



Sustainability Report 2021



Protect.



Care.



Sustain.

TABLE OF CONTENTS

INTRODUCTION

About Diversey	2
Leadership message	3
Our business.....	4
Industry-leading products and services	4
Delivering customized solutions	5
Innovating sustainably	6
Approach to sustainability.....	7
Our strategy	7
Progress against our sustainability goals.....	8
Material issues	8
Stakeholder engagement	9
Supporting customers during the COVID-19 pandemic and beyond	10

PROTECTING THE ENVIRONMENT

Product sustainability and Net Positive	12
2021 Customer Savings	12
Circular Economy.....	14
Managing our footprint	14
Energy and emissions.....	15
Water stewardship.....	15
Waste Reduction	16

CARING FOR PEOPLE

Safety.....	18
Safety governance	18
Safety training	19
Safety during COVID-19	19
Diversity, equity and inclusion.....	20
DEI governance	21
Pay equity.....	21
Employee engagement	22
Community impact.....	23
Soap for Hope	24
Linens for Life	25

SUSTAINING STRONG GOVERNANCE

Corporate governance	28
Board Committees and Key ESG Responsibilities	28
Sustainability governance.....	29
Ethics and compliance.....	29
Ethics council	29
Privacy and cybersecurity.....	29
Responsible Chemical Management	30

APPENDIX

About this report.....	31
SASB index	31
GRI index	33



ABOUT DIVERSEY

At Diversey, we partner with customers and apply science in innovative ways to create a healthier world.

Diversey is the global leader in sustainable cleaning, sanitation and hygiene solutions, which help keep our customers' business, and the world, in good health.

For nearly a century, our mission has remained essentially consistent: to protect and care for people and the planet through sustainable cleaning solutions.

Today, Diversey is a diverse and inclusive global workplace, centered on safety, and innovation. We are a team of scientists, research and development specialists, sales people, customer service specialists, among others. We are a trusted partner to more than 85,000 customers worldwide who rely on our expertise to develop, customize and deliver sustainable products, services and technologies that maximize hygiene and efficiency while minimizing impacts on the planet.

95+

YEARS OF INNOVATION
AND SERVICE

**LEADING
GLOBAL MARKET
POSITIONS**

98%

CUSTOMER RETENTION RATE

85K

CUSTOMERS WORLDWIDE

At a glance

80

COUNTRIES WHERE
PRODUCTS ARE SOLD

8.5K

EMPLOYEES

1.4K

TECHNICIANS

1.4K

PATENTS





A LETTER FROM OUR CEO

To be sustainable, an organization must succeed environmentally, socially, and financially. In 2020, Diversey turned 98 years old, serving as a testament to the long-term success of our business. In 2021, we also became a publicly traded company (NASDAQ:DSEY) and embraced a new set of stakeholders in the investment community. This took place as we played our role in fighting a global pandemic with unprecedented demand for infection prevention solutions.

The pandemic reinforced the importance of our Mission, which is to protect and care for people through leading hygiene, infection prevention, and cleaning solutions. Delivering sanitizers, disinfectants, and hygiene solutions to customers became our top priority. Doing so in a responsible manner that continued our commitment to safety, environmental stewardship, and social responsibility demonstrated how sustainability is deeply integrated in the Diversey business.

Leading up to our initial public offering, I spoke with many investors, and the importance of environment, society, and governance (ESG) became quite clear. At the same time, while reflecting on the global pandemic, it became clear that we have an opportunity to emerge stronger and more impactful than ever.

For many years we've focused on sustainability for our customers, employees, and the communities where we operate. Our new sustainability strategy, "Protect. Care. Sustain." recognizes investors as a new set of stakeholders. This new strategy follows the ESG framework commonly used today. Protecting the environment, caring for society, and sustaining good governance will be the focus of our new approach.

Our new ESG platform is a lot to be excited about. We are committing to ambitious goals on climate; the circular economy; diversity, equity, and inclusion; and a net positive concept that will push Diversey towards more innovations for our customers and increased efficiency in our operations. In all, the goals we outline in this report will drive our strategy to deliver sustainability solutions to our customers, address key global challenges, eliminate all forms of waste in our facilities, and become a powerful engagement tool with our employees. We are establishing specific metrics to measure our progress against these objectives and will report our results annually.

Throughout our history, our commitment to sustainability hasn't changed. It is deeply embedded in the culture of our company. It defines who we are and what we stand for. I'm very proud of our people and the dedication they bring to our business.

I want to thank each of you for taking the time to read this report. I look forward to your comments and welcome your feedback. In the meantime, please stay safe. The wellbeing of you and your family is our foremost concern.

Sincerely,

A handwritten signature in black ink, appearing to read "Phil Wieland".

Phil Wieland,
Chief Executive Officer



OUR BUSINESS

From hospitals and hotels, to schools and restaurants, we pioneer innovative cleaning technologies and offer customized cleaning solutions that meet the needs of any business. While each of our customers is unique, their desire for sustainable, cost-effective products that raise the bar on safety and customer experience is constant.

We focus on achieving the following customer outcomes:

- Improved hygiene, infection prevention and cleaning results
- Improved operational efficiency and environmental sustainability
- Reduced costs
- Consistency and high standards across locations and geographies

The strength of our product portfolio and customized service is evidenced by our deep customer relationships. In 2020 we had a total retention rate of more than 98% (excluding growth with new and existing customers) and a 99% retention rate for our top 100 customers.

Industry-Leading Products and Solutions

Institutional Products

To serve customers in the healthcare, education, food service, retail and grocery, hospitality and building service contractors industries, we offer a range of products, services, solutions, equipment and machines. This includes infection prevention and personal care products, floor and building care chemicals, kitchen and mechanical ware wash chemicals and machines, dosing and dispensing equipment and floor care machines.

Food and Beverage Products

For food and beverage customers, we deliver a broad range of chemical products, engineering and equipment solutions, knowledge-based services and water treatment. These solutions enhance food safety, operational excellence and sustainability for customers in the brewing, beverage, dairy, processed foods, pharmaceutical and agriculture industries.

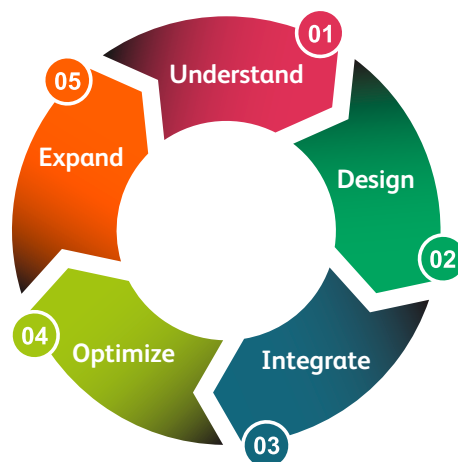


Consulting Services

We offer a range of engineering, consulting and training services related to productivity management, water and energy management and risk management, supported by data provided through our digital solutions.

Delivering Customized Solutions

We can help our customers achieve exceptional business results when we understand their goals and work together to achieve them. With our unique customer engagement model, we do just that.



1. Understand Customer Needs and Goals

We partner with customers to determine what matters most to them, with a focus on outcomes rather than specific products.

2. Design Custom Solutions

We design custom solutions, leveraging our 1,400 patents and patent applications from our library of more than 2,000 unique chemical formulations.

3. Integrate Solutions with Customer Workflows

We train our customers on how to operate products and equipment with a specific focus on health and safety considerations, sustainability and service requirements.

4. Optimize Performance

We remain engaged with our customers and leverage our digital monitoring capabilities to ensure their equipment is operating properly, the workforce is fully trained and solutions are optimized.

5. Expand the Value Proposition

We continually review our performance and work to identify ways to expand or enhance our services through new products and innovation, creating 'win-win' solutions for our customers and us.

An example of how our customer service model comes to life is when we work together to optimize and standardize the amount of chemicals our customers use in their cleaning operations. Customers often struggle with optimal chemical-to-water ratios, or they lack the means to ensure dosing standards are precisely followed across their facilities. This often leads to “over” or “under-dosing” and ultimately an inability to optimally clean, disinfect, or sanitize at the user level. Diversey’s end-to-end solutions ensure that the proper chemicals are used, the appropriate amount of water is used, and that the optimal dosing equipment and training are in place to deliver the best results for our customers. Ultimately this helps our customers maximize the hygiene, safety and efficiency of their cleaning processes while minimizing their impact on the environment and natural resources they consume.



Innovating Sustainably

Our robust R&D and engineering team of more than 1,400 specialists drive continuous innovation, ensuring that our product, service and technology portfolio remains cutting edge for customers. We have more than 1,400 patents and patent applications in our library of more than 2,000 unique chemical formulations and an extensive and differentiated suite of dosing and dispensing equipment and floor care machines. In addition, we maintain a robust pipeline of new product development projects, which are in various stages of discovery and development. In 2020, Diversey invested more than \$32 million in R&D.

In the development of all products and services, we adhere to a green cleaning philosophy. This is defined as the use of cleaning products, equipment and methods that protect the health of building occupants, lower the total cost of cleaning and prevent environmental impacts. Green cleaning also considers chemicals' and materials' end of life to ensure that their disposal does not harm the environment.

This ensures that all Diversey products and services are designed to enhance not only cleanliness and efficiency, but also safety and environmental sustainability for our customers and communities.

In 2020, we also made additional investments to expand our product, services, and capabilities. To support continued growth in the U.S. we acquired Wypetech, a U.S. based wipe manufacturer. We also announced the acquisition of SaneChem, a Polish-based supplier of specialist hygiene solutions for the food and beverage (F+B) industry. The deal is a significant step in Diversey's ambitious global growth plans.

Certifications

Hundreds of Diversey products are third-party certified, verifying that they meet the highest health, safety and sustainability standards. Among the certifications that our products feature:

- Cradle-to-Cradle
- EPA (Safer Choice)
- EU Ecolabel
- Green Seal
- Nordic Swan
- UL Environment: ECOLOGO, GREENGUARD



APPROACH TO SUSTAINABILITY

The implications of the climate crisis and increased resource scarcity are felt across the planet, and create new, complex challenges for business and society. For example, we currently live in a world where three billion people globally lack handwashing facilities at home, which puts millions of people at increased risk of COVID-19 and other infectious diseases. Meanwhile, 40% of the world's population is affected by water scarcity and the climate crisis is accelerating a temperature rise linked to increased wildfires, reduced agricultural yields and heat-related health impacts, among other concerns.

In this dynamic world, businesses must ensure they operate in a way that continually minimizes their environmental impact and delivers value to society.

As a leading provider of hygiene, infection prevention and cleaning solutions, Diversey has a unique role to play. We recognize that our greatest opportunity for environmental and social impact lies not only within our own operations, but through the delivery of products and services that enable our customers to minimize their environmental footprint and operate more efficiently.

As a result, sustainability is core to everything we do. It's inherent to our business model: we innovate sustainable solutions for customers that protect and care for people and the planet, resulting in a virtuous cycle of benefits for Diversey and all our stakeholders.

Our Strategy

With the release of this report, we are launching our new sustainability strategy, Protect. Care. Sustain., to guide our environmental, social and governance (ESG) priorities and actions. The strategy is supported by both 2030 goals and near-term targets which will further reduce our environmental footprint, address social inequality and deliver solutions to help our customers reach their own sustainability goals.

Protect. Care. Sustain.

ESG is core to how we create value and drive growth



Protect

Environmental Stewardship

Growing Benefits in
Partnership with Customers.



Care

Social Responsibility

Care for Employees.
Care for Communities.



Sustain

Effective Governance



Ensuring We Achieve
Our Goals.

Visit the **Governance** section of this report to learn more about how we manage sustainability at Diversey.



Our new strategy builds upon Diversey's long standing sustainability mission: We **protect** our planet and conserve natural resources. We **care** about our people, our partnerships, our customers and are committed to address critical social challenges and reduce risk in our operations. We work tirelessly to **sustain** the highest standards in responsible business practices and transparency.

Progress Against Our Sustainability Goals 2030 Goal

Vision	Protect. Care. Sustain. ESG is core to how we create value and drive growth				
Pillars	 Protect Environmental Stewardship Growing Impact in Partnership with Customers	 Care Social Responsibility Care for Our Employees Care for Our Communities	 Sustain Effective Governance Ensuring We Achieve Our Goals		
2030 Goals	Achieve Net Positive impact for energy, water, waste, and GHG	40% gender / 25% ethnic diversity	Provide 100B positive hygiene and safety uses	Engagement with stakeholders	
	Net Zero Carbon emissions by 2050	Top quartile engagement by 2024	Provide 5B safe meals	Transparency of results	
	100% core packaging contributes to circular economy	100% employee safety	Improve the lives of 1M people in our comm.	100% Compliance with policies	
Example Initiatives	Impact with customers: <ul style="list-style-type: none"> Products and service case examples highlighting savings in energy, water, waste, & GHG 	Impact in our operations: <ul style="list-style-type: none"> Set Science-based target Energy, water, waste, GHG intensity reduction initiatives Circularity initiatives 	Impact with employees: <ul style="list-style-type: none"> Hiring / retention practices Employee engagement Employee well-being Employee safety 	Impact in communities: <ul style="list-style-type: none"> Innovation in IP products Innovation in FS products Shared value programs Regional community involvement activities 	Initiatives focused on: <ul style="list-style-type: none"> Effective board governance, executive comp, and disclosures 100% use of sustainable scorecard Policy training initiatives / auditing Focus on product stewardship
Impact and Growth	<i>Diversey's products create meaningful environmental and economic savings for customers, leading to deep and growing partnerships</i>		<i>Diversey's product innovation and community programs are integral to how our customers drive their own community impact</i>		<i>Diversey is focused on achieving industry-leading results in partnership with all stakeholders</i>

Material Issues

Materiality assessments and stakeholder engagement help us identify and prioritize the issues across our value chain that matter most to our business and stakeholders. Material issues either impact Diversey in terms of growth, risk or opportunity and/or are deemed important by our stakeholders.

To update our material issues and define the parameters of this report, in 2021 we hosted a series of discussions with stakeholders that included customers and the investment community. On an ongoing basis, we keep apprised of the most relevant issues to our company and industry through engagements such as customer business review meetings, industry networking groups and NGO partnerships.



Stakeholder Engagement

The decisions we make as a company impact a variety of people around the world – from the employees who develop and manufacture our products to the customers that use our products each day. It's important that we understand their perspectives and take their voices into account. Partnerships, collaboration and engagement with our stakeholders are also key to driving innovation and delivering positive impact at scale.

Here's a snapshot of some of our largest stakeholder groups, their primary interests and how we engage with them.

Diversey's Approach To Stakeholder Engagement

Stakeholder Group	ESG Topics of Interest	How We Engage
Customers	<input type="checkbox"/> Circular economy <input type="checkbox"/> Shared Value programs <input type="checkbox"/> GHG emissions reductions <input type="checkbox"/> Health and safety <input type="checkbox"/> Materials and packaging <input type="checkbox"/> Product safety <input type="checkbox"/> Product sustainability	<input checked="" type="checkbox"/> Quarterly business review meetings <input checked="" type="checkbox"/> Industry conferences
Employees	<input type="checkbox"/> Competitive wages and benefits <input type="checkbox"/> Shared value programs <input type="checkbox"/> Diversity, equity and inclusion <input type="checkbox"/> Environmental and social impacts <input type="checkbox"/> Health and well-being <input type="checkbox"/> Learning and development <input type="checkbox"/> Pay equity <input type="checkbox"/> Safety	<input checked="" type="checkbox"/> Annual survey <input checked="" type="checkbox"/> Annual performance reviews <input checked="" type="checkbox"/> Employee representation groups <input checked="" type="checkbox"/> Ongoing professional development opportunities
Investors	<input type="checkbox"/> Climate risk <input type="checkbox"/> Corporate governance <input type="checkbox"/> Environmental and social impacts <input type="checkbox"/> Executive compensation <input type="checkbox"/> GHG emissions reductions <input type="checkbox"/> Human capital management <input type="checkbox"/> Materials and packaging <input type="checkbox"/> Supply chain management	<input checked="" type="checkbox"/> Annual meeting of shareholders <input checked="" type="checkbox"/> Meetings as requested <input checked="" type="checkbox"/> Participation in conferences and forums <input checked="" type="checkbox"/> Quarterly earnings conference calls <input checked="" type="checkbox"/> Regular calls and in-person meetings
NGOs and Community Organizations	<input type="checkbox"/> Climate and energy <input type="checkbox"/> Community engagement and philanthropy <input type="checkbox"/> Diversity, equity and inclusion <input type="checkbox"/> Environmental and social impacts <input type="checkbox"/> Materials and packaging <input type="checkbox"/> Safety <input type="checkbox"/> Supply chain management	<input checked="" type="checkbox"/> Community dialogues <input checked="" type="checkbox"/> Interactions through community partnerships, creating shared value programs and volunteerism <input checked="" type="checkbox"/> Participation in conferences and forums <input checked="" type="checkbox"/> Partnerships to advance shared priorities <input checked="" type="checkbox"/> Philanthropic investments <input checked="" type="checkbox"/> Select topical engagement <input checked="" type="checkbox"/> Strategic partnerships and consultation on material issues
Regulators	<input type="checkbox"/> Data security and privacy <input type="checkbox"/> Environmental regulations and violations <input type="checkbox"/> Health and safety <input type="checkbox"/> Product safety <input type="checkbox"/> Product sustainability	<input checked="" type="checkbox"/> Trade organizations such as The American Cleaning Institute and the International Association for Soaps, Detergents and Maintenance Products
Suppliers	<input type="checkbox"/> Environmental impacts <input type="checkbox"/> Human rights and labor practices <input type="checkbox"/> Materials and packaging <input type="checkbox"/> Supplier diversity <input type="checkbox"/> Supply chain management <input type="checkbox"/> Transparency and disclosure	<input checked="" type="checkbox"/> Annual meetings <input checked="" type="checkbox"/> External partner website <input checked="" type="checkbox"/> Vendor code of conduct



SUPPORTING CUSTOMERS DURING THE COVID-19 PANDEMIC AND BEYOND

The global COVID-19 pandemic has fundamentally changed the way people live, work, play – and the way businesses clean. For example, to reduce the risk of COVID-19 infection, facilities require more frequent cleaning and disinfecting with antimicrobial disinfectants.

As a leading provider of infection prevention products that range from hand sanitizers to hard surface disinfectants and food-contact sanitizers, Diversey is uniquely positioned to apply our scientific expertise and suite of products to support the global efforts to fight the COVID-19 virus.

At the outset of the pandemic, Diversey was designated as an essential business by the U.S. Government. Around the world, our employees came to work on site to help meet the increased demand for sanitizers and disinfectants and to help customers minimize disruption to their businesses and meet elevated global cleaning standards.

Here's how we continue to support our customers in a global pandemic environment, today and into the future, to maintain the highest standards of safety and cleanliness:

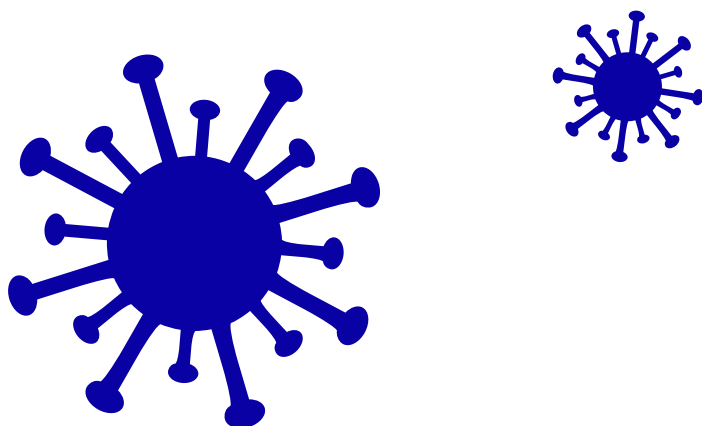
- We offer products that are effective in minimizing the risk of COVID-19 transmission. When the U.S. Environmental Protection Agency published a list of antimicrobial products for use against the COVID-19, several Diversey technologies, including Virex® II and several Oxivir® applications, were included.
- Through our COVID-19 Operations Support Program, we provide customers with tools and resources to ensure key infection prevention protocols are followed. We also supplement our products with outbreak readiness briefings, which explain the basics of infection control from the healthcare perspective and how these concepts can be applied to non-healthcare facilities.
- For our hospitality customers, we deliver the International Well Building Institute's Well Hotel program, which focuses on infection prevention to ensure guest and staff safety. It protects hotel brands and business through a good understanding of infection prevention and outbreak control and includes white papers and brochures on implementing the right cleaning and sanitation solutions on the hotel's premises.

Proven Products for the Fight Against COVID-19

Through innovative and effective products, Diversey is helping our customers – and their customers – stay healthy during the COVID-19 pandemic. Our Oxivir® Excel® Wipes and Oxivir Excel Foam, one-step Accelerated Hydrogen Peroxide® (AHP®) based disinfectants, quickly passed the EN14476 test when tested on SARS-CoV-2, the coronavirus that causes COVID-19. The outstanding results confirmed that, due to AHP® technology, Oxivir not only neutralizes coronaviruses in one step, but also cleans and disinfects rapidly.



AHP and Design (™ or ®) and Accelerated Hydrogen Peroxide and Design (™ or ®) are trademarks of Diversey, Inc.





Protect

PROTECTING THE ENVIRONMENT

We continually reduce our environmental footprint while enabling our customers to do the same.

At Diversey, delivering safe, sustainable products and services that contribute to a healthier world is what we do each day. Our environmental footprint is relatively small, with our largest impacts residing in the use of our product. Yet we adhere to sustainability best practices across our operations and strive to minimize our impact as much as possible, all while providing the sustainable solutions our customer's desire.

Product Sustainability and Net Positive

Diversey is a trusted partner for more than 85,000 customers worldwide. Given how engrained our products and services are in these locations, we are in a position to help customers improve their performance in almost all environmental areas including reductions in water, transportation, energy, packaging, waste, and chemical usage. We can also help customers improve employee safety and further reduce waste by extending equipment and product life.

As part of our new sustainability strategy, Diversey is setting a goal to deliver a net positive sustainability impact. Our net positive goal will drive improvements internally, to reduce energy, water, waste, and GHG emissions in our supply chain. As we shrink the Diversey supply chain footprint, we will also deliver meaningful savings for our customers with products and solutions focused on the same four environmental metrics. When the ratio of customer savings divided by our footprint is positive, we've achieved net positive. This means that in addition to just reducing negative impacts, we enhance our positive impacts on society and the environment. Net positive will serve as a guiding principle for Diversey going forward, driving the ratio further and further positive as we expand the scope to new solutions, innovations, and more efficient operations.

While our initial focus for net positive will be the energy, water, waste, and GHG directly associated with our supply chain footprint. We recognize the need to broaden the measures of our footprint to include our suppliers and impacts beyond our supply chain, so the net positive approach will grow over time.

For the customer savings we are calculating, we have developed a database of reliable conversion factors based on our industry expertise, external studies, and customer collaborations. These factors can be applied to product sales to estimate energy, water, waste, and GHG reductions we help customers achieve. The database covers almost 40 technology platforms that offer customers advantages when compared to the industry average solutions. From the net positive database, we can estimate the environmental benefits for all Diversey or specific customers. For instance, our studies have shown that a case of Suma Bio-Floor® used by a customer can save 740 gallons of water due to process changes that require less rinsing.

2021 Customer Savings



**Eliminate
6K**

metric tons
of waste



**Conserve
7B**

gallons of
water



**Save
500M**

kWh
of energy



**Save
206K**

metric tonnes
of CO₂



Here are just a few examples of how our latest products deliver sustainability benefits.



Super Concentrates

Highly concentrated cleaning products packaged in closed-loop systems like J-Fill, RTD, and SmartDose can save up to 98% packaging when compared to ready-to-use products. For net positive, we compare the packaging waste savings of Diversey super concentrates against industry average dilution rates and standard packaging formats.



TASKI®

Energy, water, waste, and greenhouse gas savings technologies enabled by TASKI machines and equipment include TASKI AERO® vacuum cleaners, IntelliFlow™, and IntelliDose™. Scrubber driers with IntelliFlow decrease water and chemical consumption by as much as 67% by controlling the amount of cleaning solution and water onto floors based on the speed of the machine and its turning radius. TASKI AERO reduces both energy costs and CO₂ emissions by up to 60%.



Clax® Polar

A laundry cleaning product that allows customers to reduce the wash temperature from 140°F/60°C to room temperature, providing significant energy savings by eliminating the need to heat wash water. Clax Polar can reduce electricity bills by 50% and reduce the time it takes to wash each load by 15%.



Food and Beverage Solutions.

Diversey F+B business has three guiding pillars — operational efficiency, food safety and sustainability. Significant energy, water, waste, and GHG savings are routinely delivered to customers by technologies such as: solutions contributing to net positive include dry conveyor track treatments, optimized clean in place systems, and our Knowledge Based Consulting services.

Increasing customer efficiency and decreasing environmental impacts

An example of how Diversey partners with customers on sustainability: In 2020, Diversey partnered with the hotel chain Grecootel to examine how Diversey solutions are helping them with their sustainability goals. Grecootel has a long-standing commitment to environmental stewardship and promotion of sustainable development by managing natural resources responsibly. The Diversey products and solutions used in their facilities help save water, prevent waste, conserve energy, and reduce greenhouse gas emissions. The following reflects the annual savings.

- Saved 3,325 m³ of water with Jonmaster™ and TASKI scrubbers
- Reduced GHG emissions 2,290 kg CO₂eq and landfill by 600 kg with Divermite & SafePack systems
- Prevented 765 kg of plastic waste with Soft Care® Sensations Lux system
- Reduced energy 2,270 kWh and GHG 2.2 kg CO₂eq with TASKI AERO Vaccums

In addition, since 2020 Grecootel uses IntelliDish® and IntelliLinen® to identify energy savings in their kitchens and laundry. They use Diversey's ecolabeled products to promote green cleaning and Twister pads for cleaning without chemicals. Grecootel also utilizes a swimming pool sanitizing system that reduces GHG emissions 1,250 kg CO₂eq and waste by 435 kg.



Circular Economy

Diversey is committed to advancing a circular economy: one that closes the loop on waste, keeps materials in use and regenerates natural resources. We continue to innovate to reduce our overall waste and help others do the same, with a focus on using materials and resources efficiently.

Our overall goal is to reduce or eliminate our packaging footprint. This can be accomplished by increasing packaging efficiency (e.g., higher concentrations), light-weighting packaging, increasing recycled content, or increasing recyclability. Unfortunately, sometimes these approaches contradict each other. For instance, light-weight flexible films can be used to package products, but they are often not recyclable since they tend to have multiple polymer layers. In 2020 Diversey found a way to combine all these levers into a single metric to measure success. The method is a modification of the Material Circularity Index introduced by the Ellen MacArthur Foundation and Granta Design.

We're undertaking a variety of initiatives to have 100% of packaging contribute to a circular economy including:

- Incorporating over 60% recycled paper board in our global cardboard packaging, saving 8.2M kg of wood fiber annually. This is equivalent to saving nearly 55,000 trees each year.
- Minimizing the amount of plastic in our bottles and canisters through light weighting, which reduces the amount of plastic used in production. For example, light weighting in our Ergo Gallon bottle saves 48,000 kg of virgin plastic per year and changes to our trigger sprayers reduces plastic usage by 44,000kg per year.
- Using recycled plastics in many of our bottles such as the 1.5 Liter Ready to Dose 5 Liter Ready to Dose, and J-fill bottles — all of which contain 25% post-consumer plastic.
- Increasing chemical concentrations in our super concentrate products (for instance, J-Fill, SmartDose, J-Flex, and OptiFill™), which avoids more than 170 million kg of plastic versus single-use, ready to use bottles on an annual basis.

Goal: 100% of packaging contributes to circular economy by 2030

Managing our Footprint

Diversey has strong global and local programs that reduce the environmental impact of our own operations year over year. 2020 was a challenging year for Diversey with drastic changes in production due to the COVID-19 global pandemic. The intense demand for sanitizers and disinfectants resulted in several headwinds to our normal model of continuous improvement in energy, water, waste, and GHG in our supply chain. First, lower demand for many products, due to severe reductions in sectors like hospitality, caused production changes in manufacturing and lower overall volumes. Second, shortages of some packaging components necessitated the development of new solutions and ways to get customers essential tools for their infection prevention efforts. Finally, the need for rapid changes in production resulted in some inefficiencies in manufacturing.

Despite these challenges, we were still able to reduce energy consumption and GHG emissions compared to our 2018 baseline on an absolute basis. Our performance on these metrics declined against the 2018 baseline when normalized by tons of production because our overall production volume was down due to the drastically reduced demand of some product categories. Consequently, we saw our performance on water and waste also trend in the wrong direction due to more production line changeovers, reduced demand for some products, and intense demand for sanitizers and disinfectants. In short, 2020 was a challenging year that required all hands-on deck to fight a global pandemic. Going forward we see our continuous improvement model and reductions in energy, water, waste, and GHG from our supply chain operations.

Compared to our 2018 baseline, in 2020, our operations			
Reduced absolute GHG emissions	-2.6%	Reduced absolute energy use	-5%
Increased water consumption	+4%	Saw a reduction in landfill diversion	-7.3%



Energy and Emissions

Climate change is the greatest challenge of our time, and we are committed to doing our part to address it. The science is clear: in order to stabilize climate change, we must transition to a zero-carbon economy. As part of our new strategy, “Protect. Care. Sustain.”, we are announcing a goal to achieve net zero carbon emissions in our operations by 2050, set a science-based target in 2023, and outline progressive steps to lower our carbon footprint.

Some of the actions we take to reduce our GHG emissions and energy usage today include:

- Renewable energy production
- Implement cost effective and energy efficient equipment
- Eliminate wasteful energy consumption

Historically, Diversey has significantly reduced GHG emissions in our manufacturing sites, warehouses, and offices. Our partnership with WWF Climate Savers reduced our GHG footprint 48% in absolute emissions. Since then, we have continued to strive for operational efficiencies to reduce emissions on a normalized basis. In recent years we have implemented several projects to lower energy consumption and reduce GHG emissions. These continue to drive efficiencies today. Our zero carbon 2050 goal is ambitious and represents a change in our mindset and approach.

*Goal: Net zero carbon emissions in our operations by **2050**; Science-based target in **2023***

Water Stewardship in Our Operations

Climate change is increasing water stress across the world, threatening many communities' access to a clean water supply. The majority of Diversey's cleaning products are water-based solutions that also require water for rinsing after use. Without access to clean water, Diversey cannot make cleaning products. Without water for rinsing, our customers cannot clean. The importance of water stewardship is why we've had a goal to improve water efficiency in our supply chain for many years.

In our facilities, we measure total water use and the amount of water packaged in our cleaning products. From those metrics, we track our net water use and manage manufacturing and maintenance procedures to continually improve net water use in our operations. As part of our net positive framework, we will continue to reduce net water consumption in our supply chain.



Waste Reduction

Waste reduction strategies at our facilities prove that reducing and diverting waste from landfills can also increase operating efficiency and lower costs. Diversey tracks waste across the following categories:

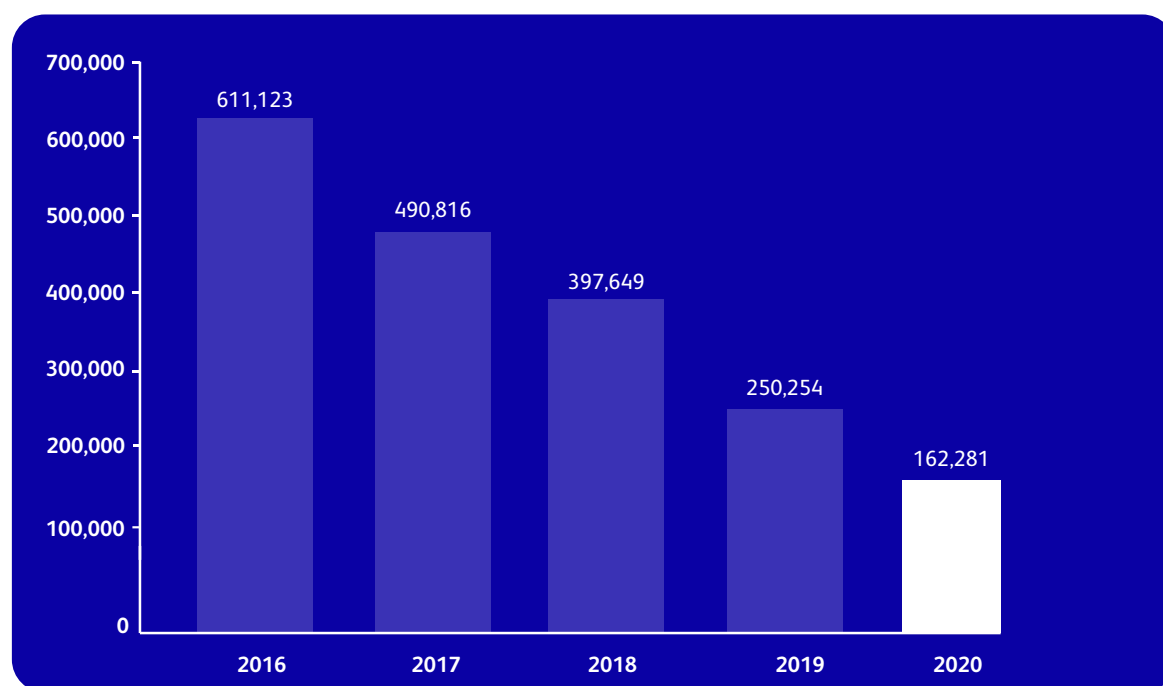
- Re-Used Off-Site
- Recycled
- Incinerated with Energy Recovery
- Incinerated without Energy Recovery
- Landfilled

The landfill avoidance metric we have historically reported is the ratio of landfilled materials versus total waste from all five categories.

To reduce both packaging and chemical waste from returned items, our distributions centers take steps to:

- **Repackage** – Product packaging that is damaged through handling, transportation or from the customer return process is placed in new containers and returned to inventory whenever possible.
- **Repour** – Damaged product packaging that cannot be shipped or repackaged is evaluated for sale in the secondary market in wholesale-sized containers at a discounted price to qualified vendors. This includes hazardous materials that would otherwise need to be disposed of.
- **Reuse** – Damaged product packaging that cannot be sold in the secondary market, repaired in-house or has reached an expiration date is evaluated for returning as a raw material to manufacturing operations. We are currently investigating the beneficial reuse of some expired products with trusted third parties.

In 2020, our distribution center in Wisconsin, USA had reduction strategies resulting in 218,000 kg of material diverted from landfill, 35,000 L of product sold in the secondary market, and a cost saving of almost a half million dollars for Diversey.



Diversey Distribution Center Hazardous Waste Disposal (lbs.)





Care

CARING FOR PEOPLE

People are at the center of what we do.

Our people are our most valuable asset, and we continually invest in their success. Our safety programs ensure our products are manufactured under the highest safety standards. We are committed to an inclusive culture that supports a diverse workforce and continually look for opportunities to help our employees advance their careers and take care of themselves and their families. Additionally, our Creating Shared Value (CSV) programs make a positive impact in the communities around us.

Safety

As a company whose core business is to develop products that protect and care for people and the planet, health and safety is a priority in everything we do. We provide safe working conditions for our employees and promote the safe design, use and handling of our products. Our goal is to achieve Safety Excellence each year by minimizing risk of injuries.

To continuously improve safety at Diversey, we have identified focus areas to standardize our processes and practices in four core areas:

- Walking Working Surfaces
- Safety Driving
- Ergonomics
- Personal Protective Equipment

Goal: Achieve Safety Excellence

We strive for zero workplace injuries and for the past 4 years, we outperformed the industry average of recordable incidents. Our global total recordable incident rate (TRIR) for 2020 was 0.39, which was a 13% decrease over 2019. This is slightly above the target of 0.35 but well under the industry average of 1.6. Additionally, in 2020 our vehicle incidents decreased by 43%, primarily in North America, due largely to decreased driving activities during COVID-19 lockdowns.

Safety Governance

Diversey's Global Safety Council standardizes the way we lead safety across our company. Representing employees from all regions, the Council brings people together to share ideas on how we can further enhance our safety culture. It also plays a role in ensuring best practices are followed locally.

I Plan My Work So That I Can Do My Job Safely

I Work With Others To Improve Safety

I Look Out For My Co-Workers

I Focus On Prevention

I Believe In Safety First, All The Time And Everyday

Across the globe, the R&D department has systematically implemented Diversey's Safety Commitments into all R&D labs. In doing so, they reduced the shipment of dangerous goods chemistry by 60% and created environments that were safer, more organized and more efficient.



Safety Training

As part of our commitment to continuous improvement in safety, we place an ongoing focus on safety training for all employees. In 2020 we:

- Required employees to participate in our Think Safe. Work Safe. Home Safe. safety training. This global program focuses on everyday employee safety, providing more than nine hours of safety-related training throughout the year.
- Provided safe driving training modules to employees who drive a Diversey fleet vehicle or any of their own vehicles for their role on a regular basis.



In March 2020 Diversey's North America leadership team visited Watertown, Wisconsin to support improved safety at Diversey.

The Watertown Safety Team led a two-day seminar in which they completed a cleaning event and hosted six hands-on safety demonstrations, including how to properly wear protective equipment, emergency actions for chemical contact to the skin or eyes, ergonomics and how to safely descend ladders and stairs. In March 2021, Watertown employees celebrated 12 consecutive months without a recordable incident.

Safety During COVID-19

Protecting our employees' health and safety throughout the COVID-19 pandemic has remained a top priority. At the start of the pandemic, we took proactive measures to adapt to the evolving situation. We worked to ensure safe working environments for those employees who need to be on-site at our facilities, and enabled employees who can work remotely to do so.

To keep employees safe and provide support during the pandemic we:

- Created a "Return to Work Playbook," which serves as a guide to ensure that our factories, laboratories, customer-facing teams and office personnel have a consistent approach across all countries to keep our employees healthy.
- Utilized guidance from the World Health Organization, the U.S. Centers for Disease Control & Prevention and local medical professionals to inform our decisions. This included promoting recommended personal hygiene practices, workplace disinfection and visitor screenings for facility access.
- Limited the population density at our sites and facilities.
- Launched several mental health and wellness initiatives.
- Provided resources to set up work-from-home capabilities for employees working remotely.



Diversity, Equity and Inclusion

Building a diverse and inclusive culture isn't just the right thing to do, it's simply good business. A diverse, global workforce – people with different experiences, ways of thinking, racial and ethnic backgrounds, ages, genders, and abilities, for example – helps us drive innovation and ultimately create better outcomes for our customers and society.

Our DE&I vision: “We want to protect and care for our people by creating a diverse, equitable & inclusive work environment where everyone feels free to be themselves.”

Goal: Gender and ethnic** diversity
to 40% and 25% by 2030*

**Globally*

***U.S. operations only*

We have a goal to increase diverse representation in our workforce, starting with achieving gender diversity in our leadership population of 40% globally and ethnic diversity of 25% in the U.S. by 2030. Currently, this population is 17.5% gender diverse and 15% ethnically diverse in the U.S.

We continue to take steps to embed diversity, equity and inclusion (DEI) principles into our recruitment, talent development and company culture in order to create workplaces where all employees can thrive and reach their full potential. For example, in 2020 we:

- Broadened our talent acquisition practices in the U.S. and Europe to include more diverse candidate slates. For management and key roles, we require at least two diverse candidates for each role.
- Partnered with organizations that include Circa, Goodwill, National Association of Women Sales Professionals and Urban League to increase our pipeline of diverse candidates.
- Continued sponsorship and partnership with LEAD Network (Leading Executives Advancing Diversity) to attract, retain and advance women in the industry through education, leadership, and business development.
- Required all Diversey leaders to take in-person unconscious bias training. This training is also available by video to all employees through our information systems.
- Engaged Gallup to gauge employee sentiment around engagement and inclusion at Diversey. We are using these insights to inform future actions and priorities.
- Virtual coffee breaks where senior leaders spend time with employees across EMEA to talk about inclusion topics and invite colleagues from other companies and industry to share best practices.

We are also starting Employee Representation Groups – grassroots employee networks that bring people together who share common interests and/or backgrounds. We also have a variety of benefits that support employees and their unique situations, including paid parental leave, flexible time off and solutions for nursing mothers.



DEI Governance

Diversey's Global DEI Council, representing employees from across Diversey business units and geographies, meets to ensure DEI principles are followed at the global level. Our Chief Human Resources Officer is the executive sponsor of our Global DEI Council and its progress is reported to our CEO on a regular basis. Yet, with an employee base that's spread over 55 countries, speaking more than 40+ languages, we know a one-size- fits-all approach doesn't always work at our company. That's why we support regional DEI Councils that activate DEI locally, in a way that works in each region.

Promoting DEI around the world

- LEAD Network Silver Partner in EMEA since 2015
- Signatory of the Diversity Charter Greece
- Diversey Turkey has achieved FEM certification in D&I. FEM, which stands for Opportunity Equality Model is driven by KAGIDER (Women Entrepreneurs Association of Turkey). The certification was as a result of a rigorous audit of all the HR processes to determine whether Diversey provides equal opportunity to women in the workplace.
- Diversey South Africa has BEEE certification. BEEE regulations prescribe specific standards that must be met for treatment of disadvantaged groups in the Workplace. The focus groups are women and people of color. Two key benchmarks to qualify for level 1 have been achieved: 25% female representation in the local leadership team, and equal compensation for work of equal value for women.



Pay Equity

Diversey is committed to creating a workplace where all employees are treated fairly and respectfully. We have processes in place that ensure we pay fairly, competitively and in line with country regulations, and that we don't have pay discrepancies related to gender, race, or other personal demographics.

We recently engaged in a gender pay equity assessment across our company which reviewed:

- Annual pay
- Bonus payments

We are going through the analysis reviewing the results of the assessment and will launch a plan to address any discrepancies.



Employee Engagement

From the time our employees are hired, Diversey fosters a highly engaged, high-performance, team-based culture that we believe drives our long-term success. As part of our commitment to continually improve the employee experience globally, we have a goal to improve our employee engagement score to the top quartile by 2030.

Each Diversey region approaches employee engagement in a way that's culturally relevant in that location. For example, in North America, managers host bi-monthly listening sessions to provide a venue to discuss challenges and share best practices. In Latin America, we have a program called Fly Hummingbird that aims to increase engagement by creating a culture of working smarter, not harder. The program consists of enabling employees with best practices through a) master classes that focus on improving productivity, effective communication and priority setting, b) one-on-one calls with senior leaders and front line employees, and c) alignment of guidelines for a better work-life balance. In our Emerging Markets region a dedicated work stream called 'Culture Stream' is rolling out customized initiatives to blend diverse elements of a multicultural geography via focused group discussions and coffee sessions to break the barriers and create an inclusive work environment.

In Brazil, Diversey received the "Incredible Places to Work" award, granted by "Fundação Instituto de Administração". The award recognizes organizations for the quality of their people management practices, their incredible work environment, their inspiring leadership and the excellent management of their CEO.

Goal: Improve employee engagement score to top quartile by 2030



*Goal: Improve the lives of **1M** people in the communities we operate with our CSV programs*

Community Impact

Diversey is committed to driving lasting value in the communities around us. We have designed and implemented several “creating shared value” (CSV) programs to promote a circular economy. We collaborate with our customers on these programs to maximize our impact.

Our two primary CSV programs, Soap For Hope® and Linens For Life®, each underscore the major premise of a circular economy: instead of tossing materials into landfills when their intended useful life is at an end, we repurpose or “upcycle” materials in ways that create economic and social value, particularly for people in need.

In 2020, our CSV programs had a triple focus:

- **Health:** Provide vulnerable members of society a basic piece of protection during this COVID-19 crisis
- **Social:** Provide livelihoods to local communities
- **Environmental:** Provide a meaningful way for Diversey customers to repurpose their unwanted soap and linens and make a real difference in local communities



*Goal: Grow customer CSV programs by **10%** annually*



Soap For Hope

Diversey's Soap For Hope program started nearly 20 years ago with the simple idea to help hotels repurpose the soap remnants that are left behind when guests checked out of their rooms. In partnership with Diversey's hospitality customers, Soap For Hope collects those remnants and works with local communities to convert them into new bars of soap. This is done through a manual process that does not require water or electricity, helping to create jobs for people in need of income and keep what might otherwise be treated as waste out of landfills. New soap is then distributed to people in distressed communities who lack adequate sanitation resources.



Diversey Wins Asia's Community Care Company of the Year 2020

Diversey in the Asia-Pacific countries, collectively, was awarded "Asia's Community Care Company of the Year 2020" by Asia Corporate Excellence and Sustainability (ACES), which is one of the most important accolades that recognizes sustainability advocates cross-industry and across Asia.

The citation for the Award read

"It was a truly challenging process, as the jury members had to select winners from a pool of highly qualified and deserving participants. Your initial submission was under the "Top Community Care Companies in Asia" category. However, considering all aspects of the submission, the extensive scope and the impact of your Soap For Hope, Linens For Life and CoffeeBriques initiatives, the jury members unanimously voted to recognize your efforts under "Asia's Community Care Company of the Year" category. Only one winner is selected in this category annually, congratulations; truly deserving.

You and your team have shone through and through, leading from the front and withstanding pressures of all kinds. We believe a win amidst this challenging time is a timely testament of your resilience, sending a positive message to your stakeholders. It is even more heartening that despite the current ordeals, your corporation has not forgotten your responsibility to our shared world."

This Award would not have been possible without our Hotels' and NGO's partnership in Diversey's Creating Shared Value programs of Soap For Hope, Linens For Life and CoffeeBriques, and we would like to thank and share this accolade with all our partners.



Linens For Life

From bed sheets to employee uniforms, each year hotels replace enormous amounts of linens. To ensure these used textiles don't end up as waste, Diversey created Linens For Life, a program that enables Diversey's hotel partners to upcycle their used linens and make a positive impact. Through the program, linens are distributed within impoverished communities to individuals who can generate income by using the raw materials to make a range of sellable products – from clothing to stuffed animals.

Linens For Life is particularly popular in Southeast Asia where partner hotels including the Accor Hotels chain and the Lotte Hanoi Hotel recently contributed used linens that were upcycled into newborn baby kits which were then distributed to rural maternity clinics in remote provinces.



COVID-19 hit a lot of our communities very hard. Many were in lockdowns in cities across the world. Not all lockdowns were created equal. The ones living in crowded slums, in trash dumps and landfill communities and poor villages suffered more than the average city-dweller in high rise apartments or houses.

In some places, the situation got so bad that people were having to make decisions between buying food or buying a face mask with families having to survive on one meal per person on alternate days.

During the pandemic, most hotels were either closed or experienced very low occupancy rates. However, the hotels had condemned linens in storage, waiting to be discarded. After discussing with many doctors who are with our current partner NGOs such as Doctors For You in India, CCIHP in Vietnam and HealthServ in Singapore, we were convinced that reusable/washable linen face masks could make a meaningful contribution. This was backed up by many studies, including a study which tested over 30 materials to make DIY masks, and bedsheets is one of the top 5 materials that is effective to protect against COVID-19.

With that in mind, our ground teams in a few countries were activated to explore how we could implement the Linens for Life Face Mask (L4LFM) program.

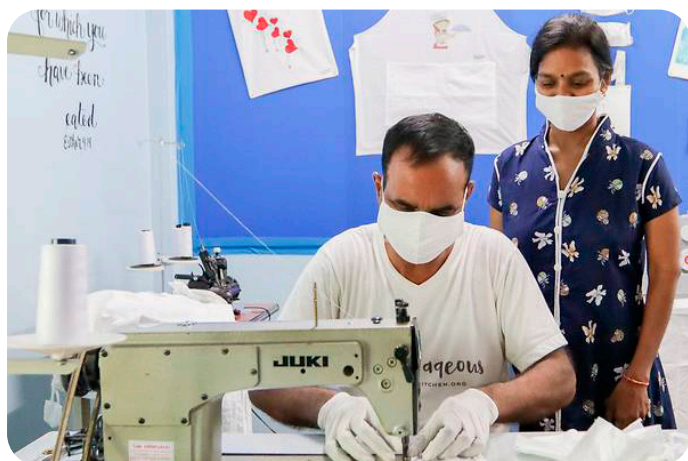


One of the strengths of Diversey's CSV programs is that we have very strong associations with our partner NGOs involved in taking care of disadvantaged people - those living in poor villages, slums, rubbish dumps and cemeteries and the homeless. These NGOs continued to look after at risk populations during COVID-19. They were given special permission by the authorities to move around during a lockdown to provide food or medical care to people in need of help. We were able to provide soaps and face masks to the poor communities through our partner NGOs and the Diversey CSV programs.

We approached our hospitality customers, who share our commitment to making communities better in the places we operate, and in quick succession, several hotel chains, namely Accor, Hilton, Kempinski, Melia, Oyo, Radisson Hotel Group and Shangri-La signed up. From March to Nov 2020, over 60 hotels in 30 cities across 12 countries provided 27,000 kg of linens (white bed sheets, pillow cases and duvet covers) to make over 1 million face masks. In the process, 27,000 kg of upcycled linens delivered environmental benefits representing a water footprint reduction of 126 million liters of water (4750 liters of water is needed to make 1 kg of new linen) and carbon footprint reduction of 320,000 kg CO₂eq (1 kg of new linen has a 12 kg of CO₂eq footprint).

Consequently, since the start of COVID-19 and lockdowns in various countries, we have distributed about 150,000 soap bars and 1 million face masks to many slums, rubbish dumps and villages from Argentina to India and Indonesia. Soaps from our Soap for Hope Program have provided hygiene and sanitation, while the Linens for Life Face Masks provided respiratory protection for those in need.

Our efforts also had been noticed; in November 2020, Diversey was awarded the Asia Corporate Excellence and Sustainability (ACES) Most Caring Company in Asia of the Year by the MORS Group. In December 2020, Diversey's Stefan Phang also was selected to be in the Eco Business A List 2020: Sustainability Leadership In The Times of Covid-19.



Diversey's CSV programs are making a real difference for people in the communities where we operate. By collaborating with the hospitality sector and key NGOs, we are helping communities in need. We worked together with passion to keep people healthy and safe. With our customers the CSV programs continue to address social challenges to protect and care for people... always.





Sustain

SUSTAINING STRONG GOVERNANCE

It's not just what we do that matters, but how we do it.

Good governance is the foundation of Diversey's business and critical to our growth and success. Our corporate governance structure, risk management and compliance practices and security protocols reflect our ongoing commitment to responsible conduct and transparency.

Corporate Governance

Diversey's Board of Directors provides oversight of the management of our organization and ensures we are integrating ESG issues into our decisions. Four of our ten Board members are independent.

As a matter of practice, our Board looks for diversity in nominees including reviewing enhanced perspective and experience through diversity in race, gender, ethnicity, cultural background, age, geographic origin, education, and professional and life experiences. Currently, one member is female and one member is ethnically and/or racially diverse. Diversey is focused on increasing Board independence and the gender and ethnic and racial diversity of our Board moving forward. Additionally, we are transitioning to an entirely independent Audit Committee in 2022.

Diversey's Board Committees and Key ESG Responsibilities

Audit Committee	People Resources Committee	Nominating and Governance Committee
<ul style="list-style-type: none"> Review our policies on risk assessments and risk management, including climate risk Monitor our compliance with legal and regulatory requirements 	<ul style="list-style-type: none"> Develop incentive compensation goals related to ESG topics Oversee senior leadership talent, development and diversity Review and monitor corporate diversity, equity and inclusion programs 	<ul style="list-style-type: none"> Develop and recommend best practices and corporate governance principles to our Board of Directors Monitor significant ESG trends and Board and committee oversight of relevant ESG issues Oversee political and charitable contributions Conduct shareholder outreach efforts on ESG issues

The Board of Directors follows several procedures and standards, including a Code of Conduct, Corporate Governance Policy and Code of Ethics for Senior Financial Officers. For more information on these guidelines and our Board committees, visit Diversey's IR website.



In recognition of our longstanding commitment to sustainability excellence, Diversey received a Silver Sustainability Rating from Ecovadis in 2021, given to companies in the top 20% of Ecovadis' rankings.



Sustainability Governance

Transparency, engagement and collaboration define how we approach sustainability at Diversey. Sustainability is not one person's job or a standalone activity; it is integrated into our business model and into the performance of every team member and business unit across our global operations.

Our Vice President of Corporate Sustainability has oversight of the company's overall ESG performance, which is reported to the Chief Executive Officer and full Board of Directors on an annual basis. The Nominating and Governance Committee receives ESG updates on a quarterly basis. Diversey's Sustainability Advisory Team (SAT) advises the business on sustainability issues and consists of at least one member each from R&D, Portfolio and/or Marketing, Regulatory Affairs and Product Stewardship.

Additionally, we use a Sustainable Scorecard to track and assess our progress against key sustainability performance indicators.

Ethics and Compliance

To achieve our mission to develop leading hygiene, infection prevention and cleaning solutions that protect and care for people and the planet, we must always operate with integrity and responsibility.

Our Code of Conduct establishes expectations to guide ethical decision-making by our employees, while our Supplier Code of Conduct communicates our expectations of ethical behavior by our supplier partners. Each year, we strive to train 100% of employees on our Code of Conduct. Most employees complete the training online, while factory employees participate in in-person, group sessions.

Diversey recently began the rollout of a global anti-bribery and corruption (ABC) training. We expect this training to be completed by all employees bi-annually. Diversey employees are also required to follow all applicable laws and other corporate policies which address areas such as diversity and inclusion, fair business practices and data security.

Diversey's Anti-Slavery and Human Trafficking policy outlines our approach to eliminate risks in our own operations as well as in our supply chain. The policies and procedures include our own approach to hiring, verification checks with existing and new suppliers, clear reporting mechanisms, awareness training, and annual statements.

We have an ongoing commitment to monitor and address any violations to our Code of Conduct or other policies. Our global Ethics Hotline is operated by a third-party and available 24/7, so anyone can anonymously report concerns or violations. All complaints are reported to and reviewed by Diversey's Chief Human Resources Officer, General Counsel and the head of the Audit Committee.

Related Links

[Code of Conduct](#)

[Supplier Code of Conduct](#)

[Corporate Governance Policy](#)

[Code of Ethics for Senior Financial Officers](#)

[EHS and Sustainability Policy](#)

[Anti-Slavery and Human Trafficking](#)

We recently launched a global Compliance Council, consisting of representatives from each business area at Diversey. The Council convenes regularly to:

- Provide a company-level view of Diversey's various compliance programs
- Identify any gaps and overlaps between our various compliance programs
- Collaboratively learn from each other to further ensure we are all following the right actions to help proactively detect and prevent violations of laws and regulations

Privacy and Cybersecurity

Diversey is committed to adhering to best practices in privacy and cybersecurity in our operations. We support continual learning of privacy and cybersecurity protocols for our employees which include annual privacy training, cybersecurity tips, phishing simulation exercises and training, and monthly cybersecurity newsletters to help employees protect themselves at work and at home. We also continue to progressively mature our cybersecurity program based on ISO 27001 framework. All new Diversey vendors are evaluated through privacy impact assessment which helps us identify and manage the privacy risks of any new partner.



Goal: Achieving 100% compliance with our Responsible Chemistry Policy

Responsible Chemical Management

A deep consideration for human health and the environment is built into the design and development of all Diversey products. We apply green chemistry principles to our product development, which encourages us to reduce chemicals at the source; minimize safety risks to our employees, customers and the communities where we operate; and ultimately develop the safe, sustainable products our customers want.

Diversey also maintains a Responsible Chemistry List (RCL) to further guide us toward safer chemicals and manage risks associated with chemicals in Diversey products. The RCL sets restrictions on chemicals with environmental, health, safety or regulatory concerns and applies to all raw materials, ingredients, and components in Diversey products.



APPENDIX

Diversey continues to seek ways to enhance disclosures that are meaningful to our business and stakeholders. The Diversey 2020 Sustainability Report provides detail on Diversey's environmental, social and governance (ESG) performance from 1 January – 31 December 2020. This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. It also includes material Sustainability Disclosure Topics and Accounting Metrics from the Sustainability Accounting Standards Board (SASB) Chemicals Standard and references out contributions to the United Nations Sustainable Development Goals (SDGs).

For additional information regarding Diversey, please see our filings and our corporate website.

We strive to respond to all stakeholder inquiries and to be transparent about our ESG performance. To share your thoughts and suggestions, please contact us at ir@diversey.com.

Sustainability Accounting Standards Board (SASB) Chemicals Standard

ACCOUNTING METRICS			
Topic	Accounting Metric	Code	Response/Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	18074 MT CO ₂ -eq
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	Pages 15-16
Air Quality	Air emissions of the following pollutants: (1) NO _X (excluding N ₂ O), (2) SO _X , (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	Diversey monitors and reports all air emissions from operations as required by air permits, where applicable.
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CH-130a.1	Total = 140,000 Gigajoules 56% Grid electricity <5% Renewable <5% Self-Generated
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	Total = 681,000 cubic meters Water Consumed = 314,000 cubic meters
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	None
	"Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	Pages 14-16

ACCOUNTING METRICS			
Topic	Accounting Metric	Code	Response/Reference
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled"	RT-CH-150a.1	"1,930 MT Page 16"
Community Relations	"Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	Pages 8-9; 14; 24-27
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	TRIR = 0.39 No fatalities
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	Pages 19-20
Product Design for Use-Phase Efficiency	Revenue from products designed for use phase resource efficiency	RT-CH-410a.1	>25% of revenue expected from products that contribute to Net Positive ratio described on pages 12-13
Safety & Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment"	RT-CH-410b.1	All Diversey products undergo a hazard assessment.
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	Pages 4-6, 12-14, 30
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)"	RT-CH-410c.1	Not relevant to our business
Management of the Legal & Regulatory Environment			
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR	RT-CH-540a.1	Diversey treats process safety incidents as reported above (RT-CH-320a.1)
	Number of transport incidents	RT-CH-540a.2	Page 18
ACTIVITY METRIC			
Production by reportable segment	Production by reportable segment	RT-CH-000.A	595,000 MT



Global Reporting Initiative (GRI) Standards: Core option

GRI Standards			
Disclosure Number	Disclosure Title	Location in this report with additional information (page)	Response
GRI 102: General Disclosures			
Organizational profile			Location in Diversey's Form S-1 https://ir.diversey.com/sec-filings/sec-filing/s-1/0001104659-21-029667
102-1	Name of the organization	2	Diversey Holdings, Ltd.
102-2	Activities, brands, products, and services	2-6	"U.S. SEC Filing Form S-1 pp. 94-102"
102-3	Location of headquarters		Pyramid Close, Weston Favell, Northampton, England
102-4	Location of operations		"U.S. SEC Filing Form S-1 pp. 110"
102-5	Ownership and legal form		Diversey is a publicly traded company listing as Diversey Holdings, Ltd. (DSEY).
102-6	Markets served	2-6	"U.S. SEC Filing Form S-1 pp. 110"
102-7	Scale of the organization	2	"U.S. SEC Filing Form S-1 pp. 109"
102-8	Information on employees and other workers	2; 19-22	"U.S. SEC Filing Form S-1 pp. 106-107"
102-9	Supply chain		"U.S. SEC Filing Form S-1 pp. 109"
102-10	Significant changes to the organization and its supply chain	6	On March 25, 2021, Diversey became a publicly traded company.
102-11	Precautionary Principle or approach	27-30	Diversey does not follow the precautionary approach, but has a comprehensive risk management plan in place.
102-12	External initiatives	6	U.S. SEC Filing Form S-1 pp. 10
102-13	Membership of associations	37	
Strategy			
102-14	Statement from senior decision-maker	3	
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	3	U.S. SEC Filing Form S-1 pp. 109

GRI Standards			
Disclosure Number	Disclosure Title	Location in this report with additional information (page)	Response
Governance			
102-18	Governance structure	28-29	U.S. SEC Filing Form S-1 pp. 112-118
Stakeholder Engagement			
102-40	List of stakeholder groups	9	
102-41	Collective bargaining agreements	20	
102-42	Identifying and selecting stakeholders	9	
102-43	Approach to stakeholder engagement	9	
102-44	Key topics and concerns raised	9	
Reporting Practice			
102-45	Entities included in the consolidated financial statements		U.S. SEC Filing Form S-1 pp. ii
102-46	Defining report content and topic Boundaries	8-9	
102-47	List of material topics	8-10	
102-48	Restatements of information	Not Applicable	
102-49	Changes in reporting	Not Applicable	
102-50	Reporting period	31	
102-51	Date of most recent report	31	
102-52	Reporting cycle	31	
102-53	Contact point for questions regarding the report	31	
102-54	Claims of reporting in accordance with the GRI Standards	31	
102-55	GRI content index	34-39	
102-56	External assurance	Not Applicable	
GRI 200: Economic			
GRI 205: Anti-corruption			
103-1	Explanation of the material topic and its Boundary	9	
103-2	The management approach and its components	28-29	
103-3	Evaluation of the management approach	28-29	
205-2	Communication and training about anti-corruption policies and procedures	28-30	



GRI Standards			
Disclosure Number	Disclosure Title	Location in this report with additional information (page)	Response
103-3	Evaluation of the management approach	p. 11	
205-2	Communication and training about anti-corruption policies and procedures	p. 8	
GRI 300: Environmental			
GRI 301: Materials			
103-1	Explanation of the material topic and its Boundary	12-16	
103-2	The management approach and its components	12-16	
103-3	Evaluation of the management approach	12-16	
301-2	Recycled input materials used	12-16	
GRI 302: Energy			
103-1	Explanation of the material topic and its Boundary	12-16	
103-2	The management approach and its components	12-16	
103-3	Evaluation of the management approach	12-16	
302-3	Energy intensity	12-16	
GRI 303: Water and Effluents			
103-1	Explanation of the material topic and its Boundary	12-16	
103-2	The management approach and its components	12-16	
103-3	Evaluation of the management approach	12-16	
303-1	Interactions with water as a shared resource	12-16	
303-2	Management of water discharge-related impacts	12-16	
303-3	Water withdrawal	12-16	
303-4	Water discharge	12-16	
303-5	Water consumption	12-16	



GRI Standards			
Disclosure Number	Disclosure Title	Location in this report with additional information (page)	Response
GRI 305: Emissions			
103-1	Explanation of the material topic and its Boundary	12-16	
103-2	The management approach and its components	12-16	
103-3	Evaluation of the management approach	12-16	
305-4	GHG emissions intensity	12-16	
305-5	Reduction of GHG emissions	12-16	
GRI 306: Waste			
103-1	Explanation of the material topic and its Boundary	12-16 24-26	
103-2	The management approach and its components	12-16 24-26	
103-3	Evaluation of the management approach	12-16 24-26	
306-1	Waste generation and significant waste-related impacts	12-16 24-26	
306-2	Management of significant waste-related impacts	12-16 24-26	
306-4	Waste diverted from disposal	12-16 24-26	
GRI 400: Social			
GRI 403: Occupational Health and Safety			
103-1	Explanation of the material topic and its Boundary	18-19 30	
103-2	The management approach and its components	18-19 30	
103-3	Evaluation of the management approach	18-19 30	
403-1	Occupational health and safety management system	18-19 30	
403-2	Hazard identification, risk assessment, and incident investigation	18-19 30	
403-3	Occupational health services	18-19 30	
403-4	Worker participation, consultation, and communication on occupational health and safety	18-19 30	
403-5	Worker training on occupational health and safety	18-19 30	
403-6	Promotion of worker health	18-19 30	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	18-19 30	
403-9	Work-related injuries	18-19 30	



GRI Standards			
Disclosure Number	Disclosure Title	ALocation in this report with additional information (page)	Response
GRI 405: Diversity and Equal Opportunity			
103-1	Explanation of the material topic and its Boundary	20-22	
103-2	The management approach and its components	20-22	
103-3	Evaluation of the management approach	20-22	
405-1	Diversity of governance bodies and employees	20-22	
GRI 413: Local Communities			
103-1	Explanation of the material topic and its Boundary	20-22	
103-2	The management approach and its components	20-22	
103-3	Evaluation of the management approach	20-22	
405-1	Diversity of governance bodies and employees	20-22	
GRI 416: Customer Health and Safety			
103-1	Explanation of the material topic and its Boundary	6-8 30	
103-2	The management approach and its components	6-8 31	
103-3	Evaluation of the management approach	6-8 32	
416-1	Assessment of the health and safety impacts of product and service categories	6-8 33	

Membership Associations

- A.I.S.E.
- American Cleaning Institute
- American Hotel and Lodging Association
- American Society of Quality
- Association for Professionals in Infection Control and Epidemiology
- Association for the Healthcare Environment
- Association of periOperative Registered Nurses
- Building Service Contractors Association International
- Catalan Water Partnership
- Campden BRI
- European Hygienic Engineering & Design Group
- Facilities Management Institute
- Global Food Safety Initiative
- Healthy Green Schools & Universities
- Household & Commercial Products Association
- Infection Prevention and Control
- Institute of Food Technologies
- International Association for Food Protection
- International Dairy Federation
- International Dairy Food Association
- International Sanitary Supply Association
- North American Meat Institute
- Refrigerated Foods Association
- Restaurants Canada
- World Federation of Building Service Contractors





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