




Progress Toward 2030 Sustainability Commitments





We track and publicly report our progress toward our sustainability commitments. Data included in the Gigaton Challenge and Leading by Example pillars are [assured by a third party](#).

Gigaton Challenge

SDG	2030 Goal	Targets	Progress Toward Goal	KPI Indicators
	Reduce customer carbon footprint by 1 gigaton	Reduce customer carbon footprint by 1 gigaton (or 1 billion mtCO ₂ e).	Reduced customer carbon footprint by 50 million mtCO ₂ e since 2019.	▲+
	Design systems for circularity	Targets across product life cycle stages.	Created a Circularity Council to guide circularity strategy and design systems for circularity. Joined the REMADE coalition.	▲
	Provide access to comfort and fresh food	Innovate and commercialize low-cost sustainable products for developing markets ¹ we don't currently serve.	Launched over 100 new products and services since 2019.	▲

1. Developing markets are defined by cross-functional teams' regular participation in emerging-technology research and development, regular connections with our customers and the markets' performance.

Leading by Example

SDG	2030 Goal	Targets	Progress Toward Goal	KPI Indicators
	Achieve carbon neutral operations	Continue to reduce our carbon emissions and offset any remaining carbon emissions with Carbon Credits.	We reduced our operational emissions for Scope 1 and market-based Scope 2 by 25% versus 2019.	▲+
	Reach zero waste disposed of in landfills	Eliminate waste entering landfills through reducing, reusing, and recycling non-hazardous waste.	At year end, 22 locations were operating at zero waste to landfill. This represents 54% of our global manufacturing footprint. In 2021, we diverted almost 3,500 mt more waste from landfill to recycling/reuse than in 2020.	▲+
	Achieve net positive water use in water-stressed locations	Reduce our water consumption, improve water quality and access to clean water in stressed areas.	We reduced water usage by 18% versus our 2019 baseline in areas classified as water-stressed.	▲
	Achieve 10% absolute reduction in energy consumption	Reduce our absolute energy through energy reduction projects at our locations and electrification of our fleet.	We improved our total energy efficiency by nearly 3% versus 2019.	▲+



Opportunity for All

SDG	2030 Goal	Targets	Progress Toward Goal	KPI Indicators
	Achieve workforce diversity reflective of our communities	Increase racial and ethnic diversity of our salaried population in the U.S. from 17% to 26% by 2030 — an increase of 50%.	We increased racially or ethnically diverse salaried team members in the U.S. from 17.4% to 18.4% in 2021.	▲+
	Achieve gender parity in senior leadership roles	Achieve gender parity in senior leadership positions by 2030.	We increased women in senior leadership from 21.7% to 24.6% in 2021.	▲+
		Increase women in management roles from 22% to 35% by 2030.	We increased women in management from 21.8% to 23.1% in 2021.	▲+
	Maintain world-class safety metrics	Lost Time Incident Rate (LTIR): 0.06	LTIR: 1% reduction since 2019	▲
		Total Recordable Incident Rate (TRIR): 0.60	TRIR: 10% increase since 2019	▼
	Provide market-competitive wages and benefits and leading wellness offerings for global workforce	Targets in development.	Our U.S. hourly team members start with wages that average 191% above state minimums, and 100% of our employees have access to our Employee Assistance Program.	▲
	Invest \$100 million in building sustainable futures for under-represented communities	Enhance healthy learning environments and access to healthy foods.	We donated computers and equipment to schools around the country.	▲
		Expand access to STEM education and pathways for green and STEM careers.	We introduced girls and underrepresented minorities to STEM skills and career pathways.	▲
			Contributed more than \$11 million to charitable organizations, including \$1 million to Project Scientist in 2021.	▲
	Dedicate 500,000 employee volunteer hours in our communities	Mobilize employees in our communities around the world to volunteer with non-profit organizations.	Launched 8 hours of time off per year for salaried employees to volunteer in their communities. Employees completed 82,282 volunteer hours since 2019.	▲

KEY

- ▲+ Ahead of goal
- ▲ On track to meet goal
- ▼ Behind goal