

ESG

SOCIAL

			Not Applicable	Impact	Risk	Managed/Certified*
Social – Human Capital	Labor management	Complexity of our workforce (size, labor intensity, regions of operation) the relationship between management and labor, strength of worker protections and our employee engagement efforts.		High	Low	Yes
	Health and safety	Our management of workplace safety and the workplace safety standard in the industry and regions in which we operate.		High	Low	Yes
	Human capital development	Our workforce talent requirements and our ability to attract, retain and develop a highly skilled workforce.		High	Low	Yes
	Supply chain labor standard	Management and transparency of our supply chain and the working standard in the regions where our suppliers are located.		High	Low	Yes
Social – Product Liability	Product safety & quality	Our exposure to possible product recalls or product safety concerns, the strength of our supply chain and sourcing systems, our quality management efforts and responsible marketing practices.		Medium	Low	Yes
	Chemical safety	Possible presence of harmful chemicals in our product portfolio and our potential exposure to strengthening or pending chemical regulations		Low	Low	Yes
	Privacy & data security	The amount of personal data we collect, our exposure to evolving or increasing privacy regulations, our vulnerability to possible data breaches and our systems for protecting personal data.		High	Low	Yes
	Responsible investment	Our integration of environmental, social and governance considerations in the management of our own assets or assets we may manage on behalf of others		Low	Low	Yes