



TOPIC	METRIC	2019	2020	2021
<b>GENERAL</b>				
<b>Company</b>	Sales (billions, USD)	\$5.7	\$5.5	\$8
	Employees (total)	6,793	6,877	7,469
<b>Disclosures &amp; Reporting</b>	Sustainability Webpages	<a href="#">Sustainability Webpages</a>		
	Report Archives	<a href="#">Report Downloads</a>		
	2021 UNGC Index	<a href="#">2021 Sustainability Report</a>		
	S&P ESG Evaluation	<a href="#">S&amp;P ESG Evaluation</a>		
<b>Governance</b>	Sustainability Governance	<a href="#">Sustainability Governance</a>		
<b>GROWING GREEN</b>				
<b>General</b>	Environmental Health & Safety (EHS) Policy and Principles	<a href="#">EHS Policy and Principles</a>		
<b>Energy &amp; Air Emissions</b>	Total energy consumption (GJ)	3,755,999	3,873,798	3,929,988
	Total energy consumption from renewable sources (GJ)	461	4,176	32,661
	Gross Direct (Scope 1) GHG Emissions (metric tons of CO <sub>2</sub> e) <sup>1</sup>	103,370	100,034	106,062
	Energy Indirect (Scope 2) GHG Emissions (metric tons of CO <sub>2</sub> e) <sup>2</sup>	251,397	240,319	189,004
<b>Materials</b>	Recyclable Wooden & Steel Reels Returned <sup>4</sup>	45,677	60,199	44,811
	Recyclable Reels Returned (percentage of total wooden & steel reels shipped) <sup>5</sup>	10%	8%	12%
<b>Waste</b>	Waste by Disposal Method (tons) – Total <sup>6</sup>	38,147	42,042	56,567
	Other – Miscellaneous waste streams (tons)	309	0	0
	Other – Treatment (tons)	6,454	5,956	3,636
	Incineration (mass burn) (tons)	77	0	0
	Recovery (including energy recovery) (tons)	7,958	3,406	3,746
	Landfill (tons)	3,859	6,298	15,699
	Recycling (tons)	19,490	26,383	33,485
	Hazardous Waste (tons) – Total	208	142	251
<b>Water &amp; Wastewater</b>	Water Intensity (gallons/ton) <sup>7</sup>	285	269	281
	Total Water Withdrawal (ML) <sup>8</sup>	898	851	894
	Well Water/Groundwater (ML)	134	131	137
	Rainwater (ML)	174	107	78
	Municipal (ML)	589	613	680
	Total Water Withdrawal from Water Stressed Areas (ML) <sup>9</sup>	62	63	71
	Well Water/Groundwater (ML)	0	0	0
	Rainwater (ML)	0	0	0
	Municipal (ML)	62	63	71

TOPIC	METRIC	2019	2020	2021
<b>LIVING WELL</b>				
<b>Employee Engagement &amp; Development</b>	Employee Engagement Survey Participation Rate	84%	89%	87%
	Employee Net Promoter Score (eNPS)	27	40	35
	Employees Receiving Regular Performance and Career Development Reviews	100%	100%	100%
	Employee Handbook			<a href="#">Employee Handbook</a>
<b>Inclusion</b>	Permanent Employees – Female <sup>10</sup>	21%	22%	23%
	Permanent Employees – Male <sup>10</sup>	79%	78%	77%
	Permanent Employees – Underrepresented Communities (URC) <sup>10</sup>	37%	37%	41%
<b>Talent Attraction</b>	New Employee Hires	14%	17%	26%
	Employee Turnover	20%	18%	24%
	Southwire Careers			<a href="#">Southwire Careers</a>
<b>Workplace Safety &amp; Employee Well-Being<sup>11</sup></b>	Employee fatalities	0	0	0
	Total number of hours worked – employees	17,310,149	15,458,046	16,351,113
	Employee TRIR <sup>12</sup>	0.87	0.83	0.88
	Employee LWDR <sup>13</sup>	0.13	0.23	0.13
<b>GIVING BACK</b>				
<b>Charitable Giving</b>	Volunteer Hours <sup>14</sup>	12,972	4,485	5,054
	Charitable Giving			<a href="#">Charitable Giving</a>
	Shared Value Partnerships			<a href="#">Shared Value Partnerships</a>
	Percent of Southwire Communities with e-Recycling Programs <sup>15, 16</sup>	39%	0%	4%
<b>DOING RIGHT</b>				
<b>Ethics, Anti-Corruption &amp; Transparency</b>	Code of Business Conduct			<a href="#">Code of Business Conduct</a>
	Doing Right Connection			<a href="#">Doing Right Connection</a>
	Regulatory Actions			<a href="#">Regulatory Actions</a>
<b>Sustainable Supply Chain &amp; Procurement Practices</b>	Spend with Diverse Suppliers (millions, USD)	\$375	\$341	\$523
	Diverse Suppliers (percentage of supplier base)	20%	23%	35%
	Conflict Minerals Policy			<a href="#">Conflict Minerals Policy</a>
	Supplier Code of Business Conduct			<a href="#">Supplier Code of Business Conduct</a>
	Human Trafficking Policy			<a href="#">Human Trafficking Policy</a>
<b>BUILDING WORTH</b>				
<b>Product Quality &amp; Safety</b>	Incremental Revenue from Sustainable Products & Solutions	\$288M	\$390M	\$550M
	Quality Related Returns (percent of revenue) <sup>17</sup>	2.1%	1.9%	0.89%
	Non-Conforming Parts Per Million <sup>18</sup>	246	183	351
	Quality Policy			<a href="#">Quality Policy</a>
<b>Technology &amp; Innovation</b>	ISO 9001 Certificate			<a href="#">ISO 9001 Certificate</a>
	Active Patents	501	415	491
	Products Webpage			<a href="#">Products Webpage</a>

<sup>1</sup>Southwire uses a subscription software solution to consolidate GHGs (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>) into CO<sub>2</sub>e. Global Warming Potential (GWP) values for natural gas, propane, etc. are based on the IPCC Fifth Assessment Report, 2014 (AR5). All sites are under operational control. Emissions data from 2020 was revised from previous reports based on third party validation.

<sup>2</sup>Our subscription software consolidates GHGs (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>) into CO<sub>2</sub>e. Factors in the system are either based on U.S. EPA eGRID factors (electricity) or in-country equivalent or the best estimate for international sites; GWP values for natural gas, propane, etc. are based on the IPCC Fifth Assessment Report, 2014 (AR5). All sites are under operational control.

<sup>3</sup>Includes CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>.

<sup>4</sup>Includes units recycled through our reel supply partner.

<sup>5</sup>Includes shipments of both new and recycled reels.

<sup>6</sup>Total and waste by disposal method includes both hazardous and non-hazardous waste.

<sup>7</sup>Our 2016 baseline was 298 gallons/ton. 2016 baseline values and 2018-2019 data were revised to reflect corrections to site production numbers following the implementation of SAP at all sites, which altered the intensity calculation.

<sup>8</sup>We use a standard calculation methodology to determine evaporation rate [Evaporation Rate = Circulation Rate x Delta T / 1000]. Circulation rate is the recirculation pump's rated capacity. Delta T is set at 5°F, a best estimate for the average temperature drop for our cooling towers over the course of a year. The number of sites changed, therefore data is not consistent year over year. Water usage is for all sites (not just 2016 baseline sites) except for mid-year acquisitions.

<sup>9</sup>Southwire considers our operations in Tecate, Mexico; San Pedro Sula, Honduras; Rancho Cucamonga, California; Fontana, California; and El Paso, Texas to be in potentially water stressed regions.

<sup>10</sup>Information on employees through SAP SuccessFactors excludes employee diversity data for countries outside the US.

<sup>11</sup>All rates were calculated based on the number of incidents per 200,000 hours worked.

<sup>12</sup>Total recordable injury rate (TRIR) includes all "OSHA Recordable Injuries"—first aid is not included, fatalities are included.

<sup>13</sup>The lost workday rate (LWDR) is calculated as workdays missed per 200,000 hours worked, beginning with the first day the employee was to work next.

<sup>14</sup>There were a lower number of volunteer hours and total number of volunteers in 2020 and 2021 due to COVID-19.

<sup>15</sup>Our 2016 baseline was 4%. Southwire's "baseline" covers all Southwire communities except those associated with the DCN Cables, ProBuilt Professional Lighting, Garvin Industries, Madison Electric Products, Construction Electrical Products (CEP), OBI Partners, Topaz Lighting and American Elite Molding (AEM) acquisitions.

<sup>16</sup>No recycling events were held in 2020 due to COVID-19. In addition, Southwire has adjusted our target to establish recycling program at all locations from 2021 to 2023 due to setbacks from COVID-19.

<sup>17</sup>As measured by Quality Related Customer Credit & Return Dollars (Percent of Gross Revenue).

<sup>18</sup>As measured by External Non-Conforming Parts: Wire & Cable (Parts per Million Feet of Product).