

2020 Sustainability Report



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OPERATING AS AN ESSENTIAL BUSINESS

The reality of the global coronavirus (COVID-19) pandemic and the heavy burden it has placed on everyone's lives is difficult to put into words. Rexnord associates rallied together to not just continue to serve our customers, but to care for their families, the community and keep each other safe. Their selfless actions have only strengthened the fabric of our culture as the world has come together to make progress against the spread of the virus.

Our work has never been more important, as COVID-19 put a global focus on what it means to provide safe, hygienic and sustainable essential products. The impact of our work may be greater than anyone realizes. We continued to operate during the pandemic as an essential business, helping food and toilet paper get to grocery store shelves and providing hospitals, healthcare facilities and school restrooms with touchless hygienic solutions such as faucets, flush valves, soap dispensers and hand dryers to help reduce the spread of the virus.

We will continue to do our part in 2021 and beyond to help our associates and customers persevere, while also keeping our commitment to promote environmental stewardship, manage the health and safety of our associates, invest in our people, support our communities and ensure the long-term resiliency of our business well into the future.

Key Highlights from 2020

Despite the disruptions of COVID-19 throughout 2020, we were able to advance our ESG objectives in the following ways:

- **Addressed the pressing need for racial justice through a \$1 million pledge** from the Rexnord Foundation to support racial justice and equity initiatives. This included grants to All-in MKE, Boys & Girls Club of Milwaukee, MKE Fellows, Sojourner Family Peace Center, Next Door Foundation, United Community Center and the following United Way partner agencies and programs: Techquity, Community Schools, Boys & Men of Color, and Reducing Barriers to Employment and Advancement.
- **Pledged \$1 million in donated hygienic products** to healthcare facilities to help fight COVID-19.
- **Reduced our greenhouse gas (GHG) emissions, and water and energy consumption**, while finding new ways to eliminate waste.
- Continued our **manager development and internship programs**, enabling us to invest in our associates and find new, diverse talent.

OUR COMMITMENT TO ESG

Operating as an essential business during this time of volatility has not diverted our commitment to transparency and *Doing the Right Thing*. In 2020, we built on our commitments established in last year's **inaugural Corporate Social Responsibility (CSR) Report**, further solidifying our Environmental, Social and Governance (ESG) practices. Advancements include establishing Board-level oversight of the ESG function at Rexnord and prioritizing ESG efforts, as well as taking steps toward greater transparency, including adopting the SASB framework for reporting. We also created a number of new ESG policies to better reflect our commitments to ensure all our associates and partners are aligned with our values.

LOOKING AHEAD

Our business has weathered the pandemic because of the dedication our associates have to serving our customers, each other and our communities. As a company, we are positioned for growth on the other side of this because of our culture—it is one that is resilient and agile with a steadfast focus on the Rexnord Business System while prioritizing constituents and the environment.

With a renewed focus on our ESG efforts, including our new Board-level Committee and development of new policies, Rexnord will continue to remain transparent about our progress. This includes the prioritization of the health and safety of our associates, while working to provide our world with products and solutions that enhance the way we live and work. And as I wrote in **my letter** in 2020 regarding Rexnord's stand against racism, we will do more as a company and push past the corporate norm of social responsibility by pouring support into the local communities of color to ensure our words will be backed up by action.

Thank you,



Todd A. Adams

President and CEO

2020 BY THE NUMBERS

As of December 31, 2020

Published:

- ◆ Diversity & Inclusion Policy
- ◆ Human Rights Statement
- ◆ Environmental & Sustainability Policy
- ◆ Product Safety Policy
- ◆ Supplier Diversity Policy

Adopted SASB
framework &
reporting

Established
ESG Committee
of the Board



 34 Billion


Based on number of products sold in calendar year 2020, we estimate our Zurn water conservation products will save an additional 34 billion gallons of water in calendar year 2021.

 5%

GHG emissions
intensity reduction

 4%

Energy intensity
reduction

 17%

Water
consumption
intensity
reduction

 30% Board
gender diversity

 8 of 10 Board members
are independent

\$2.1B Revenue

6,600

Associates

9.43

Average associate
tenure globally

43%

Reduction in total
recordable incident rate
from CY 2017 through 2020

ABOUT REXNORD

Rexnord Corporation is a concentrated multiplatform industrial leader with exceptional and trusted brands that serve a diverse array of global end markets.

Every day we are focused on delivering **Smarter Solutions** to our customers across the globe while creating long-term value for our shareholders.

Our Process & Motion Control platform supplies highly engineered mechanical and digi-mechanical component solutions for complex production systems where reliability is critical, and the costs of failure or downtime are high.

Our Water Management platform supplies the industry's widest range of advanced water system and hygienic solutions that enhance and ensure water quality, safety, flow control and conservation.



7 About Rexnord & This Year's Report

At Rexnord, we're working to help make life **better for people, the planet and our customers** who rely on our goods and services to achieve their sustainability goals.

Our corporate social responsibility strategy is at the core of our management philosophy. We are committed to continuously improve in all areas of our business, social, environmental and community ecosystems.

Here's how we do this:

- Promote environmental stewardship for our customers and the planet
- Manage the health and safety of our associates
- Invest in our associates and create an inclusive work environment
- Support the communities where we live and work

Our Commitment to Sustainability

Rexnord strives to manufacture products and use processes that reduce environmental impacts, conserve energy and natural resources, are safe for associates, communities and consumers and return value to our shareholders.



OUR CORE VALUES

At Rexnord, our Core Values drive forward every aspect of our business. Singularly, each Value is essential, and together they guide us to do great work each day on behalf of all our stakeholders.

Customers first.

We measure our performance based on customer satisfaction.

Integrity in everything we do.

Our high ethical standards are non-negotiable, and we treat people with dignity and respect.

Continuous improvement.

We're relentless in our drive for world-class safety, quality, delivery, cost and growth.

Total associate engagement.

Associates are our greatest strength, and we enable them to *Do the Right Thing*.

Culture of winning.

We celebrate our success and are passionate about rewarding and recognizing results.

Our Focus on Continuous Improvement

The Rexnord Business System (RBS) connects our processes and Values and gives us tools for continuous improvement. It's based on the notion that with great **people**, a winning **plan** and a systematic, repeatable **process**, we can make **continuous improvements** throughout our business every day.

RBS is an ongoing process cycle that includes daily management, kaizen events and breakthrough targets. Our efforts focus on 17 core business processes grouped into four key focus areas: People, Plan, Process and Performance.



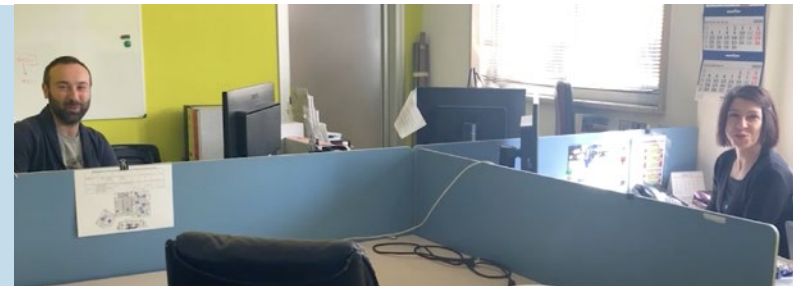
REXNORD: AN ESSENTIAL BUSINESS RISES TO THE OCCASION

As an essential business under international and state guidelines, in 2020, we continued to keep the industry moving and provided water solutions to protect human health and the environment as the world grappled with impacts related to the COVID-19 pandemic.

Here is how our business helped meet needs during this critical time:

- Within **Process & Motion Control**, our conveyor belts, industrial chain, gears, couplings and bearings kept food and beverage manufacturers operating so that the food supply is maintained at local grocery stores and around the world.
- Power plants and wind energy relied on us for gear drives and couplings to keep electricity flowing to homes and businesses.
- The paper and forestry industry has relied on our couplings, gears, bearings, industrial chain and conveyor belts for items that ultimately become household staples such as toilet paper and facial tissues.
- Within **Water Management**, Zurn products helped maintain safe and efficient operations of buildings, plumbing, drinking water, sanitation, drainage and fire suppression systems.
- We continued to serve the businesses and contractors that provide services to support hospitals, nursing homes, medical facilities, agriculture, food production and businesses that have likewise been declared as essential, critical or life sustaining.
- We assisted schools, restaurants and healthcare facilities during the pandemic by implementing hand washing and monitoring inside of plumbSMART. plumbSMART uses machine learning to measure how frequently and thoroughly people wash their hands, including critical data to help reduce the spread of the virus.

Throughout 2020, **our associates went above and beyond** to quickly and meaningfully address the demand, and we are grateful for their hard work and dedication. We awarded \$2 million in bonuses to approximately 4,000 global associates for their efforts during the pandemic.



ABOUT THIS REPORT

Our 2020 Sustainability Report primarily covers calendar year 2020 environmental, social, and governance (ESG) strategies, activities, progress, metrics, and performance, unless otherwise noted.

In July, we transitioned to a calendar year reporting cycle. We've made substantial progress during the last nine months on our overall strategy since the publication of our inaugural **2019 CSR Report** in May 2020 covering our previous fiscal year. Advancements include establishing Board-level oversight of ESG functions at Rexnord and the development of critical, ESG-related enterprise-wide policies. Throughout this report, data has been adjusted to align to a calendar year reporting cycle.

We've also integrated feedback from various stakeholders, peer company best practices, industry standards, and the **Sustainability Accounting Standards Board (SASB) framework**. This report includes a disclosure index aligned to SASB's October 2018 final standards and includes metrics from the SASB Industrial Machinery & Goods Industry Standard (RT-IG, Version 2018-10) as well as from other industrial sectors for applicable disclosure topics. We incorporated metrics from the **Global Reporting Initiative (GRI)** that are applicable to our business and we will continue to expand this reporting over time.

We're committed to regular, transparent communication of our ESG progress and will share case studies and highlights on an ongoing basis through our **Social Responsibility** website.



OUR COMMITMENT TO TRANSPARENCY

Both our Board and internal ESG Committee are focused on evolving and enhancing our reporting efforts in future years. As such, we will undergo an assessment to consider climate risk via guidance from the **Task Force on Climate-related Financial Disclosures (TCFD)**, and we will disclose **CDP (formerly the Carbon Disclosure Project)** information to investors in 2021. We continue to expand the scope of our ESG performance data in subsequent reports.

We welcome additional comments and engagement as we continue to enhance our disclosures at corporate.communications@rexnord.com.





Governance & Ethics

Our commitment to ethical business practices is guided by strong leadership and an unwavering dedication to living our Core Values every day. Throughout 2020 and since our last CSR Report, we've enhanced and strengthened our overarching ESG strategy—from establishing Board-level oversight through the creation of the Rexnord ESG Committee to the development of multiple enterprise-wide ESG Policies.



LEADERSHIP AT REXNORD

At Rexnord, strong leadership begins at the very top. That is why our Board of Directors is charged with making decisions that drive Rexnord's long-term growth and success while taking responsibility for understanding critical opportunities and challenges across our business. This was especially true throughout 2020, a year that presented many challenges and complexities for businesses across the globe. As such, our Board was updated regularly throughout the year on specific business and workforce/safety impacts relating to the COVID-19 pandemic.

Our Board is comprised of 10 members, three of whom are women. Each member of the board plays a critical role in developing the company's long-term strategy to deliver sustainable shareholder value, while monitoring and mitigating against unnecessary risk. As of February 2021, with the addition of a Board member, we reached **40 percent diversity** among outside board members.

More information about our Board of Directors can be found in our [2021 Proxy Statement](#) and on our [Board of Directors](#) page.

As of December 31, 2020



30%

Women Directors on the board



8 of 10

Board members are independent



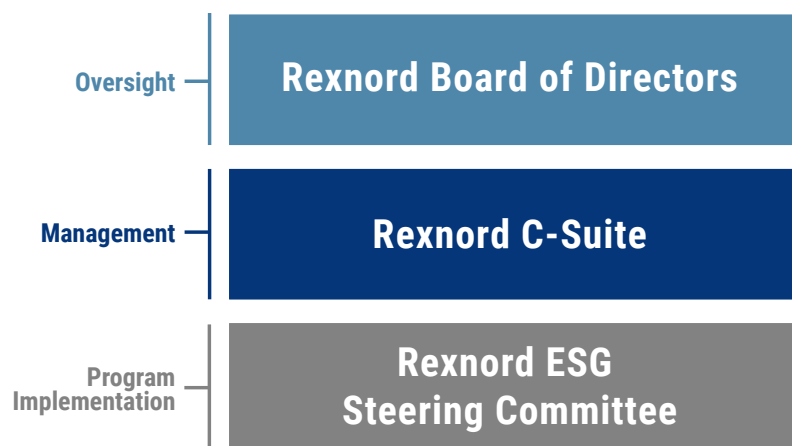
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**Average years of independent
Director tenure**

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) OVERSIGHT

BOARD-LEVEL OVERSIGHT

In July 2020, Rexnord established the ESG Committee of the Board. The Committee is tasked with oversight of Rexnord's initiatives, plans, policies and practices with respect to significant ESG matters pertaining to the company and the global communities in which we operate.



Specific responsibilities of the Committee include but are not limited to oversight of ESG risks, opportunities and matters pertaining to health and safety, sustainability, ethical and sustainable sourcing, human rights, environmental matters, product safety and eco-friendly design, supplier conduct and diversity, labor conditions, diversity and inclusion in employment, volunteerism and corporate giving, and corporate citizenship.

The Committee meets at least twice throughout the year and more frequently as deemed necessary to fulfill its responsibilities pertaining to ESG matters and oversight. For additional information on the ESG Committee's responsibilities please access the [Committee Charter](#).

ESG MANAGEMENT & IMPLEMENTATION

In addition to the creation of the ESG Board-Level Committee, in early 2020, we also formalized the management of ESG at Rexnord by creating our internal ESG Steering Committee. The Steering Committee is a cross-functional, management-level team tasked with implementing and disclosing our Company's ongoing commitment to environmental, health and safety (EHS), corporate social responsibility, corporate governance, sustainability, and other public policy matters relevant to Rexnord. The committee reports into the CEO.

The Committee assists our Senior Leadership Team in the following: setting ESG strategy; developing, implementing, and monitoring initiatives and policies based on that strategy; monitoring and assessing developments relating to ESG matters and broadening Rexnord's understanding of them; and disclosing ESG matters to external stakeholders.

In 2020, we developed multiple **enterprise-wide ESG-related corporate policies**, all of which are overseen by our newly formed board-level ESG Committee:

- **Diversity & Inclusion Policy**
- **Environmental & Sustainability Policy**
- **Product Safety Policy**
- **Supplier Diversity Policy**
- **Human Rights Statement** as part of our **Code of Business Conduct & Ethics**



COMPLIANCE & ETHICS

The **Rexnord Code of Business Conduct & Ethics** (“Code”) is our guiding standard for ethical behavior at all levels of our company, including all associates, officers, directors and agents, as well as members of the Board of Directors.

Our Code has been translated into nine languages and covers important topics including conflicts of interest; insider trading; legal and regulatory compliance; antitrust; data privacy; environment, health and safety; political contributions and activities; and employment practices such as harassment and discrimination. All associates globally reached **100 percent completion of training** on the Code in 2020.

In January 2021, we performed an enterprise-wide training with a specific focus on the Diversity and Inclusion and Human Rights components of the Code to ensure it is properly communicated and understood throughout our workforce.

Additional information on our **Code**, 24/7 Ethics Hotline and compliance trainings can be read about in our **2019 CSR Report** and **website**, and is readily available to all associates.

HUMAN RIGHTS AT REXNORD

Human Rights is an important focus area at Rexnord, and something that was further addressed in 2020 with the creation of the **Rexnord Human Rights** Statement. This enterprise-wide statement is included in the Rexnord Code of Business Conduct & Ethics and demonstrates our support of internationally recognized human rights standards, including the United Nations Global Compact (Principles 1 & 2), Universal Declaration of Human Rights and the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

The statement applies to every individual throughout our workforce and addresses how we interact with our communities. Furthermore, we expect our suppliers to share our commitment to respect human rights, in full compliance with our Supplier Code of Conduct.

RESPONSIBLE SOURCING

Our suppliers are an integral part of our business—as such, it is essential they remain equally dedicated to the high ethical standards, human rights, diversity and environmental stewardship we expect from all our associates.

We work with approximately 4,600 suppliers around the globe and expect them all to adhere to our [Supplier Code of Conduct](#).



4,600 **Global Suppliers**

Ultimately, our focus is to build strategic partnerships based on three key pillars of activity:

- Value creation
- Economic inclusion
- Business development



SUPPLIER DIVERSITY

In 2020, we established a [Supplier Diversity Policy](#) outlining our commitment to ethical sourcing practices that are ultimately guided by our Core Values. We believe that strengthening the minority supplier community contributes to the overall economic growth and expansion of our markets and contributes to the success of the communities where we live and work.

Moving forward, we are committed to ongoing enhancements to our Policy, including the development of a diverse sourcing strategy focused on growing the spend with diverse sources including minority- and women-owned businesses across all areas of spend; developing strategic relationships with diverse sources; and actively participating in the Diversity Supplier Community.

As part of this strategy, we continue to develop strong collaborative partnerships with diverse suppliers and are building internal infrastructure to better track and increase metrics across these three focus areas. We are committed to advancing this strategy and improving the governance and administration of diversity contracting in future years.

RESPONSIBLE SOURCING

SUPPLY CHAIN AND CRITICAL MATERIALS

Rexnord's products use a variety of critical materials commonly found in industrial and electrical products. We continually evaluate risk around critical materials such as conflict minerals and management of key commodities such as copper and nickel. We work to balance costs and risks related to the changing market and supply. In all situations, we implement appropriate risk mitigation efforts to ensure availability of product. We support this through 1) our Supply Chain Risk Assessment process which alerts us to issues with our supply base stability and continuity as well as geopolitical concerns, 2) unique stocking strategies for key materials, and 3) approving multiple sources for supply whenever possible.

Rexnord purchases critical materials both directly for our production needs as well as through our assembly partners. When engaging with either type of supplier the Supply Chain organization leverages the Supplier Code of Conduct to set clear expectations related to conducting business, worker safety, and regulatory compliance with local laws. The Supplier Code of Conduct is standard in all of our procurement agreements.

CONFLICT MINERALS

Rexnord is committed to complying with the SEC's Conflict Minerals reporting requirements to help safeguard against the potential for human rights violations. For more information on our efforts and approach regarding conflict minerals, please see our [2019 CSR Report](#).

Additionally, Rexnord conducts an annual survey of our supply base for information and compliance related to the use of conflict minerals. Additional information on our management of [Conflict Minerals Policy](#) can be found on our website.



RESPONSIBLE SOURCING

TRACEABILITY WITHIN THE DISTRIBUTION CHAIN

Rexnord has a range of systems and processes to maintain traceability of materials throughout the product supply and distribution chain. Traceability of materials from suppliers to Rexnord, and throughout the manufacturing process, is maintained utilizing electronic systems such as barcoding. In addition, we expect our suppliers to maintain traceability through their manufacturing process to the raw material such as steel heat lot or resin batch.

The majority of products manufactured by Rexnord are traceable from the manufacturing process to the customer and may utilize barcoding, inkjet print strings, or other labeling to facilitate manufacturing traceability. Enterprise resource planning (ERP) systems are used to manage traceability through the distribution system. Rexnord has business agreements with our wholesalers and representative agents to establish traceability within their distribution chains, and we can access related information as needed.

COVID-19 IMPACTS ON SUPPLY CHAIN

Throughout 2020, global manufacturers experienced unprecedented business continuity challenges due to the COVID-19 pandemic. This was no different for Rexnord as demand for hygienic products only increased while supply chain distribution networks slowed. Rexnord's supply chain management team worked quickly and diligently to ensure seamless transitions of global teams as well as ensuring limited impacts on customers. Additionally, our Board of Directors were engaged throughout the year on critical business decisions impacting our supply chain and business.





Environment

Environmental stewardship and sustainability is inherent throughout every aspect of our business. This includes the creation of sustainable and hygienic products that help our customers achieve greater resource efficiency in a time when the world needs them most—all while using fewer resources more responsibly throughout our own operations.



PRODUCT SUSTAINABILITY

The COVID-19 pandemic increased demand for hygienic products such as touchless restroom products that hospitals, airports, and schools depend on. We have risen to the occasion to meet this demand while not losing sight of our responsibility to the environment—by delivering sustainable and hygienic products, while also manufacturing them in a way that reduces our own environmental footprint.

In 2020, we generated \$100 million of revenue from touchless products, and we intend to expand our portfolio of hygienic solutions as we move through 2021, continuing to build out the capability to leverage our existing competitive advantages into a sustainable leading position in this rapidly evolving market.



 \$100M

Revenue Generated from
Touchless Products

PRODUCT SUSTAINABILITY

Our products, solutions and expertise help our customers drive their own operational sustainability by conserving resources and **Solving Smarter**.

PROCESS & MOTION CONTROL

Our PMC platform helps companies develop more efficient processes and, in turn, reduce their energy and water use.

As an example, Run Dry Solutions: Rexnord has helped bottling and packaging plants “run dry” for over six years with our superior, patented solutions, saving millions of gallons of water in the process. In 2020, our Run Dry Solutions **saved 163 million gallons of water globally**.

In addition to our PMC solutions, **we are also focused on innovating wind power and natural gas power generation** through trusted brands such as Euroflex and CENTA®. We recognize that climate change is one of the most pressing issues of our time, and as a preferred global component supplier to the world’s top wind turbine manufacturers, we **are committed to Solving Smarter** by driving innovation and efficiency to expand energy solutions. You can read more about this important aspect of our business [here](#).



89GW

Rexnord has helped enable **89 gigawatts worth of power** generation. This is equivalent to the power generated from over 36,000 wind turbines, 115 million horses worth of horsepower, or enough power to run 9.7 billion LED lights.



163M

Run Dry Solutions saved 163 million gallons of water globally in 2020

WATER MANAGEMENT

Our Zurn business is the leading provider of hygienic commercial restroom and plumbing products for the healthcare and education markets. We supply advanced water system solutions that are designed to focus on quality, safety, flow control and conservation for nonresidential buildings. Some of our products that enhance sustainability for our customers include:

Touchless Solutions

Safety goes beyond the integrity of our water supply. Touchless solutions and Internet of Things-enabled technologies help promote a clean environment and handwashing best practices, which have become all the more critical in 2020 as the world combats the COVID-19 pandemic. Through our Zurn touchless solutions, customers have seen reduction of cleaning and maintenance costs of up to 30 percent and improved customer satisfaction by 35 percent.

plumbSMART™

Zurn smart products allow users to view actionable data through plumbSMART™ - a secure and mobile-friendly web portal that provides real-time data on usage patterns, water consumption, and preventative maintenance.



HYGIENIC SOLUTIONS 2.0

COVID-19 has reshaped how the public views the facilities where they live, work, study and play. While proper handwashing can help curb the spread of the virus, key decision makers and businesses have a responsibility to do more on behalf of the individuals who use their products and facilities. This starts with hands-off features and smarter technologies. That's why our Zurn business is creating the ultimate hygienic, connected, sustainable restroom experience that couples responsible products with real time analytics.

Moving forward, we are committed to continually championing sustainable innovation on behalf of our customers by creating a safer and more efficient line of products. To learn more about our water management, visit our Zurn story [here](#).

OPERATIONAL SUSTAINABILITY

We recognize the importance of responsibly managing and reducing our own environmental impact. Our strategy to do so includes measuring, monitoring and continuously reducing our energy and water consumption, transitioning to sustainable energy sources and reducing waste from our facilities.

Just Manufacturing Acquisition


In January 2020, Rexnord announced the acquisition of Just Manufacturing, a manufacturer of stainless-steel sinks, commercial faucets and accessories. Through a disciplined integration process and the application of RBS principles, Rexnord was able to generate significant improvements to an already successful business.

Improvements from the time of acquisition through the end of 2020 include:

 **69%** **Customer lead time improvement**

 **16%** **Direct labor efficiency improvement**

 **44%** **Finished goods inventory reduction**

 **95%** **VOC emissions reduction**
Volatile Organic Compound (VOC) emissions reduction by more than 95% through chemical substitution

 **48%** **Office lighting electricity usage reduction**

Office lighting electricity usage reduction by 48% through fixture updates

 **No Exposure Certification**

Obtaining regulatory stormwater “No Exposure” certification through improved practices

 **EHS Standard Work Implementation**

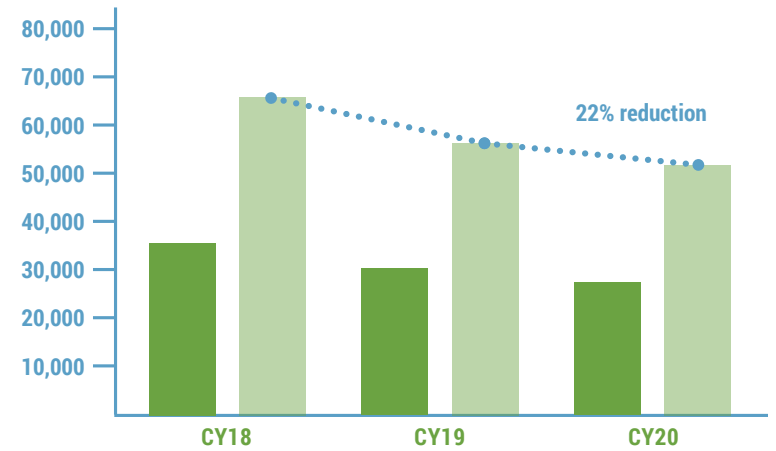
EHS standard work implementation leading to improved PPE, machine guarding, and employee engagement

GHG EMISSIONS

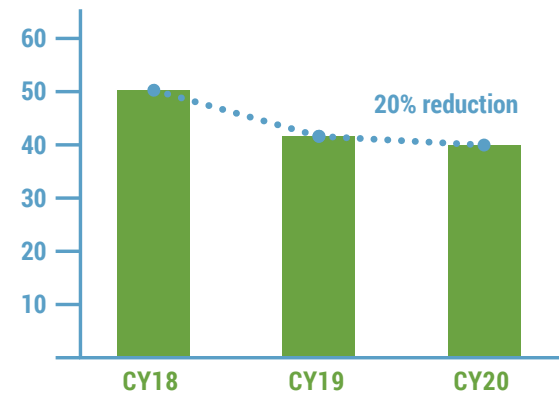
GHG EMISSIONS

We continue to track our Scope 1 and Scope 2 GHG emissions at our manufacturing, warehouse and repair centers globally.

Between calendar year 2018 and 2020 we have decreased our total GHG emissions in metric tons of CO₂ equivalent by **22 percent** and decreased our GHG emissions intensity by **20 percent**. Additional historical emissions data is available in [Rexnord's 2019 CSR report](#).



Total GHG Emissions (CO₂e in metric tons) ■ Scope 1 ■ Scope 2

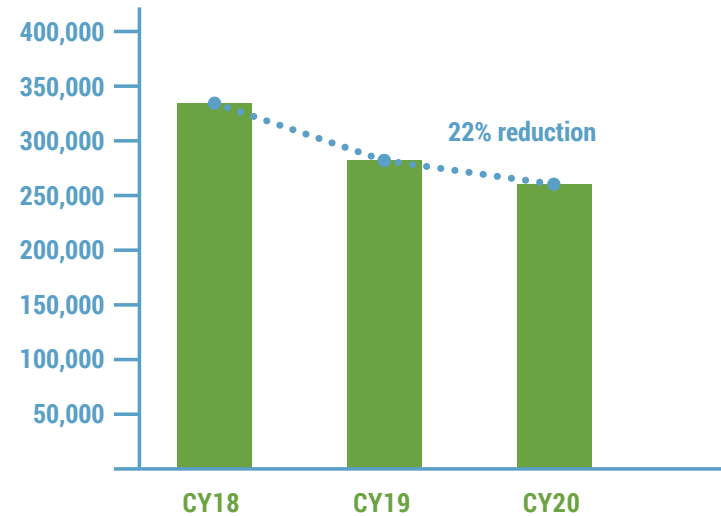


GHG Intensity
(Total CO₂e in metric tons / million dollars revenue)

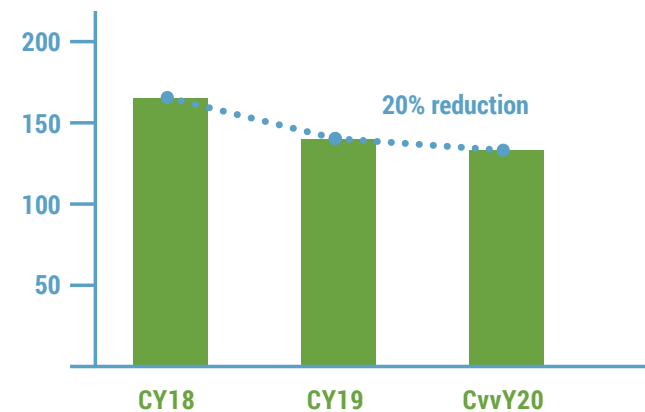
ENERGY USE

Along with supplying materials to the renewable energy sector, we are focused on reducing energy consumption throughout our own facilities. Our total energy use globally decreased by **22 percent** between calendar year 2018 and 2020, and our energy intensity has decreased by **20 percent**.

Renewables are an important part of energy production around the world. Our Paso Robles facility in California generated **877 MWh of electricity** through a rooftop solar photovoltaic system during calendar year 2020. Rexnord is exploring options to incorporate more renewables in our future energy use.



Total Energy (MWh)



Energy Intensity
(Total energy in MWh / million dollars revenue)

Energy Reduction at Auburn, Ala.

In our Auburn, Ala. facility, a key objective was to decrease our utility expenditure while keeping air flow throughout the facility and maintaining comfortable indoor temperatures for associates, especially during the hot summer months. We did this by installing fans and programmable thermostats on facility A/C units at strategic locations throughout the shop to reduce A/C use when the plant was not in operation, such as on weekends.

As a result, we **decreased energy usage by 862,500 kilowatts (18 percent) throughout the year** and improved environmental conditions in the facility for associates. Since the inception of this program, we have materialized over **\$200,000 worth of savings** and scaled the initiative to other facilities.



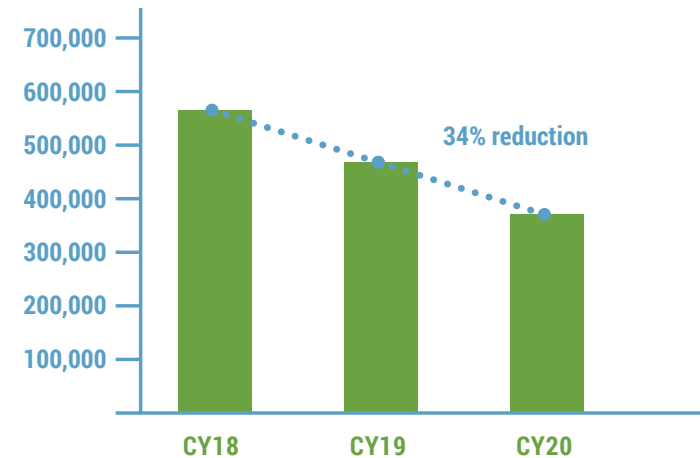
18%
↓

**Decreased energy
usage by 862,500
kilowatts in 2020**

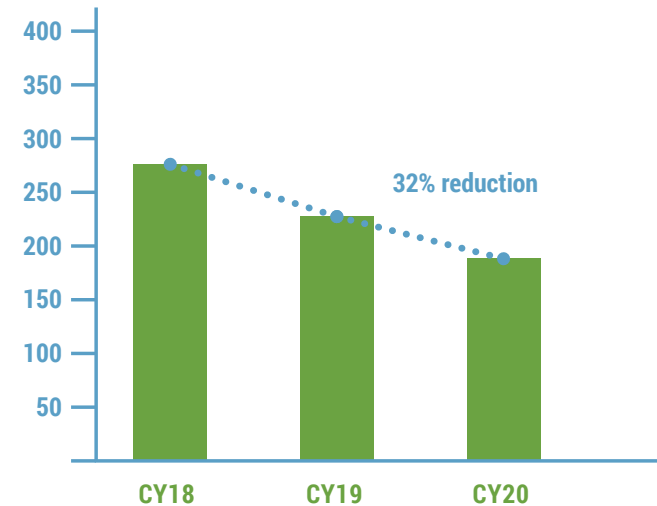


WATER USE

Sustainable water management is integral to our business, and as we continue to help customers responsibly manage water in their facilities, we are also committed to reducing our own water use. Our total water use decreased globally by **34 percent** between calendar year 2018 and calendar year 2020, and our water use intensity decreased by **32 percent** during the same period.



Total Water (m³)



Water Intensity
(Total water in m³ / million dollars revenue)

WASTE & RECYCLING

As a manufacturer, we recognize that waste reduction is not only a critically important component of responsibly managing our impacts and operations but also an important factor in reducing costs throughout our value chain. Our business model promotes both the reuse and recycling of materials throughout all our facilities and manufacturing processes. During calendar year 2020, Rexnord facilities recycled more than 13,700 metric tons of scrap metal.

Waste Diversion in Milwaukee, Wis.

Our manufacturing facility on Canal Street in Milwaukee switched from disposable absorbent materials to a vendor-managed launderable absorbent program. This change led to the **diversion of more than 6,000 pounds of absorbent material** in calendar year 2020.

Moving forward, we will continue to find ways to reduce our waste, recycle materials and track this data throughout our global facilities. This includes conducting a product lifecycle assessment in 2021 to better assess the full impacts—both up and downstream—of our products.

 13,700

Recycled more than 13,700
metric tons of scrap metal
worldwide in 2020

6,000

Diverted more than
6,000 lbs of absorbent
material in Milwaukee

HERE'S WHAT'S NEXT

In the past year, we've committed to more robust and transparent environmental data management which is reflected throughout this report. We are working toward additional improvements across our reporting practice into 2021.

Also in 2021, we will commence an assessment to consider climate risk via guidance from the **TCFD**. Rexnord will also disclose its **CDP** results to the investment community in an effort to further assess and be more transparent about its greenhouse gas emissions. Moving forward, our focus is to identify and tackle growing risks to our company and find new opportunities to decrease our footprint, while also monitoring upcoming regulatory and policy changes.

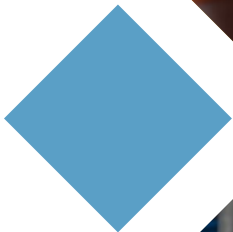
In 2020, we worked to update our **Environmental & Sustainability Policy**. Our updated policy reflects our commitment to environmental sustainability and ensures all our associates and partners are aligned with our priorities.





Health & Safety

We prioritize the health and safety of our associates as it is a fundamental part of the Rexnord Business System. This means providing every associate with all the resources needed to ensure their health and safety on and off the job. In 2020, this commitment, along with every action taken to protect our associates, was critically important as our collective society faced the unprecedented COVID-19 global health crisis.

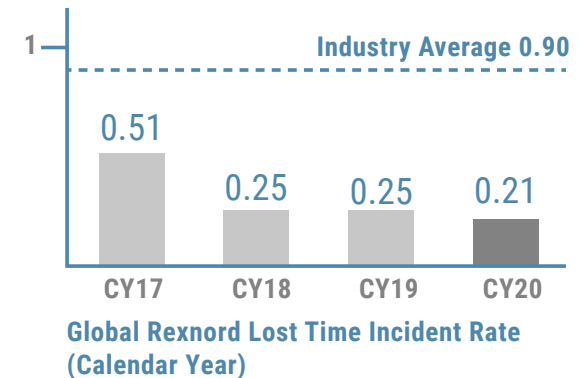
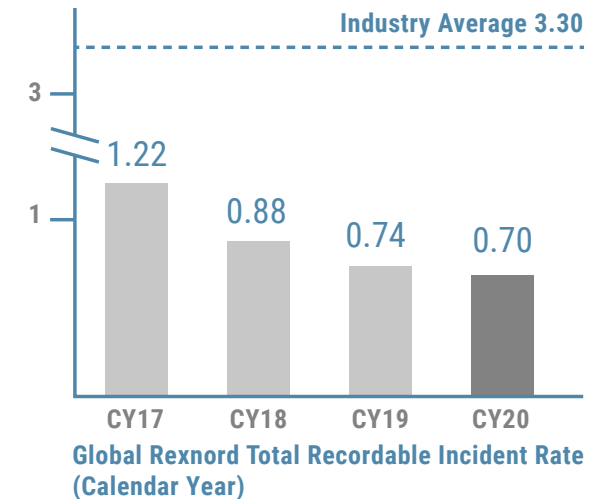


SAFETY IN OUR FACILITIES

We accomplish facility safety by proactively identifying and eliminating potential unsafe acts and conditions; providing education and training to associates, contractors, and visitors; and, finally, by striving to create a culture of ownership and accountability. To learn more about our health and safety protocols, please visit [last year's Report](#).

Over the years, we have applied a disciplined EHS approach throughout our company, and our continual improvement is a function of building a strong EHS culture. Through continual training and proactive programs to engage associates and visitors in addressing safety issues, **we have reduced our Total Recordable Incident Rate (TRIR) by 43 percent from calendar year 2017 through calendar year 2020**. Since fiscal year 2009, TRIR has improved by 85 percent. In addition, **Rexnord's Lost Time Incident Rate (LTIR) has decreased by more than 58 percent** from calendar year 2017 through calendar year 2020.

As part of our EHS guidelines, we implement standardized EHS programs and software systems across all facilities. This includes the use of a facility-specific compliance calendar, implementing incident management programs and conducting internal EHS audits at our facilities. During the COVID-19 pandemic, we created some virtual capabilities for training and increased our awareness levels throughout our facilities in different forms, including awareness signage and facility inspections.



We continue to improve our safety programs and processes to protect our associates and visitors as we work toward our goal of achieving a Zero Injury Workplace. Moving forward, our leadership will continue to seek new ways of fostering a culture of safety and ensuring operations are performed in a safe manner.

PRODUCT SAFETY

We design and manufacture products in a safe and compliant manner and adhere to applicable regulatory expectations. Rexnord conducts regular assessments to verify that our products continue to meet applicable safety, compliance and regulatory requirements. In 2020, we updated our [Product Safety and Quality Policy](#) to reflect our management accountability, design and quality processes.

ASSOCIATE WELLNESS

The COVID-19 pandemic required courage, resilience and dedication from the entire Rexnord team to deliver on behalf of our customers – as an essential business, our associates' response to this challenge has been nothing short of outstanding. It is our continued priority to promote and ensure the health and safety of every associate by providing tools and resources, PPE and training along with rigorous sanitization protocols throughout our facilities.

COVID-19 & WELLNESS

We've provided all U.S. associates and their dependents access to free COVID-19 tests. At the Rexnord Health & Wellness Center (QuadMed) in Milwaukee, we've made **free COVID-19 antibody and antigen tests** available and provided rapid test results. Additionally, we encouraged all corporate associates to stay home when possible to decrease exposure, and we extended both the work from home benefits for any associate that can do so and the emergency childcare benefit for U.S. associates.



Virtual Webinars with Employee Assistance Program

Having a safe and healthy workforce is not just about immediate safety but also long-term wellness and engagement, especially during a time of uncertainty due to the COVID-19 pandemic. Through our Anthem Employee Assistance Program (EAP), we've provided mental health resources for all associates and immediate family members to cope with the stressors of the pandemic. The site includes tools for managing stress, promotes mental health and resiliency, and connects associates and family members to medical providers for further support.

As part of our EAP, Rexnord engaged a licensed clinical counselor to conduct live virtual webinars with associates. The counselors were able to share information on mindfulness practices and answered associates' questions in real time.



Finding Gratitude Amid A Global Pandemic

Throughout 2020, we looked for opportunities to demonstrate gratitude and appreciation for our associates, community members and local businesses.

For example, at our Monterrey, Mexico location, a Rexnord associate was contacted by a local doctor who had requested support in building acrylic dividers to minimize the contact between patients and medical staff. Rexnord associates answered the call by manufacturing the dividers within a few short days. The dividers were shipped to the hospital and installed immediately in emergency rooms and ventilation modules.

The success of the dividers was communicated to the medical network of hospitals in the country, and the Rexnord team is continuously supporting other hospitals by shipping dozens of acrylic dividers and thousands of N-95 masks.

Additionally, at our Monterrey location, Rexnord commissioned private commuter buses for associates, eliminating the need to take public transport and furthering their protection against COVID-19.

To learn more about how we are providing wellness opportunities for our associates and communities, please see our story [here](#).

REXNORD HEALTH & WELLNESS PROGRAM

Our U.S. preventative care initiative, which includes wellness checks in children and adults as well as adult cancer screenings, saw tremendous success in 2019 by exceeding historical Rexnord and industry benchmark trends in every category.

^ 14.4% **Increase in Well Baby Visits**
from the industry benchmark

^ 13.4% **Increase in Adult Men Visits**
from the industry benchmark

^ 13.4% **Increase in Adult Women Visits**
from the industry benchmark

This includes:

While we'd hoped to carry this same momentum throughout 2020, we temporarily pivoted our focus from preventative in-person care visits to prioritize supporting our associates' health from the safety of their homes due to the COVID-19 pandemic.

Other updates included implementing CARES Act provisions for U.S. associates which included **zero-cost, 24/7 tele-medicine visits with physicians**. Additionally, associates were given access to mental and physical health resources through our Wellness program. Rexnord also offered **free flu shots** to associates.

In July 2020, we opened a **remodeled and redesigned headquarters building** built with wellness in mind for our PMC associates in Milwaukee. Water and energy conservation took priority in the design. The facility features Zurn products, including plumbSMART software to monitor plumbing and ensure good water management. It is also designed with improved insulation, energy efficient windows, a building management system for HVAC systems, plus car charging stations. The building includes a gym, fitness classroom, and fully integrated workspaces with sit-to-stand desks.

Moving forward, we will be moving our U.S. Wellness program to Castlight Health, a virtual health navigation platform, and will focus on preventative health care as a means of improving associates' health and medical conditions. We'll be adding enhanced functionality to continue a clear focus on physical health, including activity and sleep tracking, weight management and new programming around mental/emotional health with a stress management program.



People

Our associates work hard every day to build smarter solutions for our customers. They are critical to ensuring we live our Core Values every day. Our associates are our greatest strength and we strive to foster an inclusive environment where all associates can thrive. This includes being committed to recruiting and retaining top talent and providing development opportunities for growth.



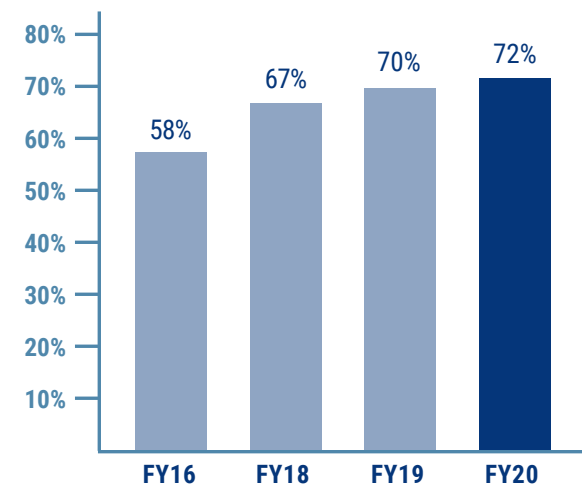
TOTAL ASSOCIATE ENGAGEMENT

Total Associate Engagement (TAE) is one of Rexnord's Core Values, a critical component of the Rexnord Business System and a key driver to delivering superior value to our customers, shareholders and associates. TAE is visible throughout every aspect of life at Rexnord. At each of our sites globally, managers and team members collaborate to create an inclusive environment where we continuously learn from one another.

Every year we survey our associates around key engagement drivers. We believe creating an engaged workforce is fostered by our Rexnord mission and values, open communication, strong relationship between associates and managers, and providing career development opportunities. TAE scores have increased consistently over the past several years.

EMPLOYEE RECRUITMENT & RETENTION

We are dedicated to attracting and retaining the very best talent. One way we engage and recognize our talent is celebrating associate successes and rewarding results in all they help us to achieve.



Associate engagement
(according to our Total Associate Engagement Survey)

ASSOCIATE DEVELOPMENT

At Rexnord, we believe the development of every associate is crucial to our business growth and the retention of top talent. We have several programs in place to ensure our associates have the tools and resources to foster a culture of self-development, including Leadership Development Programs and other educational opportunities.

Our **Manager Development Program** is a three-month program offered through RexnordLearn, an online platform, that provides new managers with supportive trainings on a variety of topics including self and team development, conflict management, financial acumen and more. Our **Leadership Development Program** is specifically designed for experienced and senior managers. The program is four months and offers training on how to adjust leadership styles to align with associates' needs, how to have effective crucial conversations, how to recognize unconscious bias, and how to influence and motivate team relationships.

These programs are a combination of self-paced and virtual classroom learning, therefore COVID-19 did not impact our ability to continue building great leaders. In 2020, over 50 associates participated in our Manager Development Program, and 30 associates participated in our Leadership Development Program.

 500

**More than 500 Associates
utilized resources from
Skillsoft in 2020**

 40

**More than \$200,000 in
tuition reimbursement
to more than
40 associates**

Also in 2020, we offered our associates resources from Skillsoft, an e-learning skills provider, to help navigate the challenges of working from home, embracing change and guiding team members. Outside of our Management Development program recipients, we had **over 500 associates utilize resources from Skillsoft this year for leadership development.**

In addition to offering internal education and leadership opportunities, Rexnord provided tuition reimbursement to **more than 40 associates for a total of more than \$200,000.** These associates were able to use their funds to pursue an associate, undergraduate or graduate degree.

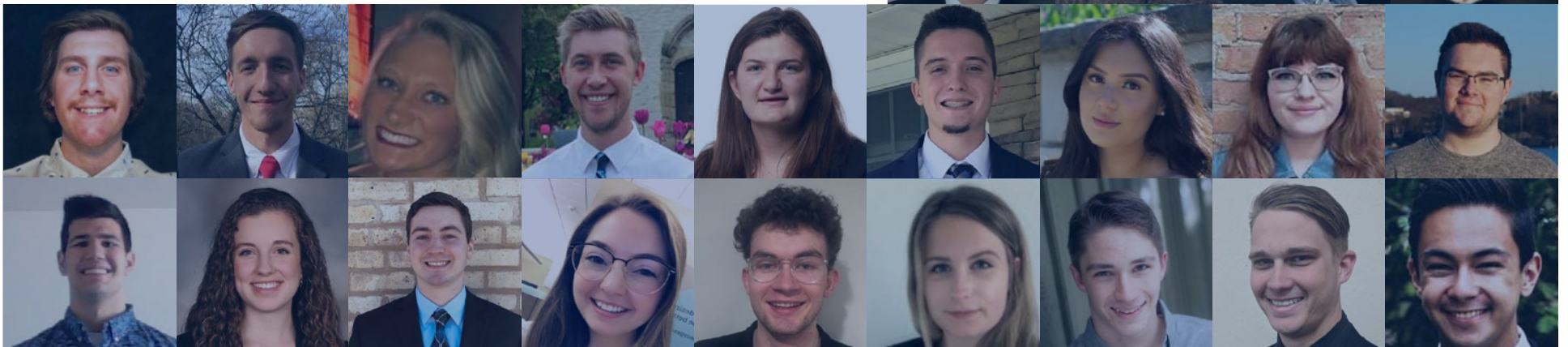
Moving forward, Rexnord will continue our partnerships with higher education institutions to foster a skilled and talented workforce.

40



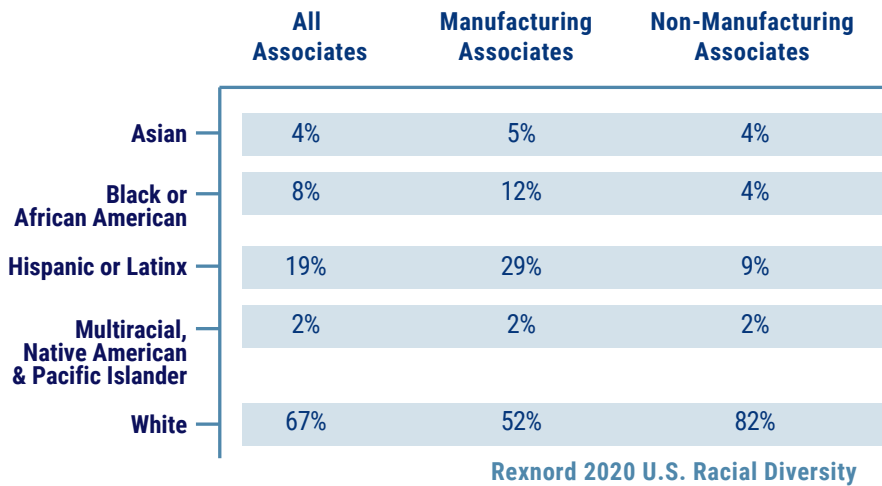
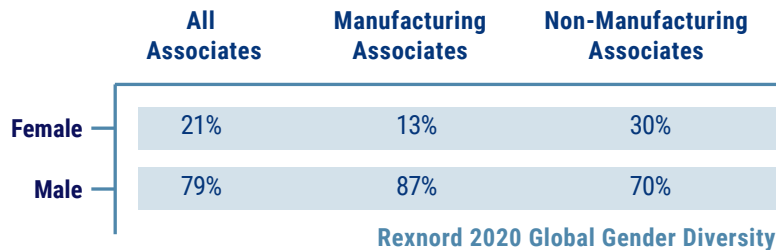
REXNORD INTERNSHIP PROGRAM

We're happy to share that despite the workplace complications stemming from the COVID-19 pandemic this past year, we were able to follow through with our commitment to **more than 50 U.S. students** to continue our internship program. Our interns were 35 percent gender diverse and 18 percent racially diverse. They worked on projects to aid our marketing rebrands, forecasting and managing data reports, developing risk management projects and much more. To learn more about our successful internship program in 2020 and the work our interns contributed, please see [here](#).



DIVERSITY & INCLUSION

Key events throughout 2020 have shed an important light on the urgency to address racial justice and equity at all levels of our organization, and in our communities. At Rexnord, we have a long-standing commitment to fostering, cultivating and preserving a culture of diversity, equity and inclusion so that all associates feel welcome and valued.



In 2020, we created a **Diversity and Inclusion Policy**, which can be found on [RexnordCorp.com/investors](https://www.rexnordcorp.com/investors).

Our diversity and inclusion strategy outlines how we will integrate these principles into our workforce, workplace, marketplace and communities to achieve our goals:

- **Workforce:** leverage our talent management practices to ensure we have the most motivated and diverse talent and perspectives in our industry.
- **Workplace:** educate and advocate to foster an inclusive, engaging culture and work environment.
- **Marketplace:** be the preferred brand in our served markets by building valued relationships with our diverse customers and suppliers while providing financial and volunteer support to community organizations.

As noted in our diversity and inclusion strategy, we are prioritizing and promoting recruiting and retaining diverse talent both within our industry and throughout our company. Above is racial and gender diversity data for calendar year 2020, which serves as a baseline for our progress moving forward.

DIVERSITY & INCLUSION

Approximately 200 of our U.S. associates are represented by labor unions and approximately 1,200 of our associates reside in Europe, where trade union membership is common. We are proud of the strong relationships we have with our associates, including those represented by labor unions.

We offer Employee Resource Groups (ERGs) to support associates with common interests and build cultural competence and leadership effectiveness. **Our Milwaukee Women ERG, for example, was launched in October 2020**, and actively meets virtually. This year we continued to sponsor conferences and symposiums to help support diversity in our communities, including Out in STEM, Women of Influence Symposium, Milwaukee Business Journal STEaM Girls' Summit, MRA Diversity Equity and Inclusion Leadership Conference, and more.

We are taking it a step further and have established a **Diversity and Inclusion office** within Rexnord. The voices of our associates are critical so we conducted listening sessions with associates across the globe and their input will play an important role in what we do moving forward. Additionally, two women joined our Board in 2019, making our Board 30 percent gender diverse. Moving forward, we will continue recruiting Board members with diverse experiences and backgrounds.



Board member since 2015



Board member since 2021



Board member since 2019



Board member since 2019



Communities

Our philanthropic and volunteerism efforts are focused on providing basic community needs, facilitating environmental stewardship, and promoting education with a particular emphasis on STEM. Our STEM program is focused on removing social, economic and educational barriers; promoting racial justice and equity; and enhancing the communities where we live and work.



REXNORD FOUNDATION & CORPORATE GIVING

In 2020, the Rexnord Foundation contributed \$2 million in annual charitable contributions between the Rexnord Foundation and corporate giving. This includes increased donations to food banks and donations to organizations that support our three key focus areas— Basic Needs, Education and the Environment.

This includes a **\$1 million donation to Marquette University** in order to expand programming for its successful **Bridge to Business** initiative, which is focused on developing career professionals through the College of Business Administration. The 2020 donation builds upon Rexnord Foundation's initial \$1 million donation in 2016 to help launch the program. With the new investment, the program will broaden to include leaders with diverse professional experiences. Rexnord Foundation also pledged \$1 million to the Children's Hospital of Wisconsin to support mental and behavioral health for children.



\$1 M

In hygienic product contributions to help fight the spread of COVID-19



\$56,000

Annually in college scholarships



\$1 M

Marquette University's Bridge to Business Program



\$1 M

Pledged to support efforts dedicated to racial justice and equity

We also gave **\$56,000 in scholarships in 2020** to help students achieve their educational and professional goals.

2020 shed more light on the urgent need for racial justice on behalf of our colleagues, friends, neighbors and society at large. Rexnord stands in solidarity with the Black community and the **Rexnord Foundation pledged \$1 million to support efforts dedicated to racial justice and equity.** To read more about Rexnord's stand against racism, visit our **President and CEO's letter.**

Last year, Zurn also **pledged \$1 million in hygienic products**, which has been crucial to help fight against COVID-19.

ASSOCIATE GIVING & VOLUNTEERISM

In 2020, we shifted our focus as an organization to giving instead of in-person volunteerism, as it was necessary to prioritize the safety of our associates and communities through contactless opportunities to give back. While we suspended company-sponsored events to promote safety, each full-time associate is granted **16 hours of paid company time to utilize for volunteer initiatives.**

Our associates dedicated **over 3,760 hours of volunteer service in 2020.** One example comes from the Netherlands, where **associates helped to convert two roads into a large community playground for local children,** creating a safe area for outdoor play.

We offer an Associate Matching Gift program annually to help support the organizations that our associates feel passionate about. In 2020, the Rexnord Foundation provided **\$152,366 in matching gifts.**



🕒 3,760

Associate volunteer
hours in 2020

\$152,366

In gifts matched by
The Rexnord Foundation
in 2020

Topic	Accounting Metric	Units	2020 Response	SASB (a)	GRI (b)
General Disclosures	Name of the organization	--	Rexnord Corporation	--	102-1
	A description of the organization's activities, brands, products, and services	--	<p>Our Process & Motion Control portfolio includes products and services used to safely, reliably and efficiently solve a wide range of demanding process and discrete automation and motion control applications.</p> <p>Our Water Management platform is a leader in the multi-billion dollar, specification-driven, commercial and institutional construction market for water management products and, to a lesser extent, the municipal water and wastewater treatment and residential construction markets. Our Water Management product portfolio includes building and site water management solutions that enhance water quality, safety, flow control and conservation. [2020 Form 10-K]</p> <p>2020 Sustainability Report Pgs. 6, 9, 21-22</p>	--	102-2
	Location of headquarters (Address of Principal Executive Offices)	--	511 W. Freshwater Way, Milwaukee, Wisconsin [2020 Form 10-K]	--	102-3
	External initiatives	--	2020 Sustainability Report Pg. 3 2020 Sustainability Report Pg. 44	--	102-12
	Statement from senior decision-maker	--	2020 Sustainability Report - A Message From Our Chairman President and CEO	--	102-14

Topic	Accounting Metric	Units	2020 Response	SASB (a)	GRI (b)
Greenhouse Gas Emissions	Gross global Scope 1 emissions (direct GHG emissions).	Metric tons (t) CO ₂ e	27,389	RT-CP-110a.1	305-1
	Percentage of gross global Scope 1 emissions covered under emissions-limiting regulations	%	Zero (0)	RT-CP-110a.1	305-1
	Energy indirect Scope 2 GHG emissions	Metric tons (t) CO ₂ e	52,300	--	305-2
	GHG emissions intensity based on fiscal year sales/revenue	%	40.3	--	305-4
Energy Management	Total energy consumed	Gigajoules (GJ)	948,135	RT-IG-130a.1	302-1
	Percentage grid electricity	%	42	RT-IG-130a.1	--
	Percentage renewable	%	0.3	RT-IG-130a.1	--
Water Management	Total water withdrawn	Thousand cubic meters (m ³)	373	RT-CP-140a.1	303-3
	Total water consumed	Thousand cubic meters (m ³)	Rexnord conservatively assumes the total water consumed is equal to total water withdrawn.	RT-CP-140a.1	303-5
	Percentage of total water withdrawn in regions with High or Extremely High Baseline Water Stress	%	37	RT-CP-140a.1	303-3
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	#	Zero (0)	RT-CP-140a.3	--

Topic	Accounting Metric	Units	2020 Response	SASB (a)	GRI (b)
Waste Management	Amount of hazardous waste generated, as defined per U.S. EPA RCRA regulations and other regulatory frameworks applicable within the jurisdictions where the waste is generated	Metric tons (t)	816	RT-CP-150a.1	306-3
	Percent of hazardous waste recycled, as defined per U.S. EPA RCRA regulations and other regulatory frameworks applicable within the jurisdictions where the waste is generated	%	6.13	RT-CP-150a.1	306-4
Employee Health & Safety	Total recordable incident rate (TRIR) per 200,000 hours worked, globally	Rate	0.70	RT-IG-320a.1	403-9
	Fatality rate	#	Zero (0)	RT-IG-320a.1	403-9
	Lost time incident rate (LTIR) per 200,000 hours worked, globally	Rate	0.21	TR-MT-320a.1	403-9
	Near miss frequency rate (NMFR)	Rate	Rexnord tracks near misses and emphasizes the importance of reviewing all work-related health and safety incidents. Near misses are communicated and managed locally using near miss reporting systems. Our tracking system is currently being enhanced to provide a full disclosure in the near future. For information on our health and safety efforts refer to our Health & Safety webpage .	RT-IG-320a.1	403-9

Topic	Accounting Metric	Units	2020 Response	SASB (a)	GRI (b)
Employee Recruitment, Inclusion & Performance	Employee engagement; conducted by third-party survey. Survey included questions or statements related to goal setting, support to achieve goals, training and development, work processes, and commitment to the organization. Percentage calculated as the number (#) of employees who are actively engaged divided by the total number (#) of employees who completed the survey.	%	72	CG-EC-330a.1	--
	Voluntary employee turnover rate, globally	%	12	CG-EC-330a.2	401-1
	Involuntary employee turnover rate, globally	%	13	CG-EC-330a.2	401-1
	Employee turnover - total	%	25	CG-EC-330a.2	401-1
Employee Demographics	Percentage of females in the workforce, globally	%	21	CG-EC-330a.3	405-1
	Percentage of female representation in management, globally	%	18	CG-EC-330a.3	405-1
	Percentage of female representation in manufacturing, globally	%	13	CG-EC-330a.3	405-1
	Percentage of female representation on the Board of Directors	%	30	CG-EC-330a.3	405-1
	Percentage of minorities in the U.S. workforce	%	33	CG-EC-330a.3	405-1
	Percentage of minority representation in U.S. management	%	14	CG-EC-330a.3	405-1
	Percentage of minority representation in U.S. manufacturing	%	44	CG-EC-330a.3	405-1
	Rexnord policies and programs for fostering equitable employee representation across global operations	n/a	Diversity and Inclusion policy and Equal Employment Opportunity policy	CG-EC-330a.3	405-1

Topic	Accounting Metric	Units	2020 Response	SASB (a)	GRI (b)
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	%	Approximately 170 of our U.S. employees are represented by labor unions, which is 5% of U.S. employees. Approximately 1,200 of our employees reside in Europe, where trade union membership is common, which accounts for 36% of non-U.S. employees [2020 Form 10-K].	IF-WM-310a.1	--
	Number of work stoppages	#, Days	Zero (0)	IF-WM-310a.2	--
	Number of total days idle	#, Days	Zero (0)	IF-WM-310a.2	--
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Gallons per 1,000 ton-miles	Not applicable to Rexnord. Rexnord does not sell medium- and heavy-duty vehicles, non-road equipment, stationary generators, marine diesel engines, locomotive diesel engines, on-road engines and other non-road engines.	RT-IG-410a.1	--
	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour		RT-IG-410a.2	--
	Sales-weighted fuel efficiency for stationary generators	Watts per gallon		RT-IG-410a.3	--
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	Grams per kilowatt-hour (kWh)		RT-IG-410a.4	--
Supply Chain Management	Description of efforts to maintain traceability within the distribution chain	n/a	2020 Sustainability Report Pg. 18-19	HC-MS-430a.2	--
	Diverse supplier spend on minority-owned or women-owned businesses	Dollars (\$)	Approximately \$12 million 2020 Sustainability Report Pg. 17	--	--

Topic	Accounting Metric	Units	2020 Response	SASB (a)	GRI (b)
Materials Sourcing	Description of the management of risks associated with the use of critical materials	n/a	2020 Sustainability Report Pg. 18	RT-IG-440a.1	
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	Dollars (\$)	Approximately \$20 million	RT-IG-440b.1	--
	Discussion of efforts employed to obtain end-of-life products and parts for remanufacturing, including equipment servicing programs, Rexnord Aerospace Products and Process & Motion Control	n/a	<p>Rexnord owns and operates two Federal Aviation Administration (FAA) approved Federal Aviation Regulation Part 145 (FAR 145) repair stations in the U.S. that provide repair services for aerospace bearings and seals, which restores the equipment to used serviceable condition in accordance with FAA requirements. These repair centers support three major airlines and a number of small aircraft repair centers.</p> <p>Rexnord provides gear box repair services, which include repairing the customer asset and providing replacement parts to rebuild the asset to like new operable condition. Gear box remanufacturing services include reusing the Rexnord owned core and providing replacement parts or components to provide a like new operable unit. Other services include equipment servicing of universal drive shafts that rebuilds the customer asset to like new operable condition.</p>	RT-IG-440b.1	--

Topic	Accounting Metric	Units	2020 Response	SASB (a)	GRI (b)
Activity Metrics	Number of units produced by product category	#	Rexnord creates a wide variety of products in our Process & Motion Control and Water Management platforms, and sales data is provided in Rexnord's annual report to shareholders on Form 10-K.	RT-IG-000.A	--
	Number of employees	#	Approximately 6,570 employees globally as of December 31, 2020 [2020 10K].	RT-IG-000.B	--

(a) Version 2018-10: SASB Industrial Machinery & Goods Standard RT-IG, Version 2018-10: SASB Containers & Packaging Standard RT-CP, Version 2018-10: SASB E-Commerce Standard CG-EC, Version 2018-10: SASB Waste Management Standard IF-WM, Version 2018-10: SASB Medical Equipment & Supplies Standard HC-MS, and Version 2018-10: SASB Marine Transportation Standard TR-MT.

(b) GRI 302 Energy 2016, GRI 303 Water and Effluents 2018, GRI 305 Emissions 2016, GRI 306 Waste 2020, GRI 401 Employment 2016, GRI 403 Occupational Health and Safety 2018, and GRI 405 Diversity and Equal Opportunity 2016.