



# Appendix

## sustainability report **Tupperware** Brands

# 2019

Nurturing a better future



This Appendix contains  
our GRI Content Index and our SASB Index.

Our full 2019 Sustainability Report  
can be downloaded from our website.

[Download it here](#)

## SASB INDEX

SICS Industry: Containers & Packaging - SICS Sector: Resource Transformation Accounting Metrics		Code	Response page number or GRI Indicator
<b>Greenhouse Gas Emissions</b>	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CP-110a.1	305-1
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CP-110a.2	Sustainability targets and progress, page 9
<b>Air Quality</b>	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	RT-CP-120a.1	Not material. Minimal at Tupperware factories.
<b>Energy Management</b>	(1) Total energy consumed	RT-CP-130a.1	302-1
	(2) Percentage grid electricity	RT-CP-130a.1	302-1
	(3) Percentage renewable	RT-CP-130a.1	302-1
	(4) Total self-generated energy	RT-CP-130a.1	302-1
<b>Water Management</b>	(1) Total water withdrawn	RT-CP-140a.1	303-1
	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CP-140a.1	Appendix, page 3
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	Appendix, page 3
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CP-140a.3	None
<b>Waste Management</b>	Amount of hazardous waste generated, percentage recycled <sup>2</sup>	RT-CP-150a.1	306-2
<b>Product Safety</b>	Number of recalls issued, total units recalled	RT-CP-250a.1	Zero recalls in 2018-2019
	Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	Appendix, page 3
<b>Product Lifecycle Management</b>	Percentage of raw materials from: (1) recycled content,	RT-CP-410a.1	301-2
	Percentage of raw materials from: (2) renewable resources	RT-CP-410a.1	301-1
	Percentage of raw materials from: (3) renewable and recycled content	RT-CP-410a.1	301-1
	Revenue from products that are reusable, recyclable, and/or compostable	RT-CP-410a.2	86% in 2019
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	RT-CP-410a.3	Sustainability targets and progress, page 9
<b>Supply Chain management</b>	Total wood fiber procured, percentage from certified sources	RT-CP-430a.1	Not significant.
	Total aluminum purchased, percentage from certified sources	RT-CP-430a.2	Not significant.
<b>Activity Metric</b>		<b>Code</b>	
<b>Amount of production, by substrate</b>		RT-CP-000.A	301-1
<b>Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic</b>		RT-CP-000.B	Plastic is our main component at more than 95% of our Tupperware production. Other materials not significant.
<b>Number of employees</b>		RT-CP-000.C	102-8

## RT-CP-140a.1: Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress

In 2019, for the first time, we conducted a full analysis of our water withdrawal and our overall water withdrawal in regions of High or Extremely High-Water Stress is 45% of total production, based on the water withdrawal shown in the table below. This analysis will enable us to prioritize actions in locations that with higher water risk and stress.

Location of factory	Water withdrawal in m3 in 2019	Overall water risk	Overall water stress
Belgium	4,953	Medium-High	Extremely high
India	11,603	Extremely High	Extremely High
Mexico	67,301	High	Extremely high
Greece	20,700	High	High
Brazil	35,557	High	Medium high
Venezuela	2,166	High	High

## RT-CP-140a.2: Description of water management risks

Water is not a significant risk for Tupperware Brands or in terms of our impact on the environment as we use modest volumes of water. In our factories around the world, process water is used primarily for cooling and hygiene purposes and is discharged back to source with low to zero levels of contamination. Nonetheless, as part of our overall environmental approach, we have committed to reducing water use by 20% by 2025 across our operations on a per ton basis. We plan to do this by ongoing efficiencies such as early leak detection, preventive maintenance, equipment upgrades, water-saving fittings for hygiene, water recycling for cooling and irrigation and other ways of achieving incremental improvements. In 2019, we achieved 8% reduction in total water use.

## RT-CP-250a.2: Managing materials and chemicals of concern

Tupperware is fully committed to the health and the safety of our consumers by taking a conservative, science-based approach to the development of our products and material to ensure compliance with the most stringent regulations, mostly regarding food contact compliance. We are committed to safety in our operations and to developing products that are safe for our customers and their intended application. As part of this commitment, Tupperware has a long-standing history of implementing both hazard and risk assessment tools in our product development processes and we use a precautionary approach, striving to protect human health and the environment even in the absence of scientific certainty or regulatory requirements.

Our centralized regulatory department located in Belgium reviews all products against applicable legislation and our additional internal precautionary rules. As such, 100% of Tupperware materials and products worldwide are assessed by our Regulatory Department for human and environmental hazards through a REACH SVHC screening.

In addition, for our food contact products, we use only materials approved for food contact by governing bodies such as the European Food Safety Authority (EFSA) and the United States Food and Drug Administration (FDA) and regularly test our products against applicable protocols with qualified laboratories. Our Tupperware analytical laboratory is ISO 17025 accredited by the Belgian accreditation body (which falls under the authority of the Belgian Federal Public Service Economy) for performing overall migration in certain food simulants. This ensures the reliability of its results and its independence from any internal influence.

As part of our precautionary approach, we perform internal risk assessments on the product formulas. We ban or limit the use of certain chemicals in our formulas, for example PVC, phthalates, dioxin or the presence of a substance of very high concern (SVHC) at more than 0.1%.

We maintain an ongoing relationship and interaction with leading laboratories, experts and associations to help us stay up-to-date with potential or emerging chemical risks.

## GRI CONTENT INDEX

GRI Standard 102: General Disclosures 2016		Page reference or response
102-1	Name of the organization	6
102-2	Activities, products, and services	6
102-3	Location of headquarters	6
102-4	Location of operations	6
102-5	Ownership and legal form	6
102-6	Markets served	6
102-7	Scale of the organization	6
102-8	Information on employees	Appendix, page 8
102-9	Supply chain	29
102-10	Significant changes	None
102-11	Precautionary Principle	We support the precautionary approach, first introduced in the United Nations in Principle 15 of "The Rio Declaration on Environment and Development," and act to protect against environmental degradation where full scientific certainty does not exist. Our commitment on waste reinforces our ongoing approach. See page 11 of our Sustainability Report.
102-12	External initiatives	13
102-13	Membership of associations	Ellen MacArthur Foundation, Association of Corporate Citizenship Professionals, and The US Chamber Foundation.
102-14	Statement from senior manager	4
102-16	Values, principles, standards	6
102-18	Governance structure	27
102-40	List of stakeholder groups	Appendix, page 7
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102-44	Key topics and concerns raised	Appendix, page 7
102-45	Entities included	2
102-46	Report content and topic boundaries	2
102-47	List of material topics	7
102-48	Restatements of information	Packaging materials weight was restated for 2017 and 2018 - GRI 301-1.
102-49	Changes in reporting	None
102-50	Reporting period	2
102-51	Date of most recent report	2
102-52	Reporting cycle	2
102-53	Contact point	2
102-54	Reporting in accordance with GRI Standards	2
102-55	GRI content index	Appendix
102-56	External assurance	2

Material impact	GRI Standards (2016)	Management Approach Standards 101:1-3: page		Performance Indicator	Page/ Response	Omissions
Inspiring entrepreneurship Access to meaningful work Thriving communities Innovation	203: Indirect economic impacts	21	<b>203-2</b>	Indirect economic impacts	18-19, 22-25	
Minimizing waste Valuing our planet	301: Materials	<a href="#">SHE Policy</a>	<b>301-1</b>	Materials used by weight or volume	Appendix, page 8	
	302: Energy		<b>302-1</b>	Energy consumption within the organization	Appendix, page 9	
			<b>302-3</b>	Energy intensity	Appendix, page 9	
	303: Water		<b>303-1</b>	Water withdrawal	Appendix, page 9	
	305: Emissions		<b>305-1</b>	Direct (Scope 1) GHG emissions	Appendix, page 10	
			<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	Appendix, page 10	
			<b>305-4</b>	GHG emissions intensity	Appendix, page 10	
	306: Effluents and Waste		<b>306-1</b>	Water discharge	Appendix, page 10	
			<b>306-2</b>	Waste by type and disposal method	Appendix, page 11	
<b>306-3</b>		Significant spills	Zero in 2019			
Empowering our Associates	401: Employment	30	<b>401-1</b>	New hires and turnover	Appendix, page 12	
	403: Occupational Health and Safety	32	<b>403-2</b>	Types of injury and rates of injury	Appendix, page 13	
	405: Diversity and Equal Opportunity	30	<b>405-1</b>	Diversity of governance bodies and employees	Appendix, page 14	
	406: Non-discrimination	30	<b>406-1</b>	Incidents of discrimination	None	
Ethical Sourcing	308: Supplier Environmental Assessment	29	<b>308-1</b>	New suppliers screened using environmental criteria	100%	
	414: Supplier Social Assessment	29	<b>414-1</b>	New suppliers screened using social criteria	100%	
Compliance	416: Customer Health and Safety	<a href="#">Quality Policy</a>	<b>416-2</b>	Non-compliance concerning health and safety impacts of products	Appendix, page 14	
	417: Marketing and Labeling	Appendix, page 14	<b>417-2</b>	Non-compliance concerning product and service information and labeling	Appendix, page 14	
	205: Anti-corruption		28	<b>205-2</b>	Communication and training about anti-corruption policies and procedures	Appendix, page 8
			<b>205-3</b>	Confirmed incidents of corruption and actions taken	Appendix, page 8	

## DATA TABLE AND DISCLOSURES

### 102-8 Information on employees

GRI 102-8: Employees by region and gender	2017			2018			2019		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
North America	343	226	569	360	242	602	325	219	544
LATAM	4,457	2,606	7,063	4,510	2,607	7,117	4,195	2,399	6,594
APAC	1,221	1,190	2,411	1,255	1,191	2,446	1,280	1,175	2,455
EMEA	1,054	947	2,001	1,059	965	2,024	1,041	943	1,984
<b>Total</b>	<b>7,075</b>	<b>4,969</b>	<b>12,044</b>	<b>7,184</b>	<b>5,005</b>	<b>12,189</b>	<b>6,841</b>	<b>4,736</b>	<b>11,577</b>

GRI 102-8: Employees by contract	2017			2018			2019		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Full time	6,831	4,855	11,686	6,930	4,885	11,815	6,640	4,659	11,299
Part time	245	113	358	254	120	374	201	77	278
Permanent	4,878	3,531	8,410	5,718	3,740	9,458	6,608	4,562	11,170
Temporary*	2,197	1,437	3,634	1,466	1,265	2,731	457	332	789

\*Temporary employees in role at year end.

GRI 102-8: Employees by level	2017	2018	2019
Executive	44	47	46
Manager	1,238	1,510	1,275
Other	10,324	10,456	10,202
<b>All employees</b>	<b>11,606</b>	<b>12,013</b>	<b>11,523</b>

	2017	2018	2019
	0.4%	0.4%	0.4%
	11%	13%	11%
	89%	87%	89%

### 102-41 Collective bargaining agreements

GRI 102-41: Collective bargaining agreements	2017	2018	2019
	23%	30%	30%

## 102-42 Identifying and selecting stakeholders

## 102-43 Stakeholder engagement

## 102-44 Key topics and concerns raised

Our key stakeholder groups are those who influence our business most directly and whose broader expectations of Tupperware Brands inform our sustainability strategy.

Key groups	Their expectations	Our response
<b>Associates:</b> More than 11,500 individuals directly employed by Tupperware Brands who lead and drive the business.	Our associates value a workplace that is driven by meaningful purpose and seek improved transparency about compensation and career opportunities.	Our 2018 Global Engagement Survey delivered insights that were addressed through a Human Resources action plan in 2019. In 2020, Associates are concerned with health and safety, and continuity of employment.
<b>Sales Force:</b> Approximately 3 million independent entrepreneurs who sell and distribute our products.	Members of our Sales Force seek opportunities to develop personally and professionally, and gain benefit from their sales efforts. They seek innovative products that provide new solutions for Tupperware customers.	We continue to deliver innovative products responding to Sales Force requests. During 2020, we have strongly supported our Sales Force with virtual platforms and new ways of reaching customers to help them maintain and even increase their income.
<b>Customers:</b> Millions of consumers throughout the world who use our brands daily to improve their lives.	Our customers expect useful and innovative products that make a difference in their lives as well as help them be efficient and environmentally responsible.	We drive product design with our consumers in mind and make products accessible via a global network of Sales Force members. In 2019/2020 we introduced more innovative and award-winning products.
<b>Communities:</b> The local communities in which we do business, where we have deep-rooted connections through our Sales Force and our local operations.	Local communities expect us to support them through local hiring, opportunities for local entrepreneurs through our Sales Force and contribution to charitable programs that support social development.	We continue to support Social Impact programs in many ways. During 2020, with the COVID-19 pandemic, we made extra efforts to demonstrate solidarity with our communities and support local needs.

## 102-47 List of material topics

Focus on the Environment	Focus on our Societies	Focus on Governance
Innovation Minimizing Waste Valuing our Planet	Cultivating confidence Access to meaningful work Thriving communities	Compliance Empowering our Associates Ethical Sourcing

## 205: Anti-corruption

### 205-2 Communication and training about anti-corruption policies and procedures

GRI 205-2: Communication and training about anti-corruption policies and procedures	2019
Total number of senior management who received training in company anti-corruption policies and procedures	109
Total number of middle management who received training in company anti-corruption policies and procedures	968
Total number of non-management employees who received training in company anti-corruption policies and procedures	3,343
Total number of training hours on anti-corruption	8,908
Total number of employees receiving anti-corruption training	4,408
Percentage of employees receiving anti-corruption training	38%

### 205-3 Confirmed incidents of corruption and actions taken

GRI 205-3	
Number of employees dismissed or disciplined for corruption and/or breach of ethical code	4

## 301: Materials

### 301-1 Materials used by weight or volume

Key materials used in production/packaging	Units	2017	2018	2019
Polypropylene	Million lbs.	88.57	83.19	73.70
Low-Density Polyethylene	Million lbs.	21.45	25.01	19.60
High-Density Polyethylene	Million lbs.	1.13	1.68	0.61
Polycarbonate	Million lbs.	3.70	7.95	8.30
Polybags	Million lbs.	3.91	3.99	3.90
Paper / Cardboard	Million lbs.	23.71	23.52	22.23
Other resins	Million lbs.	6.43	6.05	5.24
Total	Million lbs.	148.89	151.39	133.58



## 302: Energy

### 302-1 Energy consumption within the organization

### 302-3 Energy intensity

Energy Type	Units	2017	2018	2019
Natural gas	MWH	3,011	3,378	3,290
Diesel	MWH	1,124	1,154	711
LPG	MWH	1,667	1,634	1,786
Gasoline	MWH	25	27	27
Diesel mobile use	MWH	15,606	15,759	13,971
Gasoline mobile use	MWH	1,981	1,922	1,508
Electricity purchased from grid	MWH	146,450	149,388	128,192
Renewable energy purchased	MWH	250	228	230
Total energy use Scope 1	MWH	23,414	23,874	21,293
Total energy use Scope 2	MWH	146,699	149,616	128,422
<b>Total energy consumption</b>	<b>MWH</b>	<b>170,114</b>	<b>173,490</b>	<b>149,715</b>
<b>Energy intensity</b>	<b>MWH/ton</b>	<b>2.48</b>	<b>2.46</b>	<b>2.60</b>

## 303: Water

### 303-1 Water withdrawal by source

Water withdrawal by source	Units	2017	2018	2019
Municipal water utilities	m <sup>3</sup>	182,360	182,737	175,231
Ground water	m <sup>3</sup>	70,647	64,964	51,809
Rainwater	m <sup>3</sup>	2,437	2,896	2,904
<b>Total water withdrawal</b>	<b>m<sup>3</sup></b>	<b>255,444</b>	<b>250,597</b>	<b>229,944</b>
<b>Water withdrawal intensity</b>	<b>m<sup>3</sup>/ton</b>	<b>3.737</b>	<b>3.554</b>	<b>4.013</b>

## 305: Emissions

### 305-1 Direct (Scope 1) GHG emissions

### 305-2 Energy indirect (Scope 2) GHG emissions

### 305-4 GHG emissions intensity

GHG emissions by type	Units	2017	2018	2019
Natural gas	tons CO2e	617	691	674
Diesel Fuel	tons CO2e	290	309	191
LPG	tons CO2e	356	377	411
Gasoline	tons CO2e	6	7	7
Diesel Fuel mobile use	tons CO2e	4,032	4,216	3,744
Gasoline mobile use	tons CO2e	478	487	382
Electricity purchased from grid	tons CO2e	63,860	65,687	57,659
Renewable energy purchased	tons CO2e	0	0	0
Scope 1 emissions	tons CO2e	5,780	6,086	5,408
Scope 2 emissions	tons CO2e	63,860	65,687	57,659
<b>Total GHG emissions</b>	<b>tons CO2e</b>	<b>69,640</b>	<b>71,773</b>	<b>63,067</b>
<b>GHG emissions intensity</b>	<b>tCO2e/ton</b>	<b>1.02</b>	<b>1.01</b>	<b>1.09</b>

#### Notes:

- Emissions factor for GHG emissions use IEA global emissions, 2019 data
- Fuel conversions use published DEFRA conversion factors

## 306: Effluents and Waste

### 306-1 Water discharge

Water discharge by destination	Units	2017	2018	2019
To sanitary drain	M3	67,583	61,129	72,577
To wastewater system	M3	86,993	97,222	84,408
To drums for disposal	M3	101	112	103
To stormwater	M3	16,378	16,011	15,261
<b>TOTAL</b>	<b>M3</b>	<b>171,055</b>	<b>174,474</b>	<b>172,349</b>

## 306-2 Waste by type and disposal method

Non- hazardous waste by disposal type	Units	2017	2018	2019
Landfill	Tons	628	421	333
Reuse	Tons	3,984	3,347	2,329
Recycling	Tons	5,971	6,419	5,951
Composting	Tons	287	301	293
Recovery (including energy recovery)	Tons	51	135	180
Incineration	Tons	167	95	98
<b>Total non- hazardous waste</b>	<b>Tons</b>	<b>11,088</b>	<b>10,718</b>	<b>9,184</b>
<b>Hazardous waste by disposal type</b>				
Landfill	Tons	8	7	6
Reuse	Tons	0	0	0
Recycling	Tons	28	583	492
Recovery (including energy recovery)	Tons	127	215	151
Incineration	Tons	43	37	37
<b>Total hazardous waste</b>	<b>Tons</b>	<b>204</b>	<b>842</b>	<b>686</b>
<b>Total Waste</b>	<b>Tons</b>	<b>11,293</b>	<b>11,560</b>	<b>9,870</b>
<b>Waste per ton of product</b>	<b>Tons/Ton</b>	<b>0.17</b>	<b>0.17</b>	<b>0.17</b>
<b>Solid waste (hazardous and non-hazardous) by type</b>				
Plastic	Tons	1,729	1,813	2,043
Paper/cardboard	Tons	7,144	6,530	5,474
Steel and metals	Tons	401	705	288
Electronic including batteries	Tons	6	8	3
Organic	Tons	442	405	367
Others	Tons	1,571	2,100	1,696
<b>Total Waste</b>	<b>Tons</b>	<b>11,293</b>	<b>11,560</b>	<b>9,870</b>
<b>Total Waste to landfill</b>	<b>Tons</b>	<b>635</b>	<b>428</b>	<b>338</b>

## GRI 401: Employment

### 401-1 New hires and turnover

GRI 401-1: Employee new hire rates	New hire rates - 2017			New hire rates - 2018			New hire rates - 2019		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
< age 30	4%	3%	7%	6%	4%	10%	5%	4%	8%
age 30 - 50	12%	5%	16%	16%	6%	21%	10%	4%	13%
> age 50	5%	1%	5%	2%	0%	2%	2%	0%	2%
<b>All new hires</b>	<b>20%</b>	<b>8%</b>	<b>29%</b>	<b>24%</b>	<b>10%</b>	<b>34%</b>	<b>16%</b>	<b>8%</b>	<b>24%</b>

GRI 401-1: Employee turnover rates	Turnover rates - 2017			Turnover rates - 2018			Turnover rates - 2019		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
< age 30	5%	3%	8%	4%	3%	7%	7%	5%	12%
age 30 - 50	14%	5%	19%	15%	5%	21%	18%	7%	25%
> age 50	3%	1%	4%	4%	1%	5%	4%	1%	5%
<b>All leavers</b>	<b>22%</b>	<b>9%</b>	<b>31%</b>	<b>24%</b>	<b>9%</b>	<b>33%</b>	<b>28%</b>	<b>13%</b>	<b>42%</b>

GRI 401-1: New hires by region	2019
North America	0%
LATAM	17%
APAC	5%
EMEA	1%
<b>Overall new hire rate</b>	<b>24%</b>

GRI 401-1: Turnover by region	2018
North America	1%
LATAM	34%
APAC	5%
EMEA	2%
<b>Overall turnover rate</b>	<b>42%</b>

## 403: Occupational Health and Safety

### 403-2 Types of injury and rates of injury

	2016				2017				2018				2019			
<b>Associates: Lost time injury rate</b>																
	Ame- ricas	EMEA	APAC	Global	Ame- ricas	EMEA	APAC	Global	Ame- ricas	EMEA	APAC	Global	Ame- ricas	EMEA	APAC	Global
<b>Wo- men</b>	0.19	2.51	0.00	0.49	0.25	0.61	0.00	0.27	0.20	0.00	0.00	0.14	0.06	0.25	0.35	0.12
<b>Men</b>	0.15	2.95	0.52	0.67	0.16	2.17	0.28	0.51	0.29	0.43	0.43	0.31	0.28	0.39	0.62	0.33
<b>All</b>	0.17	2.78	0.29	0.59	0.20	1.52	0.16	0.40	0.26	0.25	0.15	0.24	0.19	0.25	0.49	0.24
<b>Associates: Lost day rate</b>																
<b>Wo- men</b>	1.48	36.75	0.00	6.31	21.59	0.61	0.00	15.76	0.20	0.00	0.00	0.14	0.00	9.27	2.43	1.77
<b>Men</b>	1.51	16.67	0.52	3.83	21.59	9.55	0.00	4.63	3.96	44.31	0.00	10.03	13.90	33.95	21.01	17.62
<b>All</b>	1.50	24.74	0.29	4.92	12.22	1.52	0.00	9.63	2.38	25.58	0.15	5.82	8.11	25.59	12.27	4.88
<b>Contractors: Lost time injury rate</b>																
<b>Wo- men</b>	0.32	0	0	0.19	1.01	0.00	2.51	0.71	0.87	0.00	0.00	0.37	0.00	0.00	0.00	0.00
<b>Men</b>	2.62	0	0	1.27	1.94	0.58	0.44	0.98	0.45	0.58	0.00	0.33	0.00	0.00	0.00	0.00
<b>All</b>	1.46	0	0	0.78	1.44	0.23	0.75	0.85	0.66	0.23	0.00	0.35	0.00	0.00	0.00	0.00

#### Note:

- Rates are calculated on the basis of actual hours worked, per 200,000 hours, excluding road injuries
- Injuries are recordable injuries including injuries resulting in lost time or restricted duties
- Most injuries are slips, falls and collisions or occasional minor cuts or machine injuries in factories.
- In 2019, for the first time in our recent history, we regretfully report one fatality in Mexico, when Francisco Mendoza lost his life as the delivery truck he was driving experienced fell off the road. Another employee was injured in the accident. Full investigation and a series of corrective actions including training and improved auditing were put in place following this tragic incident.

## 405: Diversity and Equal Opportunity

### 405-1 Diversity of governance bodies and employees

GRI 405-1: Diversity rates	2019			
	Executives	Managers	Non-managers	Total employees
Women < age 30	0%	69%	50%	50%
Women age 30 - 50	29%	56%	62%	61%
Women > age 50	10%	49%	68%	65%
All women	24%	55%	60%	59%

**Note:**

Our Board of Directors has 40% women as at mid-2020.  
 Details for 2019 are no longer relevant due to several changes in 2020.

## 416: Customer Health and Safety

### 416-2 Non-compliance concerning health and safety impacts of products

All of our products are evaluated for strict compliance with the applicable regulatory requirements. Tupperware works promptly and closely with the national and local regulatory authorities, customers and consumers to provide all the necessary supporting documents and information to prove their suitability and compliance for their intended use. From 2016 to 2019, Tupperware has not been subject to any fines or sanctions for violation of regulations relating to product safety.

## 417: Marketing and Labeling

### 417-2 Non-compliance concerning product and service information and labeling

We are committed to complying with applicable laws and regulations in every country where we do business and have not been subject to significant fines or sanctions for non-compliance on any matter for the 2019 reporting year.