

Never. Stop. Caring.

FY20 Sustainability Report – GRI Index



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 FY20 Sustainability Report \(SR\)](#), [Edgewell FY20 Annual Report \(AR\)](#) and on the [Edgewell Personal Care \(EPC\) website](#). Links to the relevant sections are included in the table below.

GENERAL DISCLOSURES	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE/LOCATION
Organizational profile	102-1	Name of the organization	Edgewell Personal Care Company
	102-2	Activities, brands, products and services	SR: A Message From Our President and CEO, p. 3 AR: Part 1, pp. 3–5 EPC website: Brands: http://edgewell.com/brands/
	102-3	Location of headquarters	6 Research Drive Shelton, CT 06484
	102-4	Location of operations	SR: We Are Edgewell, p. 4 EPC website: Locations: http://edgewell.com/locations/
	102-5	Ownership and legal form	AR: Part 1, pp. 3–5 Edgewell Personal Care Company SEC filing: https://www.sec.gov/cgi-bin/browse-edgar?CIK=0001096752&action=getcompany
	102-6	Markets served	AR: Part 1, pp. 3–5
	102-7	Scale of the organization	SR: We Are Edgewell, p. 4 AR: Part 1, pp. 3–6, 8 AR: Part 2, pp. 21–23, 28, 30, 86
	102-8	Information on employees and other workers	SR: People & Communities, pp. 36–46
	102-9	Supply chain	EPC website: Supplier relations: http://edgewell.com/supplier-relations/ SR: Operations & Supply Chain, pp. 25–35 AR: Part 1, pp. 6, 10, 13 AR: Part 2, pp. 25, 27
	102-10	Significant changes to the organization and its supply chain	The following significant changes occurred during the reporting year: Cedar Knolls, U.S.: Downsized office in December 2019. Mississauga, ON: Downsized office in January 2020. Israel Manufacturing Facility: Closed and vacated in June 2020.

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Organizational profile	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 FY20 sustainability report. SR: Overview, Brands, Operations & Supply Chain, People & Communities, The Details, pp. 3–52
	102-13	Membership of associations	Edgewell are members of the following associations: Australia: <ul style="list-style-type: none"> • Accord – Hygiene, Personal Care and Specialty Products Industry Canada: <ul style="list-style-type: none"> • Cosmetics Alliance China: <ul style="list-style-type: none"> • American Chamber of Commerce South China (AmCham China) Europe: <ul style="list-style-type: none"> • Cosmetics Europe (CE) • Cosmetics, Toiletry and Perfumery Association (CTPA) • Irish Cosmetics, Detergent & Allied Products Association (ICDA) • National Standards Authority of Ireland (NSAI) • European Committee for Standardization (CEN) • Plastics Recyclers Europe RecyClass™ Platform Latin America: <ul style="list-style-type: none"> • CASIC – Council of Latin American Cosmetic, Personal Care and Home Care Industries • Chile Chamber of Cosmetic Products • Colombia Chamber of Cosmetics and Personal Care Products (ANDI) • Mexico Chamber of Cosmetics and Personal Care Products (CANIPEC) • Peru Chamber of Cosmetics, Personal Care and Home Cleaning Products (COPEHCO) U.S.: <ul style="list-style-type: none"> • Personal Care Product Council (PCPC) • Public Access to Sunscreens (PASS) • Baby and Adult Hygiene Products Association (BAHP) • Sustainable Packaging Coalition® • International Organization for Standardization (ISO)
Strategy	102-14	Statement from senior decision-maker	SR: A Message From Our President and CEO, p. 3
	102-15	Key impacts, risks, and opportunities	SR: We Are Edgewell, p. 4 SR: Meeting the Challenges of 2020, pp. 5–6 SR: About This Report, p. 48 SR: Embedding Sustainability into Our Business, p. 8 AR: Part 1, pp. 1, 5–15

GENERAL DISCLOSURES	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE/LOCATION
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	SR: Meeting the Challenges of 2020, pp. 5–6 SR: What Guides Us, p. 7 SR: People & Communities, pp. 36–46 AR: Part 1, p. 8 EPC website: Guided by purpose: http://edgewell.com/our-culture/ Edgewell 'Code of Conduct': http://edgewell.com/wp-content/uploads/2018/04/Edgewell-Code-of-Conduct-March-2019.pdf Edgewell 'Board of Directors Code of Conduct': http://edgewell.com/wp-content/uploads/2015/06/Code-of-Business-Conduct-for-Members-of-Board-of-Directors.pdf Edgewell 'Supplier Code of Conduct': https://edgewell.com/wp-content/uploads/2015/06/Supplier-Code-of-Conduct.pdf
Governance	102-18	Governance structure	Corporate governance principles: Composition and size of the Board, pp. 3, 8–10 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/documents/corporate-governance/corporate-governance-principles.pdf SR: Embedding Sustainability into Our Business, p. 8 AR: Part 3, p. 91
	102-19	Delegating authority	Corporate Governance Committee Charter, p. 3: https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/documents/corporate-governance/corporate-governance-committee-charter.pdf SR: Embedding Sustainability into Our Business, p. 8
	102-20	Executive-level responsibility for economic, environmental, and social topics	SR: Embedding Sustainability into Our Business, p. 8
	102-21	Consulting stakeholders on economic, environmental, and social topics	SR: Stakeholder Engagement and Materiality, p. 49 SR: Prioritizing sustainability issues, p. 49
	102-22	Composition of the highest governance body and its committees	2020 Proxy Statement, p. 1 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-23	Chair of the highest governance body	AR: Part 1, p. 9 2020 Proxy Statement, pp. 1–7 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-24	Nominating and selecting the highest governance body	2020 Proxy Statement, pp. 1–7 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-25	Conflicts of interest	Edgewell 'Code of Conduct': http://edgewell.com/wp-content/uploads/2018/04/Edgewell-Code-of-Conduct-March-2019.pdf Edgewell 'Board of Directors Code of Conduct': http://edgewell.com/wp-content/uploads/2015/06/Code-of-Business-Conduct-for-Members-of-Board-of-Directors.pdf Edgewell 'Supplier Code of Conduct': https://edgewell.com/wp-content/uploads/2015/06/Supplier-Code-of-Conduct.pdf

GENERAL DISCLOSURES	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE/LOCATION
Governance	102-26	Role of highest governance body in setting purpose, values, and strategy	SR: Embedding Sustainability into Our Business, p. 8
	102-27	Collective knowledge of highest governance body	SR: Embedding Sustainability into Our Business, p. 8
	102-28	Evaluating the highest governance body's performance	SR: Embedding Sustainability into Our Business, p. 8 2020 Proxy Statement, pp. 8, 19–20 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-29	Identifying and managing economic, environmental, and social impacts	SR: Embedding Sustainability into Our Business, p. 8 SR: Prioritizing sustainability issues, p. 49 Corporate Governance Committee Charter, p. 3: https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/documents/corporate-governance/corporate-governance-committee-charter.pdf
	102-30	Effectiveness of risk management processes	Corporate Governance Committee Charter, p. 3: https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/documents/corporate-governance/corporate-governance-committee-charter.pdf
	102-31	Review of economic, environmental, and social topics	2020 Proxy Statement, pp. 10–12 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf SR: Stakeholder Engagement and Materiality, p. 49
	102-32	Highest governance body's role in sustainability reporting	SR: Embedding Sustainability into Our Business, p. 8
	102-33	Communicating critical concerns	2020 Proxy Statement, p. 15 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf Edgewell Ethics Point: https://secure.ethicspoint.com/domain/media/en/gui/43710/index.html
	102-35	Remuneration policies	2020 Proxy Statement, pp. 22–59 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-36	Process for determining remuneration	2020 Proxy Statement, pp. 22–59 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-37	Stakeholders' involvement in remuneration	2020 Proxy Statement, pp. ii–v https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf
	102-38	Annual total compensation ratio	2020 Proxy Statement, p. 45 https://ir.edgewell.com/~media/Files/E/EdgeWell-IR/annual-reports/2020-proxy-statement.pdf

GENERAL DISCLOSURES	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE/LOCATION
Stakeholder engagement	102-40	List of stakeholder groups	SR: Stakeholder Engagement and Materiality, p. 49
	102-41	Collective bargaining agreements	AR: Employees, p. 8 Edgewell complies with all employee rights and laws on collective bargaining and maintains good relationships with employee representatives globally. As of September 30, 2020, approximately 30.1% of our employees company-wide were covered by a collective bargaining agreement.
	102-42	Identifying and selecting stakeholders	SR: Stakeholder Engagement and Materiality, p. 49
	102-43	Approach to stakeholder engagement	SR: Stakeholder Engagement and Materiality, p. 49
	102-44	Key topics and concerns raised	SR: Prioritizing sustainability issues, p. 49
Reporting practices	102-45	Entities included in the consolidated financial statements	AR: Part 3, p. 55
	102-46	Defining report content and topic Boundaries	SR: About This Report, p. 48 SR: Prioritizing sustainability issues, p. 49
	102-47	List of material topics	SR: Prioritizing sustainability issues, p. 49
	102-48	Restatements of information	SR: Operations & Supply Chain: Footnotes, pp. 29, 31, 32, 33
	102-49	Changes in reporting	SR: About This Report, p. 48 The scope of our FY19 baseline data was expanded for GHG emissions and energy to include all Edgewell owned and operated facilities across our global operations (office, manufacturing and research facilities, and warehouses). All energy and GHG data reported prior to FY19 covers our owned and operated manufacturing and research facilities only. There were no other significant changes from previous reporting periods in terms of the topics reported on or their boundaries.
	102-50	Reporting period	SR: About This Report, p. 48
	102-51	Date of most recent report	Our FY20 Sustainability Report was published in June 2021.
	102-52	Reporting cycle	SR: About This Report, p. 48
	102-53	Contact point for questions regarding the report	SR: About This Report, p. 48
	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option. SR: About This Report, p. 48
	102-55	GRI content index	This document is the GRI Index. It is also included as an Appendix to Edgewell's FY20 Sustainability Report.
	102-56	External assurance	SR: About This Report, p. 48

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Additional Disclosures from Topic Specific Standards			
Product & packaging materials	103-1	Explanation of material topics and boundaries	SR: Brands: Our Commitments, p. 10
	103-2	Management approach and components	SR: Brands: Designing for Sustainability, p. 11 SR: Brands: Sustainable Packaging, p. 12
	103-3	Evaluation of management approach	SR: Brands: Hair Removal: Improving our environmental footprint, p. 16 SR: Brands: Grooming: Making feeling good even better, p. 18
	301-1	Materials used by weight or volume	SR: Brands: Our Commitments, p. 10
	301-2	Recycled input materials used	SR: Brands: Designing for Sustainability, p. 11 SR: Brands: Enabling more recycling, p. 12 SR: Brands: Improving our environmental footprint, p. 16 SR: Brands: Bulldog skincare: Pioneering sustainable packaging and recycling, p. 18 SR: Brands: Banana Boat, Aloha Care, p. 22 SR: The Details, p. 47
	Energy use & emissions	103-1	Explanation of material topics and Boundaries
103-2		Management approach and components	SR: Reducing Energy and GHG Emissions, pp. 29–30 SR: Saving Energy, p. 31
103-3		Evaluation of management approach	
302-1		Energy consumption within the organization	SR: Saving Energy, p. 31
302-4		Reduction of energy consumption	SR: Saving Energy, p. 31
305-1		Direct (Scope 1) GHG emissions	SR: Reducing Energy and GHG Emissions, p. 29
305-2		Energy indirect (Scope 2) GHG emissions	SR: Reducing Energy and GHG Emissions, p. 29
305-5		Reduction of GHG emissions	SR: Reducing Energy and GHG Emissions, p. 30
305-7		Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	SR: Reducing VOC emissions, p. 30 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.

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Additional Disclosures from Topic Specific Standards			
Water use	103-1	Explanation of material topics and Boundaries	SR: Conserving Water, p. 33
	103-2	Management approach and components	
	103-3	Evaluation of management approach	
	303-5	Water consumption	SR: Conserving Water, p. 33
Waste	103-1	Explanation of material topics and Boundaries	SR: Waste Reduction and Recycling, p. 32
	103-2	Management approach and components	
	103-3	Evaluation of management approach	
	306-2	Waste type by disposal method	SR: Waste Reduction and Recycling, p. 32 SR: Operations & Supply Chain Footnotes, p. 32
Ingredient stewardship	103-1	Explanation of material topics and Boundaries	SR: Ethical and Responsible Sourcing, p. 34
	103-2	Management approach and components	SR: Ingredient Stewardship, p. 13 SR: Ingredient Stewardship, Suncare product stewardship, p. 14
	103-3	Evaluation of management approach	
	416-1	Assessment of the health and safety impacts of product and service categories	SR: Ingredient Stewardship, p. 13 100% of our products go through our internal and/or independent safety evaluations.
Supply chain	103-1	Explanation of material topics and Boundaries	SR: Ethical and Responsible Sourcing, p. 34
	103-2	Management approach and components	Edgewell 'Supplier Code of Conduct': https://edgewell.com/wp-content/uploads/2015/06/Supplier-Code-of-Conduct.pdf
	103-3	Evaluation of management approach	SR: Ethical and Responsible Sourcing, p. 34
	308-1	New suppliers that were screened using environmental criteria	SR: Ethical and Responsible Sourcing, p. 34
	414-1	New suppliers that were screened using social criteria	SR: Ethical and Responsible Sourcing, p. 34

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Additional Disclosures from Topic Specific Standards			
Employment, talent & employee well-being	103-1	Explanation of material topics and Boundaries	SR: Taking Care of Our People, pp. 39–40
	103-2	Management approach and components	SR: Our Purpose, Values and Behaviors, p. 38 SR: Bringing Our Best Selves to Work, p. 44
	103-3	Evaluation of management approach	SR: Encouraging Personal and Professional Change, p. 45 SR: Caring during COVID-19, p. 40 AR: Part 1, p. 8
	401-1	New employee hires and employee turnover	SR: Bringing Our Best Selves to Work, p. 44
	401-3	Parental leave	SR: Bringing Our Best Selves to Work, p. 44
	403-1	Occupational health and safety management system	SR: Managing Our Operations, p. 27
	403-5	Worker training on occupational health and safety	SR: Managing Our Operations, p. 27 SR: Keeping our teams safe throughout the pandemic, p. 28 SR: Taking Care of Our People, p. 39 SR: The Details: Our Progress: People & Communities, p. 52
	403-9	Work-related injuries	SR: Safeguarding our team, p. 39 SR: The Details: Our Progress: People & Communities, p. 52
	Diversity, equity & inclusion	103-1	Explanation of material topics and Boundaries
103-2		Management approach and components	SR: Diversity, Equity and Inclusion, p. 41 Edgewell 'Code of Conduct': http://edgewell.com/wp-content/uploads/2018/04/Edgewell-Code-of-Conduct-March-2019.pdf p. 8
103-3		Evaluation of management approach	SR: Diversity, Equity and Inclusion, Our Board of Directors commitment, p. 42 2020 Edgewell Proxy Statement, p. 14 https://otp.tools.investis.com/clients/us/edgewell_personal_care/SEC/sec-show.aspx?FilingId=13802565&Cik=0001096752&Type=PDF&hasPdf=1
405-1		Diversity of governance bodies and employees	SR: Diversity, Equity and Inclusion, Our Board of Directors commitment, p. 42 SR: The Details: Our Progress: People & Communities, p. 52