



GRI Index

FY19 Sustainability Report

GRI Index

This report has been prepared in accordance with the GRI Standards: Core option
 All content in this table can be found in the [Edgewell FY19 Sustainability Report \(SR\)](#),
[Edgewell FY19 Annual Report \(AR\)](#) and on the [Edgewell Personal Care \(EPC\) website](#).
 Links to the relevant sections are included in the table below.

GRI 102: General disclosures	Disclosure number	Disclosure name	Information provided
Organizational profile	102-1	Name of the organization	SR: We are Edgewell Personal Care, pp. 8
	102-2	Activities, brands, products and services	SR: Letter from the CEO, pp. 4, 5 EPC website: Brands: http://edgewell.com/brands/
	102-3	Location of headquarters	SR: We are Edgewell Personal Care, pp. 9
	102-4	Location of operations	EPC website: Locations: http://edgewell.com/locations/
	102-5	Ownership and legal form	Edgewell Personal Care Company SEC filing: https://www.sec.gov/cgi-bin/browse-edgar?CIK=0001096752&action=getcompany
	102-6	Markets served	AR: Our Business Segments and Product Strategies, pp. 4
	102-7	Scale of the organization	SR: We are Edgewell Personal Care, pp. 9 AR: Part 1, pp. 3, 6, 8, 20, 22, 28
	102-8	Information on employees and other workers	SR: People and Communities, pp. 58-77
	102-9	Supply chain	EPC website: Supplier relations: http://edgewell.com/supplier-relations/ SR: Operations and supply chain, pp. 42-57 AR: Part 1, pp. 6, 12
	102-10	Significant changes to the organization and its supply chain	Hong Kong: Relocated to new office in January 2019 New Zealand: Relocated office in July 2019 U.S.: Downsized CT corporate headquarter office in January 2019; relocated AR office in April 2019; relocated TX office / warehouse in May 2019; downsized MO office in June 2019
	102-11	Precautionary principle or approach	Edgewell does not explicitly refer to the precautionary approach or principle in our reporting or other materials. Edgewell contributes to society by operating our business responsibly, working to ensure the safety of our products and packaging for people and the planet, going above and beyond the appropriate regulation and legislation in many instances.
	102-12	External initiatives	External initiatives Edgewell is engaged with are covered throughout the company's FY19 sustainability report. SR: About this report, Sustainability at Edgewell, Brands, Operations and Supply Chain, People and Communities, The Way Forward, pp. 6-88
	102-13	Membership of associations	U.S.: Personal Care Product Council (PCPC) Canada: Cosmetics Alliance Australia: Accord – Hygiene, Personal care and Specialty Products Industry Latin America: CASIC - Council of Latin American Cosmetic, Personal Care and Home Care Industries Europe: <ul style="list-style-type: none"> • Cosmetic Europe Brussels • Cosmetic, Toiletry and Perfumery Association (CTPA) • Irish Cosmetics, Detergent & Allied Products Association (ICDA) • National Standards Authority of Ireland (NSAI) • European Committee for Standardization (CEN) • International Organization for Standardization (ISO)
Strategy	102-14	Statement from senior decision-maker	SR: Letter from the CEO, pp. 4, 5
	102-15	Key impacts, risks, and opportunities	AR: Forward-looking statements pp. 1, 6-14 SR: About this Report, pp. 6 SR: Sustainability governance, pp.16
	102-16	Values, principles, standards, and norms of behavior	EPC website: Guided by values: http://edgewell.com/our-culture/ Edgewell 'Code of Conduct': http://edgewell.com/wp-content/uploads/2018/04/Edgewell-Code-of-Conduct-March-2019.pdf pp. 1, 8, 14 'Leadership Code of Conduct': http://edgewell.com/wp-content/uploads/2015/06/Code-of-Business-Conduct-for-Members-of-Board-of-Directors.pdf
Governance	102-18	Governance structure	Corporate governance principles: Composition and size of the Board, pp. 3, 8, 9, 10 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/documents/corporate-governance/corporate-governance-principles.pdf SR: Sustainability Governance, pp. 16, 17, 19

GRI 102: General disclosures			
	Disclosure number	Disclosure name	Information provided
Stakeholder engagement	102-40	List of stakeholder groups	SR: Identifying our stakeholders, pp. 19
	102-41	Collective bargaining agreements	Partial disclosure – AR: Employees, pp. 8
	102-42	Identifying and selecting stakeholders	SR: Identifying our stakeholders, pp. 18, 19
	102-43	Approach to stakeholder engagement	SR: Identifying our stakeholders, pp. 18, 19
	102-44	Key topics and concerns raised	SR: Prioritizing sustainability issues for our business, pp. 12
Reporting practice	102-45	Entities included in the consolidated financial statements	Edgewell Personal Care Company SEC filing: https://www.sec.gov/cgi-bin/browse-edgar?CIK=0001096752&action=getcompany
	102-46	Defining report content and topic boundaries	SR: About this Report, pp. 6 SR: Prioritizing sustainability issues for our business, pp. 12, 14
	102-47	List of material topics	SR: Prioritizing sustainability issues for our business, pp. 12
	102-48	Restatements of information	SR: Conserving water, footnote 15, pp. 50
	102-49	Changes in reporting	There are no significant changes from previous reporting periods in terms of the topics reported on or their boundaries.
	102-50	Reporting period	SR: About this report, pp. 6
	102-51	Date of most recent report	EPC website: Three pronged approach: http://edgewell.com/sustainability/ Edgewell FY18 Sustainability Report: http://edgewell.com/wp-content/uploads/2019/06/2018-sustainability-report.pdf
	102-52	Reporting cycle	SR: About this report, pp. 6
	102-53	Contact point for questions regarding the report	SR: About this report, pp. 7
	102-54	Claims of reporting in accordance with the GRI Standards	This document is the GRI Index. It is also included as an Appendix to Edgewell's FY19 Sustainability Report.
	102-55	GRI content index	
	102-56	External assurance	We have not sought external assurance for this report. The data has been reviewed internally by sustainability experts.
GRI 103: Management Approach			
	103-1	Explanation of material topics and boundaries	SR: Sustainability at Edgewell, Brands, Operations and Supply Chain, People and Communities, The Way Forward, pp. 10-88
	103-2	Management approach and components	
	103-3	Evaluation of management approach	
Additional Disclosures from Topic Specific Standards			
Product & packaging materials	301-1	Materials used by weight or volume	Due to the commercially sensitive nature of the data, Edgewell does not disclose data on the materials and quantities used in the production of its products and packaging. More information on our approach to using sustainable materials in the production of our products and packaging can be found in our FY19 Sustainability Report in the Sustainability at Edgewell, Brands and Operations and Supply Chain sections, pp. 10-88
	301-2	Recycled input materials used	
	301-3	Reclaimed products and their packaging materials	
Energy use	302-1	Energy consumption within the organization	SR: Conserving energy use, pp. 47
	302-4	Reduction of energy consumption	SR: Conserving energy use, pp. 47
Water use	303-5	Water consumption	SR: Conserving water, pp. 50
Emissions	305-1	Direct (Scope 1) GHG emissions	SR: Managing our carbon footprint, pp. 48
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-5	Reduction of GHG emissions	
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	SR: VOC emissions, pp. 48 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.
Waste	306-2	Waste type by disposal method	SR: Waste reduction and recycling in our operations, pp. 49
Employment, talent and employee well-being	401-1	New employee hires and employee turnover	SR: Global hiring and voluntary turnover, pp. 64
	401-3	Parental leave	SR: Culture, U.S. parental leave, pp. 61
	403-1	Occupational health and safety management system	SR: Environmental, health and safety management systems, pp. 44, 45
	403-5	Worker training on occupational health and safety	SR: Safety, pp. 72