

ESG Highlights

Learn more about our responsible products, including:

- **Mission Moen's commitment** to save 1 trillion gallons of water,
- **Fiberon recycled composite decking**,
- **Therma-Tru energy-efficient fiberglass doors**, and
- **MasterBrand Cabinets' involvement with the KCMA Environmental Stewardship Program.**

Visit fbhs.com/corporate-responsibility.



ENVIRONMENTAL

Sustainability in what we make and how we make it.



Intensity Trend Improvement from 2018-2020

CO₂ Intensity
8% ↓
Reduction

Waste Intensity
8% ↓
Reduction

Water intensity
33% ↓
Reduction



Recycle 2/3 of the waste we generate, and finding ways to efficiently use our natural resources.



70% of solid wood for cabinets comes from North America. We meet or exceed global wood sourcing regulations in the Lacey Act.



We are exploring **adding renewable sources** to our energy mix.



SOCIAL

Our people are our greatest asset.

ASSOCIATE SAFETY & WELLBEING



7 facilities have reached **1 million hours or more free of safety incidents.**



Most associates are eligible to participate in a Company-sponsored 401(k) plan and eligible to receive a company match.



Conducted 37 on-site COVID-19 vaccine clinics through summer 2021, **where 2,500+ associates got vaccinated.**



Nearly \$250 million invested in associate health and wellbeing programs in 2020.

ADVANCING DIVERSITY, EQUITY & INCLUSION



In U.S., women represent:

- **41% of hourly workforce.**
- **43% of salaried workforce.**
- **1 in 4 U.S. senior leaders.**



Unconscious bias training rolled out to 100% of all people managers by end of 2021.

OUR COMMUNITIES



\$8.4+ million donated in cash, in-kind and matching gifts from 2016-2020.



GOVERNANCE

Governed by high ethical standards.

Our Board of Directors:



90% independent, including chair.
40% is diverse by race and gender.



Nominating, Environmental, Social and Governance (NESG) Committee of the Board provides oversight of ESG programs and related risks.



Cross-functional ESG Steering Committee reports to the CEO.



We hold our suppliers to the same high standards. See our Human Rights policy and Supplier Code of Conduct for more.



\$0 to political campaigns. We stay focused on our business.



Using the Task-force on Climate-Related Financial Disclosures (TCFD) to discuss climate-related risks and opportunities.