



## SOCIAL RESPONSIBILITY

### Employee Health & Safety

**TRIR**  
↓  
**.67**



**63%**

Of manufacturing plants and warehouses have gone at least 1 year without a recordable injury.

Near Miss Frequency Rate: **3.81**



### Diversity, Equity & Inclusion

**81**  
Leaders trained in inclusiveness.

**32%**  
Of new leaders hired were diverse.



Launched DEI newsletter.

**42%**  
Of global FY23 hires were diverse.



### Engagement

**78%**  
Of employees provided feedback.

**75%**  
Feel we treat our employees with dignity and respect.



**79%**  
Are comfortable being themselves.



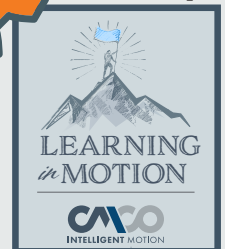
Launched CMCO Cares



**78%**  
Say they trust their supervisor/manager.



### Employee Development



Launched "Learning in Motion" leadership development program, which included **2,432** hours of training.



## ENVIRONMENTAL STEWARDSHIP



First time reporting to CDP and TCFD.

Scored an impressive B- CDP rating



**62%**

Of sites with warehouse and production areas have converted to 100% LED lighting.



**28% REDUCTION IN SCOPE 1 EMISSIONS FROM FY21.**

Full emissions profile:  
**Scope 1:** 6,754 Metric Tons CO<sub>2</sub>e  
**Scope 2:** 15,477 Metric Tons CO<sub>2</sub>e  
**Scope 3:** 152,416 Metric Tons CO<sub>2</sub>e



**14%**

Of capital expenditure projects contained a sustainability component.

**91%**

Waste diverted from landfill.



**6,169**

Equivalent of trees saved through recycling cardboard.



## GOVERNANCE



Appointed **1** new Director  
Of **9** Directors standing for reelection

**8** Independent  
**3** Females  
**2** Ethnically diverse



Reorganized to a regional structure.



Updated ERM Process to include comprehensive survey to executive leaders and direct reports.