



SUSTAINABILITY UPDATE

2020 GRI INDEX

Appendix to **Windows to a Better World**,
Corporate Social Responsibility Report 2020

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GRI 100: Universal Disclosure

Organizational Profile

GRI Code	Description	Response			
102-1	Name of organization	Andersen Corporation			
102-2	Activities, brands, products, and services	Andersen Corporation (Andersen) manufactures windows, patio doors, storm doors, and entry doors and markets and sells them under multiple brands, including the following: Andersen®, Renewal by Andersen®, Weiland®, EMCO®, Heritage™, and MQ®.			
102-3	Location of headquarters	Bayport, Minnesota, USA.			
102-4	Location of operations	Andersen and its subsidiaries primarily operate in the USA, Canada, and Italy.			
102-5	Ownership and legal form	Privately owned Minnesota corporation.			
102-6	Markets served	Andersen serves the building products sector in United States, Canada and some other international locations. Our customers include homeowners, commercial and residential architects, retail and dealer partners, and commercial and residential building professionals (e.g., contractors, remodelers, builders).			
102-7	Scale of the organization	Andersen employs 10,020 people at over 50 office, retail, manufacturing, engineering and logistics locations. In 2019, Andersen had approximately \$2.5B in annual revenue. As a private company, Andersen does not disclose other financial information. For information on the breadth of product offerings, please visit our AndersenWindows.com website.			
102-8	Information on employees and other workers	Employment Contract by Gender			
			Female	Male	Total
		Permanent	2,724	7,111	9,835
		Temporary	96	89	185
		Total	2,820	7,200	10,020
		Employment Type by Gender			
			Female	Male	Total

		Part-time	27	27	54
		Full-time	2,793	7,173	9,940
		Total	2,820	7,200	10,020
		Andersen does not have significant seasonality in our employee data. These numbers exclude contractors and other workers that are not both paid by Andersen and in-house.			
102-9	Supply chain	Andersen receives materials, principally for use in fabricating and assembling windows and doors. Andersen has approximately 276 direct material suppliers providing glass, wood, thermoplastics, hardware, industrial coatings, sealants, grilles, screens, and insulated glass spacer systems. On a dollar volume basis, 94% of suppliers are in the United States; 2% of suppliers are in Mexico; 3.8% of suppliers are in Asia; and 0.1% of suppliers are in Europe or Russia. Andersen's direct material suppliers are best described as OEM Suppliers. In 2020, Andersen spent \$845 million dollars with direct material suppliers. The majority of our suppliers use a high percentage of automation, with manual labor supporting operations where necessary.			
102-10	Significant changes to the organization and its supply chain	Relocation of Heritage™ product production to the Goodyear, AZ plant.			
102-11	Precautionary Principle or approach	Andersen has not formally adopted the Precautionary Approach or principle within our organization. Please see GRI 416-417 for more information about how we mitigate human health and safety risks in our product development process.			
102-12	External initiatives	Ceres Climate Declaration, SmartWay Transportation Program, ENERGY STAR®, Pollinator Pledge, CEO Action for Diversity & Inclusion.			
102-13	Memberships of associations or advocacy organizations	Andersen is a member of or participated in the following associations and organizations: (1) U.S. Green Building Council (USGBC); (2) Window and Door Manufacturers Association (WDMA); (3) National Fenestration Rating Council (NFRC); (4) Alliance to Save Energy; (5) ASTM International; (6) Environmental Initiative; (7) Greater MSP; (8) National Park Service Partnerships; (9) Fenestration and Glazing Industry Alliance (FGIA); (10) Minnesota Sustainable Growth Coalition; (11) Minnesota Business Partnership; (12) Joint Center for Housing Studies; (13) Greater Des Moines Partnership; (14) Itasca Project; (15) American Institute of Architects;			

		(16) Minnesota Council on Foundations; (17) GreenBiz Executive Network; (18) Yellow Ribbon Network; (19) National Association of Corporate Directors (20) Forest Stewardship Council; (21) Health Product Declaration Collaborative; (22) Mindful MATERIALS; and (23) various Chambers of Commerce in locations in which we operate.
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Strategy

GRI Code	Description	Response
102-14	Statement from senior decision-maker	Please see "A Letter from our Chief Executive Officer" in our 2020 Corporate Social Responsibility Report.
102-15	Key impacts, risks, and opportunities	Please see "A Letter from our Chief Executive Officer" in our 2020 Corporate Social Responsibility Report.

Ethics and Integrity

GRI Code	Description	Response
102-16	Values, principles, standards, and norms of behavior	At Andersen, we continually strive to do the right thing, the right way, at the right time and for the right reason. Every employee is expected to follow the guidelines outlined in our Code of Ethical Business Conduct. Our Code reinforces the importance of maintaining strong relationships with everyone who has a stake in our success. For additional information on our company values, please visit our Company Information page.
102-17	Mechanisms for advice and concerns about ethics	Andersen employees have a number of avenues to seek advice or address concerns, including direct manager communication, Human Resources representatives, leaders or senior managers, the Legal Department, and our anonymous Andersen Code of Conduct Hotline which is available through email, web or Toll Free telephone and supported in multiple languages.

Governance

GRI Code	Description	Response
102-18	Governance structure	Andersen Corporation is a privately held company. The chief governing body is a 12-person Board of Directors, which is chaired by Jay Lund, Chairman and Chief Executive Officer, and includes one other executive, two Andersen family members, and eight independent members. The company has a single class of voting common stock. Owners of the stock include Andersen family members and active and retired employees. All shareholders are invited to participate in the annual shareholder meeting. As a privately held company, Andersen considers other details about our Board structure and shareholder base confidential.
102-19	Delegating authority	The Board of Directors' roles are primarily governance and oversight. The Board, in turn, conducts much of its work through the following four committees, which consist entirely of Board members: Governance and Nominating; Audit; Finance; and Compensation. Day-to-day management of the business is conducted through the Chief Executive Officer's 13-person Executive Committee. As a privately held company, Andersen considers other details about our Board's and the Executive Committee's activities confidential.
102-20	Executive-level responsibility for economic, environmental, and social topics	Executive-level responsibility for sustainability topics falls under: - The VP and Chief Diversity Officer - The SVP of Manufacturing and Logistics, managing the Director of Quality & Sustainability - The SVP and Chief Human Resources Officer, managing the Director of Communications and Community
102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder groups are identified based on their ability to influence or be influenced by our business and operations. Stakeholders are engaged through direct surveys, our local associations (i.e. Municipal Chambers), Community Advisory Committees and dialogue with stakeholder champions.

102-22	Composition of the highest governance body and its committees	Per our Governance Guidelines, the Board's members have a breadth of experience and expertise from a variety of industries and professional disciplines. The Board consists of diverse individuals who demonstrate strength of character, broad perspective, independent thought, practical wisdom and mature judgment, with specific, relevant and current skills, expertise, experience, and proven records of accomplishment and leadership. Additional information on our leadership can be found on our Company Information Page. Please see 102-18 and 102-19. As a privately held company, Andersen considers other details about our Board's composition confidential.
102-23	Chair of the highest governance body	Jay Lund is the Chairman of Andersen's Board of Directors.
102-24	Nominating and selecting the highest governance body	The Board's Governance and Nominating Committee is responsible for selecting qualified candidates to stand for election by the shareholders. Please see 102-18 and 102-22. As a privately held company, Andersen considers other details about our Board's nomination process confidential.
102-25	Conflicts of interest	Each Board nominee is required to disclose any actual or perceived conflicts of interest to the Governance and Nominating Committee as part of the annual election process.
102-26	Role of highest governance body in setting purpose, values, and strategy	The principal responsibilities of the Board include setting the broad policies of the company, its general direction, pace and priorities. The acts of strategic planning and strategy implementation are management functions. The Board, however, fulfills its fiduciary duties by staying informed of the strategic plan and its implementation through a variety of means and methods. The Board is a champion of, and helps set the tone for, the company's ethical culture and values.
102-27	Collective knowledge of highest governance body	Sustainability leadership presents to the Board of Directors at least once a year. The breadth and depth of experience and expertise of Andersen's directors across multiple industries exposes them to substantial information regarding best practices in governance and sustainability.

102-28	Evaluating the highest governance body's performance	The Board of Directors and its committees conduct formal annual self-evaluations. Because directors are elected annually to one-year terms by the shareholders, the shareholder are regularly evaluating the directors' performance. Please see 102-18 and 102-24. As a privately held company, Andersen considers other details about our governance evaluation processes confidential.
102-29	Identifying and managing economic, environmental, and social impacts	The Board's Audit Committee's charter includes responsibility to receive and review reports regarding, and discuss with management, the effectiveness of the processes, policies and programs implemented by the company to identify, assess and manage the company's significant strategic, operations, IT, legal, reporting and compliance risks. The Audit Committee fulfills that responsibility, in part, by receiving and reviewing regular updates from the company's formal Enterprise Risk Management Committee, which is co-led by the Director of Internal Audit and the Vice President and Treasurer, who respectively report to the SVP, Chief Legal Officer and the EVP, Chief Financial Officer.
102-30	Effectiveness of risk management processes	Although always subject to continuous improvement initiatives, the Board and management believe the company's risk management process is highly effective.
102-31	Review of economic, environmental, and social topics	Please see 102-29.
102-32	Highest governance body's role in sustainability reporting	The Executive Committee participates in and reviews our sustainability reporting process.
102-33	Communicating critical concerns	Corporate Crisis Management team and Corporate Communications, escalating to the Executive Committee and ultimately to the Board of Directors, as warranted.
102-34	Nature and total number of critical concerns	Confidentiality constraints. Andersen considers this confidential company information.

102-35	Remuneration policies	Andersen offers competitive wages and benefits to attract and retain highly qualified, diverse and engaged employees. Senior management compensation is annually reviewed by the Board of Directors' Compensation Committee and third-party experts. As a privately held company, Andersen considers other details about our remuneration policies confidential. More information on careers at Andersen can be found on AndersenCareers.com.
102-36	Process for determining remuneration	Confidentiality constraints. Please see 102-35.
102-37	Stakeholders' involvement in remuneration	Confidentiality constraints. Please see 102-35.
102-38	Annual total compensation ratio	Confidentiality constraints. Please see 102-35.
102-39	Percentage increase in annual total compensation ratio	Confidentiality constraints. Please see 102-35.

Stakeholder Engagement

GRI Code	Description	Response
102-40	List of stakeholder groups	Our key stakeholders include customers, employees, suppliers, shareholders, NGOs, governments and communities where we operate.
102-41	Collective bargaining agreements	Andersen strives to provide a fair and safe working environment for all employees. Through competitive employee wages and benefits and maintenance of a safe and favorable work conditions, few Andersen employees have chosen to be represented by a union. Approximately 5% of our employees are represented by a union.
102-42	Identifying and selecting stakeholders	Stakeholder groups are identified based on their ability to positively influence or be influenced by our business and operations and in alignment with our corporate values.

102-43	Approach to stakeholder engagement	Stakeholders are engaged in the materiality process through direct surveys or dialogue with stakeholder champions. In addition, we engaged the Governance & Accountability Institute, an official GRI data company, to profile several key stakeholder groups to validate our findings.
102-44	Key topics and concerns raised	Key topics that were identified as highly important for our stakeholders include: • product performance, compliance, labeling, and marketing • customer privacy, health, and safety • environmental impacts of materials, energy use, and emissions • employee health and safety • economic performance Please reference our most recent Materiality matrix in the Appendix of this report for additional relevant topics.

Reporting Practice

GRI Code	Description	Response
102-45	Entities included in the consolidated financial statements	No public financial statements.
102-46	Defining report content and topic Boundaries	Our content and aspect boundary within the organization is defined as operations where we have financial control. Outside the organization, our content and aspect boundary is defined as our broader value and supply chain. Select aspects also impact the communities where we operate.
102-47	List of material topics	The topics that we identified with the highest materiality are: • employee health and safety • customer health and safety • energy • materials • emissions

		Please reference our most recent Materiality matrix in the Appendix of this report for more relevant topics.
102-48	Restatements of information	None.
102-49	Changes in reporting	None.
102-50	Reporting period	Calendar year 2020.
102-51	Date of most recent report	2019
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Alexis Studler, Sustainability Analyst Jon Smieja, Sustainability Manager Jessica Ehrlichmann, Director of Quality & Sustainability
102-54	Claims of reporting in accordance with the GRI Standards	GRI - Core
102-55	GRI content index	Current document
102-56	External assurance	Andersen did not seek external assurance outside of data noted as third-party verified.

Management Approach

Employee Health & Safety

GRI Code	Description	Response
103-1	Explanation of the material topics and its boundaries	Employee safety and well-being is a top priority at Andersen. Whether in production, the office or on the road, addressing safety, ergonomics and health helps enable our employees to perform at their best. Andersen considers the boundary of employee health and safety as confined largely to our operations; however, our voluntary programs extend beyond the workplace to promote more comprehensive well-being. For more information on the topic boundary please see Occupational Health and Safety Summary in the Appendix.

103-2	The management approach and its components	Please see Occupational Health and Safety Summary in the Appendix.
103-3	103-3 Evaluation of the management approach	Please see Occupational Health and Safety Summary in the Appendix.
	Relevant indicators	403 (all), 408-1, 409-1, 416-1

Customer Health & Safety

GRI Code	Description	Response
103-1	Explanation of the material topics and its boundaries	Customer health and safety considerations are essential in everything we do at Andersen. This includes products that promote the well-being of customers and processes that ensure the safe installation and use of our products. Customers can include homeowners, contractors, building professionals, architects and commercial entities.
103-2	The management approach and its components	Andersen includes customer safety in multiple phases of our product development process. Task hazard analyses are performed for the installation and use of our products. Installation guides, offered in multiple languages, have safety resources for topics including, but not limited to: tool usage, lifting & handling, sealants, glass safety, cleaning and operation. The safety portion of these guides are included with every product and installation instructions for specific product options are available online. For more information on our product specifications and certifications, please visit our For Pros page. Andersen also has a Look Out for Kids program with resources on child safety around windows, fall prevention, fire safety, and maintenance and security. Please see our Window and Door Safety webpage.
103-3	103-3 Evaluation of the management approach	Installation and product safety resources are evaluated with every new product.
	Relevant indicators	416-1, 416-2, 417 (all), 417-1, 418-1

Energy

GRI Code	Description	Response
103-1	Explanation of the material topics and its boundaries	Environmental stewardship is a critical component of Andersen's culture and values. We include our enterprise energy use and Andersen-owned transportation in this topic.
103-2	The management approach and its components	Commitment to Sustainability Responsible energy use is also included in our 2020 Sustainability Goals. Our goal is to reduce energy consumption per unit by 20% by 2020, using 2013 as a baseline.
103-3	103-3 Evaluation of the management approach	Our Environmental Management System is reviewed for improvement opportunities by the Executive Committee.
	Relevant indicators	302 (all)

Materials

GRI Code	Description	Response
103-1	Explanation of the material topics and its boundaries	Andersen is committed to increasing our transparency to meet our customers' growing desire to understand the ingredients and impacts associated with the products they purchase. Products are included in this topic.
103-2	The management approach and its components	Commitment to Sustainability Certifications We continue to develop product transparency documents such as lifecycle assessments, Environmental Health Declarations and Health Product Declarations, in addition to maintaining a number of product sustainability certifications.
103-3	103-3 Evaluation of the management approach	The current approach of evaluating and disclosing materials is based on building industry best practice and will be evaluated on a regular basis for relevancy and effectiveness in the marketplace.

	Relevant indicators	301 (all), 417
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Emissions

GRI Code	Description	Response
103-1	Explanation of the material topics and its boundaries	Environmental stewardship is a critical component of Andersen's culture and values. We include air emissions from our operations and greenhouse gas emissions for Scopes 1, 2 and third-party logistics.
103-2	The management approach and its components	Commitment to Sustainability Andersen continues to gather data on our emissions; currently we approach reducing emissions through responsible energy use, implementing manufacturing emissions control equipment, and fleet management.
103-3	103-3 Evaluation of the management approach	Our Environmental Management System is reviewed for improvement opportunities by the Executive Committee.
	Relevant indicators	305 (all)

GRI 200: Economic Disclosures

Economic Performance

GRI Code	Description	Response
201-1	Direct economic value generated and distributed	Andersen participates in community investment through corporate giving, product donation, and through the non-profit Andersen Corporate Foundation. Total contributions for 2020 are: Corporate Giving \$1,629,290 Andersen Corporate Foundation \$2,357,500 For additional details on our corporate giving or Andersen Corporate Foundation, please visit our In Our Community page. Andersen considers our other corporate financial information confidential.
201-2	Financial implications and other risks and opportunities due to climate change	We recognize that climate change poses financial risks to industries and regions around the world. We monitor its potential impacts and business implications as part of our enterprise risk assessment process.
201-3	Defined benefit plan obligations and other retirement plans	Confidentiality constraints. The funding and details of Andersen's benefit and retirement plans are competitive but confidential. Participation in such plans by employees is voluntary.
201-4	Financial assistance received from government	Confidentiality constraints. As a private company, Andersen considers financial information confidential.

Market Presence

GRI Code	Description	Response
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Confidentiality constraints. Andersen considers this confidential company information.
202-2	Proportion of senior management hired from the local community	No information available. Andersen does not currently track this data. However, Andersen generally hires or promotes senior management from within the region that they manage.

Indirect Economic Impacts

GRI Code	Description	Response
203-1	Infrastructure investments and services supported	Significant commercial infrastructure investments for 2020 include the relocation of Heritage™ production to the Goodyear, AZ USA plant. See 201-1 and 203-2 for information on community investments.
203-2	Significant indirect economic impacts	Andersen partners with Habitat for Humanity to provide affordable housing across the nation. For more information on our Habitat partnership and other in-kind donations or volunteer activities, please visit our In Our Community webpage.

Procurement Practices

GRI Code	Description	Response
204-1	Proportion of spending on local suppliers	Please see 102-9.

Anti-Corruption

GRI Code	Description	Response
205-1	Operations assessed for risks related to corruption	Annually, the most senior leaders in the company (approximately 50 individuals) and specified representatives from all Andersen business units are required to certify that there have been no known unreported violations of the anti-corruption provisions of Andersen's Code of Ethical Business Conduct.
205-2	Communication and training about anti-corruption policies and procedures	All Andersen employees who have network access are required to take an online training course that provides information about the company's Code of Ethical Business Conduct, including information about how to prevent corruption. That Code is also available on the company Intranet and is distributed to all new employees as part of orientation.
205-3	Confirmed incidents of corruption and actions taken	Confidentiality constraints. Andersen considers this confidential employee, stakeholder and/or company information.

Anti-Competitive Behavior

GRI Code	Description	Response
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Andersen is not aware of pending or completed legal action brought against the company for anti-competitive behavior.

Tax

GRI Code	Description	Response
207	All reported tax information and jurisdictions	As a privately held company, Andersen does not disclose any financial information of this kind. Please see GRI 100: Universal Disclosures for information on our main operating locations and primary activities.

GRI 300: Environment

Materials

GRI Code	Description	Response
301-1	Total weight or volume of <u>nonrenewable and renewable</u> materials that are used to produce and package the organization's primary products	No information available. Nearly all of Andersen's products and packaging contain a mix of renewable and non-renewable materials, but material flows are not tracked in this way.
301-2	% of recycled input materials used for production (recycled inputs/total materials)	All Andersen products contain some recycled content and some are certified for recycled content using the SCS Recycled Content Certification Program. Please reference our Certificates page for more information.
301-3	% of reclaimed materials & their packaging materials for each product category	Andersen products do not contain reclaimed material following the definition in the GRI guidance. Some Andersen corrugated packaging may contain reclaimed materials, but we do not track percentages.

Energy

Consumption

GRI Code	Description	Response
302-1 a	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used	<u>Andersen-owned transportation:</u> 307,508,688 MJ 83% Diesel 17% Gasoline <u>Facilities usage:</u> 464,652,927 MJ 99.7% Natural Gas 0.02% Fuel Oil 0.2% Propane *Does not include electricity.
302-1 b	Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used	<u>Facilities usage:</u> 102,493,400 MJ 100% Wood *Does not include electricity.
302-1 c , d	Total electricity consumption (joules or watt-hours) and sold	597,343,680 MJ consumed. None sold.

302-1 c , d	Total heating consumption and sold	567,146,328 MJ consumed. Information on warm water consumption for space heating purposes is included in GRI 303: Water. *See fuel consumption 302-1 a, b for breakdown. None sold.
302-1 c , d	Total cooling consumption and sold	Not applicable. Andersen did not consume or sell energy for cooling.
302-1 c , d	Total steam consumption and sold	Not applicable. Andersen did not consume or sell steam.
302-1 e	Total energy consumption	1,164,490,008 MJ
302-1 f	Standards, methodologies, assumptions, and/or calculation tools used	Data was compiled and estimated using utility meters, invoices, and fuel purchased records. Our facility fuel usage is for heating so heating consumption was not double-counted for total energy. Any warm water used for space heating is reported in GRI 303: Water to avoid double-counting.
302-1 g	Source of conversion factors used	All conversion factors are generic.
302-2 a	Energy consumption outside of the organization	539,828,822 MJ in fuel consumption from third-party owned transportation. 100% Diesel This is the only external energy consumption we track at this time.
302-2 b	Standards, methodologies, assumptions, and/or	Transportation data for outside the organization was provided by a third-party logistics partner.

	calculation tools used to determine external energy use	
302-2 c	Source of the conversion factors used for external energy use	Please see 303-2 b.

Intensity

GRI Code	Description	Response
302-3 a	Energy intensity ratio for the organization	222 MJ per produced unit
302-3 b	Organization-specific metric (the denominator) chosen to calculate the ratio	Production unit
302-3 c	Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all	Fuel (includes Andersen-owned transportation and heating), and electricity. *Production units do not currently include our MQ® units. However, as our luxury subsidiary, MQ® produces a very low proportion of unit production.
302-3 d	Whether the ratio uses energy consumption within the organization, outside of it, or both	This ratio includes energy within the organization.

Reductions

GRI Code	Description	Response
302-4 a	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples	<u>Electricity:</u> 16,003,800 MJ <u>Natural Gas:</u> 8,820,266 MJ
302-4 b	Types of energy included in the reductions	Electricity and natural gas.
302-4 c	Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it	Andersen tracks reductions by totaling the conservatively estimated reductions of all 2020 projects. These projects reduced our energy consumption, however due to production expansions this year, these reductions may not be directly expressed in the enterprise's absolute energy consumption.
302-4 d	Standards, methodologies, assumptions, and/or calculation tools used	Please see 302-4 c.

Water

Management

GRI Code	Description	Response
303-1	Interactions with water as a shared resource	Most Andersen Corporation facilities receive water from the local municipality and discharge to the Public Owned Treatment Works (POTW). The Bayport facility in Minnesota utilizes on-site wells and municipal sources for water supply. Industrial waste water is discharged from this facility to the Public Owned Treatment Works, authorized by a Permit with the Minnesota Council of Environmental Services (MCES). Non-contact cooling water is discharged from multiple outfalls to the neighboring St. Croix River, which are authorized through permits with the Minnesota Pollution Control Agency (MPCA). The majority of our water consumption is for facility usage; there is little water consumption in the production of our products. For most of our locations, the water withdrawn is equal to the water safely discharged. Water meters are used throughout each facility in the Enterprise to measure usage. We continue to increase the number of meters at each facility to pinpoint water usage per process. The data recorded from these meters help identify areas of improvement and start the process of changing systems to be less water intensive. Andersen works with a variety of external stakeholders to ensure proper management of water resources. These stakeholders include but are not limited to: Environmental Initiative & the MN Sustainable Growth Coalition, Community Advisory Councils, wood suppliers, and non-profits such as Great River Greening. Andersen engages stakeholders through sustainable sourcing certifications, volunteerism, and collaborative initiatives.

		At our facilities with outside industrial activity, Andersen mitigates water related-impacts with the necessary stormwater permits, Best Management Practices (BMPS), and voluntary stormwater management initiatives. Specifically, at our largest facility, a Stormwater Master Plan was developed in 2015 to identify changes that would result in reduced stormwater loads to the adjacent St. Croix River. Reducing our water consumption is included in our set of 2020 Corporate Sustainability Goals. Our goal is to reduce 20% of water usage per unit, using a 2013 baseline. We met this goal in 2016.
303-2	Management of water discharge-related impacts	Water management standards beyond regulations are outlined in Andersen's internal Corporate Environmental Policy. We continuously strive for our facilities, processes, and products to meet or exceed all applicable government regulations related to the environment. In addition to our public 2020 sustainability goals, Andersen maintains the following permanent principles: minimize pollution at the source; conserve natural resources through reduction, reuse and recycling of materials; promote energy conservation; develop long-lasting products that have a minimal adverse effect on the environment; and continuously improve our environmental performance.

Withdrawal

303-3 Water Withdrawal			
		All areas (ML)	Areas w/ water stress (ML)
Water Withdrawal by source	Surface water total		
	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)		
	Other water ($> 1,000$ mg/L Total Dissolved Solids)		
	Groundwater total	371	371
	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)		
	Other water ($> 1,000$ mg/L Total Dissolved Solids)		
	Seawater total		
	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)		

	Other water (> 1,000 mg/L Total Dissolved Solids)			
	Produced water total			
	Freshwater (≤1,000 mg/L Total Dissolved Solids)			
	Other water (> 1,000 mg/L Total Dissolved Solids)			
	Third-party water total		180	114
	Freshwater (≤1,000 mg/L Total Dissolved Solids)		Sources for withdrawn third-party water varies by location and this information is not available to the company.	
	Other water (> 1,000 mg/L Total Dissolved Solids)			
	Total third-party water withdrawal by withdrawal source	Surface water		
		Groundwater		
		Seawater		
Other				
Total water withdrawal			551	485

Water stress data based on the World Resources Institute's Aqueduct Water Risk Atlas tool.

Discharge

303-4 Water Discharge			
		All areas (ML)	Areas w/ water stress (ML)
Water discharge by destination	Surface water	273	
	Groundwater		
	Seawater		
	Third-party water	271	
Total water discharge		545	
Water discharge by freshwater and other water	Freshwater ($\leq$ 1,000 mg/L Total Dissolved Solids)		
	Other water (> 1,000 mg/L Total Dissolved Solids)		

Consumption

GRI Code	Description	Response
303-5 a	Total water consumption in megaliters	6 ML
303-5 b	Total water consumption in areas with water stress in megaliters	4 ML
303-5 c	Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact	0 ML Per the definition of water storage in the GRI 303 guidance, there is no water held in water storage facilities or reservoirs in the enterprise.

Biodiversity

GRI Code	Description	Response
304-1	Which operational sites are owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our Bayport, Minnesota is our only site adjacent to protected land or areas of high biodiversity value. This site is 129.6 acres and contains both manufacturing and office spaces and is near the St. Croix National Scenic Riverway, a federally protected system of riverways (IUCN Category V) located in eastern Minnesota and northwestern Wisconsin.

304-2	Significant impacts of activities, products, and services on biodiversity	Andersen is not aware of any significant impacts on biodiversity. Andersen strives to minimize any potential impacts on biodiversity through external initiatives, responsible effluent management, and related product sustainability (sourcing) certifications. Andersen Corporation Forest Resources Policy For more information on environmental impacts please see the remaining indicators in GRI: 300.
304-3	Size and location of all habitat areas protected or restored and its status at the end of 2018, partnerships	The St. Croix National Scenic Riverway is a federally protected system of riverways located in eastern Minnesota and northwestern Wisconsin. It protects 252 miles (406 km) of river. Andersen owns 65.8 acres directly adjacent to the St. Croix. Andersen supports habitat restoration organizations such as Great River Greening and the MN Sustainable Growth Coalition's Natural Habitat team through volunteerism, employee participation and financial contributions.
304-4	IUCN Red list species	Andersen is not aware of any direct impacts due to our activities. The IUCN Red List species numbers for the broad regions in which we operate are as follows: <u>North America</u> Critically endangered: 548 Endangered: 545 Vulnerable: 744 Near threatened: 452 Least concern: 8311 <u>Italy</u> Critically endangered: 92 Endangered: 152 Vulnerable: 270 Near threatened: 288 Least concern: 2703

Emissions

Direct (Scope 1)

GRI Code	Description	Response
305-1 a	Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent	44,858 metric tons CO2e *Purchased biodiesel or ethanol blends are not included in any Scope 1 calculations. This number excludes biogenic CO2 emissions.
305-1 b	Which, if any of the following gases are included in the above calculation: CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	CO2, CH4, N2O
305-1 c	Biogenic CO2 emissions in metric tons of CO2 equivalent	9235 metric tons CO2e
305-1 e	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	EPA 40 CFR 98.
305-1 f	Consolidation approach for emissions; whether equity share, financial	Financial control.

	control, or operational control	
305-1 g	Standards, methodologies, assumptions, and/or calculation tools used	Calculations used EPA resources (i.e. 40 CFR 98, Table A-1) and internal transportation data. Scope 1 includes Andersen-owned transportation and fuel consumption.

Indirect Energy (Scope 2)

GRI Code	Description	Response
305-2 a	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent	79,379 metric tons CO2e Includes regional EPA eGRID data and Canadian equivalent (Environment and Climate Change Canada).
305-2 b	Gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent if applicable	54,133 metric tons CO2e Includes verified utility, regional EPA eGRID data and Canadian equivalent (Environment and Climate Change Canada).
305-2 c	Which, if any of the following gases are included in the above calculation: CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	CO2, CH4, N2O are included in most calculations (EPA eGRID Data). Some utility data for market-based energy emissions does not specify which gases are included beyond CO2 equivalent.
305-2 e	Source of the emission factors and	EPA 40 CFR 98.

	the global warming potential (GWP) rates used, or a reference to the GWP source.	EPA eGRID Regions and verified utility data was used for some emissions factors.
305-2 f	Consolidation approach for emissions; whether equity share, financial control, or operational control	Financial control.
305-2 g	Standards, methodologies, assumptions, and/or calculation tools used	Calculations used EPA resources (eGRID, 40 CFR 98), third-party verified utility emissions data when applicable. Scope 2 includes purchased electric energy emissions.

Other Indirect (Scope 3)

GRI Code	Description	Response
305-3 a	Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent	37,978 metric tons CO2e *Purchased biodiesel or ethanol blends are not included in any Scope 3 calculations.
305-3 c	Which, if any of the following gases are included in the above calculation: CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	CO2, CH4, N2O
305-3 c	Biogenic CO2 emissions in metric	0 metric tons CO2e

	tons of CO2 equivalent	
305-3 d	Other indirect (Scope 3) GHG emissions categories and activities included	Scope 3 includes third-party logistics-owned transportation.
305-3 f	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	EPA 40 CFR 98.

Intensity

GRI Code	Description	Response
305-4 a, b, c	GHG emissions intensity ratio for the organization AND Organization-specific metric (the denominator) chosen to calculate the ratio Types of GHG emissions included in the intensity ratio	<u>Scope 1:</u> 22.80 lbs CO2e per produced unit *Includes biogenic emissions <u>Scope 2:</u> 22.81 lbs CO2e per produced unit *Uses market-based emissions <u>Scope 3:</u> 16.01 lbs CO2e per produced unit <u>All Scopes:</u> 61.62 lbs CO2e per produced unit
305-4 d	Which, if any of the following gases are	CO2, CH4, N2O

	included in the above calculation: CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	
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Reductions

GRI Code	Description	Response
305-5 a	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent	1,745.52 metric tons CO2e
305-5 b	Which, if any of the following gases are included in the above calculation: CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	CO2, CH4, N2O
305-5 d	Scopes in which reductions took place	Scope 1: Natural Gas Consumption Scope 2: Energy Indirect (Electricity) *Market-based emissions factors were used for reductions calculations. Please see 302-4 c for information on our energy reduction calculations.

Ozone Depleting Substances

GRI Code	Description	Response
305-6 a	Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. Please include source of emissions factors and substances included in calculation.	Not applicable. Andersen does not produce, import, or export ozone depleting substances.

Air Emissions

GRI Code	Description	Response
305-7 a	Significant air emissions, in kilograms or multiples, for each of the following and any other standard categories of air emissions identified in relevant regulations:	
305-7 a	NOx	34.61 metric tons
305-7 a	SOx	1.22 metric tons
305-7 a	Persistent organic pollutants	Not applicable.
305-7 a	Volatile organic compounds	864.16 metric tons
305-7 a	Hazardous air pollutants	42.97 metric tons Andersen is required to report hazardous air pollutants every three years. This data is from 2018 and is the most recent number.
305-7 a	Particulate matter	26.32 metric tons

Effluents and Waste

Disposal

GRI Code	Description	Response
306-2 a	Total weight of hazardous waste	399.99 metric tons
306-2 a	Hazardous waste disposal methods and % breakdown of weight per method	No information available. Andersen contracts third-party partners to responsibly manage a variety of hazardous wastes generated throughout its facilities. Reclamation is the preferred method of hazardous waste treatment, however we do not have specific breakdown of disposal methods.

306-2 b	Total weight of non-hazardous waste	31,369 metric tons
306-2 b	Non-hazardous waste disposal methods and % breakdown of weight per method	<u>Single stream recycling:</u> 2,066.24 metric tons *Oak Park Heights MN, Menomonie WI, and Oceanside CA only <u>Compost:</u> 20.83 metric tons *Oak Park Heights MN, Bayport MN, and Menomonie WI only <u>Other recycling:</u> 3,449.20 metric tons <u>Off-site reuse:</u> 4,041.42 metric tons *Bayport MN and Cottage Grove MN only **Some wood pallets reused off-site may be recycled if damaged We do not currently track single stream recycling breakdowns for all sites. If exact values are unavailable, some are estimated using invoices from our contracted disposal partners. However, we believe the values above represent most of our waste and disposal breakdown.
306-2 c	How the waste disposal method has been determined	Disposal method varies by location. Andersen has a contracted enterprise-wide waste disposal partner that initially determines disposal avenues. Recycling and/or reuse partners are sought out per location and independently of this contract when needed.
306-4 a	Hazardous waste transported	0
306-4 a	Hazardous waste imported	0

306-4 a	Hazardous waste exported	0
306-4 a	Hazardous waste treated	0
306-4 b	Percentage of hazardous waste shipped internationally	0

Spills

GRI Code	Description	Response
306-3	Total number and total volume of recorded significant spills	Andersen did not record any significant spills.

Environmental Compliance

GRI Code	Description	Response
307-1	Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations	Andersen did not receive any significant fines or sanctions for non-compliance with environmental laws and/or regulations.

Supplier Environmental Assessment

GRI Code	Description	Response
308-1	Percentage of new suppliers that were screened using environmental criteria	Andersen screens all new suppliers with an internally created assessment that includes environmental, labor practices, and human rights criteria.
308-2	Number of suppliers assessed for environmental impacts	Confidentiality constraints. The specific quantity of Andersen suppliers is considered confidential. Please see 102-9 for supply chain information.

GRI 400: Social Employment

GRI Code	Description	Response
401-1	New employee hires and employee turnover	Confidentiality constraints. While many of employees have long tenures, specific hiring and turnover information is kept confidential.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Confidentiality constraints. For general benefits information please visit our career page at Andersen Careers FAQ .
401-3	Parental leave	Confidentiality constraints. For general benefits information please visit our career page at Andersen Careers FAQ

Labor Management Relations

GRI Code	Description	Response
402-1	Minimum notice periods regarding operational changes	Not applicable. All Andersen notice periods comply with the U.S. WARN Act, however Andersen has not completed a plant closure or permanent mass lay-off in recent years.

Occupational Health and Safety

GRI Code	Description	Response
403-1	Occupational health and safety management system	Please see Occupational Safety Summary in Appendix.
403-2	Hazard identification, risk assessment, and incident investigation	Please see Occupational Safety Summary in Appendix.
403-3	Occupational health services	Andersen utilizes an independent vendor for our voluntary employee health promotion program and only receives aggregated data (A+ Health, see 403-6 for more information). This helps ensure that all of the health information provided by employees remains completely confidential. Andersen policy is in compliance with HIPAA (Health Insurance Portability and Accountability Act) with audits conducted annually. Please see Occupational Safety Summary in Appendix for services related to the elimination of hazards and minimization of risks.
403-4	Worker participation, consultation, and communication on occupational health and safety	Please see Occupational Safety Summary in Appendix.
403-5	Worker training on occupational health and safety	Please see Occupational Safety Summary in Appendix.
403-6	Promotion of worker health	Andersen Careers FAQ Andersen provides a voluntary program called A+ Health that promotes healthy living. A+ Health has a variety of ways for employees and spouses to participate including a health and wellbeing portal, annual health assessment questionnaire, health screenings, Employee

		Assistance/Worklife program, health coaching, company-wide health challenges, Care Partners onsite emotional support program, fitness classes, and Weight Watches and Fitbit discounts. Eligible employees and spouses may earn incentives for completed programs. Andersen ensures program availability across the enterprise through a champion network that shares information, promotes programs and encourages participation.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Please see Occupational Safety Summary in Appendix.
403-8	Workers covered by an occupational health and safety management system	Please see Occupational Safety Summary in Appendix.
403-9	Work-related injuries	Please see Occupational Safety Summary in Appendix.
403-10	Work-related ill health	Please see Occupational Safety Summary in Appendix.

Training and Education

GRI Code	Description	Response
404-1	Average hours of training per year per employee	3.7 average hours of training per year per employee. We do not have a gender and category breakdown for this data.
404-2	Programs for upgrading employee skills and transition assistance programs	Andersen Learning & Development programs include: Employee Development • Talent Planning • Formalized Career Planning and Individual Development Planning • Career Ladder focused on building engineering career paths

		Training • Leadership Programming by level: Leadership by Andersen, Foundations, Explorations and Next Level Leader • Diversity and inclusion programs including: Leading for Inclusion, Power of Choice/Efficacy program, and Unconscious Bias • Functional Leadership forums • Skill-building workshops on change management, team-building, coaching, and presentation skills for leaders and employees • Ethics Education programs • Targeted performance consultation and training for specific employee groups • Orientation and onboarding programs for new employees • Rotational development programs: Sales Development Program, Operations Leadership Development Program, and the Logistics Development Program Andersen also offers outplacement and transition services to aid in career transition.
404-3	Percentage of employees receiving regular performance and career development reviews	Leaders and employees are expected to use the Andersen Check-In process to track performance against goals and to provide performance feedback and recognition on a regular basis

Diversity and Equal Opportunity

GRI Code	Description	Response
405-1	Diversity of governance bodies and employees	<u>Age Groups at Andersen are:</u> Under 30 years old – 2,195 30 to 50 years old – 4,545 Over 50 years old – 3,280 Andersen is a proud signatory of the CEO Action for Diversity & Inclusion initiative, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. For more information on D&I at Andersen, please visit the links below.

		Diversity & Inclusion Andersen Careers FAQ Company Info
405-2	Ratio of basic salary and remuneration of women to men	Confidentiality constraints. Andersen considers wage and salary information confidential.

Non-Discrimination

GRI Code	Description	Response
406-1	Incidents of discrimination and corrective actions taken	Andersen does not tolerate any form of discrimination, harassment or misconduct and takes all good faith reports of these issues seriously; we make every effort to ensure that investigations are appropriate and comprehensive. In determined cases of wrongdoing, we act swiftly to correct the problem and work to prevent future occurrences. Specific cases of discrimination or misconduct are kept confidential to protect all employees.

Freedom of Association and Collective Bargaining

GRI Code	Description	Response
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None. Please see 102-41 and 414-1 for more information.

Child Labor

GRI Code	Description	Response
408-1	Operations and suppliers at significant risk for incidents of child labor	Andersen has a zero-tolerance policy for the use of child or forced labor, or human trafficking. We will not knowingly do business with subcontractors, vendors or other business partners who violate these practices. Andersen upholds individual human rights in all of our operations, and we expect the same from all of our business partners. This means providing reasonable working hours and fair wages while promoting the health and safety of everyone who works on our behalf.

Forced or Compulsory Labor

GRI Code	Description	Response
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Please see GRI 408-1.

Security Practices

GRI Code	Description	Response
410-1	Security personnel trained in human rights policies or procedures	All Andersen employees are trained in basic human rights such as nondiscrimination, workplace respect, and safety. Our security personnel are trained to respond to number of emergency situations unarmed and refrain from using physical force. Rare, high-risk situations may require the temporary use of third-party security services. These organizations are required to adhere to Andersen's policies and procedures in addition to their own.

Rights of Indigenous Peoples

GRI Code	Description	Response
411-1	Incidents of violations involving rights of indigenous peoples	Andersen Corporation is unaware of any incidents of violations involving rights of indigenous peoples.

Human Rights Assessment

GRI Code	Description	Response
412-1	Operations that have been subject to human rights reviews or impact assessments	Not applicable. Andersen operates in North America and Europe and maintains high standards for the treatment of employees and community members; formal human rights assessments have not been necessary.
412-2	Employee training on human rights policies or procedures	All Andersen employees who have network access have access to the company's Code of Ethical Business Conduct, including information about human rights policies and procedures. That Code is available on the company Intranet and is distributed to all new employees as part of orientation.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Andersen is not aware of investment agreements that underwent human rights screening.

Local Communities

GRI Code	Description	Response
413-1	Operations with local community engagement, impact assessments, and development programs	Andersen strives to positively impact the communities in which we live and work. Our locations assess impact in various ways, including but not limited to: Community Advisory Committees, education programs and community investments. For more information please visit our In Our Communities page.
413-2	Operations with significant actual and potential negative impacts on local communities	Andersen is not aware of any operations with significant actual or potential negative impacts on local communities.

Supplier Social Assessment

GRI Code	Description	Response
414-1	New suppliers that were screened using social criteria	Andersen Corporation screens all new suppliers with an internally created assessment that includes environmental, labor practices and human rights criteria.
414-2	Negative social impacts in the supply chain and actions taken	Confidentiality constraints. Andersen considers details on suppliers confidential. Please see 102-9 for supply chain information.

Public Policy

GRI Code	Description	Response
415-1	Political contributions	Andersen Corporation does not participate in direct political contributions to political parties or candidates.

Customer Health and Safety

GRI Code	Description	Response
416-1	Assessment of the health and safety impacts of product and service categories	Please see "Product Health and Safety" table below.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Andersen Corporation is unaware of any final determination entered against it of non-compliance concerning the health and safety impacts of products and services.

Product Health and Safety

Life Cycle Stage	Assessed for Improvement	Processes	Estimated % of Product Portfolio (by Volume)
Development of product concept	Yes	Product concepts are assessed using the product development process (PDP).	50% of portfolio has gone through PDP; 100% of new products go through PDP.

Certification	Yes	Products are tested by independent testing labs following industry standards and are certified by WDMA and NFRC.	98% are certified.
Manufacturing and production	Yes	Health and safety practices are managed and continually improved as part of corporate and local Andersen safety procedures.	100% are manufactured in a plant with safety procedures.
Marketing and promotion	Yes	Marketing and promotional materials are reviewed by the Legal Department to confirm that the proper and safe use of the product is depicted when shown.	External marketing materials are required to be reviewed by the Legal Department to confirm that product performance and use is properly portrayed.
Storage, distribution, and supply	Yes	Health and safety practices are managed and continually improved as part of corporate and local Andersen safety procedures.	100% are distributed from a facility with safety procedures.
Use and service	Yes	Products are assessed using the Andersen Product Review Methodology.	50% of portfolio has gone through a task hazard analysis (THA); 100% of new products require a THA.

Marketing and Labeling

GRI Code	Description	Response
417-1	Requirements for product and service information and labeling	See table below.
417-2	Incidents of non-compliance concerning product and service information and labeling	Andersen Corporation is unaware of any labeling errors related to voluntary standards.
417-3	Incidents of non-compliance concerning marketing communications	Andersen Corporation is unaware of any final determination entered against it of non-compliance with any applicable regulations or voluntary codes related to marketing communications.

417-1: Requirements for product and service information and labeling

Product Aspect	Labeled	Processes/Labels	Estimated % of Product Portfolio
The sourcing of components of the product or service	Yes	Andersen customers have the option to purchase products with the Forest Stewardship Council certification. Most products also have the SCS Recycled Content certification.	Approximately 48% of our product lines have the option for the FSC certification and 100% have recycled content.

Content, particularly with regard to substances that might produce an environmental or social impact	Yes	- Health Product Declarations for E-Series - Environmental Product Declarations for Renewal by Andersen® Double Hung windows - In progress Environmental Product Declarations for E-Series - SCS IAQ Gold for most products	86% of our product lines have the SCS IAQ Gold Certification.
Safe use of the product or service	Yes	Window fall prevention warning labels for screens	100%
Disposal of the product and environmental or social impacts	No	None.	0%
Other?	Yes	ENERGY STAR certified products	100% of our window product lines and 90% of our door product lines have at least one ENERGY STAR option.

Customer Privacy

GRI Code	Description	Response
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Andersen Corporation is not aware of any substantiated complaints concerning breaches of customer privacy and losses of customer data.

Socioeconomic Compliance

GRI Code	Description	Response
419-1	Non-compliance with laws and regulations in the social and economic area	Andersen Corporation is unaware of any significant fine for non-compliance with laws and regulations concerning the provision and use of our products and services, and therefore has no monetary value to report for this category.

Appendix

Occupational Health and Safety Summary

Andersen Safety Mission Statement

Safety is the first consideration in everything we do. We strive to obtain world-class status in our safety efforts by going above and beyond minimum standards and using best practices. At Andersen, we will:

- Promote a culture that recognizes and addresses the importance of safety.
- Collaborate with employees to continuously improve safety performance through business division accountability and ownership and by embedding safety awareness as a core value.
- Provide a workplace that is free of recognized hazards.

Safety Management System

We have internal standards and requirements that meet or exceed regulatory requirements. We comply with OSHA standards and implement best practices, including ANSI and NFPA standards. We have a highly educated and experienced Corporate Safety team supporting Site Safety Contacts for all our manufacturing and logistics facilities. We have many safety and health procedures and requirements.

Examples of topics include, but are not limited to:

- Machine Guarding
- Ergonomics
- Hot Work
- Contractor Safety
- PPE Requirements
 - Glass Handling
 - Use of Sharps in the Workplace
 - Respiratory Protection
 - Hearing Conservation
 - Foot Protection
 - Head Protection
- Powered Industrial Trucks
- Crane and Hoist Operation
- Lockout Tagout
- Incident Investigation
- Fall Protection
- Electrical Safety and Arc Flash Protection
- Flammable and Combustible Liquids
- Laser Safety
- Hazard Communication
- Heat Stress
- OSHA Recordkeeping
- Safety Assessment Process (for new or modified equipment/processes)

Employees receive orientation and ongoing safety training based on the hazards they may be exposed to in the workplace and what their specific responsibilities regarding safety include based on their position (Management, Engineering, Maintenance, Production, etc.). Most sites have safety committees that meet regularly. We also have our senior operations management team that includes executives and plant management to represent operations safety leadership. We call this our SELF (Safety Engagement Leadership Forum) Team and they meet every 6 weeks to discuss safety strategies, incidents, and performance. Our Corporate and Site Safety and Environmental professionals (roughly 50 people) also meet annually for several days at our Safety and Environmental Summit to review challenges, safety performance, and share best practices.

Risk & Hazard Management

Workplace hazards are identified through many different avenues including workplace audits, formal safety assessments for new or modified equipment/processes, and through near accident and incident investigations:

- **Workplace Safety Audits**
 - Formal safety audits that are conducted on a regular basis by employees at all levels of the organization including: Operations Management and Supervision, Site and Corporate Safety personnel, and Site Safety Committees. Checklists are typically used as a guide to look for unsafe behaviors and conditions and corrective actions are assigned to address identified hazards. Some of the audits are general, while others focus on specific behaviors or conditions.
- **Andersen Safety Assessment Process**
 - Andersen has a detailed process aimed at the identification, evaluation, and control of hazards associated with new or modified equipment or processes. Whenever a process or new piece of equipment is brought in, moved, or modified, we follow a 3-step process to review the equipment process to ensure we address all hazards prior to implementation. All three phases must be signed off on by the Project Lead, Safety Representative, and Electrical Engineer (where applicable) prior to production. The safety assessment checklist is quite comprehensive at over 80 individual questions.
- **Near-Miss and Incident Investigations**
 - Every near-miss (no bodily harm but could have been) and injury incident (first aid or other medical attention required) is investigated by a team that is led by the area Production or Maintenance Supervisor. The team conducts the investigation using our EHS software and logs incident details, root causes, and corrective actions. Corrective actions are then assigned to address

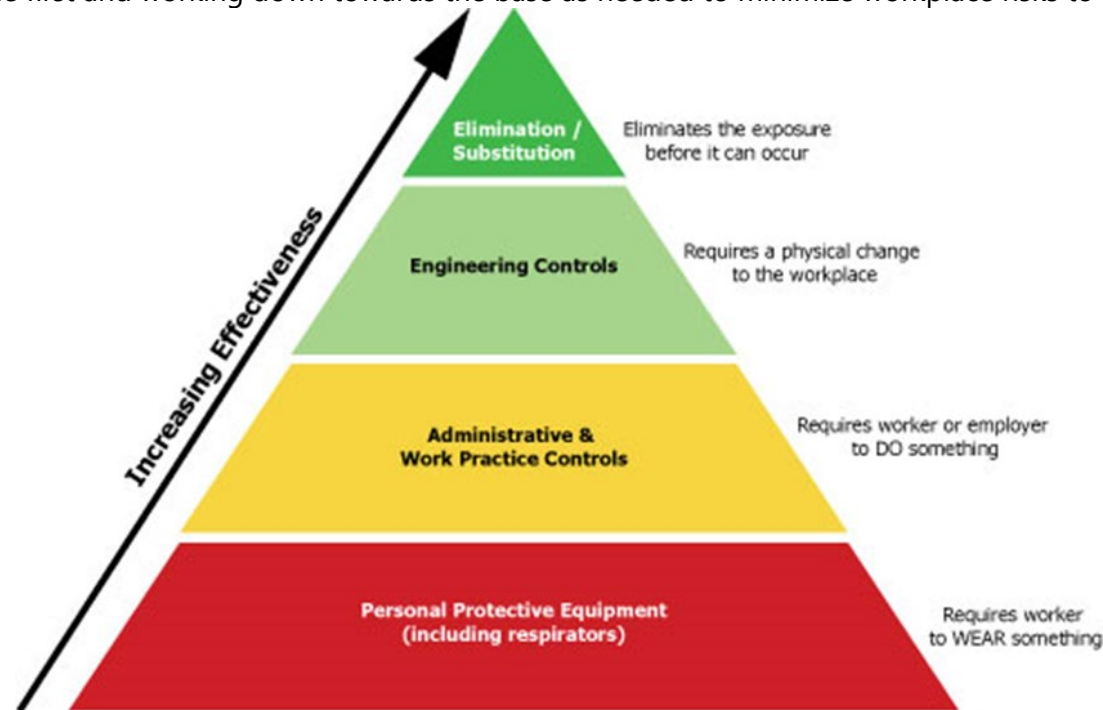
identified hazards and completion of such actions are tracked using the software. In addition, supervisors are asked to draft communications to be shared with other departments/sites that may have similar hazards to share and implement best practices.

- **Other Hazard Management Activities**

- Safety training is conducted at least annually and includes informing all production and maintenance employees to report all workplace hazards. Employees are also encouraged to report hazards through communications from leadership and safety personnel. Employees are also engaged in hazard identification awareness through our quarterly hazard identification exercise in our company newsletter. Any Andersen employee can submit an entry trying to identify all the hazards in staged photos (typically 6-8 hazards) that are created by our various site safety committees. Any employee who identifies all the hazards is eligible for a drawing for a prize. Some of our plants also recognize/reward Production and Maintenance employees for implemented safety suggestions submitted using Continuous improvement card process.

Control Measure Hierarchy

Andersen uses the control measure hierarchy shown below whenever feasible to address identified hazards by focusing on the control measures on the top of the triangle first and working down towards the base as needed to minimize workplace risks to the degree possible.



Coverage

All employees and non-employees present in our work environment are covered by our Safety Management and Risk and Hazard Management systems. The systems are evaluated occasionally, and improvements are made as needed, however there is no requirement for internal or external auditing of our systems.

Safety Committees

Nearly all our production and distribution facilities have employee safety committees that meet regularly to identify and control hazards, as well as make suggestions regarding safety improvements.

Statistics

- 341 OSHA Recordables, 118 Lost Time Cases, 139 Restricted Time Cases. Recordable Incident Rate of 3.93, 0 Fatalities (for workers and non-workers in Andersen-controlled work environments).
 - Material handling and lacerations were the top 2 types of injuries.
 - Rates are calculated using 200,000 hours.
 - 17,362,178 hours worked.
 - We had <5 health-related cases in 2020. These were around skin and respiratory irritation due to chemical exposure.

Materiality Matrix

