

2021 ESG Metrics



📈 Economic

Financial Performance As of Fiscal Year ended June 30, 2021	Total revenue	\$15.0 Billion
	Net earnings from continuing operations	\$2.6 Billion
	Diluted earnings per share	\$6.07
	Annual cash dividend declared per share	\$3.70
	Amount of capital returns to shareholders via dividends and share repurchases	\$3.0 Billion

🌱 Environmental

GHG Emissions As of December 31, 2020	Global Scope 1 GHG emissions (metric tons CO ₂ e)	21,760
	Global Scope 2 market-based GHG emissions (metric tons CO ₂ e)	77,141
	Global Scope 3 GHG emissions (metric tons CO ₂ e)	38,540
	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, 2020 (unless otherwise noted)	Electric waste recycled (in metric tons)	147
	Paper recycled (in metric tons) (Nov 2019-Sept 2020)	1,600
Consumption As of December 31, 2020	Energy consumed (in MWh)	286,862
	Fuel consumed (in liters)	2,667,387



Social

Diversity & Inclusion As of June 30, 2021	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.	16%
Talent Acquisition and Retention	Average associate tenure	7 years
	Voluntary associate turnover rate (As of June 30, 2021)	13.3%
	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	9.3
Philanthropy and Volunteering As of December 31, 2021	Total USD associate donations to non-profit organizations, including company match	\$9 Million
	Community outreach as a business function (y/n)	Yes
	Aligning philanthropy with the Sustainable Development Goals (y/n)	Yes



Governance

Board Composition & Independence as of March 2022	Size of Board	12
	Number of Independent Directors	11
	Percentage of Directors who are Independent	92%
	Independence of Committees (y/n)	Yes
	Independent Chairman (y/n)	Yes
	Board Average Age	61.6
	Average Independent Director Tenure	5.5 years
	Mandatory retirement age (y/n)	Yes, 72

Board Diversity*	Number of Women on the Board	4
	Percentage of Directors who are Women	33%
Board & Committee Meetings	Number of Board and Committee Meetings in FY'21	23
	Number of Directors attending less than 75% of meetings during FY'21	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 March 2022