



SUSTAINABILITY UPDATE

2023 GRI INDEX

OUR CORPORATE SOCIAL RESPONSIBILITY COMMITMENT

At Andersen, doing the right thing is in our DNA. Deeply ingrained in our corporate values is the understanding that our impact extends far beyond our corporate footprint, and we uphold a longstanding belief that everyone we have the privilege of interacting with should benefit from the experience. This starts with our team and our customers, and extends to our suppliers and business partners, and to the environment and the communities in which we operate. Our early founders called this our “magic circle,” acknowledging we are part of a special, interconnected network of stakeholders, and we have the privilege, and the responsibility, to ensure what we do, and how we do it, positively impacts the people and communities around us.

Our magic circle is our north star. It guides our decisions and inspires our actions – from fostering an equitable and inclusive workplace, to the sustainable and responsible design and manufacturing of our industry-leading window and door products, to sharing our time, talents and resources to strengthen communities.

As we celebrate our 120th anniversary, we remain steadfast in our commitment to meet the needs of today without compromising the needs of future generations. Our shared success relies heavily on the health and resiliency of the communities where we live and work. Protecting people and our planet is more important than ever, and we strive every day to make decisions that ultimately make the world a better place. We believe in transparency and continuous improvement, knowing there is always more we can do, and this report is an important part of our commitment.

We are fortunate to have a team of more than 13,000 talented individuals who are the center of our magic circle. Our team is united around our business goals, inspired by a shared purpose, committed to our mission to deliver world-class experiences to our customers, and engaged in fostering an inclusive culture where everyone is inspired to achieve their full potential as we work all together to contribute to a brighter future.

We are forever grateful for our magic circle and all of our stakeholders who join us on this journey.



Chris Galvin
President and
Chief Executive Officer

Table of Contents

OUR CORPORATE SOCIAL RESPONSIBILITY COMMITMENT	2
GRI DISCLOSURES.....	5
GRI 2: GENERAL DISCLOSURES	5
GRI 3: MATERIAL TOPICS.....	8
GRI 201: ECONOMIC PERFORMANCE	8
GRI 202: MARKET PRESENCE.....	9
GRI 203: INDIRECT ECONOMIC IMPACTS	9
GRI 204: PROCUREMENT PRACTICES	10
GRI 205: ANTI-CORRUPTION	10
GRI 206: ANTI-COMPETITIVE BEHAVIOR.....	11
GRI 207: TAX.....	11
GRI 301: MATERIALS	11
GRI 302: ENERGY	12
<i>Table 1. Fuel Consumption</i>	<i>13</i>
<i>Table 2. Energy Consumption Within the Organization</i>	<i>13</i>
<i>Table 3. Energy Consumption Outside the Organization</i>	<i>13</i>
GRI 303: WATER	14
<i>Table 4. Water Withdrawal.....</i>	<i>15</i>
<i>Table 5. Water Discharge</i>	<i>15</i>
GRI 304: BIODIVERSITY.....	16
GRI 305: EMISSIONS	17
<i>Table 6. Direct (Scope 1) GHG Emissions</i>	<i>18</i>
<i>Table 7. Indirect (Scope 2) GHG Emissions.....</i>	<i>18</i>
<i>Table 8. Other Indirect (Scope 3) GHG Emissions</i>	<i>18</i>
GRI 306: WASTE.....	19
<i>Table 9. Waste by Composition.....</i>	<i>20</i>
<i>Table 10. Waste Diverted from Disposal by Recovery Operation</i>	<i>20</i>
<i>Table 11. Waste Directed to Disposal by Disposal Operation.....</i>	<i>21</i>
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT	21
GRI 401: EMPLOYMENT	21
GRI 402: LABOR/MANAGEMENT RELATIONS	22
GRI 403: OCCUPATIONAL HEALTH AND SAFETY.....	22
GRI 404: TRAINING AND EDUCATION.....	23
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY	24
GRI 406: NON-DISCRIMINATION.....	25
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING.....	25
GRI 408: CHILD LABOR.....	25
GRI 409: FORCED OR COMPULSORY LABOR.....	25
GRI 410: SECURITY PRACTICES	26
GRI 411: RIGHTS OF INDIGENOUS PEOPLES.....	26

GRI 413: LOCAL COMMUNITIES	26
GRI 414: SUPPLIER SOCIAL ASSESSMENT	27
GRI 415: PUBLIC POLICY	27
GRI 416: CUSTOMER HEALTH AND SAFETY	27
GRI 417: MARKETING AND LABELING.....	28
<i>Table 12. Product and Service Labeling</i>	29
GRI 418: CUSTOMER PRIVACY.....	30
APPENDIX	31
OCCUPATIONAL HEALTH AND SAFETY SUMMARY.....	31
MATERIALITY ASSESSMENT	34

GRI DISCLOSURES

GRI 2: GENERAL DISCLOSURES

GRI Code	Description	Response			
2-1	Organizational Details	Andersen Corporation 100 4th Ave N Bayport, Minnesota, 55003, United States Andersen is a privately owned corporation headquartered in Bayport, Minnesota, USA Andersen and its subsidiaries primarily operate in the USA, Canada, and Italy			
2-2	Entities included in the organization's sustainability reporting	Andersen Corporation and its subsidiaries including Renewal by Andersen are included in this sustainability report.			
2-3	Reporting period, frequency, and contact point	The reporting period is January 1, 2023, to December 31, 2023. As a private company, we do not disclose our financial reportings. The point of contact for questions about the report or reported information is Brett Sitter, Corporate Sustainability Manager.			
2-4	Restatements of information	None.			
2-5	External assurance	Andersen did not seek external assurance outside of data noted as third-party verified.			
2-6	Activities, value chain and other business relationships	Andersen is in the construction industry and manufactures windows and doors. Supply chains are typical for the construction industry. Upstream supply chain examples include but are not limited to wood, vinyl, glass, aluminum, and packaging (plastic, cardboard). Downstream supply chain examples include direct to the consumer, contractors, and retail outlets.			
2-7	Employees	Employment Type by Gender	Female	Male	Total
		Part Time	144	216	360
		Full Time	3,870	9,208	13,078
		Total	4,014	9,424	13,438
2-8	Workers who are not employees	Employment Contract by Gender	Female	Male	Total
		Permanent	3,964	9,341	13,305
		Temporary	50	83	133
		Total	4,014	9,424	13,438
2-9	Governance structure and composition	Andersen Corporation is a privately held company. The chief governing body is a 13-person Board of Directors, which is chaired by Jay Lund, and includes two executives, two Andersen family members, one foundation			

		member, and seven independent directors. 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 its Board structure and shareholder base confidential.
2-10	Nomination and selection of the highest governance body	The Board's Environmental, Social, and Governance (ESG) Committee is responsible for selecting qualified candidates to stand for election by the shareholders. Please see 2-9. As a privately held company, Andersen considers other details about its Board nomination process confidential.
2-11	Chair of the highest governance body	Jay Lund, Chairman of the Board, Andersen Corporation Board of Directors
2-12	Role of the highest governance body in overseeing the management of 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 Director of Risk Management who respectively report to the Senior Vice President, Chief Legal Officer, and the Vice President Treasurer.
2-13	Delegation of responsibility for managing impacts	The Board of Directors' role is primarily governance and oversight. The Board, in turn, conducts much of its work through the following four committees, which consist entirely of Board members: ESG; Audit; Finance; and Compensation. Day-to-day management of the business is conducted through the Chief Executive Officer's 9-person Executive Committee. As a privately held company, Andersen considers other details about its Board's and the Executive Committee's activities confidential.
2-14	Role of the highest governance body in sustainability reporting	The highest governance body responsible for reviewing and approving the reported information is Chris Galvin (President & CEO). The process is that the report is reviewed by the highest governance body and then approved.
2-15	Conflicts of interest	We have a code of conduct that informs the process for conflicts of interest.
2-16	Communication of critical concerns	We have a code of conduct that informs the process for communication of critical concern.
2-17	Collective knowledge of the highest governance body	Sustainability leadership presents to the ESG Committee of the Board of Directors periodically.

		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.
2-18	Evaluation of the performance of the highest governance body	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 shareholders are regularly evaluating the directors' performance. As a privately held company, Andersen considers other details about our governance evaluation processes confidential.
2-19	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 its remuneration policies confidential. More information on careers at Andersen can be found on AndersenCareers.com.
2-20	Process to determine remuneration	Please see 2-19. As a privately held company, Andersen considers other details about its remuneration policies confidential.
2-21	Annual total compensation ratio	As a privately held company, Andersen considers this confidential company information.
2-22	Statement on sustainable development strategy	Please see the introduction to the Andersen 2023 GRI Index for the statement on sustainable development strategy.
2-23	Policy commitments	Employees have access to our Code of Ethical Business Conduct which covers the policy commitments.
2-24	Embedding policy commitments	Employees have access to our Code of Ethical Business Conduct which covers the policy commitments.
2-25	Processes to remediate negative impacts	Employees have access to our Code of Ethical Business Conduct which covers the processes to remediate negative impacts.
2-26	Mechanisms for seeking advice and raising concerns	Employees have access to our Code of Ethical Business Conduct which covers the mechanisms for seeking advice and raising concerns.
2-27	Compliance with laws and regulations	Andersen is unaware of any significant fine for non-compliance with laws and regulations in the social and economic area.
2-28	2-28 Membership associations	2023 Membership Organizations include: Alliance to Save Energy, Environmental Initiative, Greater Des Moines Partnership, Minneapolis and St. Paul Regional Economic Development Partnership, Greater Stillwater Chamber of Commerce, Hudson Area Chamber of Commerce, Minneapolis Regional Chamber of Commerce, Minnesota Business Partnership, Minnesota Chamber of Commerce, Minnesota Council on Foundations, St. Croix Economic Development Corporation, U.S. Green Building Council.

2-29	2-29 Approach to stakeholder engagement	Andersen has identified 5 key stakeholders that meet with the sustainability team every 6 weeks. These stakeholders include: marketing/brand, operations, research, development, and innovation and supply chain. There is also regular check in with executive level leaders as needed to discuss and inform enterprise sustainability strategy and prioritization.
2-30	2-30 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 safe and favorable work conditions, few Andersen employees have chosen to be represented by a collective bargaining agreement. Approximately 5% of our employees are represented by a union.

GRI 3: MATERIAL TOPICS

GRI Code	Description	Response
3-1	Process to determine material topics	An external company was hired to conduct a materiality assessment in 2021. A large cross-functional team covering most functions in the company was sourced to provide input. Energy was the highest ranked materiality topic. This influenced sustainability priorities and investments in energy reduction initiatives to reduce our energy consumption.
3-2	List of material topics	Materiality assessments were completed in 2015 and 2021. In our most recent assessment, Energy and Diversity & Equal Opportunity moved up in the materiality score, while Products & Services and Economic Performance moved down in materiality to our business.

GRI 201: ECONOMIC PERFORMANCE

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
201-1	Direct economic value generated and distributed	Andersen participates in community investment through corporate giving, product donation, and the Andersen Corporate Foundation, as well as time contributed through employee volunteerism. Total amount donated in 2023 was \$4,634,532 (this includes: Corporate Giving = \$1,805,342; product donation: \$339,190; and Andersen Corporate Foundation grants: \$2,490,000). Employees also logged 20,504 volunteer hours in 2023.
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	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	As a privately held company, Andersen considers financial information confidential.

GRI 202: MARKET PRESENCE

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	As a privately held company, 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.

GRI 203: INDIRECT ECONOMIC IMPACTS

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
203-1	Infrastructure investments and services supported	Significant commercial infrastructure investments for 2023 included the beginning of construction on a new manufacturing plant located in Locust Grove, Georgia. Renewal by Andersen plans to invest more than \$420 million in this new facility. Construction of the 638,000 square foot state-of-the-art facility is expected to be completed in late 2024, with operations expected to begin in 2025. When running at full capacity, the facility will employ approximately 900 team members. See 201-1 and 203-2 for information on community investments.
203-2	Significant indirect economic impacts	See 201-1 for funds donated and volunteer time contributed to local communities, considered direct economic impacts. Andersen does not track other data that can speak to the indirect economic impacts of our philanthropic contributions. For narrative content, see https://www.andersenwindows.com/about/community/ .

GRI 204: PROCUREMENT PRACTICES

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
204-1	Proportion of spending on local suppliers	Andersen Corporation commits to fair and responsible procurement practices. We make sure that our purchasing decisions are based not only on price and quality but also on suppliers' adherence to environmental standards and human rights. 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 among other various components. 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 2019, Andersen spent approximately \$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.

GRI 205: ANTI-CORRUPTION

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
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	Andersen considers this confidential employee, stakeholder and/or company information.

GRI 206: ANTI-COMPETITIVE BEHAVIOR

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
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.

GRI 207: TAX

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
207-1	Approach to tax	As a privately held company, Andersen does not disclose any financial information of this kind.
207-2	Tax governance, control, and risk management	As a privately held company, Andersen does not disclose any financial information of this kind.
207-3	Stakeholder engagement and management of concerns related to tax	As a privately held company, Andersen does not disclose any financial information of this kind.
207-4	Country-by-country reporting	As a privately held company, Andersen does not disclose any financial information of this kind.

GRI 301: MATERIALS

GRI Code	Description	Response
3-3	Management of material topics	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. 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.

		The current approach of evaluating and disclosing materials is based on building industry best practice and regulatory requirements and will be evaluated on a regular basis for relevancy and effectiveness in the marketplace.
301-1	Materials used by weight or volume	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	Recycled input materials used	Nearly all Andersen products contain some recycled content, and some are certified for recycled content using the SCS Recycled Content Certification Program. Certificates can be found at https://www.andersenwindows.com/for-professionals/documents/environmental/
301-3	Reclaimed products and their packaging materials	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.

GRI 302: ENERGY

GRI Code	Description	Response
3-3	Management of material topics	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.
302-1	Energy consumption within the organization	See Fuel Consumption and Energy Consumption within the Organization tables below. Data was compiled using utility meters, invoices, and fuel purchased records. All conversion factors used are generic.
302-2	Energy consumption outside of the organization	See Energy Consumption Outside the Organization table below. Data was compiled from our third-party owned transportation partner as well as reimbursement data for sales and installation vehicles. All conversion factors used are generic.
302-3	Energy intensity	102 MJ per produced unit
302-4	Reduction of energy consumption	21,478,664 MJ of fuel (Scope 1) and electricity (Scope 2) were reduced on a conservation and/or efficiency project basis. Energy reductions from projects are determined utilizing calculations based on equipment

		documentation/specifications, modeling of equipment or systems, direct measurement of energy usage, or a combination of these methods.
302-5	Reductions in energy requirements of products and services	This disclosure is not applicable to Andersen as we do not sell any products or services involving energy requirements.

Table 1. Fuel Consumption

Fuel Consumption (MJ)		
Non-renewable sources		
Heating	Natural Gas	436,762,165
	Fuel Oil	147,602
	Propane	1,949,677
	Diesel	1,883
Andersen-owned Transportation	Gasoline	-
Total		2,099,162
Renewable sources		
Heating	Wood	142,005,473
Total		142,005,473
All Sources Total		144,104,636

Table 2. Energy Consumption Within the Organization

Energy Consumed/Sold (MJ)	
Energy consumed	
Electricity	683,048,844
Heating	-
Cooling	-
Steam	-
Total	144,102,753
Energy sold	
Electricity	0
Heating	0
Cooling	0
Steam	0
Total	0

Table 3. Energy Consumption Outside the Organization

Energy Consumption (MJ)		
Transportation and Distribution (third party logistics)	Diesel	606,882,618
Transportation and Distribution (sales and installation vehicles)	Diesel	5,270,013
Transportation and Distribution (sales and installation vehicles)	Gasoline	86,792,129
Total		698,944,759

GRI 303: WATER

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
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 wastewater 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 use; 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 helps identify areas of improvement and start the process of changing systems to be less water intensive. 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 improvement projects.
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. 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.
303-3	Water withdrawal	See Withdrawal table below.
303-4	Water discharge	See Discharge table below.
303-5	Water consumption	Total water consumption: 11 ML Total water consumption in areas with high water stress: 9.7 ML

		Change in water storage if water storage has been identified as having a significant water-related impact: 0 ML Per the GRI definition of water storage, there is no water held in water storage facilities or reservoirs in the enterprise.
--	--	--

Table 4. Water Withdrawal

303-3 Water Withdrawal				
			All areas (ML)	Areas w/ water stress (ML)
Water Withdrawal by source	Surface water total			
	Freshwater (≤1,000 mg/L Total Dissolved Solids)			
	Other water (> 1,000 mg/L Total Dissolved Solids)			
	Groundwater total		257	257
	Freshwater (≤1,000 mg/L Total Dissolved Solids)			
	Other water (> 1,000 mg/L Total Dissolved Solids)			
	Seawater total			
	Freshwater (≤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		186	120
	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			443	377

Table 5. Water Discharge

303-4 Water Discharge			
		All areas (ML)	Areas w/water stress (ML)
Water discharge by destination	Surface water	189	
	Groundwater		
	Seawater		
	Third-party water	243	
Total water discharge		432	

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)		

GRI 304: BIODIVERSITY

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our Bayport, Minnesota, facility 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 responsible sourcing through our supply chain.
304-3	Habitats protected or restored	The St. Croix National Scenic Riverway 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 Wild Rivers Conservancy through volunteerism, employee participation, and financial contributions.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Andersen is not aware of any significant impacts on biodiversity. The IUCN Red List species numbers for the broad regions in which we operate are as follows: <u>North America</u> Critically endangered: 655 Endangered: 638 Vulnerable: 783 Near threatened: 506 Least concern: 9677 <u>Italy</u> Critically endangered: 159 Endangered: 358 Vulnerable: 542 Near threatened: 679 Least concern: 7883

GRI 305: EMISSIONS

GRI Code	Description	Response
3-3	Management of material topics	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. 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.
305-1	Direct (Scope 1) GHG emissions	See Direct (Scope 1) GHG Emissions table below. CO2 is included in the Scope 1 emissions calculations. Emission factors and GWP rates come from EPA 40 CFR 98. Andersen used the financial control approach for calculating emissions.
305-2	Energy indirect (Scope 2) GHG emissions	See Indirect (Scope 2) GHG Emissions table below. CO2, CH4, and N2O are included in most Scope 2 emissions calculations. Some utility data for market-based energy emissions does not specify which gases are included beyond CO2 equivalent. Data includes verified utility, regional EPA eGRID data and Canadian equivalent. GWP rates come from EPA 40 CFR 98. Andersen used the financial control approach for calculating emissions.
305-3	Other indirect (Scope 3) GHG emissions	See Other Indirect (Scope 3) GHG Emissions table below. CO2 is included in Scope 3 emissions calculations. Emission factors and GWP rates come from EPA 40 CFR 98.
305-4	GHG emissions intensity	Scope 1 Intensity = 21.13 lbs CO2e per produced unit (includes biogenic emissions) Scope 2 Market-Based Intensity = 21.94 lbs CO2e per produced unit Scope 3 Intensity = 24.36 lbs CO2e per produced unit All Scopes Intensity = 67.43 lbs CO2e per produced unit

305-5	Reduction of GHG emissions	1,336.0 metric tons of CO ₂ e reduced over the baseline year of 2023 - Scope 1 (Direct) emissions reduction: 415.4 metric tons CO₂e - Scope 2 (Indirect) emissions reduction: 920.6 metric tons CO₂e CO ₂ , CH ₄ , and N ₂ O are included in the emissions reduction calculations.
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable. Andersen does not produce, import, or export ozone depleting substances.
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Air pollutant emissions data for 2023 prepared: VOC - 870.8 metric tons PM - 52.5 metric tons CO - 26.1 metric tons NO _x - 22.0 metric tons SO ₂ - 1.6 metric tons

Table 6. Direct (Scope 1) GHG Emissions

CO ₂ equivalent (metric tons)	Base Year	Reporting Year
	2022	2023
Scope 1 Emissions	42,455	41,838
Biogenic CO₂ Emissions	12,246	12,625
All Sources Total	54,701	54,463

Table 7. Indirect (Scope 2) GHG Emissions

CO ₂ equivalent (metric tons)	Base Year	Reporting Year
	2022	2023
Location-Based Scope 2 Emissions	77,137	77,658
Market-Based Scope 2 Emissions	57,704	56,531

Table 8. Other Indirect (Scope 3) GHG Emissions

CO ₂ equivalent (metric tons)	Base Year	Reporting Year
	2022	2023
Transportation and Distribution (third party logistics)	49,200	42,456
Transportation and Distribution (sales and installation vehicles)	6,004	6,433
Waste generated in operations (disposal/treatment)	8,877	8,945
Business travel (flights only)	3,352	4,933
Scope 3 Total	67,432	62,767

GRI 306: WASTE

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
306-1	Waste generation and significant waste-related impacts	The majority of Andersen's direct waste is generated at 17 window and door manufacturing campuses. Inputs for manufacturing may include glass, wood, thermoplastics, hardware, industrial coatings, sealants, grilles, insect screens, and insulated glass spacer systems among other various components. Andersen's activities that generate non-hazardous and hazardous waste may include operations such as fabrication, assembly, coating, warehousing, and general maintenance activities. Materials that cannot be sold as product, reused, reclaimed, or recycled are transported offsite by approved waste contractors for proper handling and management. Waste generated by Andersen manufacturing operations includes non-hazardous and hazardous waste. Non-hazardous examples include various window and door debris, non-recyclable glass, packaging, water-based paint, electronics, and hazardous waste examples may include solvent-based paint, miscellaneous solvents, and wood treat. These materials are managed properly in accordance with federal, state, and local regulations. Waste generated upstream is generated by third party suppliers providing services and goods such as glass, wood, thermoplastics, sealants, paint, and window and door hardware. Waste from these materials is not generated or managed by Andersen. Downstream: Waste generated downstream is primarily due to distribution, retail, and window and door installations. This waste may include various packaging and old window and door units.
306-2	Management of significant waste-related impacts	Manufacturing facilities document significant projects and programs to reduce waste and improve diversion through an Andersen Pollution Prevention (P2) program on a quarterly basis. Andersen works with its supply chain to utilize returnable packaging when it can. Lean Six Sigma trained professionals are dedicated to working on waste reduction projects every day. Andersen is also hiring dedicated roles to manage and minimize waste to landfill after it has been produced. Non-hazardous and hazardous waste disposal facilities are managed by reputable third party waste vendors under national contracts. Contract provisions require waste to be managed appropriately and documentation demonstrating conformance is readily available on vendors' databases. In addition, government agencies conduct routine inspections of waste

		management facilities to ensure they comply with federal, state, and local laws. The majority of hazardous and non-hazardous waste data is readily available through various waste management/handling providers' third party databases. Reports are collected on a monthly, quarterly, or annual basis depending on business needs. The bulk of Andersen's non-hazardous waste data is further consolidated and tracked through an internal dashboard to evaluate corporate and site level trends. Hazardous waste data is closely assessed to fulfill various regulatory reporting obligations.
306-3	Waste generated	See the Waste by Composition table below.
306-4	Waste diverted from disposal	See the Waste by Composition and Waste Diverted from Disposal by Recovery Operation tables below.
306-5	Waste directed to disposal	See the Waste by Composition and Waste Directed to Disposal by Disposal Operation tables below.

Table 9. Waste by Composition

	Waste Generated (metric tons)	Waste Diverted from Disposal (metric tons)	Waste Directed to Disposal (metric tons)
Waste composition			
Wood	16,440.71	11,646.60	4,794.11
Metal	2,038.34	2,008.50	29.84
Glass	169.34	161.38	7.96
Fiber	3,822.01	3,778.65	43.35
Mixed Recyclables	871.00	867.93	3.07
Organics	429.74	429.74	-
Trash	37,973.85	1,748.18	36,225.67
Total Waste	61,744.99	20,640.99	41,104.00

Table 10. Waste Diverted from Disposal by Recovery Operation

	Onsite (metric tons)	Offsite (metric tons)	Total (metric tons)
Hazardous Waste			
Preparation for reuse	-	-	26.56
Recycling	-	-	-
Other recovery operations	-	-	-
		Total	229.42
Non-hazardous Waste			
Preparation for reuse	2,785.25	128.40	2,913.65
Recycling	-	20,640.99	20,640.99
Other recovery operations	-	189.80	202.68
		Total	23,757.32

Table 11. Waste Directed to Disposal by Disposal Operation

	Onsite (metric tons)	Offsite (metric tons)	Total (metric tons)
Hazardous Waste			
Incineration (with energy recovery)	-	323.30	323.30
Incineration (without energy recovery)	-	169.01	169.01
Landfilling	-	1.10	1.10
Other disposal operations	-	65.59	65.59
Total			559.00
Non-hazardous Waste			
Incineration (with energy recovery)	7,631.24	5.55	5.55
Incineration (without energy recovery)	-	24.57	24.57
Landfilling	-	31.60	31.60
Other disposal operations	-	499.71	499.71
Total			561.43

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
308-1	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 to evaluate their compliance with environmental standards. These assessments help us mitigate environmental risks in our supply chain.
308-2	Negative environmental impacts in the supply chain and actions taken	Andersen considers details on suppliers confidential.

GRI 401: EMPLOYMENT

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
401-1	New employee hires and employee turnover	While many employees have long tenures, specific hiring and turnover information is confidential.

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	For general benefits information please visit our career page at Andersen Careers .
401-3	Parental leave	For general benefits information please visit our career page at Andersen Careers .

GRI 402: LABOR/MANAGEMENT RELATIONS

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
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.

GRI 403: OCCUPATIONAL HEALTH AND SAFETY

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
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	Please see Occupational Safety Summary in Appendix.
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 provides a voluntary program health and wellbeing program called A+ Wellbeing that is promoted to all employees, with programs to help employees manage all aspects of their core wellbeing needs: social, emotional, financial, and physical. A+ Wellbeing has a variety of ways for employees and spouses/domestic partners to engage, including online wellbeing portal, health assessment, health screenings, Employee Assistance Program, onsite mental health support, health coaching, and wellbeing challenges. Employees and spouses/domestic partners enrolled in the Andersen medical plan can earn wellbeing reward dollars for completing programs. Andersen ensures program availability across the company and its subsidiaries through a 40+ person wellbeing champion network that shares information, promotes programs, and encourages participation, as well as onsite presence from the wellbeing team as it meets budget and scheduling needs.
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.

GRI 404: TRAINING AND EDUCATION

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
404-1	Average hours of training per year per employee	26.79 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 • Career Ladder focused on building engineering career paths training • Leadership Programming by level: Leadership by Andersen, Foundations, Explorations and Next Level Leader

		• Inclusion programs • McKinsey Accelerator Programs: Leadership Essentials, Management Accelerator, Executive Leadership Program • Functional Leadership forums • Skill-building workshops on change management, teambuilding, coaching, and presentation skills for leaders and employees • Ethics Education programs / Code of Conduct / Respectful Workplace • Targeted performance consultation and training for specific employee groups • Orientation and onboarding programs for new employees • Rotational development programs: Sales Development Program, Operation Leadership Development Program, and 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	While we are formalizing our future approach to annual performance conversations, systemically; Andersen and its subsidiaries currently have 6,805 Active Individual Development Plans (IDPs).

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

GRI Code	Description	Response	
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.	
405-1	Diversity of governance bodies and employees	Age Range	Headcount
		Under 30 years old	3,115
		30 to 50 years old	6,537
		Over 50 years old	3,786
		Total	13,438
405-2	Ratio of basic salary and remuneration of women to men	Andersen considers wage and salary information confidential.	

GRI 406: NON-DISCRIMINATION

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
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 make sure 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.

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None. Please see 414-1 for more information.

GRI 408: CHILD LABOR

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
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.

GRI 409: FORCED OR COMPULSORY LABOR

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Andersen upholds individual human rights in all of our operations, and we expect the same from all of our business allies. This means providing reasonable working hours and fair wages while promoting the health and safety of everyone who works on our behalf.
--------------	--	--

GRI 410: SECURITY PRACTICES

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
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 a 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.

GRI 411: RIGHTS OF INDIGENOUS PEOPLES

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
411-1	Incidents of violations involving rights of indigenous peoples	Andersen Corporation is unaware of any incidents of violations involving rights of indigenous peoples.

GRI 413: LOCAL COMMUNITIES

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
413-1	Operations with local community engagement, impact assessments, and development programs	See 201-1 for funds donated and volunteer time contributed to local communities, considered direct economic impacts. Internal Community Relations programs (volunteerism incentives, employee giving match, etc.) are available to employees across the enterprise. Andersen Corporate Foundation grants are made in the following communities: Minneapolis/St. Paul, MN; Des Moines and Dubuque, IA; Detroit, MI; Garland, TX; Goodyear,

		AZ; Luray, VA; Menomonie, WI; and Pittsburgh, PA. Corporate giving donations are made in many communities of Andersen and its subsidiaries, primarily those with a large manufacturing presence.
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.

GRI 414: SUPPLIER SOCIAL ASSESSMENT

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
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	Andersen considers details on suppliers confidential.

GRI 415: PUBLIC POLICY

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
415-1	Political contributions	Andersen Corporation does not participate in direct political contributions to political parties or candidates.

GRI 416: CUSTOMER HEALTH AND SAFETY

GRI Code	Description	Response
3-3	Management of material topics	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.

		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 and handling, sealants, glass safety, cleaning, and operation. The safety portions 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 webpage. Andersen also developed and promotes a LookOut 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. Installation and product safety resources are evaluated with every new product.
416-1	Assessment of the health and safety impacts of product and service categories	Andersen has several check points throughout the product lifecycle to ensure we minimize health and safety impacts. Product development has cross functional gate keepers that are responsible for ensuring the products comply with standards, such as ASTM. Andersen also has a Regulatory affairs office that tracks building codes and regulations to ensure our products comply. Andersen's environmental team is accountable for environmentally responsible practices of manufacturing the products. Andersen also has dedicated safety positions in all manufacturing facilities to maintain a safe working environment for all employees.
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.

GRI 417: MARKETING AND LABELING

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
417-1	Requirements for product and service information and labeling	See Product and Service Labeling table below.
417-2	Incidents of non-compliance concerning	Andersen Corporation is unaware of any labeling errors related to voluntary standards.

	product and service information and labeling	
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.

Table 12. Product and Service Labeling

Product Aspect	Labeled	Processes/Labels	Estimated % of Product Portfolio
The sourcing of components of the product or service	No	Andersen generally does not include sourcing information on product labels, but customers have the option to purchase products with the Forest Stewardship Council (FSC) certification which would then include FSC labeling.	Approximately 48% of our product lines have the option for the FSC certification.
Content, particularly with regard to substances that might produce an environmental or social impact	Yes	Andersen complies with Prop 65 and TSCA Title VI labeling requirements where applicable. Andersen also includes voluntary product disclosures including Health Product Declarations (HPD), Environmental Product Declarations (EPD), Forest Stewardship Council (FSC), and other certificates for third party verified indoor air quality and pre-consumer recycled content which are available on Andersen's website for select products.	Select E-Series windows have HPDs and EPDs. Select A-Series windows have Passive House Institute United States (PHIUS) certification. Select A-Series, 400 Series, 200 Series and 100 Series windows and doors have pre-consumer recycled content certification. All product lines have indoor air quality certification.
Safe use of the product or service	Yes	Window fall prevention warning labels for insect screens	100%
Disposal of the product and environmental or social impacts	No	None.	0%
Other?	Yes	ENERGY STAR certified products 2024 ENERGY STAR Partner of the Year	100% of our window product lines and 90% of our door product lines have at least one glass option that make the unit ENERGY STAR certified in each climate zone.

GRI 418: CUSTOMER PRIVACY

GRI Code	Description	Response
3-3	Management of material topics	Based on our materiality assessment, this topic was not determined to be of highest materiality.
418	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Andersen Corporation considers customer privacy information confidential.

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:

- 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 representatives for all our manufacturing and logistics facilities, as well as our construction operations. We have many safety and health procedures and requirements. Examples of topics include, but are not limited to:

- Machine Guarding
- Ergonomics
- Hot Works
- 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)
- Safety Inspections

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:

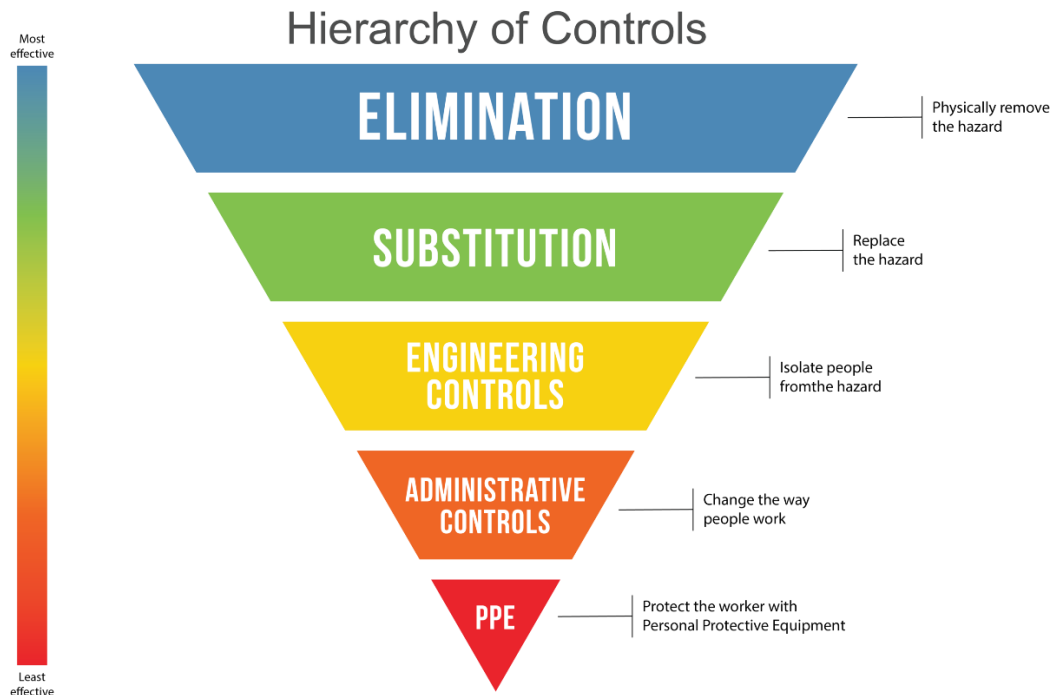
- **Workplace Safety Audits**
 - Formal safety audits that are conducted on a regular basis by employees at all levels of the organization including: Operations Management and Supervision, Site and Corporate Safety personnel, and Site Safety Committees. Checklists are typically used as a guide to look 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 with 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 initially upon being hired with refresher training occurring 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. We also have a safety best practices website where known effective solutions to workplace hazards are made available to employees throughout the Andersen enterprise.

Employee Hazard Reporting

- Employees are encouraged to report hazards through their Supervisor, Safety Committee, and area Site Safety Representatives. This information is reviewed through new employee orientation training and in annual safety training sessions. Employees also participate in safety inspections with a focus on the identification and correction of unsafe acts and conditions. Many of our sites communicate and post the phrase "If you see something, say something" in regard to hazard reporting.

Control Measure Hierarchy

Andersen uses the control measure hierarchy shown below whenever feasible to address identified hazards by focusing on the most effective control measures first and working down 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

- 504 OSHA Recordables, 217 Lost Time Cases, 107 Restricted Time Cases. Recordable Incident Rate of 4.08. 0 Fatalities (for workers and non-workers in Andersen-controlled work environments)
- Material handling and struck by/caught in were the top 2 types of injuries
- Rates are calculated using 200,000 hours
- 2,4687,225 hours worked
- We had <5 health-related cases around skin and respiratory irritation possibly due to chemical exposure

MATERIALITY ASSESSMENT

