

2020 ESG Metrics



📈 Economic

Financial Performance As of Fiscal Year ended June 30, 2020	Total revenue	\$14.6 Billion
	Net earnings from continuing operations	\$2.5 Billion
	Diluted earnings per share	\$5.70
	Annual cash dividend declared per share	\$3.52
	Amount of capital returns to shareholders via dividends and share repurchases	\$2.5 Billion

♻️ Environmental

GHG Emissions As of December 31, 2019	Location based scope 1 GHG emissions (metric tons CO ₂ e) U.S.	20,267
	Location based scope 2 GHG emissions (metric tons CO ₂ e) U.S.	101,311
	Location based scope 3 GHG emissions (metric tons CO ₂ e) U.S.	116,530
	Market based scope 1 GHG emissions (metric tons CO ₂ e) U.S.	N/A
	Market based scope 2 GHG emissions (metric tons CO ₂ e) U.S.	107,010
	Market based scope 3 GHG emissions (metric tons CO ₂ e) U.S.	N/A
	GHG emissions reduction goal (y/n)	Yes
	Energy consumption reduction goal (y/n)	Yes
Environment Stewardship	Business-wide recycling program (y/n)	Yes
	Reducing impact of operations with site-specific efforts (y/n)	Yes
Waste Management As of December 31, 2019 (unless otherwise noted)	Electric waste recycled (in metric tons)	230.1
	Plastic, Aluminum & Glass recycled (in metric tons)	118.5
	Gift in kind donations – waste diversion (in metric tons)	9.0
	Paper recycled (in metric tons) (Nov 2019-Sept 2020)	2,165.4
	Construction debris recycling (in metric tons)	117.4
Consumption As of December 31, 2019	Energy consumed (in MWh)	359,923
	Fuel consumed (in liters)	3,091,392



Social

Diversity & Inclusion As of June 30, 2020	Percent of associates who are female	53%
	Percent of U.S. associates who are a minority	38%
	Inclusive programs for career advancement (y/n)	Yes
	Diverse hiring slates (y/n)	Yes
	Programs in place to ensure pay equity (y/n)	Yes
	Associate training on diversity, inclusion, and unconscious bias (y/n)	Yes
	Diverse supplier spend (% overall) U.S.	17%
Talent Acquisition and Retention	Average associate tenure	7 years
	Voluntary associate turnover rate (As of June 30, 2020)	12.6%
	Internship programs (y/n)	Yes
	Programs for associate career development (y/n)	Yes
	Programs to ensure fair and equal hiring practices (y/n)	Yes
	Comprehensive and inclusive benefits (y/n)	Yes
	Comprehensive and inclusive health insurance (y/n)	Yes
	LGBTQ+ friendly parental leave policies (y/n)	Yes
	Mental health included covered in health insurance (y/n)	Yes
	Transgendered persons medical needs covered (y/n)	Yes
Training and Development	Career-specific training offered to associates (y/n)	Yes
	Leadership development programs (y/n)	Yes
	Average enterprise learning course completions per associate	11.1
Philanthropy and Volunteering As of December 31, 2019	Total USD donated to non-profit organizations	\$10.1 Million
	Total volunteer hours across the organization (U.S.)	51,914
	Value of gift-in-kind donations	\$95,000
	Community outreach as a business function (y/n)	Yes
	Aligning philanthropy with the Sustainable Development Goals (y/n)	Yes



Governance

Board Composition & Independence	Size of Board*	11
	Number of Independent Directors	10
	Percentage of Directors who are Independent	91%
	Independence of Committees (y/n)	Yes
	Independent Chairman (y/n)	Yes
	Board Average Age*	60.6
	Average Independent Director Tenure*	4.7 years
	Mandatory retirement age (y/n)	Yes, 72

*As of our November 2020 Annual Shareholder Meeting

Board Diversity	Number of Women on the Board*	4
	Percentage of Directors who are Women*	36%
Board & Committee Meetings	Number of Board and Committee Meetings in FY'20	19
	Number of Directors attending less than 75% of meetings during FY'20	0
	Executive Sessions (y/n)	Yes
Shareholder Rights	Annual Election of Directors (y/n)	Yes
	Majority Voting Standard for Director Elections (y/n)	Yes
	Single Voting Class (y/n)	Yes
	One share, one vote (y/n)	Yes
	Proxy Access (y/n)	Yes
	Poison Pill (y/n)	No
	Shareholder ability to call Special Meetings (y/n)	Yes
	Percentage of the voting power of the Company's outstanding shares of common stock required to call a Special Meeting	25%
	Shareholder right to act by Written Consent (y/n)	Yes
Executive Compensation	Clawback provision (y/n)	Yes
	Annual say-on-pay vote (y/n)	Yes
	Security Hedging permitted (y/n)	No
	Security Pledging permitted (y/n)	No
	Single-Trigger Vesting (y/n)	No
	CEO Stock Ownership Guidelines (y/n) and Multiple of Base Salary	Yes at 6X
	Executive Officer Stock Ownership Guidelines (y/n) and Multiple of Base Salary	Yes at 3X
	Non-executive Director Stock Ownership guidelines (y/n) and Multiple of Annual Cash Retainer	Yes at 5X
Ethics and Compliance	Non-employee Director Pay Limits	Yes
	Interval between ethics trainings	1 year
	Percentage associates who receives ethics training	100%
	Code of business conduct and ethics (y/n)	Yes
Data Privacy	Anti-harassment policies (y/n)	Yes
	Products with integrated security and compliance (y/n)	Yes
	24/7/365 security support (y/n)	Yes

*As of our November 2020 Annual Shareholder Meeting