unable to reasonably determine that all of the conflict minerals contained therein did not originate in the Covered Countries (or come from recycled or scrap sources) (the “Covered Products”).

Based on the above-mentioned approach, we have identified approximately four smelters and refiners included in our suppliers’ supply chains. Based on the information obtained pursuant to the due diligence process, we have no reason to believe that 3TG used in the Covered Products originated in the Covered Countries, and we have received no information from our suppliers indicating that the 3TG in our Covered Products directly or indirectly financed or benefited armed groups in the Covered Countries.

<sup>30</sup> “Palm oil” includes palm oil derivatives, palm kernel oil and palm kernel oil derivatives.



# People and Communities

We're passionate about people, championing a culture of care that prioritizes development, belonging and well-being while supporting our teammates and communities around the world.

## We are committed to:

### Diversity, equity and inclusion

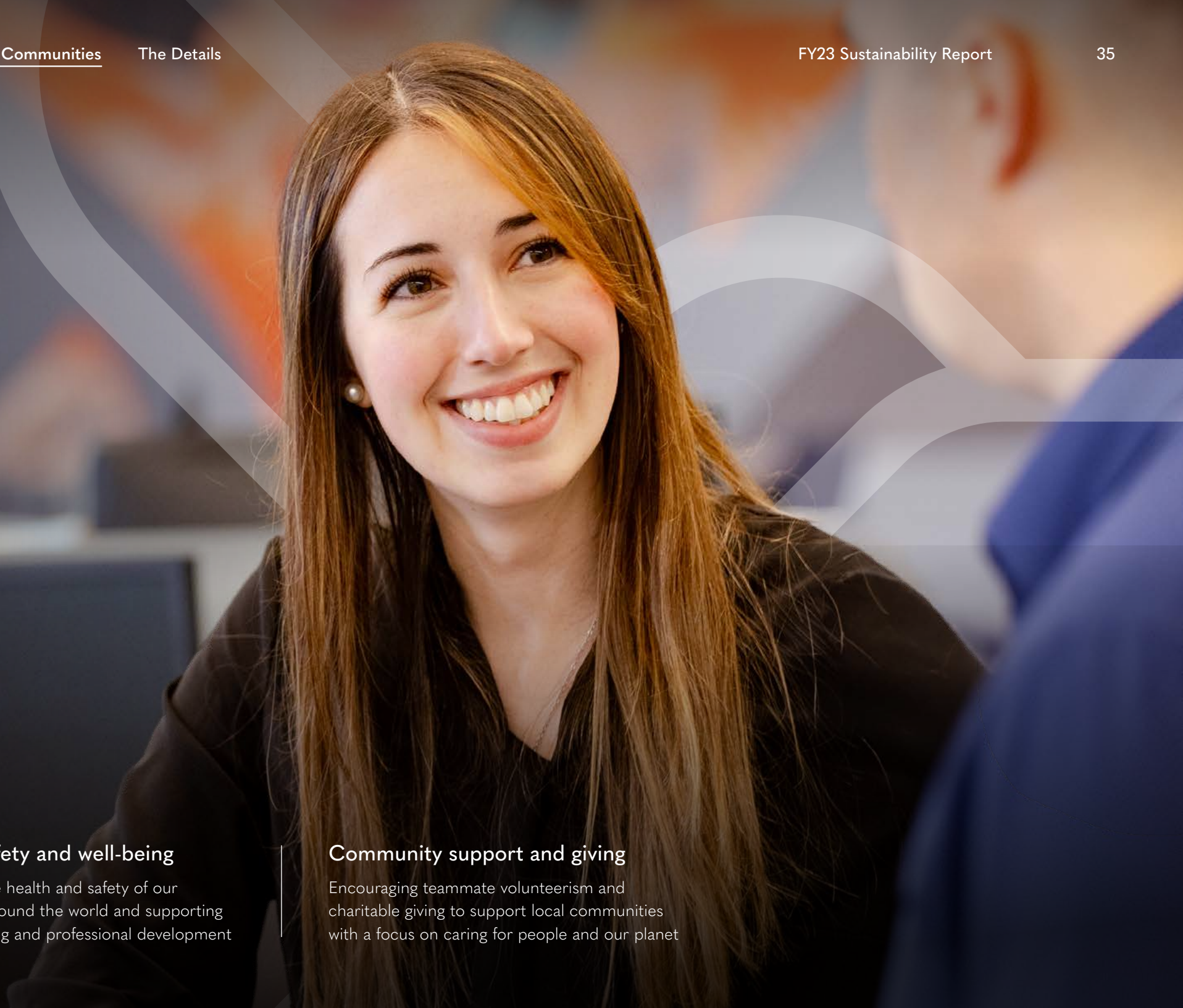
Promoting an open and inclusive culture to ensure all team members are treated fairly and with respect and to attract the best talent

### Health, safety and well-being

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

### Community support and giving

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





## Embracing a People First Culture

At the heart of every Edgewell success are great people who bring their energy and passion to what they do. In return, we seek to maximize joy for our teammates through a positive, supportive and engaging culture.

We aim to inspire a spirit of collaboration and creativity, and for many roles we can offer a flexible working model that enables people to balance their responsibilities in ways that best suit them. We prioritize health and safety, continually evolving and enhancing our efforts to maintain best-in-class site safety. And, through it all, we embrace a diverse, inclusive environment where teammates can feel a strong sense of belonging. This commitment extends beyond our organization too, where we work to deliver meaningful impact for our local and global communities.

“Edgewell is a *People First* organization, and we take time not only to celebrate our teammates’ passion and authenticity, but also what makes each of them unique. We want our people to experience belonging with Edgewell — whether they’ve been with us for a day or a decade. It’s why we place inclusion as a focus from the very beginning, showing that, for us, DEI is core to how we shape meaningful, inclusive teammate experiences.”

**LaTanya Langley**  
Chief People Officer, Chief Legal Officer  
and Corporate Secretary, Edgewell

# Guided by Our Values

During 2020, we launched our Purpose, Values and Behaviors (PVB) to foster feelings of connection, agility, authenticity and shared growth. In the years that followed, we have been on a journey to move Edgewell forward in line with our PVB, using them as a catalyst for meaningful business growth. We know that when our teammates feel supported and welcome, they will be more productive and engaged throughout their careers.

Guided by our purpose — *to make useful things joyful* — our PVB pinpoint four core values: *Putting People First, Moving Forward, Owning It Together* and *Listening and Speaking Up*.

## Living our purpose and values

Our PVB are more than just words; they are core principles that we weave throughout the teammate experience — from day one of being introduced to the organization, through onboarding, to long-term career progression. To understand how they are received, and to gauge progress, we conduct surveys to gather teammate feedback. We've also incorporated our PVB into performance management processes, emphasizing the importance of transforming these attributes into behaviors we are all accountable for upholding.

In 2023, we continued taking strides to embed our PVB across Edgewell. At all levels, we advanced teammate awareness and understanding of our PVB and the role they play in evolving our business. As a result, we're proud to notice survey scores for questions that align with our PVB continue to improve.

Even more inspiring, we see teammates embracing our values in daily conversations, recognizing the behaviors in one another and holding themselves accountable.

In 2023, we received a:

**77%**  
score for the statement "I feel as if I belong here,"  
up from 74% in 2022.

**68%**  
score for the statement "Edgewell provides me  
with opportunities to learn and develop," up from  
65% in 2022.

**73%**  
score for the new statement "I am encouraged  
to come up with new and better ways to do things."



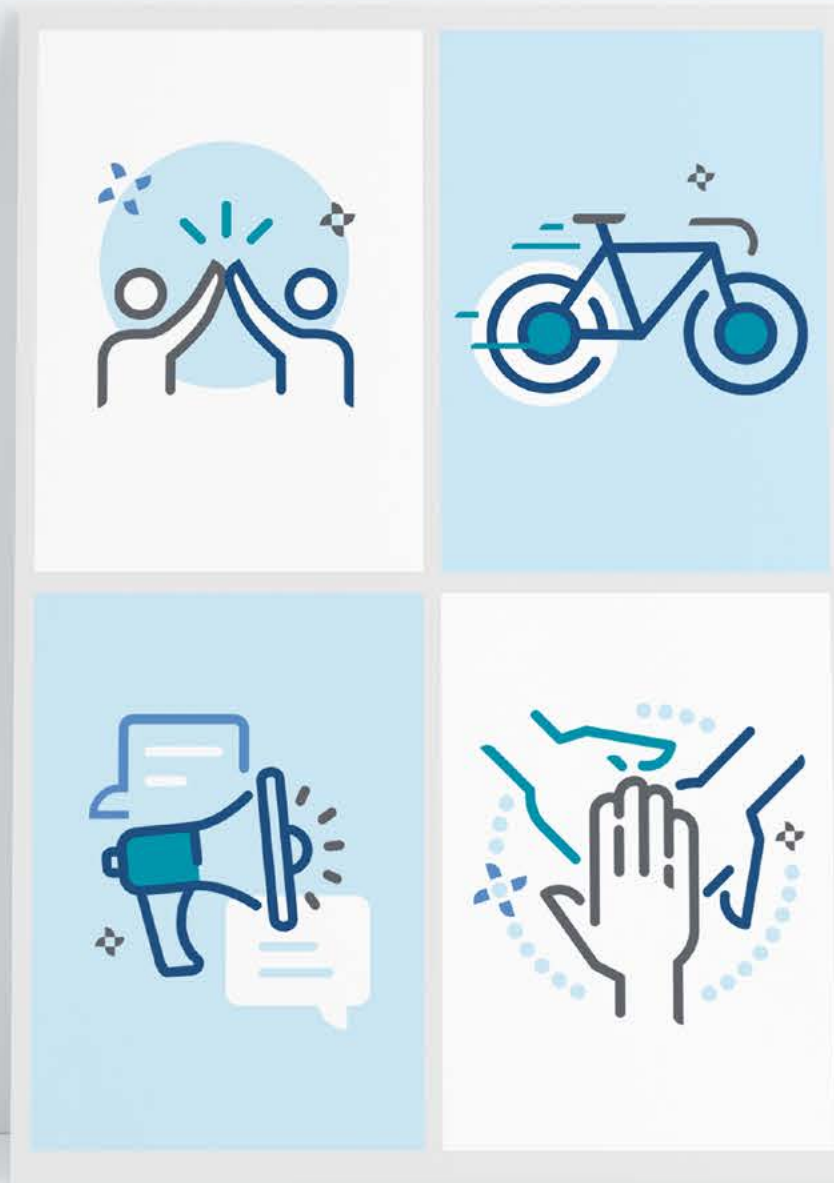
# Our Values

## People First

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

## Listen Up and Speak Up

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



## Move Forward

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

## Own It Together

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

# Creating Joyful Workplaces

We value *Owning It Together*, balancing great collaboration with personal accountability to move innovation forward. We are also committed to *Putting People First*, evolving a joyful workplace where teammates feel supported, inspired and recognized for their efforts.

Through our *InspireJOY* program, teammates can acknowledge and celebrate both each other and the actions being taken to push Edgewell onward. These range from honoring a colleague with a simple “thank you” for daily tasks to redeemable points, and, at the highest level, cash awards for exceptional input on larger projects and scopes. And, because we recognize the value in cross-team connection, we encourage teammates to look beyond their direct reports and immediate teams to honor the work of peers from different business areas and functions too.

To embed this spirit of shared celebration, we strive to keep the *InspireJOY* program front of mind for teammates and managers. In 2023, our people continued finding moments to praise one another, with more than 45,250 recognition awards, service milestones and congratulations handed out during the year. Of those, 13% of nominations were made by managers looking to recognize their direct reports, while nearly 66% were cross-organizational, cross-regional nominations.

## Bringing our culture to life

We celebrate wins and nurture joy globally; at the same time, site-led culture teams activate teammate engagement activities on the ground — from complimentary snacks and birthday celebrations to themed occasions and sports tickets. Events vary by location, but in many cases these events also extend to families, with activities like family days at the zoo or even counseling services for teenagers. Investing in the teammate experience makes coming to one of our offices or plants more enjoyable.

**Own It Together**  
was our most awarded value through *InspireJOY* in 2023.

**83%**  
of teammates reported feeling satisfied with Edgewell as a workplace, up 10% from FY22 and higher than industry benchmarks.<sup>31</sup>

## Listening to our teammates

To fully embrace *Listen Up and Speak Up*, we are nurturing an environment where every voice can be heard. We have many avenues for listening to our teammates, constantly learning how we can improve the Edgewell teammate experience. In FY23, we engaged a new survey provider to develop our listening strategy. This shift resulted in an improved Global Teammate Experience Survey that enables us to proactively understand and advance teammate experiences.

For FY23, we achieved a 90% survey response rate — our highest response to date. Among other results, we were honored that 83% of teammates reported feeling satisfied with Edgewell as a place to work, while 76% were proud to work at Edgewell. What’s more, 78% agreed they could see themselves still working for Edgewell in two years’ time.

Not only does this broad understanding of teammate sentiment and detailed analytics by function, location and team help benchmark our existing performance, but the insights are a valuable tool for identifying actionable areas to ensure we are continually working on the most impactful areas of the teammate experience.



## Celebrating stand-out passion

Our people work tirelessly to advance Edgewell’s brands, mission and business, and we believe in recognizing those that go above and beyond to embody our PVB. Every year, our CEO selects 20 teammates from among *InspireJOY* nominees for an additional special recognition.

The *InspireJOY* CEO Awards create a moment to truly mark the great work our people do. Each recipient is presented with a custom hummingbird painting, created exclusively for the occasion by Native American artist Charles Decker. They also receive a personal note from our CEO to acknowledge their achievements, while an announcement in our year-end All Hands meeting lets teammates share in congratulating the winners. This is amplified within our facilities by managers and functional leaders who are encouraged to host team celebrations for winners, demonstrating our *People First* value in action.

<sup>31</sup> Qualtrics Global census data average using the widest number of census data points.

## Fostering ethical behaviors

Championing joy is about *Putting People First* and uniting our team around a shared commitment to acting with integrity. Our efforts to uphold a responsible business are guided by the Edgewell Code of Conduct, which outlines our expectations and policies on ethical practices, including, among others:

- Financial reporting
- Antitrust
- Conflicts of interest
- Equal employment opportunities (including nondiscrimination)
- Use of company resources
- Safety
- Antibribery
- Political contributions

Edgewell teammates are required to complete an annual Code of Conduct training, which includes training on human rights, to ensure ongoing alignment with our expectations. In FY23, we achieved a 99% completion rate among our salaried workforce and created a process for training hourly teammates as well.

### Empowering people to speak up

Maintaining responsible business practices is a collaborative effort, and we empower teammates to speak up when they see something wrong. This includes reporting issues related to compliance, business conduct, integrity, ethics and fairness at work.

In FY22, we launched our Employee Relations Community of Expertise (COE) for U.S. teammates. This team of HR and Legal experts is trained to conduct investigations fairly, impartially and without retaliation. The Employee Relations COE has developed and continues to refine internal metrics showing how well it is delivering on its commitment to address cases in a timely and objective

manner — including case volume, average time to close, substantiation rates and anonymity rates.

During the year, we also took steps to advance the Employee Relations COE, standardizing investigation processes, training additional investigators and implementing mechanisms to assess reported concerns and ensure cases are on track. Cases are handled consistently, regardless of how they are reported, with thorough analysis and independent investigation where needed. Having introduced and expanded the Employee Relations COE in the U.S., we plan to expand the program to Europe in 2024.

We also have a confidential ethics hotline that ensures anonymity and protection against retaliation. In addition to this and the Employee Relations COE, we provide various other channels for teammates to voice concerns, including through their managers, HR representatives and the Legal and Audit teams.





# Enhancing Teammate Experiences

We care deeply about delivering a great teammate experience. That starts with seamless onboarding and continues with engaging, impactful opportunities for growth.

## Engagement from start to finish

We want to support the career aspirations of our people with processes and touchpoints at critical stages to ensure we are engaged with all aspects of the teammate experience.

*JOYful Journey*, launched in February 2024, is a new onboarding and networking program that spans a teammate’s first year at Edgewell. Not only will it create a valuable opportunity for welcoming new joiners, it will also enable a seamless, consistent approach to integrate people into their roles and teams.

During FY23, we also refreshed our onboarding survey to unlock increasingly insightful feedback. By enhancing our processes, we gain access to predictive analytics based on responses from those who may be at risk of leaving. Equipped with this knowledge, we are even better placed to ensure teammates feel happy and supported throughout their Edgewell career.

We want to know how teammates are at all stages — from their very first day to their very last. By bringing in a more thorough exit survey in FY23, we have learned more about why people may choose to move on. These insights can help us make changes to push the teammate experience forward to increase retention and engagement.

## Taking care of our people

We’re a people first company and continuously seek out new opportunities to improve how we show up for our teammates. This includes advancing initiatives that set teammate health and wellness as a priority — from physical health checks to mental and emotional health support.

Our Global Wellness initiatives are created to promote emotional, physical, financial and social well-being through fitness and nutritional challenges, educational programs, stress management and relaxation activities. Local activities also provide access to services such as on-site health screenings that may include blood pressure monitoring, skin cancer screenings, flu vaccines and more. Additionally, our Employee Assistance Program offers 24/7 confidential aid and resources for teammates and their families.

### A model that puts people first

We always aim to operate with flexibility so that we remain responsive to the changing world of work, evolving and adapting in lockstep with new circumstances. It also helps us deliver a value-driven teammate experience through a work model that champions balance, collaboration, productivity and agility. Our workforce includes a mix of fully in-person, hybrid and fully remote teammates, so we create ways of working to support all scenarios. These may include:

**Days for collaboration** — In-person collaboration days for salaried teammates are encouraged for tasks like team building, professional development, brainstorming and new teammate onboarding. In FY23, we built on this, updating our model to introduce two weekly in-person days in the U.S. to enable continued flexibility while fostering a greater feeling of togetherness.

**Welcoming talent from near and far** — In our salaried workforce, who are primarily office-based, we promote hybrid working to create space for teammates to balance career responsibilities and home life. Additionally, by embracing certain situations with remote working patterns, we open up opportunities to reach a wider pool of industry talent for some positions.

**Openness to change** — Ways of working are never static, and with a core behavior of “try, create and learn,” we’re always iterating and moving our model forward to ensure we deliver the best possible teammate experiences.

**Moments of joy** — Our local culture and community engagement teams proactively look for occasions to bring teammates together, creating valuable touchpoints for people to remain connected to the company and immersed in our culture.

### Global hiring and voluntary turnover<sup>32</sup>

Gender	Hire	Turnover
Men	7%	5%
Women	11%	8%

Age	Hire	Turnover
Under 30 years	7%	4%
30–50 years	9%	6%
51+ years	2%	3%

Region	Hire	Turnover
North America (U.S./Canada)	6%	4%
Asia-Pacific	2%	3%
Europe	5%	3%
Latin America	5%	3%

<sup>32</sup> All data refers to FY23.



### Total rewards

We are continually assessing and advancing our rewards offerings to meet teammate needs both inside Edgewell and beyond. Our Global Total Rewards plans are designed to advance teammate satisfaction and success, tailored to location and role. They include compensation options such as base pay, bonus eligibility, short- and long-term incentive plans, recognition awards, employee referral incentives and employee discounts.

Additionally, while offerings vary by global region, our benefit plans cover essentials like health, dental, vision, life and disability insurance, along with savings accounts, retirement plans and well-being programs.

#### U.S. parental leave in FY23

<b>Number of employees who were eligible for parental leave</b>	<b>1,842</b>
Men	1,048
Women	794
<b>Number of employees who took parental leave</b>	<b>42</b>
Men	20
Women	22
<b>Number of employees who returned to work after parental leave</b>	<b>39</b>
Men	19
Women	20
<b>Return to work rate (%)</b>	<b>93%</b>
Men	95%
Women	91%

### Tailored family support

Recognizing the importance of a healthy work-life balance and fulfillment beyond the workplace, we provide resources specifically for teammates and their families. We know every family is unique, so we offer a range of benefits to meet varying needs, including adoption aid, paid parental leave, infertility assistance and pet insurance, to name a few.



#### Family first: Support for family planning and adoption

In the U.S., we provide new birth and adoptive parents up to six weeks' leave with 100% pay. We also offer a full spectrum of family health and reproductive care benefits, including, but not limited to, counseling, pregnancy care, adoption assistance and more. In January 2023, we expanded our U.S. teammate benefits to also include infertility services.

# Supporting Teammate Growth

We support our teammates to evolve and grow — and ultimately to live our *People First* value — offering the tools, technologies and training they need to progress in their careers. Through upskilling, we help people reach their full potential, preparing them for new and different roles at Edgewell.

We use performance reviews and development plans to monitor and motivate global teammate progress. We also look to annual performance goals to help teammates understand and prioritize their responsibilities, setting them up for success each year.

94%

of our global salaried teammates completed performance reviews in FY23.

## Programs for collective development

There is no one-size-fits-all approach to professional progression, and we encourage our people to identify and harness what makes each of them unique. All salaried teammates are invited to use *Insights Discovery*, an assessment tool that inspires self-awareness of personal working styles and how it impacts others. This insight can guide our people to cultivate stronger interpersonal skills, increasingly valuable interactions and a more productive and collaborative workplace.

To further advance collective progress in our salaried population, our *Impactful Feedback* program, introduced in 2022, provides a framework for delivering constructive feedback. This program is offered in multiple languages to support our global organization. We also provide other offerings, such as the *Positive Power & Influence* workshop, which prepares teammates to influence effectively across a range of situations.

In FY23, we conducted 16 *Impactful Feedback* workshops with a total of 257 attendees. We also ran five *Positive Power & Influence* workshops with a total of 51 attendees.

We also recently introduced a new program focused on presentation skills called *High-Impact Presentations*. This skills-based training is designed to equip teammates with the tools they need to present compelling messages and connect confidently.



## Enabling choice for professional growth

To nurture thriving teammates, we deliver effective resources that offer people the freedom to choose which skills they want to enhance. The recently launched Learning Management System (LMS) is central to this, providing a catalog of self-paced, virtual or in-person offerings to drive individual progression.<sup>33</sup> In addition, we offer *LinkedIn Learning*, an online learning platform that provides just-in-time learning and the ability for learners to learn at their own pace.

Launched in early 2023, the LMS consolidates all formal learning opportunities and internal training programs, so people can explore available courses on one easy-to-access, centralized platform. Teammates can nominate themselves for specific courses, taking ownership of their professional development by selecting options that address their knowledge gaps and align with their career goals. With this new LMS, we have the ability to track and monitor training completion.

Plans are now underway to expand the system and integrate self-paced e-learning modules sourced from *LinkedIn Learning*, further enhancing learning flexibility and accessibility.

**7**  
unique global training programs offered.

**44**  
global training sessions completed.

**640**  
teammates attended.

## Developing our leaders

We know that when it comes to advancing talent, effective leadership is crucial. That’s why we’re focused on attracting, developing and promoting exceptional leaders across our organization.

Throughout FY23, we continued to offer our *Global Leadership Development* program. Delivered across three levels — *Virtual Foundation Academy*, *Manager Academy* and *Leader Academy* — the program offers one-on-one personalized coaching sessions for leadership. In FY23, 139 participants completed the program.

	Total # sessions completed in FY23	Total # of attendees	Total time commitment of attendees <sup>34</sup>
Virtual Foundation Academy	6	96	18 hours
Manager Academy	4	43	32.5 hours

We conducted a review of the current *Manager Academy* program in FY23. The redesigned program provides a hybrid learning model that also now includes understanding the importance of building trust and conflict management. We have also embedded our *Empathetic Leadership* stand-alone program into the *Manager Academy* to provide a greater focus on leading with empathy. Our *Empathetic Leadership* program helps People Managers explore scenarios that they may encounter in a more empathetic way. Since its initiation in 2022, just over 380 People Managers have participated, building the capabilities to lead with understanding and compassion.

*Spark Growth* is another program offered to our People Managers that equips managers with coaching skills to drive performance and coaching across the organization to realize team potential. In FY23, we held four sessions with a total of 36 participants.

## Connecting to enhance global leadership

Each quarter, our CEO hosts *Global Leadership Connects* for senior leaders across the organization to come together for information-sharing and development opportunities. For each session, 200 of our most senior leaders are invited to connect to discuss key topics, with breakout sessions to facilitate deeper dives.

The goal of these *Global Leadership Connects* is to evolve better-informed leaders who embody our PVB and who lead their teams in a consistent, effective and inspiring manner.



<sup>33</sup> The LMS is primarily targeted at salaried employees.

<sup>34</sup> Total training hours for the program.

# Promoting Health and Safety

When it comes to health and safety, we are committed to keeping our workplaces among the safest in the world. No injury is ever acceptable, and we strive continuously to move our efforts forward to help reduce the potential for injuries. As part of this, we are always advancing our EHS frameworks to enable a swift approach to addressing risks and promoting safety.

Our safety policies align with the ISO 45001 standards and apply to everyone working in our facilities.

## Getting to the root of incidents

We uphold robust EHS standards, but we also work proactively to understand and address incidents when they do occur. We employ industry best practices tools like TapRoot® to investigate accidents and incidents, exploring root causes and implementing corrective measures to prevent future occurrences. Each of our manufacturing facilities has teammates trained in the TapRoot® process to ensure effective implementation.

Ongoing partnerships with machine safety experts help us maintain a best-in-class machine safety program through comprehensive training, guidance, support and safety tools. We have completed a variety of machine safety assessments and addressed findings across our facilities in the past few years, and have since shifted our focus on assessing equipment when changes occur or new equipment is purchased or installed.

## Certified safety stars

The Occupational Safety and Health Administration (OSHA) Voluntary Protection Program (VPP) is a cooperative partnership among employers, employees and OSHA that aims to proactively prevent illness and injuries through health and safety systems that focus on training, worksite analysis, hazard prevention and control. It fosters active involvement, commitment and information sharing among employees, managers and other VPP facilities. We are proud that our Milford and Dover, U.S., facilities are recognized as OSHA VPP Star facilities — the highest possible level of recognition.



## Our Teplice facility receives ISO 45001 certification

As part of our ongoing commitment to adhering to health and safety standards, in FY23, our Teplice, Czech Republic, team prepared for a formal and intensive process to attain ISO 45001 certification, which they underwent and received in early FY24. This process entailed a robust review of our health and safety management system, including updates to both our key internal Health, Safety and Environment documentation and ongoing processes to ensure they meet the requirements of this standard. The team worked hard to document everything from methodology to processes and form. Additionally, they took care to ensure that a proper system is in place for ongoing and regular evaluation across all aspects — from controls and audits to inspections and annual goals — with corrective action measures established to address any issues that may arise. To achieve the certification, the team participated in a comprehensive external audit that included documentation review, a facility tour, business leader and key process owner interviews, and a record-keeping review for completeness. As a result, the site achieved official ISO 45001 certification, which the team plan to continue to maintain.



## Our safety progress

Our trainings, policies, procedures and programs work together with the aim of helping to prevent injuries from occurring. This is supported by the tireless work of our EHS teammates, who, in FY23, helped us once again achieve our goal to maintain a world-class injury rate of below 1.0.

**1,500+**  
days without a recordable injury in Hanover, Canada.

**750+**  
days without a recordable injury in Mexico City, Mexico.

**<1.0**  
injury rate achieved and maintained.

### Safety performance in FY23

Total Recordable Incident Rate (TRIR) <sup>35</sup>	0.68
Days Away, Restricted or Transferred (DART) Rate	0.51
DART Days	634
Work-related injuries <sup>36</sup>	39
Work-related fatalities	0

## Maintaining a culture of safety

To complement our best practice systems and engineering controls, we foster a mindset that sets workplace health and safety as a shared responsibility. Our *Alive and Well* program<sup>37</sup> helps embed and promote a “safety starts with me” mindset that encourages all teammates, including management, to lead by example when it comes to proactively identifying and addressing hazards.

Safety activities vary from site to site. However, one thing remains consistent across our global workforce, and that is the promotion of *Alive and Well* principles. We share examples and continually refresh the program to ensure our people fully understand and embody safety best practices.

## Walk in my shoes

As part of our ongoing *Walk In My Shoes* program, in FY23, we invited people leaders from our Ormond Beach, U.S., facility to gain a deeper understanding of teammate perspectives. Through first-hand experiences and on-site engagement, this initiative aims to bridge the gap between management and frontline operations, providing valuable context for leaders and empowering teammates to speak up about safety concerns.

## Recognized for workplace safety excellence

Our manufacturing facility in Knoxville, U.S., will be honored with the Governor’s Award of Excellence in Workplace Safety & Health for a fourth time, having achieved over 300,000 hours without a lost time or DART injury in FY23. Awarded by the Tennessee Department of Labor and Workforce Development, this recognition is given out to fewer than 20 employers every year and only to those who have achieved the required number of hours without a lost time or DART injury.



<sup>35</sup> TRIR is the number of recordable injuries x 200,000/employee hours worked.

<sup>36</sup> The main injury types in FY23 were strains/sprains and cuts requiring stitches.

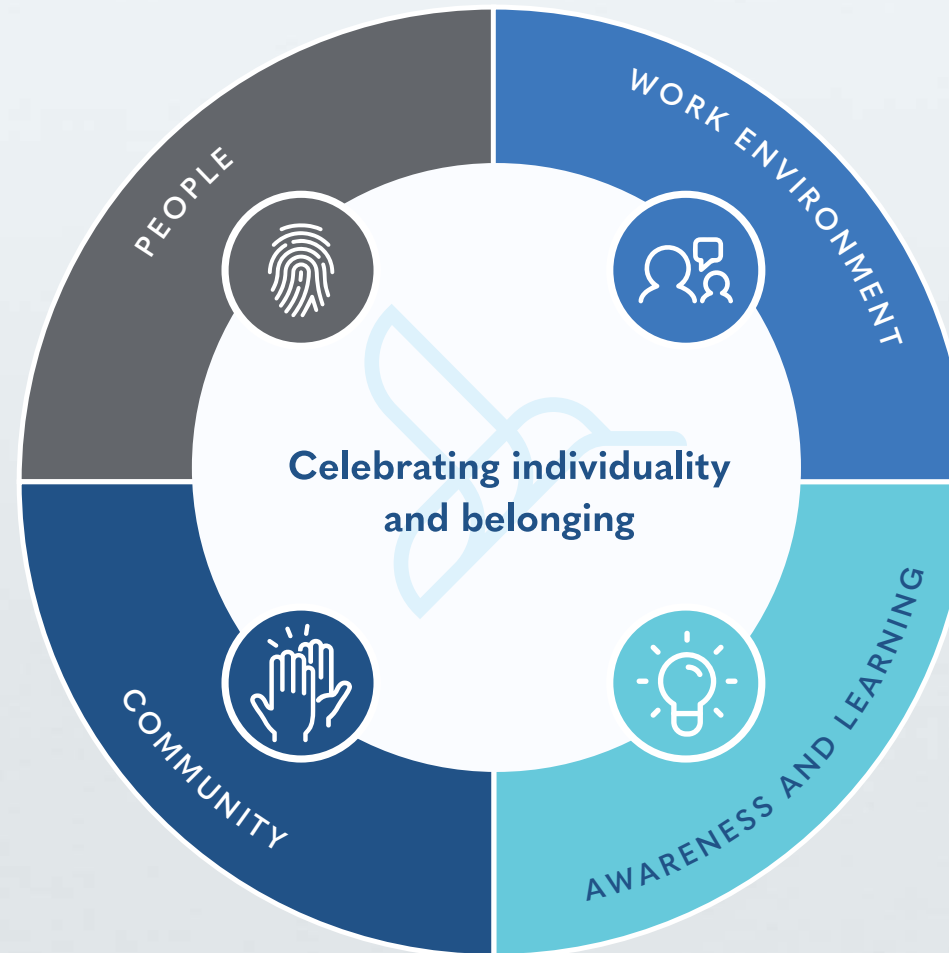
<sup>37</sup> This program is modeled on *Alive and Well at the End of the Day: The Supervisor’s Guide to Managing Safety in Operations*, by Paul D. Balmert (Wiley, 2010).

# Advancing Diversity, Equity and Inclusion

We champion a workplace where everyone feels valued, empowered and respected. Our efforts go beyond just words, with actions that speak loudly about who we are and what we stand for.

Our approach to diversity, equity and inclusion (DEI) is comprehensive, reaching across our global organization. It encompasses four pillars — People, Work Environment, Awareness and Learning, and Community — and is directly tied to our guiding PVB.

Inspired by our value of *Owning It Together*, we are shaping a culture of sharing and listening in workplaces that reflect the communities and consumers we serve. Our teammates are encouraged to connect and collaborate, learning from each other and showing up as their authentic selves. At the same time, we empower our leaders to live by our values — approaching management with care and cultivating inclusive teams in which diverse thoughts are elevated and celebrated.



## Inclusive opportunities from the start

Our DEI mindset begins before people even join the Edgewell team. During recruitment, we prioritize inclusivity and representation, striving for increased applicant pool diversity. By incorporating DEI principles into our recruitment, we strive to remove common barriers and biases so that all candidates have an equal opportunity to be considered for a position at Edgewell.

## Engaging teammates through training

While everyone's DEI journey is different, we seek to inspire shared awareness and understanding of key topics to nurture a safe, efficient workplace for our teammates. In FY23, we launched a new DEI training for people leaders titled *Leading Across Generations*. This interactive training analyzes the challenges and opportunities that can come with being a multigenerational company, including distinct communication styles, workplace expectations and professional values. It then dives deep into how leaders can best navigate these nuances.

Sessions also explore stereotypes and assumptions, how to build trust and ways to advance understanding of various generational norms. In March 2024, we introduced a second version of the training, *Working Across Generations*, as an option for all teammates globally.

To further advance understanding of key DEI topics, we continue to provide access to self-guided DEI microlessons via a third-party platform, allowing teammates to choose the topics of most interest and value to them. Content included topics such as "How to Use Pronouns in Everyday Language" and lessons during heritage month celebrations such as "Celebrating Native American Heritage Month" and "Celebrating Juneteenth at Work." DEI microlessons were accessed almost 600 times across the year.

## FY23 Diversity in Numbers<sup>38, 39</sup>

### U.S. Ethnicity

#### Workforce

White	64%
Black/African American	15%
Hispanic/Latinx	10%
Asian	7%
American Indian/Alaska Native	<1%
Native Hawaiian/Pacific Islander	<1%
Two or more races	1%
Declined/unknown	2%

#### Leadership<sup>40</sup>

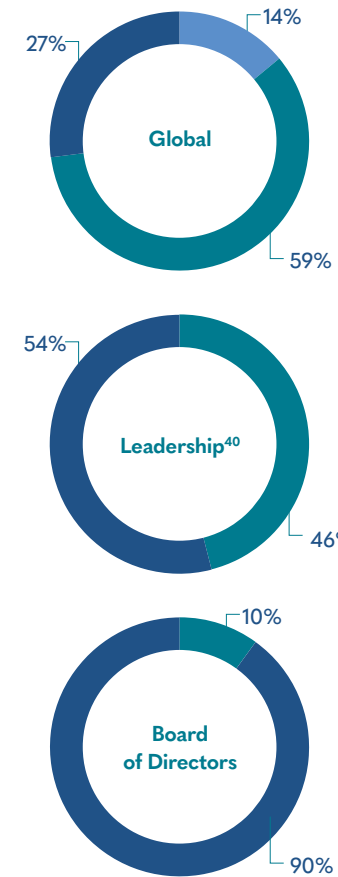
White	82%
Black/African American	3%
Hispanic/Latinx	7%
Asian	4%
American Indian/Alaska Native	<1%
Native Hawaiian/Pacific Islander	0%
Two or more races	<1%
Declined/unknown	2%

#### Board of Directors

White	70%
Black/African American	10%
Asian	20%

### Age

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



### Gender

#### Team gender identification

- Men
- Women



Region	Men	Women
North America (U.S./Canada)	19%	16%
Asia-Pacific	6%	8%
Europe	12%	13%
Latin America	9%	17%

Employment type	Men	Women
Salaried	1,288	1,403
Hourly	1,840	2,298

Contract type	Men	Women
Regular	2,957	3,386
Temporary	171	315

<sup>38</sup> All data refers to FY23.

<sup>39</sup> Percentages have been rounded and may not total to 100%.

<sup>40</sup> Director level and above.





### Empowering leaders with diversity insights

Diverse team representation fosters innovation and inclusivity. The People Analytics team, under the HR function, plays a vital role in moving this forward, regularly updating executive leadership on representation metrics and providing detailed insights into gender and ethnic diversity. This thorough analysis enables functional leaders to track team diversity and helps raise awareness of how they can further promote diversity and inclusion throughout the business. In addition, we share trends on new hire, promotion and attrition across different demographics with our Edgewell Leadership Team so that they can proactively understand trends in representation within their teams.

### Spaces for shared exploration and celebration

We create opportunities for our teammates to learn from others, foster discussions and play an active role in building a sense of belonging at Edgewell. Our teammate resource groups (TRGs) are those opportunities — voluntary groups open to all teammates across roles and locations, regardless of identity. Focused on activities like community engagement and culturally relevant panel discussions, TRGs showcase our commitment to all dimensions of diversity. During FY23, we launched a new TRG dedicated to U.S. veterans and one for the LGBTQ+ community and allies; in February 2024, we launched another TRG focused on Black teammates, as a subset of our existing C.A.R.E. group.

#### Our teammate resource groups

**Cultural Awareness Respecting Everyone (C.A.R.E.):**  
multicultural-focused group

Vested in Black Excellence (V.I.B.E.) @ Edgewell:  
subset of C.A.R.E. focused on Black teammates

**Diversity & Inclusion Committee for Edgewell (D.I.C.E.):**  
U.K. team diversity group

**Pride TRG:** LGBTQ+ group

**QueerBillies:** BILLIE team LGBTQ+ group

**Veterans TRG:** veteran-focused group

**Women & Individuals Supporting Equality (W.I.S.E.):**  
women-focused group

### DEI action in FY23

**Pioneering DEI practices:** Through embedding and living our DEI practices, our Edgewell team in China was recognized with a 2023 “HR Best Practice Innovation Pioneer” award by The American Chamber of Commerce’s Multinational HR Management Association.

**Uplifting women:** To support women in all stages of their lives, our TRG D.I.C.E. shared techniques for supporting teammates experiencing menopause. They also launched People Manager training, education and other resources, a new guideline policy and a quarterly discussion forum on menopause.

**Celebrating LGBTQ+ inclusion:** Across several locations, we commemorated PRIDE month in June with various activities that, in some communities, also featured our brands.

**Empowering young people:** In Connecticut, our C.A.R.E. TRG supported the local Boys & Girls Club in many ways, including through an after-school event.



## Understanding teammate sentiment

We continually evaluate how well our programs are resonating with teammates, leveraging insights from our annual Inclusion Survey. In FY23, we were pleased to note sustained or an increase in positivity across many of our survey statements about inclusion. In particular, the results demonstrated that managers prioritize inclusion and belonging, as reflected by two of the highest-rated statements:

- My manager gives fair consideration to ideas and suggestions offered by all team members (88% agreed)
- My manager demonstrates a positive example of how to treat people who have different beliefs or cultural backgrounds (88% agreed)

What's more, 80% of responders stated that they felt encouraged to bring their authentic selves to work, which is a 3% increase versus the prior year.

**84%**  
of FY23 survey responders agreed that at Edgewell everyone is treated with respect and dignity, regardless of their beliefs or identity.

## Empowering women leaders

We believe in holding space for talented women to thrive, with initiatives for professional evolution and future success. In particular, we are committed to drive year-over-year growth in leadership representation of women. At the end of FY23, 54% of our global workforce were women, while women at Director level and above increased by 1% to 37%.

In FY23, our focus was underscored by our *Women in Leadership Sponsorship* program. Notably, several individuals progressed from program entry to promotion within the year, a testament to the value of women-focused development initiatives to prepare them for Director level and beyond. Based on the success of the program, we will continue to invest in our women leaders via robust leadership development programs.

### Amplifying DEI impact

Our DEI efforts are internally driven, but we also recognize the pivotal role external collaborations play in driving broader progress and shared learning. Edgewell CEO Rod Little remains actively involved in the CEO Action for Diversity & Inclusion, a coalition of influential business leaders devoted to driving workplace DEI through education, research and best practices.

We maintain our membership with the Board Diversity Action Alliance to advance more diverse Board representation. Additionally, we have established a meaningful partnership with workplace advocacy group Out & Equal. This partnership is aimed not just at fostering thriving environments for LGBTQ+ individuals within Edgewell, but also at extending our support to help other organizations embrace diversity and belonging.

In order to increase our knowledge in the DEI space and benchmark against our peers, we also participate in peer connect networks through which we are able to quickly gain insights and best practices ranging from approaches for addressing complex issues to implementing Self-ID campaigns and creatively engaging more teammates in our TRGs.



# Caring for Our Communities

At the heart of our *Sustainable Care 2030* strategy lies a deep commitment to caring for our communities. Driven by our *People First* value — which extends beyond our own business — we are dedicated to supporting these vital networks.

Positive social and environmental impact cannot happen in a silo. We believe that, together with our teammates, brands, wider business and nonprofit partners, Edgewell can make a positive community impact through charitable giving, product donations and volunteerism.

**~US\$1.5 million donated**  
in charitable giving by Edgewell throughout FY23.



## Caring for communities, together

Our teammates play a critical role in our community impact efforts, donating their time, talents and resources to support the causes they care most about.

To encourage and support them in their efforts, in FY23, we launched *Together We Care* — a defined community impact program that covers teammate donation matching and volunteering. Through *Together We Care*, teammates in the U.S., Canada and Puerto Rico can easily identify charities and causes, make donations and volunteer in ways that work for them. We are actively working to provide more structure around volunteer activities globally.

### Matching teammate contributions

We provide teammates with two distinct donation matching programs, and in FY23, we matched more than US\$300,000. Together with our teammates' contributions, over US\$600,000<sup>41</sup> was donated in support of approximately 230 different organizations.

**Together We Care** — We have long offered U.S. teammates a donation matching option, through which Edgewell matches up to US\$5,000 per teammate per calendar year. With *Together We Care*, we extended this offer to teammates in Canada and Puerto Rico.

**Supporting the United Way** — We are an ongoing supporter of the United Way, an international network of nonprofits that exists to advance health, education and financial stability for people globally. For decades, we have helped amplify the United Way's efforts in the U.S. through teammate donations and corporate matching.

### Fueling teammate engagement through volunteering

Our teammates are generous with their time and passionate about giving back to their communities through volunteerism.

## FY23 volunteering around the world

**Delaware:** Our Delaware teammates have a close connection to the Special Olympics, which provides year-round sports training and athletic competitions for people with intellectual disabilities. For the seventh year, Edgewell sponsored the Special Olympics State Bowling Tournament. Some teammates volunteered to support the event, while others took part in the annual Polar Plunge® — the organization's signature fundraising effort.

**Florida:** Our Ormond Beach team adopted a mile-long stretch of beach in 2010 and holds quarterly volunteer events where teammates come together to clean up the beach.

**France:** Our teammates in France took part in various volunteering activities, including a cleanup day to remove litter from natural spaces around the local office; Green Santa toy drive to support the French Popular Relief nonprofit; and the "Imagine for Margo" race, through which teammates raised over €10,000.

**Czech Republic:** Following a forest fire in the Bohemian Switzerland National Park, our Teplice team volunteered to remove damaged fencing and charred trees from the area.

**Canada:** Our Canadian teammates fundraised and assembled 38 shoeboxes filled with goods on behalf of The Shoebox Project for Women, an organization supporting women experiencing homelessness and other financial and health barriers.

<sup>41</sup> United Way teammate contributions based on campaign donation pledges in FY23.

## Donating product to those most in need

We are proud to support people in communities around the world with relevant product donations that meet unique local needs — both throughout the year and during times of crisis. To further enhance positive community impact, our brands also donate products to those in need. This work would not be possible without several of our nonprofit partners.

### Feed the Children

Through our partnership with Feed the Children, a U.S.-based nonprofit addressing childhood hunger in vulnerable communities globally, we distribute essential personal care products to families who need help. In FY23, more than 40 agencies received Edgewell products included in Feed the Children’s deliveries of its essential boxes.

### Good360 Australia

Our Australian team has partnered with Good360 Australia for over four years to help distribute our product donations to nonprofits where and when they’re needed most. The organization connects charities, disadvantaged schools and society’s most vulnerable with businesses willing to donate goods, services and disaster recovery essentials.



To amplify the impact of this partnership, Edgewell Australia is a proud founding member of the Good360 Inner Circle program. As a part of this, we’ve continued to donate product, fundraise on behalf of the organization and co-partnered with a key retailer to support its first Good360 consumer fundraising campaign, EveryOne Day.

## Supporting in times of crisis

Simply put, we want to be there for people in times of crisis. We do this by supporting humanitarian relief organizations through financial giving, employee gift matching and product donations.

### Funding immediate response

In FY23, we initiated a new partnership with the American Red Cross to support Red Cross Disaster Relief and International Services as a member of the Ready 365 Giving Circle. Ready 365 members pledge donations on an ongoing basis, ahead of major disasters, to ensure the Red Cross can respond immediately to meet the needs of those affected by disasters of all sizes — from wildfires to home fires.

### Turkey and Syria earthquake assistance

Following the 2023 earthquake in Turkey and Syria, Edgewell made a corporate donation of US\$25,000, plus matching eligible teammate donations, to the International Rescue Committee to assist on-the-ground emergency response efforts.

### Maui wildfire support

During FY23, our team stepped up to support the Red Cross disaster response after wildfires devastated large areas of Hawaii’s Big Island and Maui. Through this partnership, Edgewell donated US\$25,000 to local relief efforts to help those impacted by the fires.

Led by our local HAWAIIAN TROPIC brand team, we also mobilized a donation drive to send over 35 pallets of personal care items to various charities and emergency hubs. This included WET ONES hand wipes, PLAYTEX and STAYFREE feminine care products, BANANA BOAT sunscreen, SCHICK razors, and CREMO and BULLDOG shave gels.

**US\$175,000**  
donated by Edgewell in FY23 to support disaster relief efforts.



## Stepping up for nature

Earth is more than just where we live — it sustains us, connects us, relaxes us, energizes us and brings us joy. We believe a healthy planet helps us lead joyful lives, and we care deeply about helping to do our small part to protect and preserve nature.

### Supporting Andean restoration efforts

Since 2022, we have partnered with the Arbor Day Foundation and supported the planting of over 18,000 trees across areas of the U.K., Australia, U.S. and South America. Over the next 40 years, these trees are projected to sequester approximately 13,000 metric tons of carbon.<sup>42</sup>

In FY23, we built on our initial contribution to help restore the Polylepis forest of South America’s Andes Mountains, which has been impacted by natural and man-made disasters. An important contributor to regional watersheds, streams and wetlands — and a source of freshwater for thousands of local people — the forest today covers less than 10% of its natural range. Our funding supported the diverse planting of 10,000 native trees; these trees have the potential to help safeguard water security and expand healthy habitat for biodiversity. This project is particularly close to our hearts, as the forests are home to one-third of all known hummingbird species — Edgewell’s emblem.



<sup>42</sup> Source: Metrics reported by the Arbor Day Foundation, configured using U.S. Department of Agriculture Forest Service i-Tree Tools.

## Brand-led action

We are intentional about leveraging our brands in ways that help deliver positive impact. Our brands partner with organizations, programs and subject matter experts to enhance this impact, finding ways to benefit society and demonstrate care for the planet through the issues our consumers care about.

Throughout FY23, our brands continued to engage in relevant community efforts. For example, our **Feminine Care team** built on its existing partnership with Girls Helping Girls. Period. to lower barriers to period care through monetary and product donations. And, in a bid to support young, diverse artists, **SCHICK** teamed up with the Dollar General Literacy Foundation — an organization founded on the belief that everyone deserves an equal opportunity to a basic education — to launch the SHICK INTUITION Emerging Artist Contest. Edgewell also donated US\$50,000 to the Dollar General Literacy Foundation in support of its mission to support literacy organizations that serve students of all ages.

In Colombia and Mexico, **BANANA BOAT** continues to help create Nest Domes that could help protect local sea turtle populations.

**FIELDTRIP** is also taking environmental action, donating 5% of net proceeds to Keep America Beautiful® and their RETREET® program, which redefines disaster relief by engaging communities to replant lost trees. The potential environmental impacts of RETREET® are wide-reaching, including biodiversity and ecosystem protection, health and well-being promotion, energy conservation, storm damage mitigation, water savings and pest protection.

**SCHICK** also encourages our Shelton and Milford, Connecticut-based teammates to celebrate No Shave CT, an annual Connecticut Cancer Foundation event that motivates men to grow their facial hair throughout November in support of cancer research. The Connecticut Cancer Foundation is dedicated to providing financial assistance to cancer patients and their families and to funding cancer research in Connecticut, where our company is headquartered.

# The Details

At Edgewell, sustainability is an important driver of our performance and provides a lens through which we aim to future-proof and grow our business in a responsible way. We're proud of how far we've come and are determined to maintain our momentum in the years ahead. In the following pages, we present our *Sustainable Care 2030* commitments and progress against our targets.

We also detail our performance in reference to the United Nations Sustainable Development Goals (UN SDGs), Global Reporting Initiative (GRI), Sustainability Accounting Standard Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD), all of which underpin our efforts to do our part to create positive impact.

# About This Report

This report details the company's objectives and progress in the areas of environmental, social and governance performance. Data about financial performance is not included in the report, but may be found on <https://ir.edgewell.com/> under the "Investors" tab and in Edgewell's public filings with the U.S. Securities and Exchange Commission (SEC).

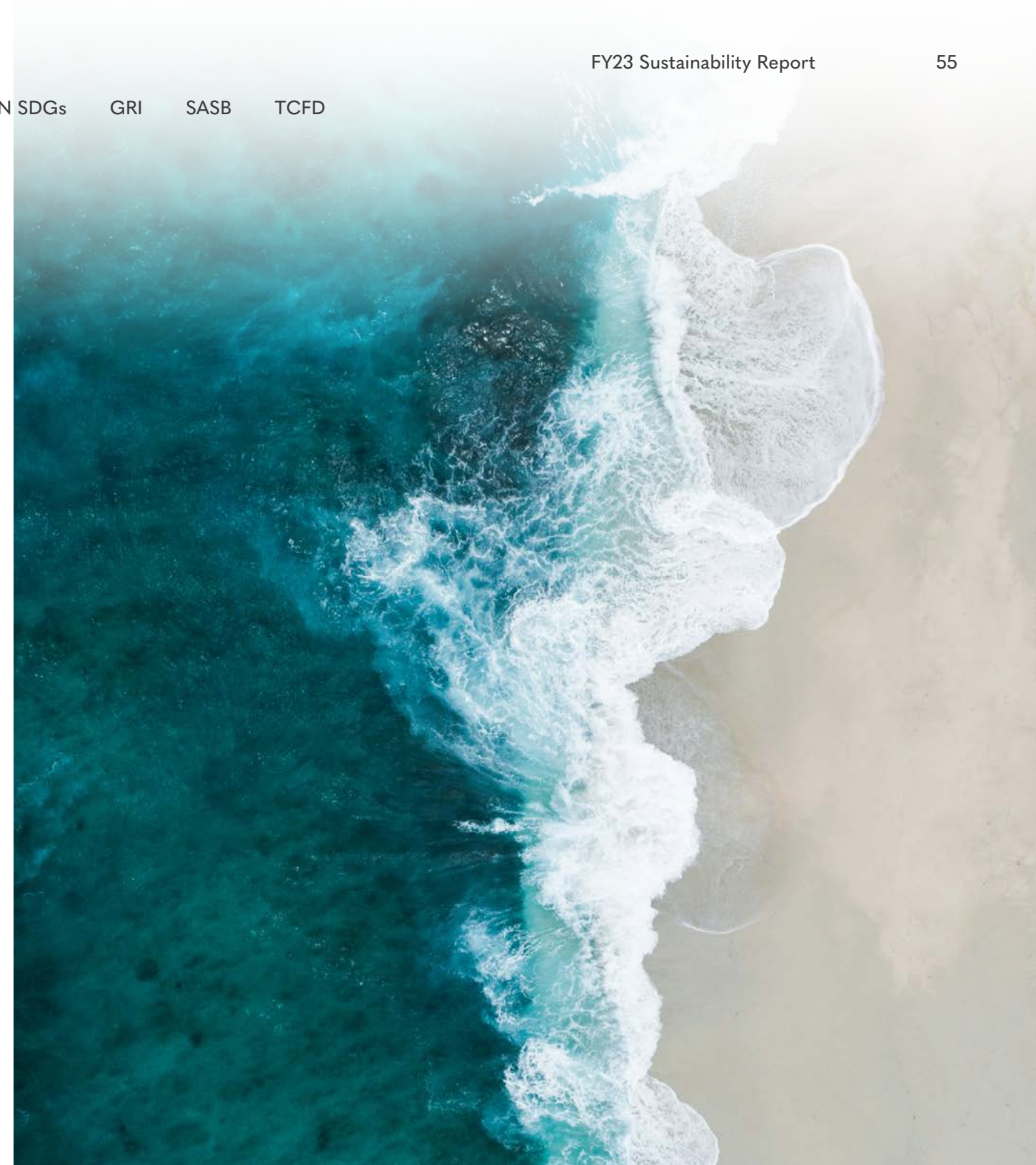
This report covers our fiscal year 2023, which ran from October 1, 2022 to September 30, 2023 (referred to as "this year" or "FY23" throughout), and details our sustainability progress, performance and achievements over that period.

The focus of the report, including the data and the stories within it, is our key sustainability priority areas as organized by our strategic sustainability framework. It covers our office, manufacturing and research facilities, and warehouses as noted throughout. All data has been reviewed and verified internally. Additionally, we verify our greenhouse gas (GHG) emissions data annually using a third-party provider and disclose their assurance<sup>43</sup> statement in our annual CDP report.

Edgewell has reported the information cited in the GRI content index for the period of October 1, 2022 to September 30, 2023 with reference to the GRI Standards. This report is aligned with the SASB Household & Personal Products Standard, and we have also incorporated disclosures in line with the recommendations of the TCFD.

For questions regarding Edgewell's sustainability efforts or the content of this report, please contact [Corporate.Communications@Edgewell.com](mailto:Corporate.Communications@Edgewell.com).

<sup>43</sup> Limited assurance.



# Stakeholder Engagement

Edgewell regularly engages with a wide range of stakeholders to help us gain valuable insights and anticipate current and emerging risks and opportunities. These interactions help us deepen our understanding of their needs, participate in evolving conversations and prioritize key issues.

## Our key stakeholders and engagement methods include:

### Governments and regulators

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

### Industry, business and trade associations

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

### Consumers

We are committed to creating products that not only help consumers care for themselves, but also align with their sustainability values with the transparency they would expect. We engage with our consumers in many ways, including through our products, in-store interactions and e-commerce platforms, and market research and brand communications.

### Customers

Sustainability is an increasingly important consideration for our customers, and we want to be a valued supplier across the markets in which we operate. This includes working with our retail customers to help them meet consumer needs and try to advance their own sustainability objectives.

### Nongovernmental organizations (NGOs) and nonprofits

Engagement with NGOs and nonprofits helps Edgewell better understand key issues, stay on top of industry practices and achieve certification in some of the sustainability areas that are key priorities for us. Additionally, through our corporate, brand and teammate engagement, we support numerous nonprofit organizations with the aim of providing aid and creating positive impact for people and communities.

### People and communities

Throughout our value chain, we create direct and indirect employment opportunities and make donations and contributions through regional and community activities. Additionally, through our company and brands, we engage in strategic partnerships and initiatives to address locally relevant issues and amplify our community impact.

### Shareholders and investors

We regularly engage with shareholders and investors on our shared business and sustainability priorities to build mutual understanding, provide a foundation for progress and ensure we are focusing on the issues they care about.

### Suppliers

We strive to ensure the ingredients, components and materials that go into our products are sourced responsibly. We clearly define supplier requirements in our [Supplier Code of Conduct](#) and actively seek relationships with those who promote standards that are consistent with ours within their own supply chains.

### Teammates

Our people are central to our business. With a people first culture, we are dedicated to the development, inclusion and well-being of every individual. Our two-way feedback process, using open dialogue, surveys, ethics reporting channels, performance reviews and more, enables us to maintain trust with teammates, promoting a positive, safe and fulfilling experience working at Edgewell. Beyond this, we also offer various other teammate touchpoints that promote wellness and development opportunities, including teammate resource groups (TRGs), learning opportunities, guest speakers and more.



# Sustainability Priorities

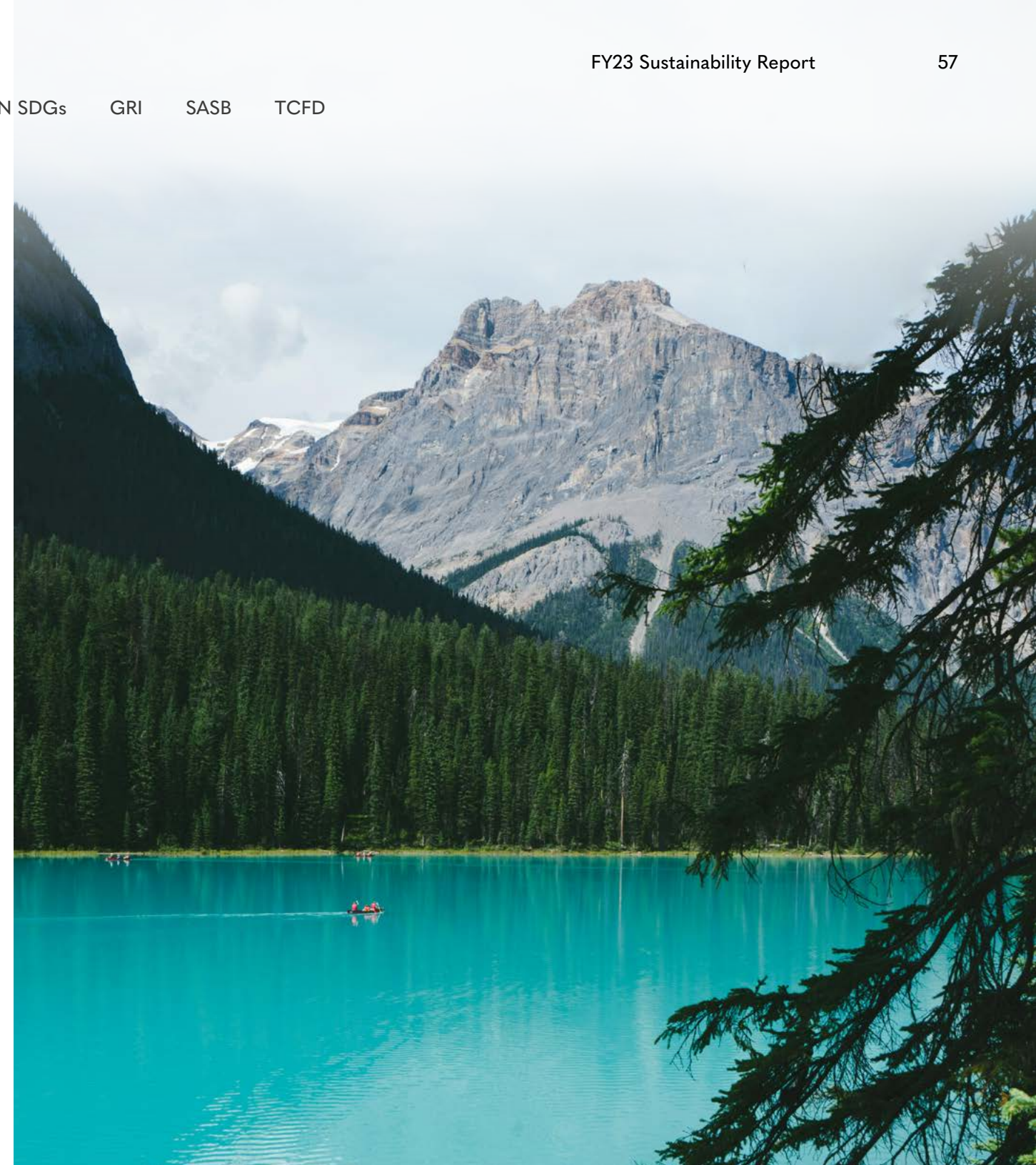
## Prioritizing sustainability issues

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

While we conducted our last comprehensive materiality assessment in FY19, we also regularly review our key sustainability priority areas to keep them relevant to our business today and a changing sustainability landscape. Our priority areas are defined by where we believe we can have the greatest impact, as well as the areas that might most meaningfully impact our business. These include:

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

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



# Our Progress<sup>44, 45</sup>



Brands			
Our commitment	Our goal	Our progress	
<b>Ingredient stewardship and transparency</b> Continuing to ensure the ingredients we use meet our high standards and improving our fragrance transparency.	By 2025, no longer produce Grooming branded products that contain oxybenzone and octinoxate.	In progress: Reformulating applicable grooming products.	
	By 2024, no longer produce products that contain microplastic and parabens.	Vast majority of products do not contain parabens or microplastics <sup>46</sup> ; we continue making steady progress in reformulating out the use of parabens and microplastics from our remaining products. Additionally, we continue to evaluate our product formulations based on new information and/or broadening definition of microplastics.	
	By 2030, reduce overall Edgewell product volatile organic compounds (VOC) consumption by 5%. <sup>47</sup>	In FY23, we expanded a new packaging format across select product lines that will facilitate further VOC reduction.	
<b>Sustainable products and packaging</b> Developing products and packaging to be more sustainable by using more recycled, renewable and recyclable materials, minimizing material usage and reducing waste — with the aim to support a more circular economy.	<b>Products<sup>48</sup></b> By 2030, reduce the virgin petroleum-based plastic content in our disposable razor handles by 50%.	22.9% reduction in virgin petroleum-based plastic in disposable razor handles versus FY19 baseline.	
	By 2030, reduce the virgin petroleum-based plastic content in our feminine care products by 25%.	8.0% reduction in virgin petroleum-based plastic in feminine care products versus FY19 baseline.	
	<b>Packaging<sup>48, 49</sup></b> By 2025, ensure 100% of plastic packaging is recyclable, compostable or reusable in our razors and blades segment. By 2030, achieve this in all remaining segments.	By 2025, reduce the use of virgin petroleum-based plastic in packaging by 50% in our razors and blades segment. By 2030, achieve this in all remaining segments.	Reduced virgin petroleum-based plastic in packaging in razors and blades segment by 55.8% versus FY19 baseline. <sup>50</sup> Reduced virgin petroleum-based plastic in packaging in all remaining segments by 11.1% versus FY19 baseline. <sup>50</sup>
		By 2025, use recycled and/or certified responsibly sourced fiber for 100% of fiber- and paper-based packaging in our razors and blades segment. By 2030, achieve this in all remaining segments.	86.5% of fiber- and paper-based packaging made from recycled material and/or certified responsibly sourced across our razor and blade segment. 85.4% of fiber- and paper-based packaging made from recycled material and/or certified responsibly sourced in all remaining segments.
		By 2030, reduce packaging materials by 20% (by weight).	Reduced absolute weight of packaging by 4.8% versus FY19 baseline. <sup>50</sup>
	<b>Partnerships</b> Collaborate through partnerships to facilitate the recovery and recycling of our products and packaging.	Achieved: <ul style="list-style-type: none"> <li>• Offer SCHICK disposable razor recycling program in the U.S.</li> <li>• BULLDOG U.K. partners with First Mile<sup>®</sup> to assist consumers with recycling tube packaging and razor blades.</li> <li>• How2Recycle<sup>®</sup> labeling expanded to new packaging across our North American brand portfolio where feasible.</li> <li>• Adopted the Australasian Recycling Label (ARL) on many new products in Australia and New Zealand to help consumers with responsible disposing of packaging.</li> </ul>	
	<b>Positive brand impact</b> Actively using our “hero” brands as a force for good on society and our environment.	By 2025, Edgewell “hero” brands will have a clearly defined sustainability strategy and participate in efforts that help to support health and well-being and/or protect our planet.	In progress: See the <a href="#">Brands section</a> for examples of our efforts.

44 All goal timeframes noted throughout the progress chart refer to end of fiscal year unless noted otherwise.

45 Sustainability goals based on FY19 baseline; progress data rounded to the nearest whole number unless otherwise noted.

46 Edgewell continually assesses its product portfolio to align with evolving definitions of “microplastics.”

47 Focus of this goal is to reduce VOCs from sun care and shave prep products.

48 In FY23, we enhanced our packaging data collection capabilities and adjusted where new information was made available to us, which included corrections to data previously reported. These data corrections are reflected in our FY23 progress reporting. Additionally, we have standardized and adjusted our approach to reporting on our virgin petroleum-based plastic related goals to more clearly communicate our reduction progress.

49 Packaging data includes primary and secondary packaging data made available to us.

50 Baseline includes primary and secondary packaging data made available to us, excluding acquired brands (CREMO and BILLIE), multi-pack eCommerce and Club store packaging in which products are packed or presented and packaging utilized by our Solingen facility.

# Our Progress<sup>51, 52</sup>

(continued)



## Operations and Supply Chain

Our commitment	Our goal	Our progress
<b>Carbon neutrality</b> Supporting the shift to a low-carbon economy and using 100% renewable electricity across our global operations by 2030.	By 2030, reduce GHG emissions by 50%, based on FY19 baseline. <sup>53</sup>	Reduced emissions by 23.5% since FY19.
	By 2030, achieve carbon neutrality across our global operations. <sup>53</sup>	In progress: Current GHG reductions in Scope 1 and 2 contribute toward this goal.
	By 2030, reduce energy use by 10%, based on FY19 baseline.	Achieved: Exceeded goal ahead of plan and reduced energy use by 11.3% since FY19.
	By 2030, achieve 100% renewable electricity use.	In development.
<b>Environmental footprint reduction</b> Continuing to reduce our environmental footprint in our globally owned and operated manufacturing facilities.	By 2030, pursue zero-waste-to-landfill across our manufacturing facilities.	In FY23, our Dover, U.S., facility achieved zero-waste-to-landfill status, bringing the total number of facilities to six (55%).
	By 2030, reduce water use by 5%, based on FY19 baseline.	Achieved: Exceeded goal ahead of plan and reduced water use by 5.2% since FY19.
<b>Supplier engagement</b> Actively engaging with our suppliers so that they can meet our social and environmental standards.	By 2025, actively engage with major direct material suppliers representing approximately 80% of our spend to achieve an acceptable level of performance as established through our Supplier Sustainability Performance Monitoring program.	In FY23, 68% of all direct suppliers assessed through EcoVadis achieved an acceptable level of performance based upon our monitoring program.
<b>Responsible sourcing</b> Ensuring our ingredients and materials are responsibly sourced.	We strive to ensure all tin, tantalum, tungsten and gold (3TG) minerals in our razors and trimmers are 100% Democratic Republic of the Congo (DRC) conflict-free.	Engaged with the two suppliers that provide 3TG-containing materials to ensure that none of their materials support or are linked to conflict; Edgewell Personal Care maintains its 100% DRC conflict-free status.

51 All goal timeframes noted throughout the progress chart refer to end of fiscal year unless noted otherwise.

52 Sustainability goals based on FY19 baseline; progress data rounded to the nearest whole number unless otherwise noted.

53 This goal covers Scopes 1 and 2.

# Our Progress<sup>54, 55</sup>

(continued)



## People and Communities

Our commitment	Our goal	Our progress
<b>Diversity, equity and inclusion</b> Promoting an open and inclusive culture to ensure all team members are treated fairly and with respect and to attract the best talent.	Expand Mitigating Bias training program to teammates in international markets beginning in FY23.	Achieved: Held train-the-trainer learning sessions with internal Human Resources business partners so that they could deliver the Mitigating Bias training locally and in local languages.
	By the end of FY25, develop executive mentorship program to help build leadership capabilities for women that allow them to enhance their career path options.	New goal.
	By the end of FY25, expand Generational Differences training to teammates in international markets.	New goal.
<b>Health, safety and well-being</b> Protecting the health and safety of our teammates around the world and supporting their well-being and professional development.	Maintain a world-class injury rate of <1.0 and continue to foster an <i>Alive and Well</i> <sup>56</sup> safety culture at every Edgewell manufacturing facility.	Achieved: (0.68).
<b>Community support and giving</b> Encouraging teammate volunteerism and charitable giving to support local communities with a focus on caring for people and our planet	Establish a focused effort to partner with nonprofit organizations that promote people, planet and local communities by the end of 2023.	Achieved: Nonprofit partnerships in place to support charitable giving and product donation initiatives. Additionally, in 2023, Edgewell joined the American Red Cross Ready 365 Giving Circle to support global disaster and humanitarian relief.
	Develop and launch global teammate volunteer program by the end of 2024.	New goal.

54 All goal timeframes noted throughout the progress chart refer to end of fiscal year unless noted otherwise.

55 Sustainability goals based on FY19 baseline; progress data rounded to the nearest whole number unless otherwise noted.

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

# UN SDGs

The UN SDGs<sup>57</sup> provide a lens through which to view our company contributions to reducing environmental impacts and creating positive impact for people and communities, when possible. All content on this page can be found in the Edgewell FY23 Sustainability Report (SR); Edgewell 2023 Form 10-K (10-K) and on the [Edgewell Personal Care \(EPC\) website](#). Links to the relevant sections are included in the references on this page. Through our strategic work and actions, we contribute to many of the SDGs, in particular:

## Responsible consumption and production

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION** Ensure sustainable consumption and production patterns.

We're committed to inspiring responsible production and consumption across our brands and operations. That's why we are designing, developing and delivering products and packaging in a more sustainable way, optimizing logistics, regionalizing production and working to make our environmental footprint smaller — continuously rethinking, reinventing and reducing the materials we use, with a focus on harnessing more recycled, renewable and recyclable materials. We support the move toward a circular economy and actively educate and inspire our consumers and retailers to join us on our sustainability journey. We are committed to trying to responsibly source materials for use in our products and packaging, especially when they can impact human rights and the natural environment.

See SR: [Designing for Sustainability](#); [Packaging Sustainability](#); [Supporting Consumers in Recycling](#); [Embracing smarter logistics](#); [Reducing Waste](#); [Conserving Water](#); [Ethical and Responsible Sourcing](#); 10-K: [Part 1, p.8](#)

## Gender equality

**5 GENDER EQUALITY** Achieve gender equality and empower all women and girls.

Our DEI program brings to life our vision to address inequities and promote a more diverse and inclusive workforce. We make investments and efforts to attract, retain and empower women, and support their professional and personal development and well-being. In FY23, 54% of employees globally were women; 37% of leaders were women. Additionally, we aim to amplify our support for women through our brands and product design, our W.I.S.E. TRG and our engagements with relevant community organizations.

See SR: [Our Values](#); [Advancing Diversity, Equity and Inclusion](#); [Celebrating Hispanic and Latinx heritage](#); [Championing women in sport](#); [Lowering barriers to period care](#); 10-K: [Part 1, p.9](#)

## Climate action

**13 CLIMATE ACTION** Take urgent action to combat climate change and its impacts.

We are committed to reducing GHG emissions associated with our operations and contributing to other solutions that help address the climate challenge. We've set a goal to reduce our GHG emissions by 50% by 2030 (versus 2019), following leading climate science to align to a 1.5°C pathway. Our ambition is to go beyond this goal and achieve carbon neutrality across our global operations (Scope 1 and 2). To achieve these goals, we are committed to using 100% renewable electricity across our global operations by 2030 and investing in upgrading our processes, facilities and equipment to reduce energy use. We are guided by a comprehensive set of environmental policies and standards, aligned with industry practices. We are also regionalizing our manufacturing where feasible by moving sourcing and production closer to their respective markets and optimizing logistics to help advance our sustainability objectives.

See SR: [Managing Our Operations](#); [Acting on Climate](#); [Embracing smarter logistics](#); 10-K: [Part 1, p.7-8](#)

## Decent work and economic growth

**8 DECENT WORK AND ECONOMIC GROWTH** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

We are committed to respecting human rights and promoting sustainable business practices across our global operations and supply chain. We do not tolerate modern slavery or human trafficking either in our own teams or those of our suppliers.

Our Edgewell Code of Conduct and Supplier Code of Conduct outline our expectations, and we regularly monitor and assess our supplier performance across four pillars: Environment, Labor and Human Rights, Ethics and Sustainable Procurement. Our Human Rights Policy aligns with the key values and principles found in internationally recognized human rights standards, including the UN Guiding Principles on Business and Human Rights.

See SR: [Our Values](#); [Enhancing Teammate Experiences](#); [Supporting Teammate Growth](#); [Advancing Diversity, Equity and Inclusion](#); [Promoting Health and Safety](#); [Respecting Human Rights](#); [Ethical and Responsible Sourcing](#); 10-K: [Part 1, p.8-9](#); [Edgewell Modern Slavery Act Statement](#)

## Life below water

**14 LIFE BELOW WATER** Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

We work to reduce plastic waste, incorporating alternate materials in our products and packaging and targeting 100% recyclable, compostable or reusable plastic packaging by 2030. We are also offering more mineral-based sunscreens to consumers.

From time to time, our teammates engage in cleanups to remove trash that could reach our oceans and waterways. Through partnerships such as the collaboration between BANANA BOAT, The Colombian Sea Turtle Conservation Program, Rancho San Juan and VML, we take steps to support action to protect vulnerable marine species.

See SR: [Designing for Sustainability](#); [Packaging Sustainability](#); [Supporting Consumers in Recycling](#); [Ingredient Selection and Use](#); [Biodiversity](#); [Caring for Our Communities](#)

## Reduced inequalities

**10 REDUCED INEQUALITIES** Reduce inequality within and among countries.

As a global business that operates in more than 50 markets, we are conscious of inequalities between nations, regions and communities. We foster an open, inclusive and diverse company culture that actively seeks to advance equality. We invest in the professional development of our teammates around the world; we also deliver trainings and resources that inspire shared understanding — and celebration — of DEI topics. We prioritize inclusivity and representation in our recruitment practices, striving for increased applicant pool diversity. By incorporating DEI principles into our recruitment, we aim to remove common barriers and biases so that all candidates have an equal opportunity to be considered for a position at Edgewell. We also look to leverage our community presence to support initiatives to uplift those in need.

See SR: [Our Values](#); [Advancing Diversity, Equity and Inclusion](#); [Caring for Our Communities](#); 10-K: [Part 1, p.9](#); [Edgewell Code of Conduct](#)

## Life on land

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

We're committed to protecting our forests, using recycled and/or certified responsibly sourced virgin fiber for 100% of fiber- and paper-based packaging by 2030 and increasing our efforts to source certified sustainable palm oil for use in our products. We partner to promote restoration and reforestation, with, for example, our FIELDTRIP brand donating 5% of its net proceeds to Keep America Beautiful® to provide support for their RETREET® program.

Edgewell also maintained its partnership with the Arbor Day Foundation to support reforestation and biodiversity improvement efforts, providing additional funding in FY23 to support the diverse planting of 10,000 native trees in the Polylepis forest of South America's Andes Mountains.

See SR: [Designing for Sustainability](#); [Packaging Sustainability](#); [Biodiversity](#); [Ethical and Responsible Sourcing](#); [Caring for Our Communities](#)

57 Sustainable Development Goal descriptions sourced from the [2023 Sustainable Development Goals Report](#).

# GRI Index

Statement of Use: Edgewell Personal Care Company has reported the information cited in this GRI content index for the period October 1, 2022 to September 30, 2023 with reference to the GRI Standards. All content in this table can be found in the Edgewell FY23 Sustainability Report (SR), Edgewell 2023 Form 10-K (10-K), Edgewell 2024 Annual Meeting & Proxy Statement (AMPS), the Edgewell 2023 CDP Climate Change Response and on the [Edgewell Personal Care \(EPC\) website](#). Links to the relevant sections are included in the table below.

## GRI 1 Used: GRI 1: Foundation 2021

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
<b>GRI 2: General Disclosures</b>			
<b>The organization and its reporting</b>	2-1	Organizational details Edgewell Personal Care Company	Edgewell Personal Care Company 6 Research Drive Shelton, CT 06484 SR: <a href="#">Overview, We Are Edgewell, p. 4</a> <a href="#">Edgewell Locations</a> Nature of ownership: 10-K: <a href="#">Part 1, p. 3-11</a>
	2-2	Entities included in the organization's sustainability reporting	SR: <a href="#">The Details, About This Report, p. 55</a> 10-K: <a href="#">Part 2, p. 49</a>
	2-3	Reporting period, frequency and contact point	October 1, 2023 – September 30, 2024 Frequency: Annual Contact: <a href="mailto:Corporate.Communications@Edgewell.com">Corporate.Communications@Edgewell.com</a>
	2-4	Restatements of information	All restatements from previous reporting periods are explained in footnotes to data presentation.
	2-5	External assurance	All data is verified and reviewed internally. We also verify our Scope 1 and 2 GHG emissions data on an annual basis using a third-party provider and disclose their assurance statement in our annual CDP report. We have not pursued external assurance of our SR at this time.
<b>Activities and workers</b>	2-6	Activities, value chain and other business relationships	SR: <a href="#">Overview, We Are Edgewell, p. 4</a> 10-K: <a href="#">Part 1, p. 3-6</a> EPC website: <a href="#">Brands</a> AMPS: <a href="#">Director Independence, p. 15; Certain Relationships and Related Transactions, p. 72</a>
	2-7	Information on employees	SR: <a href="#">People and Communities, Advancing Diversity, Equity and Inclusion, p. 47</a>
	2-8	Workers who are not employees	SR: <a href="#">People and Communities, Advancing Diversity, Equity and Inclusion, p. 47</a>

# GRI Index

(continued)

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
Governance	2-9	Governance structure and composition	<a href="#">Corporate Governance Principles, p. 3–6</a> <a href="#">Board Committee Composition, p. 1</a> AMPS: <a href="#">Standing Committees and Meetings, p. 9–12</a>
	2-10	Nomination and selection of the highest governance body	<a href="#">Corporate Governance Principles, p. 3–6</a> AMPS: <a href="#">Director Nominations, p. 15–16</a>
	2-11	Chair of the highest governance body	<a href="#">Corporate Governance Principles, p. 3–6</a>
	2-12	Role of the highest governance body in overseeing the management of impacts	SR: <a href="#">Overview, Managing our Business Responsibly, p. 6</a> 10-K: <a href="#">Part 3, p. 88</a> AMPS: <a href="#">Corporate Governance, p. 9–18</a> <a href="#">Corporate Governance Committee Charter</a>
	2-13	Delegation of responsibility for managing impacts	<a href="#">Corporate Governance Committee Charter</a> SR: <a href="#">Overview, Managing our Business Responsibly, p. 6</a>
	2-14	Role of the highest governance body in sustainability reporting	SR: <a href="#">Overview, Managing our Business Responsibly, p. 6</a>
	2-15	Conflicts of interest	<a href="#">Edgewell Code of Conduct</a> <a href="#">Edgewell Code of Business Conduct</a> (for Board of Director Members)
	2-16	Communication of critical concerns	AMPS: <a href="#">Communicating Concerns to the Board, p. 16</a> <a href="#">Edgewell Ethics Point</a> <a href="#">Edgewell Code of Conduct</a>
	2-17	Collective knowledge of the highest governance body	AMPS: <a href="#">Director Biographies p. 4–8; Standing Committees and Meetings, p. 9–12</a> <a href="#">Corporate Governance Principles</a> SR: <a href="#">Overview, Managing our Business Responsibly, p. 6</a>
	2-18	Evaluation of the performance of the highest governance body	AMPS: <a href="#">Board Structure and Practices, p. 13</a> <a href="#">Corporate Governance Principles</a>
	2-19	Remuneration policies	AMPS: <a href="#">Executive Compensation, p. 25–53</a> <a href="#">Human Capital and Compensation Committee Charter, p. 2–5</a>
	2-20	Process to determine remuneration	AMPS: <a href="#">Executive Compensation, p. 27–53</a> <a href="#">Human Capital and Compensation Committee Charter, p. 2–5</a>
2-21	Annual total compensation ratio	AMPS: <a href="#">Chief Executive Officer Pay Ratio Disclosure, p. 52</a>	

# GRI Index

(continued)

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
<b>Strategy, policies and practices</b>	2-22	Statement on sustainable development strategy	SR: <a href="#">Overview, Message From the CEO, p. 3</a>
	2-23	Policy commitments	Edgewell does not explicitly refer to the precautionary approach or principle in our reporting or other materials. Edgewell strives to contribute to society by operating our business as responsibly as we can, working on our products and packaging with people and the planet in mind, even in some instances going above and beyond the applicable regulation and legislation. SR: <a href="#">Overview, What Guides Us, p. 5</a> SR: <a href="#">Overview, Managing Our Business Responsibly, p. 6</a> SR: <a href="#">People and Communities, Embracing a People First Culture, p. 36</a> SR: <a href="#">The Details, About This Report, p. 55</a> 10-K: <a href="#">Part 1, p. 3–10</a> EPC website: <a href="#">Guided By Purpose</a> <a href="#">Edgewell Code of Conduct</a> <a href="#">Edgewell Code of Business Conduct (for Board of Director Members)</a> <a href="#">Edgewell Supplier Code of Conduct</a> <a href="#">Edgewell Human Rights Policy</a>
	2-24	Embedding policy commitments	<a href="#">Edgewell Code of Conduct, p. 6</a> <a href="#">Edgewell Supplier Code of Conduct</a> SR: <a href="#">Overview, Managing Our Business Responsibly, p. 6</a> SR: <a href="#">People and Communities, Embracing a People First Culture, p. 36</a> SR: <a href="#">People and Communities, Advancing Diversity, Equity and Inclusion, p. 47</a>
	2-25	Processes to remediate negative impacts	<a href="#">Edgewell Code of Conduct, p. 10</a> SR: <a href="#">Overview, Managing Our Business Responsibly, p. 6</a> SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, p. 32</a>
	2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Edgewell Code of Conduct, p. 8–9</a>
	2-27	Compliance with laws and regulations	10-K: <a href="#">Part 2, p. 80–81</a>



# GRI Index

(continued)

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
Strategy, policies and practices (continued)	2-28	Membership associations	<p>Edgewell is a member of the following associations:</p> <p><b>Australia</b></p> <ul style="list-style-type: none"> <li>• Accord — Hygiene, Personal Care and Specialty Products Industry</li> </ul> <p><b>Canada</b></p> <ul style="list-style-type: none"> <li>• Cosmetics Alliance</li> </ul> <p><b>China</b></p> <ul style="list-style-type: none"> <li>• American Chamber of Commerce South China (AmCham China)</li> </ul> <p><b>Europe</b></p> <ul style="list-style-type: none"> <li>• Cosmetics Europe (CE)</li> <li>• Cosmetics, Toiletry and Perfumery Association (CTPA)</li> <li>• German Cosmetic, Toiletry, Perfumery and Detergent Association (IKW)</li> <li>• Plastics Recyclers Europe RecyClass™ Platform</li> </ul> <p><b>Latin America</b></p> <ul style="list-style-type: none"> <li>• CASIC — Council of Latin American Cosmetic, Personal Care and Home Care Industries</li> <li>• Chile Chamber of Cosmetic Products</li> <li>• Colombia Chamber of Cosmetics and Personal Care Products (ANDI)</li> <li>• Mexico Chamber of Cosmetics and Personal Care Products (CANIPEC)</li> <li>• Peru Chamber of Cosmetics, Personal Care and Home Cleaning Products (COPEHCO)</li> </ul> <p><b>U.S.</b></p> <ul style="list-style-type: none"> <li>• Personal Care Product Council (PCPC)</li> <li>• Public Access to Sunscreens (PASS)</li> <li>• Baby and Adult Hygiene Products Association (BAHP)</li> <li>• Sustainable Packaging Coalition®</li> </ul> <p><b>International</b></p> <ul style="list-style-type: none"> <li>• International Association Collaboration (IAC)</li> <li>• International Collaboration on Cosmetic Safety (ICCS)</li> </ul>
	2-29	Approach to stakeholder engagement	SR: <a href="#">The Details, Stakeholder Engagement, p. 56</a>
Stakeholder engagement	2-30	Collective bargaining agreements	Edgewell complies with all employee rights and laws on collective bargaining and maintains good relationships with employee representatives globally. As of September 30, 2023, approximately 25% of our employees company-wide were covered by a collective bargaining agreement. <sup>58</sup>

<sup>58</sup> In FY22, we reported 43% of our employees were covered by a collective bargaining agreement, however this data included two sites that did not have active collective bargaining agreements at the time. The correct total for employees covered by a collective bargaining agreement in FY22 was 24.5%.

# GRI Index

(continued)

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
<b>Material Topics</b>			
<b>GRI 3: Material Topics 2021</b>	3-1	Process to determine material topics	SR: <a href="#">The Details, Sustainability Priorities, p. 57</a>
	3-2	List of material topics	SR: <a href="#">The Details, Sustainability Priorities, p. 57</a>
	3-3	Management of material topics	SR: <a href="#">Brands, p. 9</a>
<b>GRI 300: Environmental</b>			
<b>GRI 301: Materials</b>	3-3	Management of Material Topic	SR: <a href="#">Brands, p. 9</a>
	301-1	Materials used by weight or volume	Total weight of packaging in FY23: 39,979 metric tons
	301-2	Recycled input materials used	SR: <a href="#">Brands, p. 9</a> SR: <a href="#">Brands, Designing for Sustainability, p. 11</a> SR: <a href="#">Brands, Packaging Sustainability, p. 12</a> SR: <a href="#">Brands, Supporting Consumers in Recycling, p. 13</a> SR: <a href="#">SASB Index, p. 70</a>
<b>GRI 302: Energy</b>	3-3	Management of Material Topic	SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 23</a>
	302-1	Energy consumption within the organization	SR: <a href="#">Operations and Supply Chain, Reducing GHG emissions, p. 23</a> SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 24 (Energy use by type)</a> SR: <a href="#">Operations and Supply Chain, Conserving energy, p. 24</a>
	302-4	Reduction of energy consumption	SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 23</a> SR: <a href="#">Operations and Supply Chain, Reducing GHG emissions, p. 23</a> SR: <a href="#">Operations and Supply Chain, Conserving energy, p. 24</a> <a href="#">2023 CDP Climate Change Response, C4.2b</a>

# GRI Index

(continued)

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
<b>GRI 303: Water and Effluents</b>	3-3	Management of Material Topic	SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 28</a>
	303-1	Interactions with water as a shared resource	SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 28</a>
	303-2	Management of water discharge-related impacts	SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 28</a> Edgewell's Water Pollution Standard requires each site to meet all local/state discharge limits and other requirements as a minimum threshold. The standard also addresses instances where no local discharge limitations or requirements have been established. In these cases, the standard sets numerical limits for specific pollutants. These minimum standards were developed using industry best practices and through a review of existing local discharge requirements. Additionally, the standard directly references and incorporates the U.S. Environmental Protection Agency's Total Toxic Organics Effluent Guidelines.
	303-3	Water withdrawal	SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 28</a> SR: <a href="#">SASB Index, p. 70</a>
	303-5	Water consumption	SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 28</a>
<b>GRI 305: Emissions</b>	3-3	Management of Material Topic	SR: <a href="#">Operations and Supply Chain, Reducing GHG emissions, p. 23</a>
	305-2	Energy indirect (Scope 2) GHG emissions	SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 23</a> <a href="#">2023 CDP Climate Change Response, C6.2-6.3</a>
	305-3	Other indirect (Scope 3) GHG emissions	We report on business travel — see our <a href="#">2023 CDP Climate Change Response, C6.5</a>
	305-4	GHG emissions intensity	<a href="#">2023 CDP Climate Change Response, C6.10</a>
	305-5	Reduction of GHG emissions	SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 23</a> <a href="#">2022 CDP Climate Change Response, C4.1a, C4.2-4.3c</a>
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 23</a> Reporting of other air emissions covered by GRI 305-7 are managed at a local level based on local requirements and not incorporated into our overall sustainability data collection.
<b>GRI 306: Effluents and Waste</b>	3-3	Management of Material Topic	SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 26</a>
	306-1	Waste generation and significant waste-related impacts	SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 26</a>
	306-2	Management of significant waste-related impacts	SR: <a href="#">Brands, Supporting Consumers in Recycling, p. 13</a> SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 26</a>
	306-3	Waste generated	SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 26</a>
	306-4	Waste diverted from disposal	SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 26</a>
	306-5	Waste directed to disposal	SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 26</a>

# GRI Index

(continued)

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
<b>GRI 308: Supplier Environmental Assessment</b>	3-3	Management of Material Topic	SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, p. 32</a>
	308-1	New suppliers that were screened using environmental criteria	SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, p. 32</a>
	308-2	Negative environmental impacts in the supply chain and actions taken	SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, p. 32</a>
<b>GRI 400: Social</b>			
<b>GRI 401: Employment</b>	3-3	Management of Material Topic	SR: <a href="#">People and Communities, Advancing Diversity, Equity and Inclusion, p. 47</a>
	401-1	New employee hires and employee turnover	SR: <a href="#">People and Communities, Advancing Diversity, Equity and Inclusion, p. 47</a>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR: <a href="#">People and Communities, Embracing a People First Culture, p. 36</a>
	401-3	Parental leave	SR: <a href="#">People and Communities, Embracing a People First Culture, p. 36</a>
<b>GRI 403: Occupational Health and Safety</b>	3-3	Management of Material Topic	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 45</a>
	403-1	Occupational health and safety management system	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 45</a>
	403-2	Hazard identification, risk assessment, and incident investigation	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 45</a>
	403-3	Occupational health services	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 45</a>
	403-4	Worker participation, consultation, and communication on occupational health and safety	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 45</a>
	403-5	Worker training on occupational health and safety	SR: <a href="#">People and Communities, p. 35</a> SR: <a href="#">People and Communities, Promoting Health and Safety, p. 45</a>
	403-6	Promotion of worker health	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 45</a>
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 45</a>
	403-8	Workers covered by an occupational health and safety management system	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 45</a> Edgewell's safety standards and policies are applicable to all of our production facility locations. This includes 100% of direct employees and temporary labor at those sites.
403-9	Work-related injuries	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 45</a>	

# GRI Index

(continued)

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
<b>GRI 404: Training and Education</b>	3-3	Management of Material Topic	SR: <a href="#">People and Communities, Supporting Teammate Growth, p. 43</a>
	404-2	Programs for upgrading employee skills and transition assistance programs	SR: <a href="#">People and Communities, Supporting Teammate Growth, p. 43</a>
	404-3	Percentage of employees receiving regular performance and career development reviews	SR: <a href="#">People and Communities, Supporting Teammate Growth, p. 43</a>
<b>GRI 405: Diversity and Equal Opportunity</b>	3-3	Management of Material Topic	SR: <a href="#">People and Communities, p. 35</a> SR: <a href="#">People and Communities, Advancing Diversity, Equity and Inclusion, p. 47</a>
	405-1	Diversity of governance bodies and employees	SR: <a href="#">People and Communities, p. 35</a> SR: <a href="#">People and Communities, Advancing Diversity, Equity and Inclusion, p. 47</a>
<b>GRI 414: Supplier Social Assessment</b>	3-3	Management of Material Topic	SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, p. 32</a>
	414-1	New suppliers that were screened using social criteria	SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, p. 32</a>
	414-2	Negative social impacts in the supply chain and actions taken	SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, p. 32</a>
<b>GRI 416: Customer Health and Safety</b>	3-3	Management of Material Topic	SR: <a href="#">Brands, Ingredient Selection and Use, p. 19</a>
	416-1	Assessment of the health and safety impacts of product and service categories	SR: <a href="#">Brands, Ingredient Selection and Use, p. 19</a>

# SASB Index

SASB is an independent standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. The table below references where relevant SASB disclosures can be found based on the Household & Personal Products Standard.

Topic	Accounting metric	Code	2023 Response
<b>Water Management</b>	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	CG-HP-140a.1	Total water withdrawn in FY23: 292,255 m <sup>3</sup> . SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 28</a>
	Description of water management risks and discussion of strategies and practices to mitigate those risks	CG-HP-140a.2	SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 28</a>
<b>Product Environmental, Health, and Safety Performance</b>	Revenue from products that contain substances of high concern	CG-HP-250a.1	SR: <a href="#">Brands, Ingredient Selection and Use, p. 19</a>
	Discussion of process to identify and manage emerging materials and chemicals of concern	CG-HP-250a.3	Our approach to the safety of products and ingredients is outlined in our Product Safety Principles and Ingredient Principles. Additionally, we describe our product safety and ingredient stewardship practices in our Sustainability Report — Ingredient Selection and Use. We do not currently track product revenue by chemical composition regulations or designed with green chemistry principles as our policies and practices for chemicals management and ingredient stewardship are integrated into our overall approach to product design.
	Revenue from products designed with green chemistry principles	CG-HP-250a.4	
<b>Packaging Lifecycle Management</b>	1) Total weight of packaging, (2) Percentage made from recycled or renewable materials, and (3) Percentage that is recyclable, reusable, or compostable	CG-HP-410a.1	(1) Total weight of packaging in FY23: 39,979 metric tons. (2) We are working to increase our use of recycled plastic and fiber paperboard, as well as certified sustainably sourced fiber paperboard in our packaging, and in FY23 achieved 85.9% recycled or certified responsibly sourced fiber packaging. (3) Percentage of packaging that was recyclable, reusable and/or compostable in FY23: 82.4%. Additional information can be found in our SR: SR: <a href="#">Brands, Designing for Sustainability, p. 11</a> SR: <a href="#">Brands, Packaging Sustainability, p. 12</a> SR: <a href="#">Brands, Supporting Consumers in Recycling, p. 13</a> SR: <a href="#">Operations and Supply Chain, Responsibly sourcing ingredients and materials, p. 34</a> SR: <a href="#">The Details, Our Progress, p. 58</a>
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	CG-HP-410a.2	Information about our strategies and progress to reduce the environmental impact of packaging throughout its lifecycle can be found in our SR: SR: <a href="#">Brands, Designing for Sustainability, p. 11</a> SR: <a href="#">Brands, Packaging Sustainability, p. 12</a> SR: <a href="#">Brands, Supporting Consumers in Recycling, p. 13</a> SR: <a href="#">Operations and Supply Chain, Responsibly sourcing ingredients and materials, p. 34</a> SR: <a href="#">The Details, Our Progress, p. 58</a>
<b>Environmental &amp; Social Impacts of Palm Oil Supply Chain</b>	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book & Claim	CG-HP-430a.1	In FY23, we sourced 3,533 metric tons of palm oil and palm oil derivatives for use in our products, of which 100% is certified under the following RSPO certification schemes: a) Identity Preserved: 0% b) Segregated: 1% c) Mass Balance: 86% d) Book & Claim: 13% SR: <a href="#">Operations and Supply Chain, Responsibly sourcing ingredients and materials, p. 34</a> SR: <a href="#">The Details, Our Progress, p. 58</a>
<b>Activity Metrics</b>	Number of manufacturing facilities	CG-HP-000.B	Edgewell has 11 manufacturing facilities. Information on locations and details can be found on <a href="#">page 4</a> .

# TCFD Index

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

Disclosure Focus Area	Recommended Disclosure Description	2023 Response
<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.	<a href="#">2023 CDP Climate Change Response, C1.1, C1.1a-1.1b, C1.2</a> SR: <a href="#">Overview, Managing our Business Responsibly, p. 6</a>
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	<a href="#">2023 CDP Climate Change Response, C1.2-1.2a, C1.3-1.3a</a> SR: <a href="#">Overview, Managing our Business Responsibly, p. 6</a>
<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.	<a href="#">2023 CDP Climate Change Response, C2.1a-2.1b, C2.2-2.2a, C2.3-2.3a, C2.4-2.4a</a>
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<a href="#">2023 CDP Climate Change Response, C2.3-2.3a, C2.4-2.4a, C3.1-3.4</a>
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<a href="#">2023 CDP Climate Change Response, C2.3a, C3.1-3.4</a>
<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.	<a href="#">2023 CDP Climate Change Response, C2.2-2.2a, C2.3-2.3a, C2.4-2.4a</a>
	b) Describe the organization's processes for managing climate-related risks.	<a href="#">2023 CDP Climate Change Response, C2.2-2.2a, C2.3-2.3a, C2.4-2.4a, 3.2a-3.2b, 3.4</a>
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	<a href="#">2023 CDP Climate Change Response, C2.1b, C2.2-2.2a</a> SR: <a href="#">Operations and Supply Chain, Managing our Operations, p. 22</a> SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 23</a> SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, p. 32</a>
<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.	<a href="#">2023 CDP Climate Change Response, C2.3a, C2.4a, C4.1-4.1b, C4.2-4.2b</a> SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 23</a> SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 26</a>
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<a href="#">2023 CDP Climate Change Response, C6.1, C6.2, C6.3, C6.4-6.4a, C6.5, C6.10, C71-71a</a> SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 23</a>
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">2023 CDP Climate Change Response, C1.3a, C4.1-4.1a, C4.2-4.2b, C4.3-4.3b</a> SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 23</a> SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 26</a>

# Forward-Looking Statements

This report includes “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. The Private Securities Litigation Reform Act of 1995 provides a safe harbor for forward-looking statements made by or on behalf of Edgewell Personal Care Company or any of our businesses. All statements other than statements of historical fact are, or may be deemed to be, forward-looking statements, including, but not limited to, our goals of (i) no longer producing Grooming branded products that contain oxybenzone and octinoxate by 2025, (ii) no longer producing products that contain microplastic and parabens by 2024, (iii) reducing overall Edgewell product volatile organic compounds consumption by 5% by 2030, (iv) reducing the virgin petroleum-based plastic content in our disposable razor handles by 50% by 2030, (v) reducing the virgin petroleum-based plastic content in our feminine care products by 25% by 2030, (vi) ensuring 100% of plastic packaging is recyclable, compostable or reusable in our razors and blades segment by 2025 and all segments by 2030, (vii) reducing the use of virgin petroleum-based plastic in packaging by 50% in our razors and blades segment by 2025 and all segments by 2030, (viii) using recycled and/or certified responsibly sourced fiber for 100% of fiber- and paper-based packaging in our razors and blades segment by 2025 and all segments by 2030, (ix) reducing packaging materials by 20% (by weight) by 2030, (x) reducing GHG emissions by 50% by 2030 based on our fiscal year 2019 baseline, (xi) achieving carbon neutrality across our global operations by 2030, (xii) achieving 100% renewable electricity use by 2030, (xiii) pursuing zero-waste-to-landfill across our manufacturing facilities by 2030 and (xiv) any purely qualitative goals, such as goals surrounding employee training and supplier engagement. Forward-looking statements generally can be identified by the

use of words or phrases such as “believe,” “expect,” “expectation,” “anticipate,” “may,” “could,” “intend,” “estimate,” “plan,” “target,” “predict,” “likely,” “will,” “should,” “forecast,” “outlook,” “strategy,” or other similar words or phrases. These statements are not based on historical facts, but instead reflect our expectations, estimates or projections concerning future results or events. Many factors outside our control could affect the realization of these estimates. Factors that might cause or contribute to a material difference include, but are not limited to, the risks discussed in our filings with the Securities and Exchange Commission. These statements are not guarantees of performance and are inherently subject to known and unknown risks, uncertainties and assumptions that are difficult to predict and could cause our actual results to differ materially from those indicated by those statements. We cannot assure you that any of our expectations, estimates or projections will be achieved. The forward-looking statements included in this report are only made as of the date of this report, and we disclaim any obligation to publicly update any forward-looking statement to reflect subsequent events or circumstances, except as required by law. You should not place undue reliance on these statements. In addition, other risks and uncertainties not presently known to us or that we presently consider immaterial could significantly affect the forward-looking statement. All forward-looking statements should be evaluated with the understanding of their inherent uncertainty. Risks and uncertainties include those detailed from time to time in our publicly filed documents, including in Item 1A. Risk Factors of Part I of our 2023 Annual Report.





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

[www.edgewell.com/sustainability](http://www.edgewell.com/sustainability)

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

[Corporate.Communications@Edgewell.com](mailto:Corporate.Communications@Edgewell.com)