

2023 Corporate Responsibility Report



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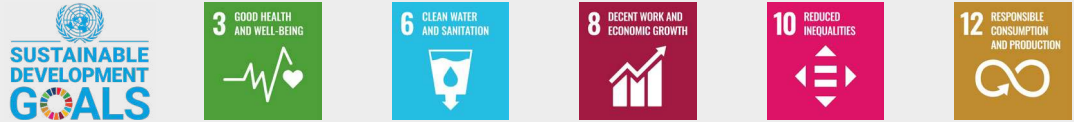
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ABOUT THIS REPORT

Our 2023 Corporate Responsibility Report, our twelfth report, represents data and disclosures covering our 2022 fiscal year unless otherwise noted. This report has been prepared in reference to the GRI Standards (2021) and with consideration for the Sustainability Accounting Standards Board's (SASB's) Chemicals industry standard. In this report, we mapped our company's sustainability efforts to the United Nations Sustainable Development Goals (UN SDGs). The UN SDGs with which our company aligns and supports are indicated throughout this report using the SDG icons and are summarized in the Appendix.

Throughout this report, we reference our company's sustainability efforts and contributions. Our sustainability efforts are aligned with the following statement from the Environmental Protection Agency (EPA): To pursue sustainability is to create and maintain the conditions under which humans and nature can exist in productive harmony to support present and future generations.

The content of this report reflects facility operations of each subsidiary of The Scotts Miracle-Gro Company, including The Hawthorne Gardening Company's operations and AeroGarden, unless specifically identified. Please see our company's [Investor Relations page](#) for consolidated financial statements. Your input and feedback is important — please contact sustainability@scotts.com with any comments or questions.



Introduction





LETTER FROM LEADERSHIP

There are many aspects to corporate responsibility, and this report details our broad and multi-faceted approach to positively impact our associates, communities, customers and the planet. The overarching theme is our purpose – to GroMoreGood, everywhere. It comes to life in our programs, products, sustainability efforts and other initiatives to make the world a better place.

As I reflect on 2022, it was among our most challenging years, fueled by an uncertain economy, rising inflation, supply chain shortages and weakened consumer spending. Despite these macroeconomic pressures, we demonstrated the hallmark strength and resilience that have contributed to ScottsMiracle-Gro's success since its founding in 1868. I'm most proud of how we delivered for our stakeholders while solidifying our commitment to good corporate citizenship.

In the following pages, we tell the story of our innovation and work towards a sustainable future, providing consumers with solutions to enjoy their lawns, gardens and greenspaces by working in concert with the environment. Just as importantly, we cared for our associates and supported programs to transform neighborhoods and provide kids with a leg up. The examples are many.

Looking forward, the social, environmental and economic challenges continue to evolve. You can count on us to meet them head on. It's what we do, time and again. As always, we appreciate your support.

Sincerely,

Jim Hagedorn
Chairman and CEO
The Scotts Miracle-Gro Company



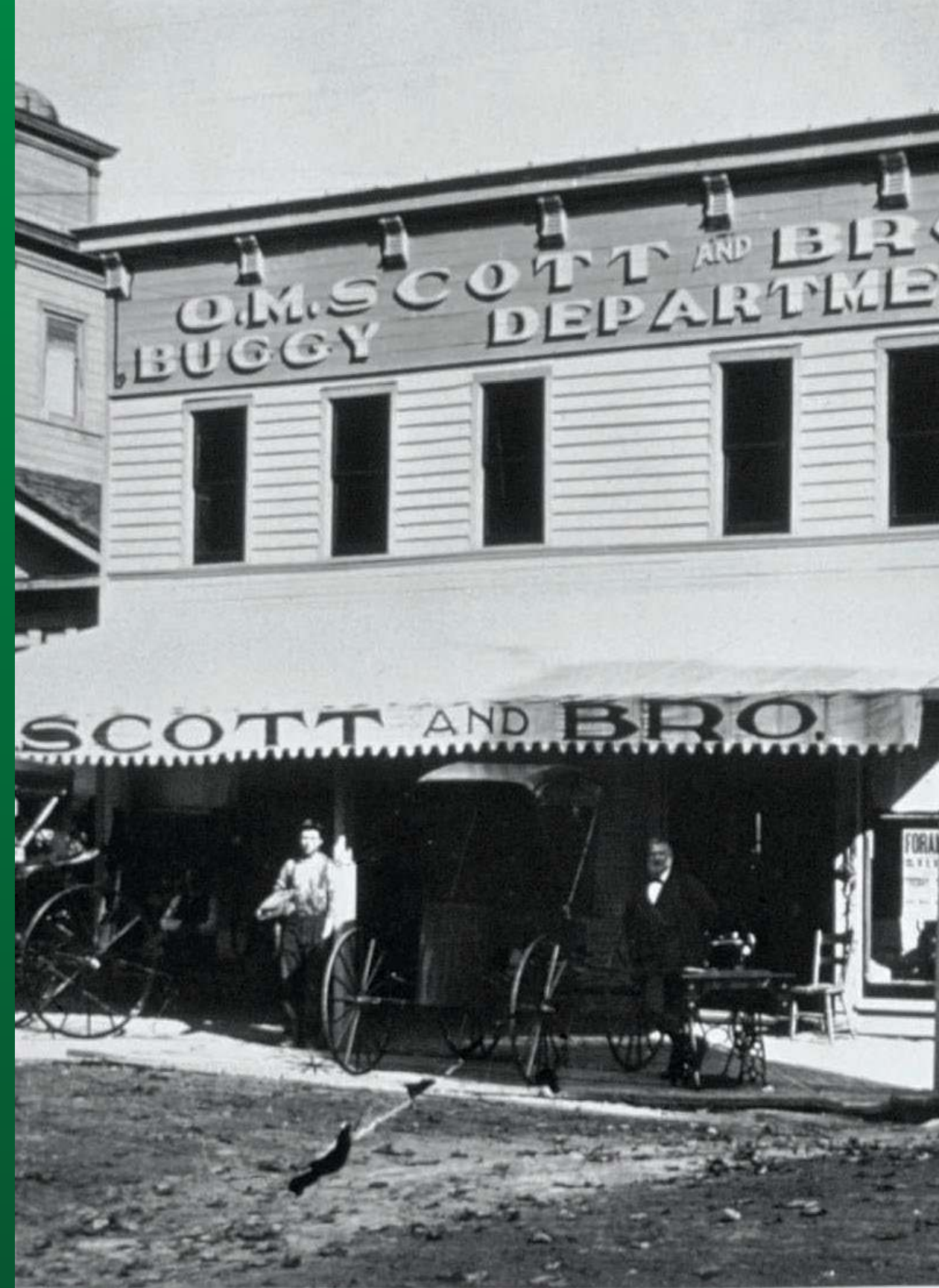
JIM HAGEDORN
Chairman and CEO, The Scotts Miracle-Gro Company



ScottsMiracle-Gro World Headquarters in Marysville, Ohio

Who We Are

From a family general store to North America's market leader in lawn and garden as well as indoor and hydroponic growing products, we are proud of our deep roots and history. Even today, we are headquartered in Marysville, Ohio, only five miles from where our company was founded in 1868.





ABOUT SCOTTMIRACLE-GRO

Our Corporate Responsibility Report demonstrates the ways in which we live our corporate purpose to GroMoreGood everywhere. As the creator of many of America’s most trusted lawn and garden brands, we embrace our responsibility and commitment to provide innovative solutions for the betterment of our communities, our consumers, our business partners, our associates and the planet. Together, we believe good can grow anywhere.

In 1868, our company began when O.M. Scott opened a storefront in Marysville, Ohio, to provide products - such as seed for weed-free fields - to farmers. In the mid-1900s, we became known for the development of quality lawn fertilizers and grass seeds for consumer lawn care. In the 1990s, we significantly expanded our product offering in the home lawn and garden industry, starting with the merger of Scotts and Stern’s Miracle-Gro Products, Inc., founded in 1951 by Horace Hagedorn and Otto Stern in Long Island, New York. The Miracle-Gro® brand is the industry leader in water-soluble garden plant foods. In that same decade, we acquired the Ortho® brand in the U.S. and obtained exclusive rights to market the consumer Roundup® brand, adding industry-leading weed, pest and disease control products to the portfolio. Scotts®, Turf Builder®, Miracle-Gro®, Ortho® and Roundup® brands make us the most widely recognized company in lawn and garden.

Approximately 6,000 regular associates help drive our mission and make GroMoreGood a reality by delivering products and solutions that help to create beautiful gardens, indoor growing environments and landscapes that thrive. Our legacy is rooted in trust, innovation and doing the right thing.

Our operational footprint spans the United States, Canada, the Netherlands and China. In fiscal year 2022, we owned or leased 61 manufacturing, 24 distribution and six research and development properties in these countries. Most manufacturing properties have production lines, warehouses, offices and outdoor processing areas.

Our key consumer lawn and garden brands include Scotts® and Turf Builder® lawn fertilizer and Scotts® grass seed products; Miracle-Gro® soil, plant food and gardening products; Ortho® herbicides, insecticides and fungicides products; and Tomcat® rodent control and animal repellent products. We are the exclusive marketing agent of Bayer AG (“Bayer”) for the marketing and distribution of certain Bayer consumer Roundup® branded products in the United States and other specified countries.

In addition, we have an equity interest in Bonnie Plants, LLC, a joint venture with Alabama Farmers Cooperative, Inc. (“AFC”), focused on planting, growing, developing, distributing, marketing and selling live plants.

Through our Hawthorne Gardening Company subsidiary, we are a leading manufacturer, marketer and distributor of lighting, nutrients, growing media, growing environments and hardware products for indoor and hydroponic gardening in North America. Among our brands are General Hydroponics®, Gavita®, Botanicare®, Agrolux®, Can-Filters®, Gro Pro®, Mother Earth®, HydroLogic™ and Cyco®.

PURPOSE, VISION AND VALUES

Our purpose:

To GroMoreGood® everywhere. We believe that everyone can grow more good, not only in their own backyards, but effectively in any place they choose. We invest in the potential of this belief across all the people we serve inside and outside of the company.

Our vision:

To help people of all ages express themselves on their own piece of the Earth. Our actions as a company, and as individuals, are guided by our cultural attributes. We ask ourselves what a good company would do and strive to act accordingly.



For Our Communities

By supporting gardens and greenspaces that transform neighborhoods, get kids outdoors and bring people together. And by developing programs that help kids from underserved communities understand and meet their full potential to become the leaders of tomorrow.



For Our Consumers

By providing products, knowledge and support that allow them to express themselves. By celebrating their accomplishments and allowing their stories to shine as living examples of the true power of gardens and greenspaces.



For Our Associates

By putting our associates first. Helping them to grow professionally and achieve their personal best. Providing paid time off to volunteer in the community. And by taking a holistic approach to wellness and safety in order to support a LiveTotal Health mindset.

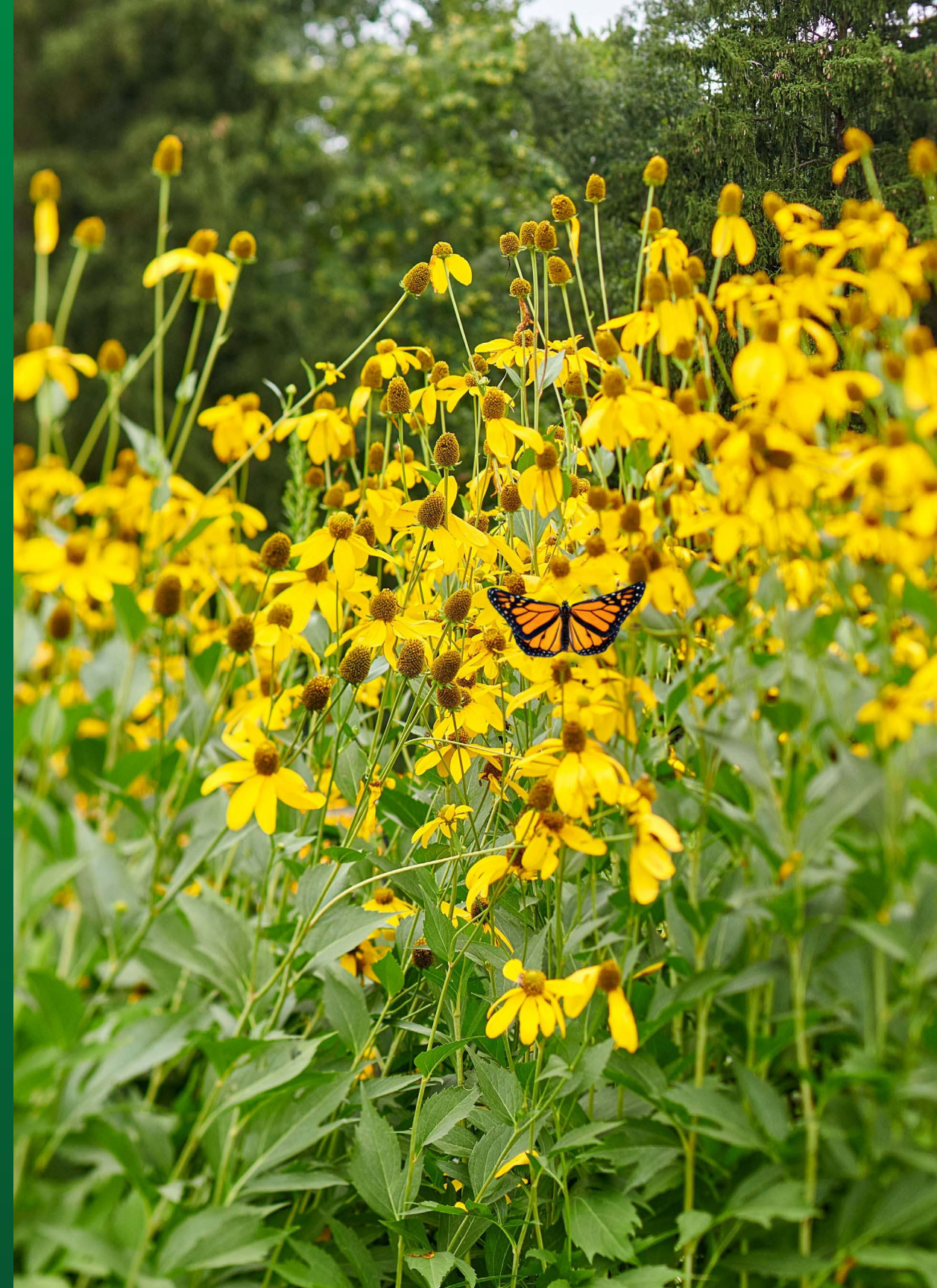


For The Planet

By designing and continuously improving products to work in concert with the environment and supporting the work of our environmental partners, both of which help provide for a more sustainable future and inspire a new generation of associates and gardeners to GroMoreGood.

Our Approach to ESG

We drive continuous improvement in our operations and products while advancing sustainability. We accomplish this through the ongoing execution of our ESG strategies and with a leadership structure that provides strong direction and accountability.





GOVERNANCE

LEADERSHIP STRUCTURE AND BOARD OF DIRECTORS

Our Board of Directors, the highest governance body at our company, has five standing committees to assist with oversight responsibilities: Finance, Audit, Innovation & Technology, Compensation & Organization and Nominating & Governance. Each committee’s charter can be found on [our website](#).

Our management team and Board of Directors collaborate to engage with and oversee environmental, social and governance (ESG) topics, risks and opportunities, including climate change and human rights. The Board’s Nominating & Governance Committee oversees our company’s ESG-related policies, practices, performance, reporting and goals. The Innovation and Technology Committee and the Nominating & Governance Committee are responsible for our company’s product-related ESG policies and practices. The chair of the Nominating & Governance Committee serves as the primary ESG liaison between management and the Board of Directors, and, with the support of management, briefs the Board on sustainability strategy development, setting and managing climate-related targets and measuring and managing our company’s greenhouse gas (GHG) inventory. While we do not specifically link ESG performance to executive compensation, our Board and leadership team are invested in this process and updated quarterly on our progress toward ESG goals.

Diversity is one of many important factors considered in Board composition. The Nominating & Governance Committee evaluates the entirety of each Board candidate’s credentials, including experience, skill, age, diversity of background, race and gender, as well as judgment, strength of character and specialized knowledge. Our Board of Directors reflects wide ranging skills, experiences, backgrounds and opinions to foster effective decision making and promote our company’s culture. In FY22 two of our 12 Directors were women and one was Hispanic/Latino. In FY23, with the departure and election of a new director, currently, three of our 12 Directors are women and two are Hispanic/Latino.

BUSINESS ETHICS AND CODE OF CONDUCT

Our integrity and commitment to ethics far outweigh any individual personal or business goal.

Our [Code of Business Conduct and Ethics](#) guides our actions and decision making as a company and as individuals, from our associates to our Board of Directors, and advances our commitment to operating ethically and leading with integrity. Everyone working for or with ScottsMiracle-Gro, including associates, suppliers and other business partners, is expected to conduct business legally and within the bounds of our expectations for conduct and ethical behavior. To this end, we are transparent about our standards and provide clear communication regarding our policies and compliance expectations.

We empower associates to ask questions, raise concerns and report issues without fear of reprisal. They can do so through multiple channels, from speaking about their concerns with their direct supervisor to sending a confidential letter to the Audit Committee. In addition, our 24/7 Ethics and Compliance Helpline provides another anonymous method to report concerns and violations around our Code of Business Conduct and Ethics. Periodically, we remind our associates of our reporting channels through training and communications. Departing associates are given an opportunity to raise concerns around unethical conduct or unfair treatment during exit interviews. These concerns on Code on Business Conduct and Ethics issues are thoroughly investigated. We do not tolerate retaliation and further investigate allegations of retaliation.

Along with our Code of Business Conduct and Ethics, our Environmental, Human Rights and Equal Employment Opportunity/ Anti-Discrimination policies inform our decision-making and activities. These policies, grounded in best practices and industry standards where we operate, are periodically reviewed and updated to facilitate continuous improvement and identify emerging issues of concern for our business.

SUPPLIER CODE OF CONDUCT

Corporate integrity, responsible product sourcing and the safety and well-being of workers across the global supply chain are vitally important. Our supply chain partners share in our commitment to



LEGAL UNIVERSITY

In 2022, our legal department offered associates more foundational legal training to understand important aspects of the Company and be empowered to operate effectively while managing risk. This led to the development of Legal University, a series of high-level 15-minute training sessions on 17 different legal and compliance topics to provide associates with tips, best practices and awareness of issues crucial to their day-to-day work. In 2022, over 300 hours of training were delivered by in-house legal and compliance experts both virtually and in-person.



creating high-quality products and prioritizing safety, security and human rights. Our commitment to these principles is exemplified by our Supplier Engagement program, run by our procurement and quality groups. In 2022, we implemented our Supplier Code of Conduct which will be supported by a Supplier Engagement Program that will include international audits of our suppliers by a third party.

We provide suppliers and business partners with our written policies and standards concerning ethical business and human rights practices through our [Supplier Code of Conduct](#). We believe in providing full transparency to our associates, partners, suppliers, consultants and others with whom we do business, and we work to clearly communicate our expectation that they conduct business according to our standards.

ENTERPRISE RISK MANAGEMENT

We define risk as any event that may disrupt our global operations, goals, business objectives and/or related strategic initiatives. Our enterprise risk management approach enables us to remain flexible and effectively pursue our business objectives and related strategies that are critical to our success. We are committed to upholding our enterprise risk management approach, including our ability to identify material risks and appropriately mitigate and manage those risks.

A cross-functional group of leaders participates in our risk identification process annually. We seek to identify the total universe of potential risks to our business and consider how we define and prioritize those risks, how our business may be affected by them and what individuals and teams should be responsible for responding to and mitigating those risks. Members of our cross-functional group prioritize the identified risks by scoring based on four categories: impact, likelihood, business capability to mitigate and velocity. Once all identified risks are scored, we calibrate and align the most significant risks with appropriate executive management team members. Each owner of significant risks presents a risk management plan to various subcommittees of the Board of Directors. These risk owners manage these risks throughout the fiscal year as a fluid outcome of this annual program.

As a part of our goal to continuously improve, we continually seek opportunities to strengthen our Enterprise Risk Management (ERM) program. We aim to make connections throughout every level of our organization so associates and leaders understand the impact of risk identification and mitigation. We listen to customer feedback and respond to evolving expectations and requests, including ESG considerations. We evaluate best-in-class ERM practices to progress along the ERM maturity model and give consideration to what will benefit our program.

We take a holistic and proactive approach to risk management and strive toward practices that allow us to manage risk and achieve our business objectives to the best possible outcomes. As we prepare to accommodate a changing world and environment, we will focus on climate change considerations and prepare for upcoming climate regulations.



LAUNCH OF SUPPLIER CODE OF CONDUCT AND SUPPLIER ENGAGEMENT PROGRAM

At ScottsMiracle-Gro, corporate integrity, responsible product sourcing and the safety and well-being of workers across the global supply chain are vitally important. In 2022, we adopted a Supplier Code of Conduct which establishes minimum standards that must be met by a supplier who sells goods to or does business with us, regarding:

- treatment of its workers
- workplace safety
- impact of its activities on the environment
- its ethical business practices

All our suppliers must treat workers with respect and dignity, and all labor must be voluntary. No supplier shall support or engage in slavery, forced labor, human trafficking or child labor in any part of its supply chain. Suppliers must maintain a safe work environment and refrain from practices that may be coercive, such as requiring employees to surrender identification papers, incur debt or hinder their freedom of movement and/or ability to terminate employment. The Code outlines expectations to compensate workers fairly and to establish humane work hours. Additionally, suppliers are prohibited from discriminating, abusing or harassing employees based on race, color, national origin, gender, gender identity, sexual orientation, military status, religion, age, marital or pregnancy status, disability or any other characteristic other than the worker's ability to perform the job.

In 2022, we introduced a Supplier Engagement Program to help ensure Supplier Code of Conduct expectations are being met. Through this program, we, or a third-party on our behalf, conduct audits of our suppliers to verify conformity to the Code and identify improvement opportunities, among other things. If opportunities are identified, we require corrective action plans and oversee implementation. If the supplier is unable or unwilling to comply, we may take any available action, including termination of the supplier.



COMPLIANCE

Our Corporate Compliance team uses an enterprise-wide, risk-based approach to identify and prioritize compliance objectives company-wide. This team operates within our Legal Department and focuses on integrating compliance objectives into our business processes for a variety of topics, such as product and pesticide compliance, cybersecurity, anti-bribery, anti-corruption and sanctions compliance.

PRIORITIZING CYBERSECURITY AWARENESS



Cybersecurity Awareness Month is an annual initiative that aims to highlight the importance of cybersecurity and helps individuals and organizations reduce their own risk of a cyber attack or data breach. As our society and organization becomes increasingly reliant on technology, cybersecurity's importance also grows. At ScottsMiracle-Gro, everyone has a responsibility for cybersecurity, which is the driver behind providing our associates with tools to implement stronger security practices along with education and training to raise user awareness of cyber risks.

Each October, our cybersecurity team shares communications including articles, polls and live training sessions. All associates are encouraged to participate and share the cybersecurity actions they take on our online associate community, The Vine, with the hashtag #BeCyberSmart. If we all take ownership over cybersecurity, we believe our online world will be safer and more resilient.

STAKEHOLDER ENGAGEMENT

We advocate for the needs of our stakeholders, including associates, consumers, customers, industry associations and business partners, by engaging with local, state, national and international organizations that align with our strategic and ESG priorities. We also engage with various partners through research collaborations and nonprofit partnerships.

Industry, trade and other associations: We participate in and/or partner with associations that help represent our interests across diverse aspects of our business. Some of the organizations include:

- American Association of Plant Food Control Officials
- American Association of Pesticide Control Officials
- American Association of Seed Control Officials
- American Association of National Advertisers
- American Seed Trade Association
- Ameripen
- BIO
- Biological Products Industry Alliance
- Coalition for Sustainable Organics
- Conseil patronal de l'environnement du Québec
- CropLife America/CropLife Canada
- Household and Commercial Products Association – Lawn and Horticulture Products Working Group
- Mulch & Soil Council
- US Compost Council
- Compost Council of Canada
- Canadian Consumer Specialty Products Association
- Fertilizer Canada
- Electro-Fed Canada
- National Association of State Departments of Agriculture
- Council For Federal Cannabis Regulation
- Québec Mineral Exploration Association
- National Cannabis Industry Association
- Public Affairs Association of Canada
- The Fertilizer Institute
- U.S. Cannabis Council
- Resource Innovation Institute
- Regennabis
- Society for Corporate Compliance and Ethics
- Southern California Water Coalition
- Sustainable Packaging Coalition

Professional associations: We encourage our associates to actively participate in professional associations related to their disciplines, such as biology, chemistry, packaging, engineering, legal, compliance, risk, finance, audit, supply chain, marketing and communications. Professional memberships support career development and advancement and provide access to innovation, resources and research that enhance the work of associates.

Political and lobbying contributions: We engage in public policy that impacts our company and supports the issues we care about. Our advocacy includes educating elected and appointed officials at all levels of government on a variety of issues that affect our company. We approach advocacy directly and indirectly, by building relationships through our External Affairs team, and by leveraging state and federal trade associations to create these connections.

We support groups that facilitate conversations among government officials and industry experts with the goal of creating collaborative and informed policy. Last year we participated in the Council of State Governments, the Resource Innovation Institute, Regennabis and National Association of State Departments of Agriculture.

The Scotts Miracle-Gro Stewardship Political Action Committee (SPAC) was created in 2001 to invest in impactful work that supports our mission. The committee is supported by associates and members of our Board of Directors. To learn more about the SPAC, visit the Federal Elections Commission website at www.fec.gov and search for The Scotts Miracle-Gro Stewardship PAC.

Under certain conditions and in accordance with applicable laws, ScottsMiracle-Gro donates corporate dollars to candidates from either political party who support our freedom to operate and share our views on important business issues.

Our company also works with groups to educate policymakers and the public. This includes providing consistent, sustained support to a 501(c)(4), The Good Growth Alliance, to advance policy and educational efforts related to issues impacting society and our business, customers and consumers.



WHERE WE STAND ON POLICY ISSUES

Pesticide Stewardship:

We embrace our responsibility to provide consumers with effective pest control products that are easy to use and safe when used as directed. To do this, we advocate in support of a scientifically based regulatory system, provide comprehensive consumer education through communication tools across multiple mediums and product labeling and commit to a trusted research and development process that always seeks a better solution.

Water Stewardship:

For decades, we have prioritized protecting and conserving water, recognizing our responsibility to navigate the environmental challenges of drought and water quality without sacrificing the benefits of outdoor greenspaces. Our flexible solutions enable people to enjoy or reimagine outdoor spaces that work with nature, not against it. Lawns and greenspaces can help to protect groundwater quality, reduce noise and glare, dissipate heat and reduce energy required to cool nearby buildings. We focus on evolving our formulations and application devices and providing education for consumers to make them better water stewards. We support water protection efforts across the U.S., advocate for increased participation and funding to solve water quality and scarcity issues and work to create a sustained dialogue on this topic. Our advocacy is designed to ensure that future generations can enjoy the essential benefits of greenspaces and clean, fresh water.

Peat Stewardship:

We have developed an approach to responsibly produce and use peat. It starts with evaluating our continued need for peat, and, where it remains the most appropriate ingredient option, reducing the amount of peat we include in our soils and potting mixes. Beginning in 2019 and continuing through 2023, we will have reduced peat in our Miracle-Gro Garden Soil by 50 percent. We will have reduced peat in our Miracle-Gro Potting Mix by over 20 percent in this same period.

Beginning in 2019 and continuing through 2023, we will have reduced peat in our Miracle-Gro Garden Soil by **50 percent**

We critically evaluate the components of our substrates to push the boundaries on reducing peat. Alternatives include wood fiber, rice hulls, coir, sugar cane bagasse and composted dairy fiber. Unfortunately, many alternatives do not achieve the same

results as peat. Compost often needs more watering, can contain contaminants and can have stability concerns that lead to plant nutrition issues. Wood materials can have variable PH levels, and coir can contain high salt content, leading to negative effects on plant growth. We will continue to innovate our growing media products, designed with zero or reduced peat, with gardening and growing success at the forefront. Read more about our commitment to responsible peat production in [Responsibly Sourcing Peat Moss](#).

Cannabis Legalization:

We design and sell products that help people express themselves through growing and gardening, and we understand that expression is deeply personal. Some of our consumers use products to legally grow cannabis for their personal enjoyment or for the plant’s medical benefits. As a leading provider of nutrients, plant supplements, growing media, air filtration and lighting used for hydroponic and indoor gardening, our company is uniquely positioned to help people who produce cannabis under authorized law.

We support federal and state efforts to develop responsible and effective regulation governing legalized cannabis. This includes sustaining support to the 501(c)4, The Good Growth Alliance, which advocates for policy and education on topics that impact society and our business, customers and consumers, including cannabis legalization. We are committed to working with legislative and regulatory bodies at all levels of government to help achieve these goals. We are equally committed to fighting for policies to create a more just and equitable society and industry as reform measures advance and states confront the complex legacy of racial, social and economic inequality tied to cannabis.

Nonprofit Organizations:

We are dedicated to engaging with nonprofit organizations that align with our priorities. Our company works most directly with organizations that enable gardens and greenspaces, engage youth, protect water quality and efficiency and advance social justice.

Customers:

We engage with our retail partners regularly through conversations, surveys and annual updates to discuss and align our corporate responsibility programs.





Consumers:

We maintain open channels of communication with our consumers to discuss our company, products and sustainability efforts. We use our communication channels to educate consumers on our ingredients and our products, including how to use them safely in accordance with the labels and instructions.

Suppliers:

We engage with our suppliers annually through our supplier conference and throughout the year as issues may arise. We work directly with suppliers on priority issues for us, such as packaging, raw material sourcing and carbon emissions.

Local Communities:

We take action to maintain strong relationships with the communities in which we live, work and operate by following applicable regulations and prioritizing the health and safety of our associates and neighbors. We are committed to upholding human rights across our value chain, especially for members of vulnerable groups, as outlined in our [human rights statement](#). With support from Environmental Health and Safety (EHS) representatives and external affairs team members, our plant managers address community concerns and communicate proactively with local stakeholders. We aim to give back to hundreds of local communities each year through our community giving and associate volunteerism programs.

MATERIALITY AND GOALS

Our purpose, to GroMoreGood everywhere, guides our efforts to create a more sustainable future for all of us. This means working

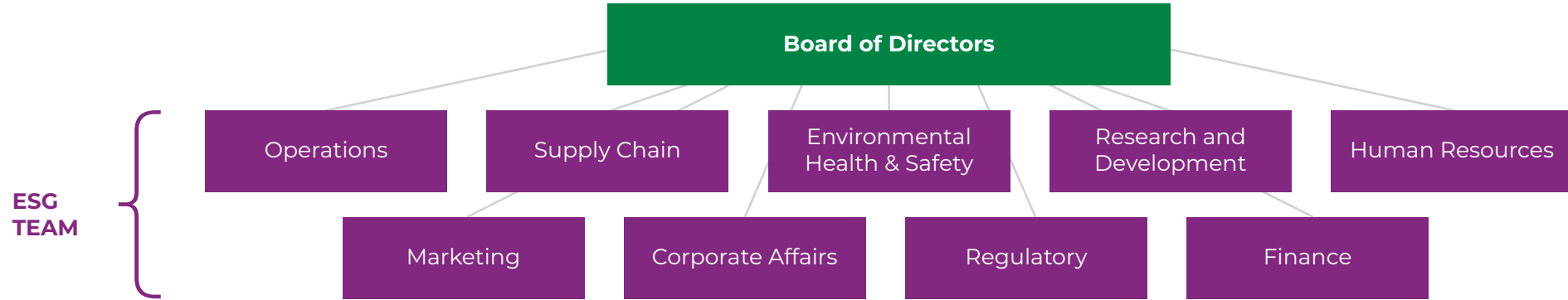
together—across our organization and with stakeholders—to create products that work for people, pets and the environment, while investing in our associates and local communities.

ESG TEAM

Our cross-functional ESG team meets regularly on our ESG strategy, establishing and reporting on benchmarks, setting new goals, taking action toward established goals on ESG topics and creating implementation and monitoring plans. Representatives from Operations, Supply Chain, Environmental Health & Safety, Research and Development, Human Resources, Marketing, Corporate Affairs, Regulatory and Finance work together to implement our short-, medium- and long-term ESG programs and initiatives. Accountable to senior leadership, the team communicates priorities and plans throughout our company structure, from leaders to associates, and provides updates at Board meetings.

ESG EFFORTS

We engage with external raters, rankers and other organizations to measure, benchmark and improve our ESG performance and evolve our ESG strategy. In 2022, we submitted our third CDP Climate Change questionnaire and worked with the Human Rights Campaign (HRC) to disclose our ESG performance. Our company also responded to S&P Global's Corporate Sustainability Assessment for the second time in 2022. We earned scores above industry averages across the environmental, social and governance score dimensions. We will continue to engage with external partners on our ESG disclosures and performance.



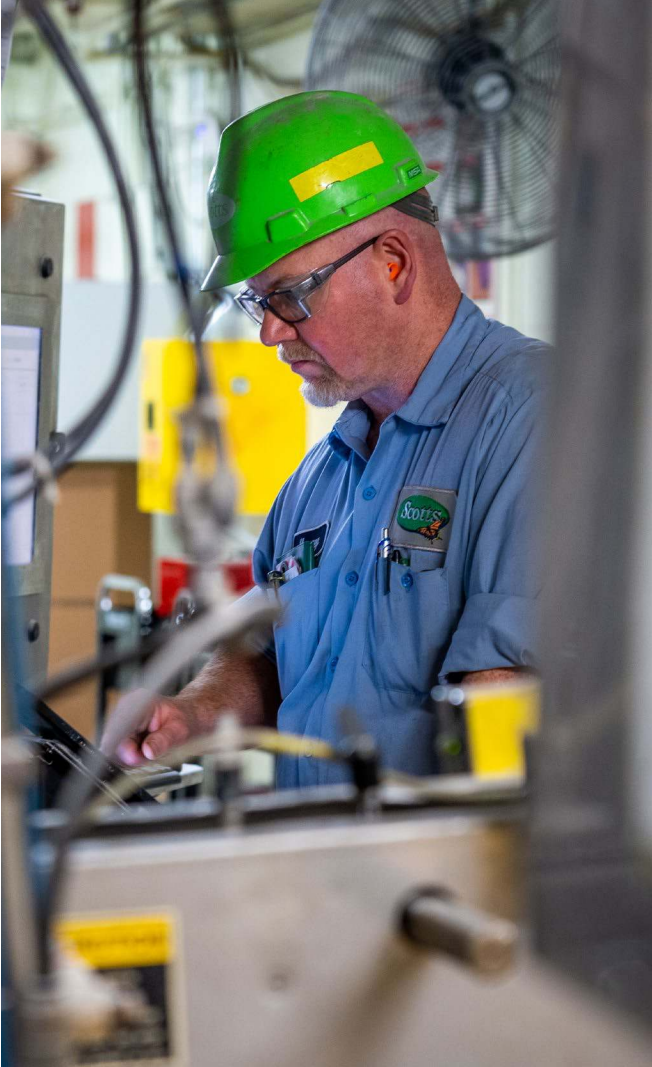


MATERIALITY ASSESSMENT

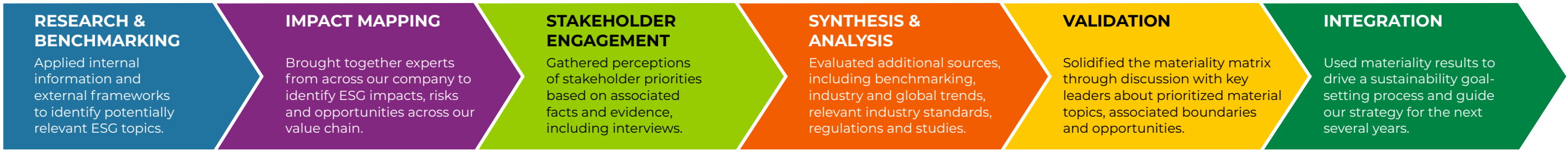
In 2019, we retained the services of an outside consulting firm specializing in ESG to help prioritize our most important ESG opportunities and risks through a robust, third-party materiality assessment. Following the guidelines of the Global Reporting Initiative (GRI), a leading sustainability reporting framework, the project identified relevant topics, prioritized the most material ones and validated these findings with senior leaders. Through this process, we also developed topic definitions and boundaries as well as ranked material topics based on their relative importance to our stakeholders and to our company.

Our top 15 material ESG topics are shown in the [Materiality Topics table](#). Topics with significant overlap in theme and operational boundaries were further grouped into five strategic focus areas: product stewardship and safety; operations and supply chain; associate engagement and wellness; community engagement; and governance and transparency. We also examined how the material topics emerged in relative importance and potential impact between our internal and external stakeholders and prioritized them as areas of focus, ongoing management and emerging significance.

For more information on our 2019 materiality assessment, please see our [2020 Corporate Responsibility Report](#). In the coming months, we plan to conduct a new materiality assessment update to help ensure our material topics align with our current business and stakeholder priorities. We aim to share these results in our 2024 Corporate Responsibility Report.



MATERIALITY PRIORITIZATION PROCESS



MATERIALITY TOPICS

TOPIC	FOCUS AREA	MANAGEMENT	EMERGING	TOPIC DEFINITION	RELEVANT STAKEHOLDER GROUPS	
PRODUCT STEWARDSHIP	X			Developing products, packaging and dispensing solutions that have improved impacts on humans and the environment and promote sustainability performance throughout their lifecycle.	• Suppliers • Investors • Customers	• Industry Associations • Partners • Media
PRODUCT SAFETY AND PERFORMANCE	X			Managing emerging materials and ingredients and using green chemistry principles while maintaining a high level of performance and meeting consumer expectations.	• Suppliers • Investors • Customers	• Industry Associations • Partners • Media
CONSUMER SAFETY	X			Further assessing products for health and safety impacts and compliance with regulations to support safe consumer use of products and services.	• Investors • Consumers • Media	• Industry Associations
PACKAGING	X			Reducing the overall environmental impacts of packaging by monitoring and improving the materials used, the percentage of packaging made from recycled or renewable materials and the percentage that can be recycled, reused or composted post consumer use.	• Suppliers • Consumers • Customers	• Industry Associations
SUPPLY CHAIN MANAGEMENT	X			Engaging with suppliers to improve environmental and social performance and management practices, while ensuring business continuity and increasing the diversity of suppliers.	• Customers • Consumers • Investors	• Suppliers
EMISSIONS	X			Reducing total greenhouse gas and other emissions from operations and throughout the supply chain.	• Customers • Suppliers • Investors	• Partners
ENERGY	X			Reducing total energy use throughout operations and increasing the percentage of consumption that comes from renewable sources.	• Customers • Suppliers	
CLIMATE CHANGE		X		Evaluating impacts, risks and opportunities due to climate change that could cause changes in supply and demand for products, operations, revenue or expenditure and helping customers address climate change impacts.	• Customers	
EFFLUENTS AND WASTE		X		Disposing properly of hazardous and non-hazardous waste through appropriate methods; seeking to minimize landfill use through alternative methods, such as reuse, recycling, composting, recovery and incineration; and responding appropriately to account for impacts of any significant spills.	• Customers • Suppliers	
DIVERSITY AND EQUAL OPPORTUNITY		X		Promoting an inclusive environment and increasing diversity among all levels within our organization while ensuring equal treatment of associates and instilling a culture of non-discrimination.	• Suppliers • Investors • Customers	• Industry Associations
TALENT ATTRACTION AND RETENTION	X			Providing competitive benefits and incentives to attract and retain associates.	• Employees	
LOCAL COMMUNITIES	X			Engaging with our communities through philanthropy and investment, evaluating the positive and negative impacts of operations and maintaining strong relationships.	• Customers	
TRUST AND REPUTATION		X		Maintaining the strong reputation of our company and brands along with our products and the products we market, while establishing principles of behavior and disclosing the values of our company to build trust between our company and consumers.	• Suppliers • Customers • Consumers	• Partners • Investors
RESPONSIBLE CANNABIS			X	Promoting a socially and environmentally responsible and legitimate cannabis industry.	• Customers	
PUBLIC POLICY		X		Engaging with regulators, publicly disclosing a position on policy topics and advocating for the production, enactment, execution and clear interpretation of legislation.	• Investors • Industry Associations	

● Product Stewardship and Safety ● Operations and Supply Chain ● Associate Engagement and Wellness ● Community Engagement ● Governance & Transparency





ESG FOCUS AREAS AND GOALS

Our ESG commitments demonstrate how we live our purpose to GroMoreGood everywhere. We align our business goals in ways that are good for our planet, people and communities.

PRODUCT STEWARDSHIP & SAFETY



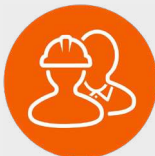
Earning the trust of our consumers by designing high-quality products that show our commitment to a more sustainable future.

OPERATIONS & SUPPLY CHAIN



Incorporating sustainability principles throughout our operations to increase efficiency and reduce resource use.

ASSOCIATE ENGAGEMENT & WELLNESS



Fostering a healthy and inclusive workplace where all associates are able to grow and thrive.

COMMUNITY ENGAGEMENT



Giving back to the local community, caring for the environment and connecting current and future generations with gardens and greenspaces.

GOVERNANCE & TRANSPARENCY



Focusing on ESG governance for enhanced transparency, support and accountability across our company.

ESG GOALS



INTRODUCTION

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OUR APPROACH TO ESG

INNOVATIVE PRODUCTS

OPERATING SUSTAINABLY

CULTIVATING STRONG COMMUNITIES

SUPPORTING OUR PEOPLE

APPENDIX

PRODUCT STEWARDSHIP & SAFETY

GOAL¹	MILESTONE TARGET	TARGET YEAR	PROGRESS UPDATE
Assess all new ingredients using enhanced product design standards with emphasis on environmental and safety impacts.	Process fully integrated	2022	In FY2022, we met our goal to fully integrate a process to assess all new ingredients using enhanced product design standards with emphasis on environmental and safety impacts. Additionally, we have begun to assess all raw materials in a similar fashion.
Baseline our active ingredient portfolio against a set of environmental and safety metrics to identify and evaluate priority ingredients in our formulas.	100% of branded product active ingredients assessed	2023	In FY2022, we met this goal by assessing 100% of branded product active ingredients.
Optimize product application devices to ensure continuous improvement.	Ongoing		In FY2022, we launched an improved battery-powered sprayer that significantly improves reliability and long-term performance. This yields a more targeted and consistent application rate across the life of the sprayer, reducing potential drift and off-target application. We also launched new spreader designs that improve particle distribution and consistency across the swath-width, reducing potential misapplication.
Optimize packaging design: Redesign selected packaging to reduce the amount of plastic material used.	3% Reduction	2025	In FY2022, we optimized film structures and operations to eliminate one million pounds of linear low-density polyethylene (LLDPE) plastic from our Growing Media portfolio. We also launched Ortho® Super Groundclear Concentrate pouches that on average use 80% less plastic than its rigid package equivalent. We are currently tracking 1.5% towards our 3% goal.*
Source packaging sustainably: Triple the amount of recycled content in plastic packaging.	15% recycled content	2025	In FY2022 we conducted a dozen post-consumer recycling (PCR) qualification trials across the portfolio. We also successfully commercialized flexible films that contained PCR and launched over 200,000 bags into the market. We are currently tracking 6% towards our 15% goal.*
Support packaging recycling: Increase consumer brand packaging that can be recycled or reused.	50% achievement	2025	In FY2022, we redesigned non-recyclable wax coated corrugated pallet bands to a recyclable band with proprietary coatings. This change enhanced the outdoor performance of the band and eliminated the use of more than 100 tons of waxed bands that would have gone to a landfill. We are currently tracking 30% towards our 50% goal.*

*As of May 2023
¹All ESG goals use a 2020 baseline.

Behind schedule

Goal in progress

Goal complete



OPERATIONS & SUPPLY CHAIN

GOAL¹	MILESTONE TARGET	TARGET YEAR	PROGRESS UPDATE
Use established data collection processes for emissions and waste in all locations to establish baseline metrics and future improvement goals.	100% of locations	2022	In FY2022 we made progress towards this goal, but due to reporting challenges we were unable to meet it in the target year. We continue to improve data collection including increasing the types of data collected from our sites. However, we encountered difficulties with a third party data collection partner and are seeking solutions to meet this goal in the future.
Convert 20% of sales fleet to hybrid vehicles.	20% of sales fleet	2025	Although we continue to make progress towards this goal, inventory shortages for hybrid vehicles have created longer fulfillment times than initially expected. As a result, we have expanded our purchasing criteria to include additional manufacturers to help mitigate these challenges.
Demonstrate improvement on identified “GroMoreGood” Goals among 75% of suppliers.	75% of suppliers	2025	In 2021, we communicated our Supplier Code of Conduct to 100% of our supplier base, which identifies our minimum expectations and standards that contribute to our GroMoreGood philosophy. Given ongoing changes to our business, we are reclassifying and prioritizing suppliers to identify the top 75% of suppliers to include in our Supplier Engagement Program. Once established, we will execute our supplier engagement program over the course of a defined time period.



ASSOCIATE ENGAGEMENT & WELLNESS

GOAL¹	MILESTONE TARGET	TARGET YEAR	PROGRESS UPDATE
Foster a best-in-class associate experience where each associate feels welcomed, engaged and that their talents are used to the best of their abilities.	Create platforms where associates have a voice to track sentiment and engagement. Develop and deliver on action plans to ensure high levels of engagement are maintained.	Ongoing	In FY2022, we continued our focus on associate engagement by using sentiment gathered from our associates to shape our communication strategies. For example, associates expressed the desire to better understand business results and planning. Therefore, we increased the frequency of our town hall meetings and began to provide leaders with flowdown toolkits to help associates better understand the state of our business, the actions we were taking and how associates themselves can make an impact.
Cultivate an inclusive work environment where everyone feels included and valued. A place where our differences are welcomed, acknowledged and used to drive our business forward.	Develop an inclusive talent roadmap	2022	In FY2022 our focus on creating a positive and trusting workplace was heightened as our associates experienced a high level of change throughout the year. Even still, business functions took time to formally recognize associates for their achievements. Our ERGs played a key role in providing opportunities for associates to feel welcomed, accepted and get involved through events and the sharing of information.



ESG GOALS CONTINUED



ASSOCIATE ENGAGEMENT & WELLNESS

GOAL¹	MILESTONE TARGET	TARGET YEAR	PROGRESS UPDATE
Continue to provide holistic health and wellness programs to help people through their best and most challenging times, with the goal of enhancing their health, happiness and longevity.	Define the next generation of <i>LiveTotal Health</i> programming.	2022	In FY2022, we announced a series of changes to our U.S. benefit programs that focused on making healthcare easier to navigate while continuing to prioritize the health, safety and wellbeing of our associates and their families. Significant enhancements include a partnership with Quantum Health, whose healthcare advocates and expert medical resources assist associates through their healthcare journey, and a renewed focus on employee well-being through a revamped wellness reimbursement program.
Continue to invest in talent growth by determining what talent we need, what talent we have and ensuring people plans align to business strategies to address the gaps.	Identify enterprise critical roles, define what good looks like, assess talent, establish a roadmap for development and continually measure progress. Develop succession plans to support the growth and change in our business and ensure talent readiness for the future. Provide learning opportunities focused on enabling leaders to engage and motivate people, think like an enterprise leader, get results through others and develop talent.	2023	In FY22 we launched several tools focused on associate development, both for leaders and individual contributors. And while not a formal program, we never lost sight of the rich and valuable development that comes from on-the-job experiences. Leaders held forums with team members to ensure they understand expectations and how their work contributes to the overall success of the enterprise. We continued dialogue with our Board of Directors about our associates informed both by talent assessments and our talent strategy. Additionally, we updated our performance management processes to simplify our approach and focus on what matters most.



GOVERNANCE & TRANSPARENCY

GOAL¹	MILESTONE TARGET	TARGET YEAR	PROGRESS UPDATE
Engage all full-time associates in our company purpose and ESG priorities and management.	100% of associates engaged	2022	In FY2022, we met this goal of engaging 100% of full-time associates in our company purpose and ESG priorities. We did this through educating and sharing our purpose and ESG priorities through our corporate communication channels, including leadership town hall meetings, internal articles, presentations, social media, podcasts, flow downs and our internal digital signage programming.
Publish an annual ESG report detailing performance and progress towards goals.	Annual ESG reporting with full goal achievement	2025	This report continues to represent one of many reports that we will publish to advance our disclosures and overall performance.
Involve stakeholders across our value chain in ESG purpose and priorities.	Engage all major stakeholders	2025	To involve stakeholders across the value chain in 2022, we issued a Supplier Code of Conduct and developed a new Supplier Engagement Program that will help to ensure the requirements of the Supplier Code of Conduct are met. ³



COMMUNITY ENGAGEMENT

GOAL¹	MILESTONE TARGET	TARGET YEAR	PROGRESS UPDATE
Advance awareness and impact of associate volunteerism program.	Gather baseline data	2021	We continued our efforts to increase awareness of our associate volunteer programs, both for our associates and our communities. We used internal and external storytelling to promote our associates' dedication to volunteerism. Associate volunteerism is a key pillar of our ERGs and is one way that many of our associates Give Back to Gro.
Connect 10 million children to the benefits of gardens and greenscapes.	10 million children	2023	In FY2022, we exceeded our goal to connect 10 million kids to the benefits of gardens and greenscapes. From garden grants provided by The Scotts Miracle-Gro Foundation to organizations including KidsGardening, National Head Start Association and National Farm to School Network and contributions to fund greenspaces and gardens in community gardens, schools and libraries, to programs supported by our brands such as Scotts® MLB Field Refurbishment program, as well as corporate contributions to provide gardening product donations, we have connected over 17 million kids to the benefits of gardens and greenscapes both indirectly and directly. We will continue making progress against this goal throughout 2023.
Invest in criminal justice reform and economic inclusion initiatives within the cannabis space.	\$2.5 million invested	2023	We have continued investing in Hawthorne Social Justice Fund (HSJF) Grantees, adding Minorities for Medical Marijuana, The Bronx Defenders, Association for Cannabis Health Equity and Medicine (ACHEM) and Marijuana Policy Project Foundation since the beginning of FY2022. As of the publishing date of this report, we have invested over \$2 million dollars toward HSJF grantees' work on racial justice, social equity and elevating cannabis reform on a local and national level.
Reach millions of Americans annually through environmental partnerships.	145 million Americans	2025	In FY2022, we reached 151.8 million Americans through our environmental partners including National Recreation and Park Association, National Association of Conservation Districts and Everglades Foundation to name a few, surpassing our annual goal of 145 million Americans. ²

¹ All ESG goals use a 2020 baseline.
² In our 2022 Corporate Responsibility Report, which addressed FY21 updates, we erroneously reported the following progress update towards this goal: "We are on track to achieve our goal and reach 145 million Americans through environmental partnerships by 2025." Due to updated reporting we are restating last year's Progress Update to note that we fell short of our FY2021 annual goal with 110.3 million Americans reached. Importantly, on an average annual basis we have reached 176+ million Americans since 2019.
³ In our 2022 Corporate Responsibility Report, which addressed FY21 updates, we erroneously reported the following progress update towards this goal: "To involve stakeholders across the value chain in 2022, we issued a Supplier Code of Conduct and implemented a third-party audit program to support it." Although a substantial amount of effort had gone into the development and communication surrounding the Supplier Code of Conduct in FY21, which was originally anticipated to issue that year, it was not officially launched publicly until September 28, 2022, which fell within FY22. We have provided an accurate progress update in this report.

WHERE WE'RE HEADED

We will continue to develop and evolve our ESG goals by implementing action plans which reflect the outcomes of our next materiality assessment. A number of associates across our business work with our ESG team to contribute to our efforts. Our senior leadership oversees this process and provides ongoing updates to our Board of Directors. We look forward to maintaining transparency on our progress in future reports and on [our website](#).

● Behind schedule ● Goal in progress ● Goal complete



Innovative Products

We design and continuously improve our products to meet our consumers' and cultivators' needs and aspirations while being conscious of the environment and supporting a more sustainable future. We create high-quality, innovative products that enable gardens, lawns, landscapes and indoor growing operations to thrive.

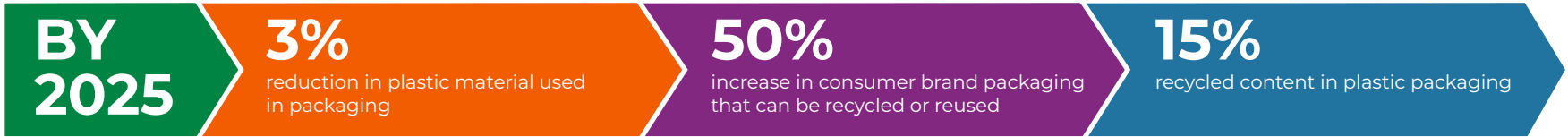




Every year, we make considerable investments in our product research and development (R&D) to meet the evolving needs of our stakeholders and to continuously improve our products. Our R&D team of over 100 research scientists and engineers, representing disciplines ranging from soil science to molecular biology to chemical engineering, collaborates with business and academic partners to develop innovative and sustainable solutions. The scientific expertise needed to accomplish this comes from these individuals working with industry leading natural and organic technology providers, plant breeders and agricultural companies.

Our product portfolio aims to create a better living environment for people and our planet. While some of our product offerings protect environmentally beneficial plants and landscapes from invasive pests and diseases, others equip gardeners and growers with natural and organic ways to grow food and plants, in soil or water, and create bounty and beauty. This includes giving consumers product choices, as evident in our recent launch of the new Roundup Dual Action, a non-glyphosate formulation weed and grass killer.

We prioritize the safety and performance of our products, and this begins during the ingredient selection phase. ScottsMiracle-Gro supports a scientifically based regulatory system, and we work to educate consumers through communications and product labels. Additionally, we seek to use the lowest necessary ingredient rate while optimizing product effectiveness and closely monitoring active ingredients. Our company continuously explores new, improved ways to deliver products through design optimization and improved packaging, including more sustainable sourcing and recycling options, with these goals in mind:



RESEARCH & DEVELOPMENT

We invest about \$40 million each year in R&D to GroMoreGood for our consumers and the planet through product innovation. Our product development teams consider our ESG goals and priorities during formulation and packaging development. Our product development process requires rigorous testing at each stage of the operation against specific criteria, such as biological research, formulations, packaging development and market analysis, before advancing to the next stage. Between each stage, we incorporate technical and business vetting processes to help confirm that the product concept is viable and meets our standards for performance and quality.

We use the processes and frameworks outlined in our Good Research Practices (GRP) program to execute and deliver new products. At a minimum, our products are designed to comply with local, state and federal regulations and are thoroughly reviewed and vetted by our regulatory team. However, our GRP goes further - it is the accumulation of standard operating procedures, methods, reference documents and internal policies that lead to exemplary new product execution. This program sets benchmarks to monitor efficacy, product performance and claims development while setting critical standards to manage the potential risk of under- or over-application. Any critical research testing plans are presented and peer-evaluated before product testing begins. We follow this same process to critically analyze and peer-review the results of corresponding product tests.





A cross-functional team of R&D scientists and engineers contribute to our sustainability strategy by integrating the following priorities into the product development process:



Active ingredients: We regularly review our active ingredients to balance our priorities of safety, efficacy and environmental impact. We reference well-recognized industry and scientific standards to guide our assessment of potential hazards and their severity. Engaging with consumers and reviewing advancements in green chemistry provide opportunities to introduce new active ingredients that align with our product stewardship goals. We promote transparency by publishing a list of ingredients and their descriptions on our website.



Material sourcing: When identifying raw materials for use in our products, we consider the potential risks and opportunities associated with each material source. Our goal is to increase the use of recycled, bio-based and/or sustainably sourced materials.



Product design: We utilize life-cycle assessment tools to evaluate opportunities to introduce more sustainable products and components, mitigate environmental impacts, optimize existing products and spur innovation in new product design.



Packaging sustainability: Throughout the product development process, including product packaging design, we seek to maximize sustainably sourced content, eliminate unnecessary or harmful material and promote recovery, recycling and reuse.

We frequently engage with our customers and consumers to better understand the problems they face, what they want to accomplish in their space, how they use our products and how we can improve their growing experience. We analyze product usage to inform innovation focused on enabling consumers to more easily apply our products at the proper rate, time and location. We leverage this analysis to improve our product applicators, designed to reduce the risks of misapplication and unintended contact with the product. Additionally, we plan and test our products against varied environmental conditions, such as heat, cold and sun exposure, to help ensure that our products can still perform to a high standard under such conditions.



CONTROLLED ENVIRONMENT CENTER

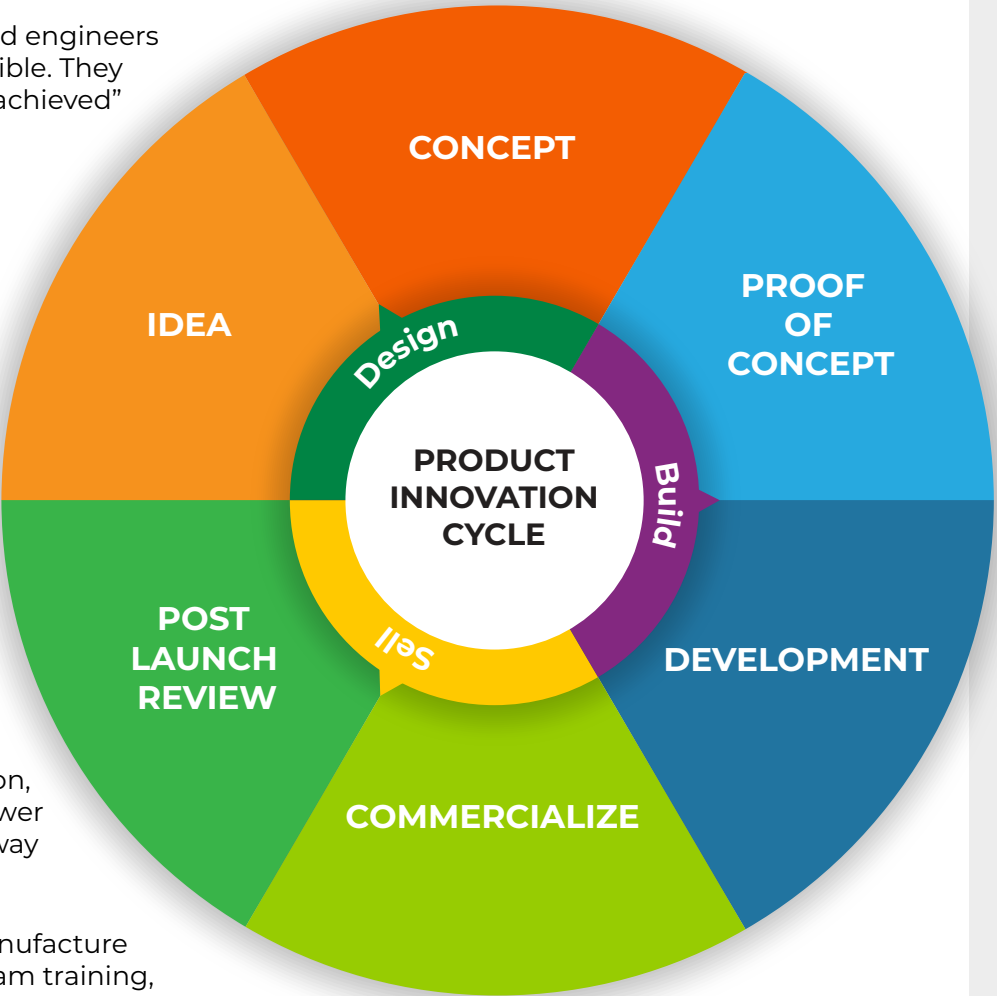
As a leading North American manufacturer and provider of indoor growing and hydroponic products, we invest in the future of the industry through two unique research and development facilities that simulate real-world growing operations of indoor cultivators. The R&D facilities enable us to test products and solutions in a controlled environment to inform future innovation focused on efficiency, productivity, sustainability and improved yields. Our most recent location is the new Gavita Controlled Environment Center on the Marysville Campus, a 9,300 square-foot facility dedicated to lighting technology, nutrient and indoor growing advancement, using 12 indoor grow rooms. Here, we can grow hemp and other plants under controlled environmental conditions often using our own branded products, such as Gavita and Agrolux LED lighting technology along with nutrients and growing media. The other facility is focused on cannabis cultivation research centered on the unique needs of cannabis cultivators in authorized markets. This 40,000 square-foot facility in Kelowna, British Columbia, Canada, houses state-of-the-art laboratories, indoor grow suites and training areas.





PRODUCT DEVELOPMENT PROCESS

- 1. **Idea:** In this stage, our product development team, representing R&D, Marketing and other functions, ideates a potential product. They validate the product idea by asking, “Is this viable,” “Is there a market opportunity or need for it,” and “Is it worth exploring further?”
- 2. **Concept:** During the concept stage, R&D scientists and engineers determine whether the project idea is technically feasible. They seek to answer the questions, “Could this concept be achieved” and “What resources are needed?”
- 3. **Proof of Concept:** In the idea proof of concept stage, a product advances closer to becoming a reality. We may develop prototypes and marketers begin to test consumer and grower interest and attitudes. Through rigorous screening, testing and refining, we determine how products will perform in the real world. Our product developers seek to answer the questions: “What will we prove,” “Can we accomplish it within a reasonable budget,” and “Can we develop the necessary materials and manufacturing capacity?”
- 4. **Development:** The most rigorous stage involves understanding the product’s cost by developing and testing complete prototypes, researching users’ experiences and refining the design accordingly. We create labels in accordance with regulatory standards, test product claims and perform all indicated safety testing. Our product team seeks to answer the question, “Is this product ready for market?” Only when the answer is a resounding “yes” does the new product make its way to store shelves.
- 5. **Commercialize:** In the commercializing stage, we manufacture the product, conduct a retail line-review, field sales team training, store execution and consumer promotion.
- 6. **Post Launch Review:** In the final post launch review stage, we review how the product sold against our projections. We also evaluate its quality, consumer reviews and make any changes for future production.



CRITERIA CONSIDERED DURING PRODUCT DEVELOPMENT PROCESS

TECHNICAL/SCIENTIFIC

- | | |
|-------------|--------------------------------|
| Biology | Human And Environmental Safety |
| Formulation | Sourcing |
| Packaging | Manufacturing |
| Durables | Quality |
| Regulatory | |

MARKET OPPORTUNITY

- | | |
|-----------------------------|-----------------------------|
| Consumer Research | Sales Channels |
| Competitive Differentiation | Legal/Intellectual Property |

RETURN ON INVESTMENT

- | | |
|--------------------|--------------------------|
| Product Financials | Resources And Complexity |
|--------------------|--------------------------|



REGULATORY OVERSIGHT

To ensure ScottsMiracle-Gro products meet applicable regulatory requirements in each jurisdiction our products are sold, our Regulatory team provides rigorous oversight throughout the product development process. A multi-faceted compliance system helps us stay diligent and on track. Our Board of Directors includes a former U.S. Environmental Protection Agency administrator who further advises our team.

To help our products remain in compliance and achieve proper registrations, we implement robust document control protocols, multiple levels of review and cross-checking processes. We release new products to market only after our rigorous process is complete. In the regulatory process, we begin by evaluating the raw materials that are used in our products to determine whether they need to be registered with government agencies, such as the Environmental Protection Agency (EPA) in the United States, the Pest Management Regulatory Agency (PMRA) and Canadian Food Inspection Agency (CFIA) in Canada. Next, we review the formulations to identify applicable safety testing and label requirements. Based on these and other evaluations, our Regulatory Team proposes content for labels that meet corresponding regulations, guide consumers on usage and provide any necessary precautions. After product labels are finalized, our Regulatory Team submits them to the applicable state, province and/or federal regulatory agencies for approval.

FORMULATION

We prioritize human health, the environment and product efficacy when formulating our products. We also leverage scientific research to meet our consumers' emerging interests and needs. When selecting ingredients, we consider:

- Efficacy
- Safety to humans
- Safety to animals
- Environmental impact
- Interaction with other ingredients
- Interaction with the product packaging
- Lowest active ingredient rate necessary to maintain effectiveness

In 2022, we began assessing new ingredients and formulas using enhanced product design standards that emphasize environmental and safety impacts. We also critically evaluated our existing active ingredient portfolio against environmental and safety metrics to identify and evaluate priority ingredients in our formulas by 2023. Our R&D investments enable our scientists to conduct rigorous research that drives informed product development and formulation decisions. Fundamentally, our scientists seek to improve product effectiveness while continuing to meet regulatory standards.



REDESIGNING OUR POUR & FEED SINGLES AND INDOOR PLANT FOOD BOTTLES

The packaging for our Miracle-Gro Pour & Feed® Singles, a ready-to-use, pre-measured plant food, was redesigned from a semi-rigid thermoformed blister pack into a flexible stick pack, making it our first liquid product to be packaged in a flexible film. Evaluated by EcolImpact's COMPASS LCA tool, the redesign reduced material use and drastically optimized the supply chain resulting in a **95+% reduction of GHG emissions and fossil fuel and water usage.**

Following the successful transformation of Miracle-Gro Pour & Feed® Singles came the redesign of the popular and rapidly growing Indoor Plant Food bottle. The supply chain was again optimized along with a symmetrical bottle design more conducive to shrink sleeve decoration. Using the same calculation methodology and the EcolImpact's COMPASS LCA tool, this redesign resulted in a **15% reduction in GHG emissions, 10% reduction in fossil fuel usage and 24% reduction in water usage.**





To uphold our commitment to careful formulation, rigorous testing and comprehensive regulatory compliance, our products are in development for an average of two to three years from idea to commercialization. A new innovation can take up to five years to reach commercialization. During this time, more than 12 departments, including Procurement, Manufacturing, Quality, Sales, Creative, Finance and Legal, play a role in refining and improving the concept before bringing the product to life. We adhere to the high standards of our GRP program throughout the product innovation process.

ANIMAL TESTING POLICY STATEMENT

We do not conduct any product testing on animals. Where accepted, we engage third-party support for non-animal testing methods to support the safety of our products, including historical data, information from our suppliers, waivers and other non-animal testing methods where possible. When a regulatory body, such as the EPA, mandates animal testing, we engage the services of an independent, third party that is properly licensed and appropriately accredited to conduct such federally-mandated testing.



PACKAGING

Our product packaging must be durable to withstand exposure to a wide range of indoor and outdoor environments and provide a positive customer experience. We work hard to provide clear labels, optimize the ease of product use and prevent misapplication or off-target contact. Our specialized packaging engineers apply rigorous, standardized methods to design, test and qualify our packaging and application devices.

In addition to product safety, quality and user experience, we prioritize sustainable packaging. We recognize that many customers, consumers and other stakeholders are concerned about the environmental impact of plastic packaging. Although we often use plastic because of its durability, we put great focus on reducing material usage, increasing recycled content and supporting increased recycling rates in alignment with our ESG goals and to reduce our environmental impact.

We drive multiple sustainable packaging initiatives, including:

Redesigning packaging: Our ongoing package redesign initiatives result in significant material reduction. We are also exploring ways to substantially reduce the size and weight of packages, such as selling more products in concentrated form. In the fall of 2022, we launched the Super GroundClear® Flexible concentrate pouch that on average uses 80% less plastic, 66% less water, 71% less energy and emits 67% less GHG emissions than its rigid package equivalents (as calculated by [Trayak's LCA tool](#) [EcolImpact COMPASS](#)). In 2022, we were able to re-engineer our growing media films with high-performance resins that achieve comparable physical performance with



REDUCING PLASTIC PACKAGING WITH THE ORTHO FLEXI POUCH

In 2022 we released the new Ortho GroundClear® Weed & Grass Killer Super Concentrate Flexible Refill Pouch, designed to provide consumers with the same effective weed killing formula of GroundClear® Super Concentrate in a new, easy to use package. With sustainability in mind, the new flexible refill packaging reduces plastic waste by up to 90 percent compared to a traditional one gallon refill bottle.

Providing consumers with a simple user experience, these flexible refill pouches take the guesswork and messiness out of concentrate use. The refill pouches are pre-measured with the exact amount of concentrate needed to make a half gallon of product, eliminating any need to measure. The refill pouches can be used in a tank sprayer or convenient Ortho reusable bottle.

“With this future-forward product, we’re demonstrating the importance of consumer-focused innovation and sustainability in the controls category. We see flexible packaging as the future of the refill space, and we’ll push ourselves to build upon the momentum of this launch in pursuit of our commitment to GroMoreGood in the world.”

Jodi Lee, Vice President of Controls & Gardens





less plastic. We estimate this will result in a material reduction of 1 million pounds of linear low-density polyethylene (LLDE) once fully realized, while maintaining performance and quality.

Increasing recycled content: We increase the amount of recycled material in plastic packaging to significantly reduce petrochemical use and emissions from many virgin plastics. According to studies, every pound of recycled plastic used results in production-related savings of up to 88% in energy use and 71% in greenhouse gas emissions (GHG) compared to the use of virgin material⁴. In 2022, we conducted a dozen Post-Consumer Recycled (PCR) qualification trials for flexible films containing both mechanically and chemically recycled PCR content, ranging from 5% to 30%. Extensive physical property testing and production-scale trials were executed to validate performance and long-term capability. As a result, over 200,000 bags were manufactured and sold with up to 25% PCR content in 2022. This qualification phase is a critical step in meeting our goal of tripling the amount of recycled content in plastic packaging by 2025.

Supporting recyclability: Our goals and progress to increase recyclable, reusable or compostable product packaging are consistent with the overarching objectives of the ever-evolving Extended Producer Responsibility (EPR) and PCR policy space. For some packages, we are transitioning to materials that are more compatible with today's recycling infrastructure. We use the standardized labeling system How2Recycle® to communicate proper disposal and recycling instructions to the public. We plan to incorporate this standard into packaging that is not subject to other recycling communication standards, some of which may be required by specific environmental regulations.

Sustainable material sourcing: Most of our paper fiber-based packaging is certified as sustainably sourced by the Sustainable Forestry Initiative (SFI) or Forest Stewardship Council (FSC), and we strive to increase this quantity to 100%.

As we explore additional sustainable packaging options, we consider consumer needs and expectations and environmental impacts. We focus on major market trends, including the shift toward direct-to-consumer delivery and its unique environmental challenges. Through collaborative partnerships, we engage customers, suppliers and industry trade groups to address the systemic challenges of sustainable packaging. It is our hope that together we can develop lasting solutions to fundamental circular economy challenges, such as addressing recycling infrastructure

⁴ Franklin Associates, A Division of Eastern Research Group (ERG). "LIFE CYCLE IMPACTS FOR POSTCONSUMER RECYCLED RESINS: PET, HDPE, AND PP. December 2018.

gaps, landfill diversion diverting waste from landfill and extracting value from post-consumer packaging material.

For more information about our packaging and recycling efforts, please see our highlight story about our post-industrial plastic film scrap recycling program in the [Operating Sustainably](#) section of this report.

CONSUMER EDUCATION

It is essential to provide consumers with products that are simple, effective and safe when used as directed. We rigorously research ingredients and test our products to ensure they meet regulations and can be safely used around people, animals and the environment. The labels on our products contain clear directions for use and when necessary, precautionary information and first aid instructions. We also share product and ingredient information with our consumers through technical bulletins, product labels and marketing campaigns. We know our consumers value accurate and current product information, which is why we also dedicate space on our websites for sharing this information, alongside instructions on disposal and recycling.

Pollinators, such as bees and butterflies, are crucial to the environment, yet they require a healthier and larger habitat. They are particularly important to the landscapes that we help our consumers care for. Our business has a significant role in protecting these species and their contribution to different ecosystems, and we can reach a broader audience when we partner with other experts in our field. We employ distinguished scientists and work with third-party experts, including universities, research centers and nonprofit organizations, to further promote the responsible use of our products, prioritize pollinator protection and engage in consumer education. By educating consumers about how they can create pollinator-friendly spaces in their own backyards and enabling them to effectively and safely use pest control products, we help these essential creatures flourish.

Our Bee Responsible program rolled out in U.S. retail stores nationwide in 2019 to advance consumer education. This program offers consumers clear, concise tips for using Ortho® brand outdoor garden control products responsibly to reduce impact on pollinators. In alignment with this initiative, and specifically in response to consumer feedback, we removed neonicotinoids from Ortho® outdoor products in 2019, a full two years ahead of schedule.



**AEROGARDEN:
LIVING THINGS
WHERE YOU LIVE,
365 DAYS A YEAR**



Living things are important to us all—no matter where we live, the time of year or the amount of space we have. Through AeroGarden, we provide indoor growing options that allow people to grow plants exclusively indoors or help them get a head start on their outdoor growing through seed germination. We're helping consumers understand that the growing season can be 365 days a year.

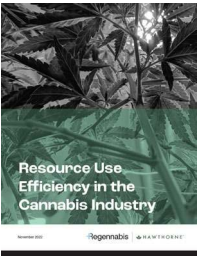


We also collaborated with a leading national pollinator nongovernmental organization (NGO) and developed the following guidance to print on displays and bottles:

- Plant pollinator-attractive plants
- Always use products as directed
- Spray on foliage to avoid blooms
- Spray when air is calm to avoid drift
- Apply at dusk and dawn when bees are less active
- Do NOT spray when bees are visiting the treated area

PLAYING A LEAD ROLE IN U.N. GLOBAL SUSTAINABILITY STAGE

In 2022, Regennabis, a leading ESG and sustainability advisory firm in the global cannabis industry, issued the [Resource Use Efficiency in the Cannabis Industry](#) report with support from Hawthorne Gardening Company to positively influence policy discussions as they relate to indoor growing.



The report coincided with Hawthorne and Regennabis co-sponsoring the global Regenerative Cannabis Live event at the United Nations to explore how the industry can drive sustainability in cultivation practices and methods. The event yielded insights into how cannabis cultivation policy and innovation can support the United Nations Sustainable Development Goals.

“Regennabis strives to bring together policy makers, industry leaders and social justice advocates to elevate the need for information sharing and deeper-level discussion on sustainability in the cannabis industry,” said Patrick McCartan, co-founder and CEO of Regennabis. “What many people don’t realize is that this industry is moving fast toward sustainability.”

Hawthorne President Chris Hagedorn, a featured speaker at the [U.N. event](#), said, “Cannabis cultivators must have more sustainable options, and we, as a supplier partner, have a responsibility to provide solutions that help them be resource efficient. At Hawthorne, we’re driving innovation that puts growers on a resource efficient path while supporting their needs for higher yields and quality. It’s important to note that advancements in cannabis cultivation can inform enhancements in indoor agriculture in harsh climates and food deserts.”



DROUGHT RESOURCES FROM SCOTTS®

The very definition of what a lawn can be is changing and we believe that caring for it responsibly is essential. To help consumers navigate the environmental challenges of water scarcity and quality without sacrificing the benefits of outdoor greenspaces, Scotts® shared a collection of drought resources on [our website](#).

From reviving your lawn after drought to planting a clover lawn, these resources are designed to provide consumers with options tailored to their local climate situations. Here are five efficient ways we can all conserve water in our lawns:

1. Feed regularly
2. Set your lawn mower to the right height, typically one of the highest settings
3. Leave the grass clippings on your lawn
4. Rely on rain
5. Think eco-friendly by using rain barrels and watering (when absolutely necessary) early in the morning



MAKING EVERY DROP COUNT: MIRACLE-GRO® SHARES RESOURCES TO HELP CONSUMERS CONSERVE WATER

We have a responsibility to help people navigate the environmental challenges of drought and water quality without sacrificing the benefits of outdoor greenspaces. By [educating consumers](#) on ways they can enjoy a beautiful outdoor space while being mindful of resources, we’re helping them reimagine their yards in ways that work with nature, not against it. Through education platforms, our Miracle-Gro brand is helping consumers understand that its products are expertly crafted to help plants thrive by optimizing the amount of air, compaction, moisture absorption and nutrition.

Operating Sustainably

We work to GroMoreGood by incorporating sustainability principles across our operations and supply chain to ensure our activities align with our company's purpose and values. This includes increasing efficiencies, conserving resources and creating products in a way that our customers can trust.





To manage our operational impacts, we have developed a robust Environmental Health and Safety (EHS) management system. The EMS enables scheduling of compliance activities, tracking of key EHS indicators and maintaining investigative and incident reports. We also conduct regular EHS audits through a proactive program that safeguards compliance with environmental, health and safety regulations and our internal standards.

Third-party external assessments and quarterly internal reviews identify areas of opportunity and continuous improvement for our EHS practices. Performance indicators drive data-led enhancements in areas such as waste, water, energy and occupational health and safety. To establish future improvement goals, we are working to initiate a data collection process for emissions and waste across our business by the end of 2023.



HEALTH AND SAFETY

The health and safety of our associates is a top priority, and we undertake health and safety programs to protect our team members. All associates and business partners, including contractors, are covered by our EHS management system. As part of this system, we adopted the “Plan-Do-Check-Act” strategy. Influenced by ISO 45001 guidelines, this approach allows us to more quickly identify and address health and safety priorities. Our behavior-based safety program enables associates at every level to submit concerns and share feedback when they encounter work behaviors and conditions that they perceive to be unsafe. We respond to associate concerns and feedback in real time and swiftly address issues raised, each time seeking to create a safer workplace for everyone.

All employees receive health and safety training during new hire orientation, which reinforces the importance of safety while providing new associates with the skills they need to succeed safely in their roles. We provide tailored safety training to each employee based on job type and level within our company. Our Supervisor EHS training focuses on three areas: general knowledge of applicable regulations, knowledge of necessary systems and leadership training elements.

Across our operational sites and sales teams, we encourage our associates to participate in Safety Committees, whether required by law or not. These Safety Committees encourage safety engagement on a local and national level and are just another way for associates to focus on safety and learn best practices.

Another way we increase health and safety awareness and commitment is through our pre-shift safety meetings, in which site leadership provides a 5-minute safety talk on safe-work tips, tools and standards, and associates align on their approach and plans for the shift. The meeting enables associates to voice any health and safety concerns. Such active participation drives ownership and collaboration, ultimately leading to a safer working environment for all.

To further mitigate risks and align all team members to our EHS efforts, we develop Compliance Calendars that highlight dates for EHS inspections and deadlines to meet voluntary and regulatory requirements. The calendars are a valuable tool for site associates to track internal deadlines and complete self-evaluations.



SAFE EACH AND EVERY DAY: OUR VISION FOR ASSOCIATE SAFETY

In 2016, we partnered with DuPont® to assess our safety culture. Based on our learnings, we formed cross-functional teams of associates to create a new company-wide vision and values for safety. Our vision and values are grounded in keeping our associates safe each and every day, and in 2022, we reinforced our vision and values by sharing values of the week and values of the month.

Safety Vision:

To help all associates live their life to the fullest by fostering safety at work and at home.



Safety Values

- We value safety and well-being above all else. Safety is and will always be a top priority, ahead of cost, production volume, sales or quality.
- We believe most work-related incidents and injuries can be prevented. There is a combination of behaviors and environments that lead to accidents – our job is to proactively identify these factors, to the extent possible, and provide the tools and education to our associates to keep them safe.
- We are personally accountable for our own, and collectively responsible for each other's safety. Everyone needs to take responsibility and ownership for their own safety—only we can choose our behaviors and actions. We should all look out for each other and support our co-workers, friends and families to ensure their safety as well as our own.
- We are all empowered to take action on safety. All of us can take action on safety and in fact, are expected to do so. Each associate has the power and responsibility to identify and help resolve any unsafe act or condition.
- We will learn and improve by reporting incidents and hazards. In order to improve we have to report accidents or near misses. We perform robust root cause investigations to ensure that we learn from each and every incident. We then share these lessons broadly to prevent reoccurrence.
- We will celebrate our safety successes. We will focus on our opportunities for improvement and share best practices. We will also take the time to stop and celebrate our safety accomplishments.
- We should never be satisfied or complacent with our safety performance and culture. Regardless of how we perform in safety, we will be relentless in our pursuit of zero injuries. Even one associate hurt is too many. We commit to continuously improving our safety performance.



TAKING PRIDE IN CELEBRATING SAFETY IMPROVEMENTS AND MILESTONES

We take time to acknowledge and celebrate our safety improvements and milestones as part of maintaining a strong health and safety culture. Here are some of the significant safety wins we celebrated at our locations in 2022:

WINS AT 20+ YEARS



Lawrenceville:

29 years with no lost time injuries

“‘Safety is no Accident’ is a good play on words but make no mistake that it takes hard work, training, compliance, and relentless focus on safety to achieve a milestone like this.”



- Darren Talbert, Plant Manager

WINS AT 10+ YEARS



Chester:

15 years with no lost time injuries



Geismar:

12 years with no lost time injuries

WINS AT 5+ YEARS



Groveland:

10 years with no lost time injuries



Maricopa:

6 years with no lost time injuries



We use an EHS Scorecard composed of leading and lagging indicators to evaluate our health and safety performance, including progress measurements for safety training, behavioral-based safety observations, near-miss reporting, total recordable incident rate and lost time accident rate. This tool drives accountability and provides the opportunity to set goals and track our progress across different health and safety indicators.

To keep our associates updated on safety best practices at work and in all aspects of their life, we maintain open communication. Throughout the year, we identify opportunities to focus on relevant areas of concern and share tips and educational materials through our monthly newsletters and other platforms to give associates the tools they need to be prepared and stay safe. In June 2022, we increased safety communication during National Safety Month by sharing tips about how to stay safe at home for associates to share with their families.

In October 2022, we joined the National Fire Protection Association (NFPA®), an international nonprofit organization devoted to eliminating death, injury, property and economic loss due to fire, electrical and related hazards. In celebrating the 100th anniversary of Fire Prevention Week’s campaign “Fire won’t wait. Plan your escape,” we shared valuable information with our associates to increase awareness of simple and important actions to keep themselves and those around them safe from fires. In December, we focused on sharing information about holiday decorating safety to help ensure all of our associates had a safe, healthy and happy holiday season.

 WASTE

We prioritize reducing waste across our direct operations and business by identifying product circularity opportunities such as recycling, reuse and material reduction, setting goals and taking action.

Our company seeks to reduce waste sent to landfills as well as lessen material use by recycling and reusing materials as much as possible. By increasing focus on a number of recycling initiatives for wooden pallets, cardboard and plastic, and educating our associates on the benefits of recycling, we are making progress toward reducing our operational waste. Across our operations, we diverted approximately 2,025 short tons of waste from landfills in 2022.

We strive to reduce, recycle and reuse waste streams in each manufacturing environment and explore new take-back partnerships to directly recycle certain types of packaging waste. In addition, we collaborate with third-party operators to transport and dispose of any hazardous waste from our processes and to comply with regulations. We also explore innovative ways to reduce packaging waste impacts while prioritizing consumer safety and product quality. For more information about our packaging waste reduction efforts, please refer to the Innovative Products section of this report.



MAKING GOOD USE OF WASTEWATER

Water is essential throughout the fertilizer manufacturing process, from cooling and cleaning to air-pollution control. Water treatment facilities face challenges when attempting to treat the nitrogen-rich wastewater generated through our fertilizer manufacturing processes, so we decided to take action to find an innovative solution to reduce our wastewater and mitigate its impact.

For the last several decades, we have partnered with a local farmer to reuse nitrogen-rich wastewater consistent with Ohio EPA regulations and best practices. At our Marysville fertilizer plant, four 20,000-gallon storage tanks continuously recirculate water. When the water becomes overly nitrogen-rich, it is emptied into tanker trucks 4,500 to 5,000 gallons at a time. The farmers we partner with then take up to 30 loads, between 1 and 2 million pounds per month. This nitrogen-rich water is used during the corn, soy and wheat growing seasons, creating a reuse and waste reduction solution that is a win-win for both our company and our local farmer partners. In 2016, we built a 600,000-gallon water storage tank on one farmer’s property to aid the farm’s operations. We look forward to continuing to beneficially reuse wastewater to help local farmers.

~100,000
tons of nutrient-rich
wastewater reused
since 2002



Coir is an increasingly popular, natural material from coconut husks used in some of our potting mixes. The product is flexible as it can be processed into coir fibers, coir chunks or coir pith. We use coir in our professional and consumer potting mixes, growing media and lawn repair products as it can absorb up to 10 times its weight in water—reducing the frequency of watering and overall water use. To reduce the waste sent to landfills resulting from manufacturing coir, our Marysville manufacturing team partnered with local landscape and renewable energy and organics management firms to beneficially reuse the waste material by incorporating it into other consumer goods and in other agricultural, municipal and industrial applications. Through these partnerships, we were able to divert 3.4 million pounds of coir waste from landfill in 2022.

In 2023, we look forward to partnering with Clean Earth, an environmental and regulated waste management company, in a new waste-to-energy program. Clean Earth will recycle certain solid hazardous wastes generated from our manufacturing processes to create blended fuel for cement kilns. While the cost for Clean Earth is 15% higher than traditional incineration, we believe it’s worth investing in a sustainable solution that beneficially reuses this waste in a waste-to-energy program. Our initial goal is to redirect 30% of this waste stream from incineration to Clean Earth, and we look forward to providing progress updates.

CIRCULAR ECONOMY PILOT PROGRAM

Since the beginning of 2022, we have implemented a plastic packaging recycling program in Canada to increase recycled resin in our peat bales. After the bale has been used at our site, instead of sending the bag to a landfill, we send it to a local recycler that cleans and converts the film to recycled pellets, which are used by the bag manufacturer to make new peat bales, thus completing a circular supply chain for these bags. The program is progressing well and is now serving as an example for the implementation of new initiatives for other types of packaging to reduce our consumption of virgin plastic.



WATER

Water stewardship, including water quality and conservation, is a material focus for our company. Harmful algal blooms (HABs) affect freshwater and marine waters in over half of the U.S. each year. Driven by nutrient runoff, HABs are further exacerbated by increased temperatures and the accelerating frequency and intensity of rainfall events. In the American West, increasingly severe drought demands water conservation. Such water use issues are both risks and opportunities for our company to continue investing in products that enable consumers to care for their lawns and landscapes while conserving and protecting water resources. With a combined reach of more than 150 million people, we financially support leading environmental organizations that drive scientific innovation, protect waterways and advocate for everyone’s right to safe and accessible water.

To be responsible water stewards, we explore ways to reduce the amount of water we use in our manufacturing and reduce our water-related impacts on local communities. We do not discharge untreated manufacturing process wastewater.



GIVING WASTE NEW LIFE, LOCALLY

As a leading user of compost in North America, we embrace our unique ability to drive circularity. By redirecting green waste, such as grass, tree trimmings and organic waste from commercial landscaping, tree cultivation and agriculture into our products, we reduce the amount of waste that may have otherwise been disposed of in landfills and contribute to methane emissions. Through our products, these waste materials re-enter the growing cycle as soils, growing amendments and mulches. Our company recycled roughly 5 billion pounds of green waste locally in 2022.

Over the past decade, our growing media procurement team developed a network of hundreds of local, small- and medium-sized suppliers of green waste across North America. This network provides the raw ingredients for our growing media products. This “growing local” strategy reduces costs and emissions associated with shipping heavy organic materials over long distances and contributes to high-quality product blends that meet consumer needs. Our dozens of growing media facilities across North America make it possible for the vast majority of the inputs for our soil to be sourced within a 120-mile radius on average.

WASTE (SHORT TONS) ⁵	FY2020	FY2021	FY2022
Total Waste Generated	44,654.3	153,758.4	31,280.3
Waste to Landfill	17,700.9	5,378.2	15,389.6
Waste Diverted from Landfill	23,593.7	140,510.9	2,025.2
Hazardous Waste Generated	3,359.7	3,648.8	3,481.8
Waste Intensity (per Production Ton)	-	0.02	0.01

⁵ In FY2020, 95% of sites reported waste data. FY2021 data includes greater than 95% of all sites reporting some type of waste data. In FY2022, 91.9% of sites reported waste data.



We have successfully reduced wastewater and mitigated wastewater impacts by reclaiming water used in production at our two highest water use manufacturing plants. Since the water used in fertilizer production at our Marysville manufacturing facility is nutrient-rich, we divert it for beneficial use once it is no longer suitable for production. The reuse and removal of this water is consistent with regulations and best practices for wastewater treatment, and also provides low-cost/high value fertilizer alternatives for the agricultural industry.

WATER: PROTECTING AND RESPECTING EARTH’S MOST IMPORTANT RESOURCE

As the leader in lawns and gardens, we have a responsibility to help people navigate the environmental challenges of drought and water quality without sacrificing the benefits of outdoor greenspaces. Greenspaces provide environmental benefits including protecting groundwater quality, reducing noise and glare, dissipating heat and reducing energy required to cool nearby buildings.

As plant life supports the planet and live landscapes enhance communities and homes, we help people create beautiful outdoor spaces while being mindful of water resources. We provide flexible solutions that enable people to enjoy or reimagine outdoor spaces that work with nature - not against it.

We’re creating the balance between beautiful outdoor spaces and water stewardship in three primary ways:

- 1) **Research and development.** Through the work of our experts and scientists, we develop groundbreaking products to mitigate drought and water quality impacts. By providing options for consumers, we help meet their individual needs and those of the community. Examples include changes in our product formulation and application devices as well as drought-tolerant options, such as clover lawns and native plants.
- 2) **Environmental nonprofit partnerships.** Through our support for environmental organizations, we’re helping further water stewardship efforts - including responsible lawns, gardens and water use - on a regional and national level.
- 3) **Consumer education.** We’re embracing the new normal by educating people on how to do more with less, from stretching water supplies to reimagining yards into greenspaces that include gardens, groundcover and more.



PARTNERING WITH SAVE OUR WATER CALIFORNIA



To help educate California residents on ways to efficiently take care of their yards during drought, ScottsMiracle-Gro and Bonnie Plants partnered with Save Our Water California in 2022. The partnership allowed us to reach more people in California through a program created by the Association of California Water Agencies and the California Department of Water Resources. The program’s goal is to make water conservation a daily habit.

“We’ve highlighted several simple actions Californians can take to save water in their yards while also maintaining a beautiful outdoor space. Whether it’s making small tweaks to outdoor watering or planting a drought-tolerant garden using herbs such as rosemary, lavender and garden sage, California homeowners can make a big impact today.”



Ashley Bachmann, Vice President of Lawns

The campaign included Miracle-Gro and Bonnie Plants sponsored ads with products, tips and tricks to help conserve water. In addition, we distributed a joint press release and placed Save Our Water signage and stickers in stores, further amplifying the water conservation message.

WATER USE (MEGALITERS) ⁶	FY2020	FY2021	FY2022
Purchased Water	234.7	606.9	618.6
Well Water	837.1	2,591.1	938.7
Total Water Withdrawals	1,071.8	3,198.0	1,557.3
Water Withdrawal Intensity (per Production Ton)	0.00017	0.00043	0.00028
Treated Wastewater Discharged ⁷	2.7	7.3 ⁸	3.6
Water Recycled and Reused ⁹	25.8	16.6	8.0

⁶ Organization-wide including corporate offices. In FY22, 56.76% of sites reported purchased water data and 25.68% of sites using well water reported data. In FY21, 52.7% of sites reported purchased water data and 17.6% of sites using well water reported data. This represents 60.8% of sites reporting water data in FY21. In FY20, 50% of sites reported purchased water data and 46.6% of sites using well water reported data. This represents 72.4% of sites reporting water data in FY20.

⁷ FY2020 and FY2021 includes data from the Marysville plant. FY2022 includes Ft. Madison, Santa Rosa, and Marysville plants.

⁸ In our 2022 Corporate Responsibility Report, which addressed FY21 updates, we erroneously reported FY2021 Wastewater as 243.2 megaliters instead of 7.31 megaliters. Due to a calculating error, we identified that sanitary wastewater metrics were mistakenly included, thus overreporting this number significantly. We have corrected this and have restated the amount in this year’s Corporate Responsibility Report.

⁹ FY2020 includes data from Marysville, Jackson and Ft. Madison plants. FY2021 and FY2022 includes data from the Marysville and Ft. Madison plants.



ENERGY AND EMISSIONS

We aim to reduce negative impacts to the environment stemming from our energy usage and emissions generation. By reducing our energy use and increasing our energy efficiency, we can reduce greenhouse gas (GHG) emissions from our operations.

To correctly represent our emissions, we work to accurately capture our energy footprint and data from all of our emissions sources. In 2022, we made substantial progress toward understanding our energy and emissions impacts, including leveraging a third party to establish and complete a robust GHG emissions inventory and baseline. For more information on our climate and GHG impacts, please see our [2022 CDP climate change response](#).

Our primary energy use comes from electricity and natural gas to power our operations as well as fleet fuel for our sales team. We aim to convert 20% of our fleet to hybrid vehicles by 2025. We also seek ways to update and replace equipment to improve energy efficiency at our sites. In 2022, our Marysville manufacturing facility installed new natural gas boilers. We also replaced chillers at one of our sites, resulting in an annual energy use reduction of nearly 100,000 kWhr.

Our products can also help our customers reduce emissions by promoting energy efficiency. In 2022, we expanded the development of our industry-leading Hawthorne LED lighting technology for use in the North America cannabis industry as well as the professional horticulture sector in North America and Europe. Our Gavita and Agrolux Wega brands are highly efficient LED lights for indoor growing environments, producing energy savings of up to 30 to 40 percent to traditional high-intensity discharge (HID) and high-pressure sodium (HPS) lighting technology (based on wattage comparison). Additionally, in-house testing conducted utilizing the Gavita 2400e demonstrated improved yield versus traditional HPS fixtures. In fact, for the cannabis industry, we now only offer LED lighting because of the energy savings and higher outputs it can bring, shifting away from HID and HPS, a 30-year-old technology that has become an industry commodity and is less energy efficient.

With a changing climate, some of our customers may need products that enable resource efficiency specific to their region. Our ProVista™ turfgrass requires less frequent maintenance and reduces the amount of energy to maintain a lawn when compared to conventional turfgrass. While all yards can minimize and absorb

carbon dioxide, ProVista™ requires less mowing and weed control than conventional turf. By requiring 50% less mowing, ProVista™ helps reduce carbon emissions generated by gas-powered lawn mowers.

In 2022, we made a considerable investment in pollution control equipment to reduce ammonia emissions from the resin-making process at our Marysville location. This equipment, also known as a Sulfuric Acid Scrubber, will reduce ammonia emissions and odors to align with our plans to start manufacturing ammonium sulfate for use as a raw material starting in 2025. Any wastewater from the scrubber will be reduced and crystallized, returning as raw materials and clean water.

The emissions and energy tables below provide data on our GHG emissions and energy consumption for the previous four fiscal years. Data in these tables is enterprise-wide including Hawthorne and corporate offices.

GHG EMISSIONS (MT CO ₂ e)	FY2020	FY2021	FY2022
Scope 1	63,048	57,481	82,778
Scope 2 - Location-Based	47,895	55,018	60,813
GHG Emissions Intensity (per Production Ton)	0.02	0.02	0.03

ENERGY USE (GJ)	FY2020	FY2021	FY2022
Total Use Energy	1,435,015	1,465,221	1,895,467
Energy Intensity (per Production Ton)	0.23	0.20	0.35

AIR EMISSIONS (kg) ¹⁰	FY2020	FY2021	FY2022
NO _x	11,412.3	13,798.3	12,503.4
SO _x	72.6	81.6	75.2
Particulate Matter (PM)	20,130.3	21,944.8	16,438.2
Volatile Organic Compounds (VOCs)	-	2,068.4	1,909.7

¹⁰ Air emissions are collected and reported on a calendar year basis. ScottsMiracle-Gro is sharing the air emissions from our Marysville, Ohio, Title V facility. The total air emissions disclosed in this report do not rise to the level of reportability for the U.S. EPA, but represent our company's tracking and estimation of this data.



PROJECT GIGATON - GIGA-GURU STATUS ACHIEVED

In 2022, ScottsMiracle-Gro achieved Giga-Guru status¹¹ in Walmart's Project Gigaton™ initiative to reduce emissions in the global value chain by 1 billion metric tons (a gigaton) by 2030. To achieve Giga-Guru status, a supplier must set SMART goals (specific, measurable, achievable, relevant and time limited), agree to share these publicly and report reduction of emissions in the most recent reporting year.

Our goals aligned Walmart's Nature, Packaging and Enterprise-level categories, resulting in a reported emissions reduction of 56,661.5 metric tons of CO₂ from reductions of waste, packaging and transportation emissions. In 2023, we plan to continue making progress in CO₂ emission reductions within Project Gigaton.



¹¹ Although Giga-Guru status was awarded in FY22, the data on which this status was based is from FY21.



SUPPLIERS

We earn the trust of our consumers, partners, suppliers and shareholders every day by striving to make righteous decisions and working with suppliers that uphold our values and high quality standards.

Our business relies on our suppliers to provide raw materials, product components and other necessary additives, including certain active ingredients used in our products. Our primary inputs include product ingredients such as bark and grass seed, composts, sphagnum peat, natural gas, diesel fuel, gasoline fuel, resins, urea and other fertilizer inputs. We collaborate with our suppliers to safeguard continuous supply, minimize costs and improve supply predictability. To this end, we work with suppliers that we trust to uphold our values and high quality standards. We engage with our suppliers at our annual supplier conference to share best practices and reinforce our expectations of corporate integrity, responsible product sourcing, and the safety and wellbeing of workers across the global supply chain.



In 2021, we developed our Supplier Code of Conduct, which outlines our standards and expectations of safe, ethical and fair business practices throughout our supply chain. In 2022, we communicated

this Supplier Code of Conduct both internally and externally. Through our Supplier Code of Conduct we are transparent about our position on issues in areas such as slavery and human trafficking, compensation and benefits, working hours, health and safety, freedom of association and collective bargaining, environmental protection and anti-bribery and corruption.

In addition to implementing our Supplier Code of Conduct in 2022, we continued to develop our Supplier Engagement Program, created to help ensure that suppliers are conducting operations in accordance with ScottsMiracle-Gro's Supplier Code of Conduct and to define a process to address any identified risks in a timely, effective and efficient manner. The Supplier Engagement Program enables transparency and goal setting around environmental stewardship, emissions and human rights with some of our most significant suppliers.

We recognize many of our suppliers are actively undertaking their own sustainability initiatives, and through the Supplier Engagement Program, we amplify their efforts through measurement and accountability and increase our collective impact. We have prioritized which suppliers to engage to achieve higher levels of recognition as they advance their commitments and demonstrate results. Our goal is to demonstrate improvement on identified GroMoreGood goals among 75% of our suppliers by 2025. To reach this goal, we have a strategic partnership with a third-party platform to conduct a benchmarking assessment that identifies our current performance and addresses corrective actions for forward-looking plans.

We are also working with a third-party consultant to conduct a risk assessment of our suppliers based on financial, geographic and industry risks. Moving forward, this information will be used to develop a program to evaluate our key suppliers on ESG metrics, including topic areas of labor, health and safety, environment, business ethics and management systems.

LOCAL PROCUREMENT

We make a conscious effort to source locally, especially for raw materials, to help sustain local economies, ensure product traceability and reduce environmental impacts from transportation. We aim to source green waste materials for compost and growing media products within 120 miles of the plant, on average. For more information about our local procurement efforts, please see the [Innovative Products](#) section of this report.



POST-INDUSTRIAL PLASTIC FILM SCRAP RECYCLING PROGRAM

Our manufacturing plants generate a significant amount of mixed plastic film scrap, including raw material packaging and production bag scrap. Mixed plastic film scrap poses a significant recycling challenge due to the material variety and presence of product residue that cause it to be incompatible with traditional recycling methods.

Despite these challenges, starting in 2023 we will make progress toward recycling these materials through our partnership with Brightmark LLC, an advanced recycling solutions company. Their pyrolysis-based process efficiently converts the mixed film scrap to valuable outputs including low-sulfur diesel fuel and naphtha, which can be used as feedstock to produce new plastics. Our partnership is based on a multi-year contract in which ScottsMiracle-Gro manufacturing plants in close proximity to the Brightmark facility will ship and recycle up to 2,300 tons of scrap plastic per year. Brightmark will start receiving materials in the summer of 2023.



RESPONSIBLY SOURCING PEAT MOSS



Peat is a valuable ingredient in soil and potting mixes that home gardeners and commercial growers prefer for its unique properties. In addition to providing an ideal soil consistency to support successful plant growth, it has important environmental benefits, including trapping carbon and supporting wildlife. We recognize that many have concerns regarding peat harvesting. We focus on sourcing peat responsibly and are proud to share that many of our peat moss production sites in Canada are certified [Veriflora® Responsibly Managed Peatlands](#). The certification criteria seeks to ensure that

eligible companies apply measures to preserve and restore these vital ecosystems while minimizing the environmental impact.

In Canada, where our peat is sourced, strict regulatory controls are in place regarding access to the territory and conservation of its resources. Peatland management is well documented and supported by scientific research.

ScottsMiracle-Gro Canada participates in collaborative research projects with universities throughout Canada under the umbrella of the Peatland Ecology Research Group (PERG) - a collaboration between the scientific community, the peat industry and government agencies - to improve our understanding of the impacts of peat use and the best practices for rehabilitation.

The PERG mission is to develop knowledge about peatlands and wetlands, and their ecological restoration in an effort to guide society's choices regarding their responsible management through education and research.

Notably, recent research has shown that:

- A plant cover, composed of typical bog species dominated by Sphagnum mosses, can be re-established within three to five years;
- The productivity rate of Sphagnum mosses and the accumulation of organic matter in restored bogs after eight years are comparable to those in pristine sites; and
- The annual carbon balance of restored peatland sites returns to values comparable to those of the natural environment within 10 to 15 years of restoration practices.

We value our relationships with Canadian indigenous communities and work together to ensure open lines of communication and engagement with indigenous community members in locations where we source peat moss. In 2022, we continued our commitment to support an Aboriginal knowledge study to document the historical use of a specific peatland environment. As part of this study, a resource commissioned by a group of Mi'kmaq communities is conducting excavations to identify and preserve artifacts related to the peat bogs. The final report will be available in 2023 and will establish the historical facts and Aboriginal traditions associated with this site.



FREQUENTLY ASKED QUESTIONS ABOUT PEAT SOURCING

Q: Why is peat moss a staple for so many gardeners?

A: Peat moss has a unique ability to support healthy, thriving plants. This lightweight material is naturally weed, pest and pollutant free. It helps keep both nutrients and water available for plant growth — two of the biggest success factors for gardeners. Its consistent quality also makes it a great ingredient in growing media mixes.

Q: Can peat harvesting be done responsibly?

A: Yes. SCS Global Services, a third-party sustainability service provider and certifier of [Veriflora® Responsibly Managed Peatlands](#), has established standards for responsible horticultural peat moss production¹². Key principles for responsible peat sourcing include:

- Creating a long-term plan from site opening to closing
- Restoring as you go, to accelerate the return to a natural environment
- Calculating GHGs and establishing an emissions reduction plan
- Establishing a water quality management plan
- Involving area communities in the site planning

Q: What is peatland restoration?

A: Peatland restoration aims to restore and promote the return of the ecological functions of the peatland, including biodiversity, hydrological regulation and carbon sequestration.

Q: How does ScottsMiracle-Gro support responsible peat harvesting?

A: In addition to adhering to the [Veriflora®](#) standards necessary for certification and being subject to strict governmental regulations and policies aimed to support the conservation of peatlands, Scotts Canada participates in a national research program with the [Peatland Ecology Resource Group \(PERG\)](#) whose main research involves peatland management, biodiversity, hydrology, greenhouse gasses and sphagnum farming.

¹² "Responsibly Managed Peatlands - SCS Global Services." Responsibly Managed Peatlands, SCS Global Services, Aug. 2017, https://cdn.scsglobalservices.com/files/program_documents/scs_stn_responsiblymanagedpeatlands_v1-0_080217_new.pdf.

Cultivating Strong Communities

We take action to GroMoreGood in our communities by creating gardens and greenspaces that transform neighborhoods, encouraging people to spend time outdoors and bringing people together. We support the valuable causes we care about, including social justice, protecting our environment and programs that help kids understand and meet their full potential to become the leaders of tomorrow.





PHILANTHROPIC COMMITMENTS

In 2016, we formed [The Scotts Miracle-Gro Foundation](#) to positively impact the communities where we operate through philanthropic efforts. Our efforts focus on improving and protecting the environment, expanding community access to gardens and greenspaces, empowering youth in underserved communities and furthering social justice in the cannabis industry. These commitments complement our ongoing ESG strategy in the areas of environmental and water quality, diversity and inclusion and local community engagement.

ENVIRONMENTAL STEWARDSHIP

At ScottsMiracle-Gro, we foster an internal dialogue regarding environmental stewardship with all our associates. Our stewardship programs and initiatives drive our positive contributions toward a healthier planet. To demonstrate our commitment to caring for the planet, we take action by investing in enhanced product formulations, e.g. introducing more water-efficient products, and increasing consumer education on safe and appropriate use of our products. Through corporate efforts and The Scotts Miracle-Gro Foundation, we partner with experts and environmental groups across the U.S. to help preserve access to a safe, abundant supply of water and protect pollinators. **In FY2022, we reached 151.8 million Americans through our environmental partnerships surpassing our annual goal of 145 million Americans.**

151.8M
people reached
through our
environmental
partnerships in 2022

SAFE AND ACCESSIBLE WATER

Protecting water resources is a critical priority. We know water is essential to all living things, including lawns and gardens, and nutrient pollution poses a critical threat to water quality today. Excess amounts of phosphorus and nitrogen in water contribute to algal blooms that kill aquatic life, impair drinking water and potentially impact human health. To combat this pervasive issue, we formed the National Partner Network, a network of environmental organizations at the forefront of change. With a combined reach of millions of Americans, these organizations are tackling the overnutrification issue by driving scientific innovation, protecting vital waterways and advocating for all Americans' right to safe and accessible water.

THE NATIONAL PARTNER NETWORK

The National Partner Network includes organizations whose focus is to improve waterways and conserve water across the country and to improve pollinator habitat restoration and preservation. Together with our nonprofit partners, we're working toward a water- and pollinator- friendly future.

139,974,442
square feet
of habitat
protected/restored
in 2022



2022 NATIONAL PARTNER NETWORK MEETING

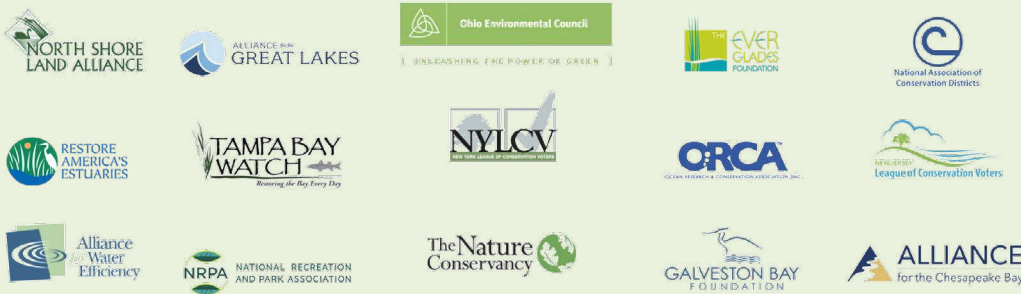
In November 2022, The Scotts Miracle-Gro Foundation hosted another National Partner Network (NPN) meeting. This event in Galveston Bay, Texas, brought together 15 of The Foundation's environmental non-governmental organization (NGO) partners to discuss environmental issues, hear from experts, learn from one another and share resources to tackle some of our most pressing environmental challenges head on.



NPN attendees presented on ESG-related topics such as:

- Drought and water efficiency
- The Inflation Reduction Act
- Diversity, Equity, Inclusion and Justice
- The state of water policy at state and federal levels
- Nature-based and green infrastructure
- Applying a human rights and public health lens to water stewardship and environmental work.

Leaders from our Lawns strategic business unit (SBU) and Research & Development (R&D) teams shared updates on "The Future of Gardens and Landscapes," which addressed initiatives related to water efficiency and other innovations. Our team also shared a proactive drought communication approach and provided geographically relevant tools and inspiration to create customized consumer "greenspaces" that work with nature.





18 National Partner Network members in 2022:

- [Alliance for the Chesapeake Bay](#)
- [Alliance for the Great Lakes](#)
- [Alliance for Water Efficiency](#)
- [Council for Watershed Health](#)
- [Galveston Bay Foundation](#)
- [National Association of Conservation Districts](#)
- [National Fish and Wildlife Foundation](#)
- [National Recreation and Parks Association](#)
- [New Jersey League of Conservation Voters](#)
- [New York League of Conservation Voters](#)
- [North Shore Land Alliance](#)
- [Ocean Research & Conservation Association](#)
- [Ohio Environmental Council](#)
- [Restore America's Estuaries](#)
- [Save the Bay](#)
- [Tampa Bay Watch](#)
- [The Everglades Foundation](#)
- [The Nature Conservancy](#)



NATIONAL PARTNER NETWORK

PROTECTING POLLINATORS

Pollinators play a critical role in maintaining the health of our global ecosystem and the world's food production. With pollinator populations declining around the world, we are dedicated to protecting these essential creatures that make our gardens and communities thrive. The Pollinator Promise is our enterprise-wide commitment to support and protect pollinators. Our company fulfills this promise in a number of ways, including by placing an emphasis on consumer education and creating our outdoor Ortho branded products without neonicotinoid-based insecticides ("neonics"). Our contributions also include grant funding and pollinator education resources to support pollinator gardens across North America.

For the fifth year in a row, we partnered with the National Recreation and Park Association (NRPA) for our Parks for Pollinators program that establishes pollinator habitats in local parks and provides people with resources to better understand pollinators and how to protect them. Our annual Parks for Pollinators BioBlitz campaign enables protection of local pollinators that are critical to our ecosystems and food supply. This nationwide campaign invites community members to observe and document an animal or plant species in a certain area and time period. Each participant contributes to creating a snapshot of an area's biodiversity, and adds to the scientific knowledge of that location. Using the iNaturalist mobile app, participants learn about pollinators while they take photos of the biodiversity they encounter, including animals, plants, insects and more. Photos are automatically uploaded to an international database for scientific research. By documenting biodiversity, scientists and land managers are provided a useful tool as they plan for the future. Our 2022 Parks for Pollinators BioBlitz engaged 171 park professionals and 77 organizations' host projects in 24 states, engaging 4,248 people in collecting observations.



SUPPORTING POLLINATOR CONSERVATION THROUGH THE NATIONAL FISH AND WILDLIFE FOUNDATION

In 2022, The Scotts Miracle-Gro Foundation provided a three year grant to the [National Fish and Wildlife Foundation](#) (NFWF) to support [The Monarch Butterfly and Pollinators Conservation Fund](#). The fund provides pollinator conservation grants to federal, state, tribal and local governments, non-profit organizations, and educational institutions whose work seeks to advance the conservation of the monarch butterfly and other at-risk native insect pollinators. Specifically, the funding supports:

- Planting milkweed and nectar plants
- Implementing habitat management (e.g., conservation mowing, grazing, burning)
- Collecting seed and propagating seedlings
- Providing technical assistance to landowners

During the 2022 grant cycle, funding from The Scotts Miracle-Gro Foundation supported the following projects:

- The [Practical Farmers of Iowa](#) "Conservation Crossroads: Improving Habitat for Rusty Patched Bumble Bee and Other Pollinators (IA)" to provide technical assistance through the Partners for Fish and Wildlife Program to restore and improve habitat for rusty patched bumble bee, American bumble bee, regal fritillary, and other pollinators on public lands and private working lands in northeastern Iowa. Project will restore or improve 1,200 acres and reach 250 people.
- The Pollinator Partnership's "[Project Wingspan: Habitat Enhancement Across Illinois and Indiana](#)" to enhance habitat for monarch butterflies and other pollinators by providing technical assistance for land managers, collecting native seeds, and distributing plant materials on public lands and private working lands in Illinois and Indiana. Project will improve 2,000 acres, propagate 5,000 milkweed seedlings, collect 25 pounds of milkweed seed, host 13 events, create 1 job, sustain 2 jobs, and reach 460 people.



In total, our annual **BioBlitz campaigns** have resulted in the following:



“Pollinators are critical for the health and wellbeing of our communities. Taking steps to protect our various pollinators has never been more important. Through our partnership with The Scotts Miracle-Gro Foundation, communities across the country have been engaged in understanding and advancing ways to protect pollinators and their habitat. Hosting community science projects like the Parks for Pollinators BioBlitz in local parks educates members of the public about the importance of our pollinators and makes a pathway to engage and advocate for this work in their community more broadly and impactfully.”

Michele White, NRPA senior program manager of the Parks for Pollinator campaign



CONNECTING COMMUNITIES TO THE BENEFITS OF GARDENS AND GREENSPACES

We believe in the power of connecting children, families and communities to gardening. Besides the many positive educational, physical and therapeutic benefits, gardening engages children in hands-on learning and teaches them about where their food comes from. That’s why we’ve been committed to connecting people to the benefits of gardens and greenspaces for decades.

OUR 10 MILLION KIDS COMMITMENT

In FY2022, we exceeded our goal to connect 10 million young people to the benefits of gardens and greenspaces. The Scotts Miracle-Gro Foundation has provided garden grants to organizations including KidsGardening, National Head Start Association and National Farm to School Network as well as contributed to fund greenspaces and community gardens, schools and libraries. Additionally, through the programs supported by our brands such as Scotts® MLB Field Refurbishment program, as well as corporate contributions to provide gardening product donations, we have connected over 17 million kids to the benefits of gardens and greenspaces both indirectly and directly. We will continue making progress against this goal throughout 2023.

“ From gardening to getting outside to play ball, our Foundation and our brands are committed to connecting kids to the benefits of playing, learning and growing outdoors. We’re proud to have exceeded our goal, but we’re not stopping there as we look toward the rest of 2023 and beyond.”

Brian Herrington,
president of The Scotts Miracle-Gro Foundation



2022 Impacts:



To combat food insecurity and increase access to fresh food and safe outdoor green spaces, we aspire to bring the power of gardening and the outdoors to as many kids as possible. We partner with leading nonprofit organizations and other organizations across the U.S. to bring this commitment to life.



HUGS FOR HUMBOLDT

In April 2018 the Humboldt Broncos, a Canadian junior “A” ice hockey team from Humboldt, Saskatchewan were involved in a terrible tragedy in which 16 people lost their lives. People across Canada and the World were moved by the loss experienced by the small town in Saskatchewan. Like many Canadians, Scotts Canada felt a strong desire to honor those who lost their lives.

In June of 2022, Scotts Canada opened the Humboldt Urban Garden Sanctuary (HUGS), to honor the Humboldt Broncos team and the families of the players that were impacted. Scotts Canada, in partnership with Communities in Bloom and Landscape Saskatchewan/Landscape Alberta, offered the City of Humboldt a memorial garden to act as an ongoing sanctuary for healing. Situated at the Humboldt District Health Facility grounds, this garden serves as a place to remember, reflect and rejuvenate the spirit of the community.



Our partners include:

- [Franklin Park Conservatory and Botanical Gardens](#)
- [KidsGardening](#)
- [Major League Baseball™](#)
- [National Farm to School Network](#)
- [National Fund for the United States Botanic Garden Hands on Plant Science Program](#)
- [National Head Start Association](#)
- [National Recreation and Park Association](#)

In partnership with KidsGardening, our foundation funds hundreds of grassroots grants annually to support nonprofit organizations that create or enhance youth garden programs across the country.

The Grassroots Grant provides funding to a variety of projects designed to engage youth in communities, including pollinator gardens, outdoor play spaces, edible gardens and therapeutic greenspaces.

We partner with the National Head Start Association (NHSA) to bring edible gardens to Head Start programs across the country. This program provides garden grants, kits and training along with other educational resources to teach children, families and communities how to grow their own fresh produce. This partnership allows us to provide fresh food and hands-on gardening experiences to Head Start children, and leads to a variety of benefits including increased physical activity, improved behavior, decreased stress and anxiety, positive social integration, greater engagement with learning and creative ways to move through curriculum and learning materials.

We encourage all families to GroMoreGood in their own backyards and gardens by providing free learning activities for children and their families on [our website](#).

ENCOURAGING STEM EDUCATION IN SCHOOLS

We believe in enabling year-round learning and access to gardening, regardless of climate. With many schools establishing indoor and hydroponic gardens to complement their traditional outdoor garden programs, children in colder climates are able to grow plants in the winter months while also experiencing the growing field of hydroponics.

AeroGarden works to expand our GroMoreGood Hydroponic Garden Project by connecting more students to the wonders and science of hydroponic gardening. Additionally, The Scotts Miracle-Gro Foundation and Hawthorne Gardening Company collaborated with the National Farm to School Network to integrate indoor growing systems into elementary schools across the country. This partnership aims to spark a passion for gardening and increase hands-on science experiences by providing teachers with hydroponic growing devices, next-generation science-aligned hydroponic curriculum and support from gardening experts. In 2022, the schools we partnered with span five states: Arizona, California, Florida, Washington, and Oregon.

SCOTTS CANADA GRO FOR GOOD

We recognize the need to protect and grow our collective connection to nature, the environment and each other. In Canada, our Gro for Good initiative is one way that we work to keep the spirit of community and connection to nature alive.

We commit to supporting greenspaces that improve communities across Canada. Our Gro for Good initiative provides annual grants to deserving communities, schools and nonprofit civic organizations to develop community gardens and greenspaces, engage youth, address health and wellness needs and enhance the environment.

EDUCATION

We believe that each person deserves to reach their full potential, so we work to nurture and empower the next generation of gardeners, growers, scientists and entrepreneurs in our communities.

THE LEGACY PROJECT



In partnership with The Hagedorn Legacy Foundation, The Scotts Miracle-Gro Foundation empowers students in central Ohio to unlock their full potential, achieve their educational and vocational goals and overcome obstacles through The Legacy Project. This initiative develops students through a multi-disciplined curriculum that incorporates individualized coaching and mentoring, real-world career opportunities and immersive learning experiences. Throughout this four-year high school level program, students are challenged to develop an entrepreneurial mindset, develop financial literacy and create customized goals that help



THE COLUMBUS BLUE JACKETS

The Legacy Project offers students immersive learning experiences through program-specific workshops. In April of 2022, Legacy students were able to enjoy a behind-the-scenes look at the Columbus Blue Jackets (CBJ). For nearly every Legacy student, this was their first NHL experience. Students participated in meaningful conversations with individuals from the corporate leadership team of CBJ, each sharing their unique perspective on the common theme that there is not just one right path to success. Panelists included Andee Cochren, Senior Director, Fan Development & Community Programs; Marty Mulford, Vice President, Ticket Sales & Service; and Samantha Hagan, Partnership Activation Manager. Panelists each provided overviews of their pathways into their roles, lessons learned and advice for the future. Their experiences showed Legacy students an inside view into a sports organization and all the associated opportunities.





them grow their “grit”. The Legacy Project provides each student a \$20,000 scholarship to be used toward post-secondary education and helps students become their best selves, succeeding both in and after high school.

Students in their junior year are paired with a career mentor and are encouraged to learn about a potential career through hands-on experiences. Students grow a better understanding of their potential career by gaining real-world experience, beyond simply job shadowing. They get to see what a day-in-the-life might look like by working with their career mentor. During the 2022 school year, 16 professionals from three business fields, five STEM pathways, five medical fields, one legal field and four animation/design fields paired with 11th grade Legacy Project students.



HAWTHORNE SOCIAL JUSTICE FUND



Our Hawthorne Gardening Company subsidiary is North America's largest distributor of indoor growing and hydroponic products. Hawthorne's products serve growers of all types and sizes, including those who grow cannabis in compliance with applicable law. While cannabis legalization is advancing across

the U.S., a variety of federal and state laws and complex racial, society and economic inequalities tied to cannabis still persist. We commit to fighting for the reforms needed to create a more just and equitable cannabis industry — one that addresses past injustices and provides all people in the U.S. with the opportunity to flourish.

We advance this commitment through the Hawthorne Social Justice Fund of The Scotts Miracle-Gro Foundation. This fund drives positive change in communities by supporting a diverse group of organizations that commit to addressing social injustice. Support includes advocating for criminal justice reforms, assisting re-entry for people with nonviolent, low-level cannabis convictions and increasing diversity in the legal cannabis industry.

In 2022, the Hawthorne Social Justice Fund announced its second set of grantees. Award recipients were selected because of their powerful work associated with addressing the negative impacts caused by the disproportionate number of cannabis-related arrests and incarcerations involving persons of color. Through these grants, we aim to support minority entrepreneurs and increase investments in minority communities. The work of the Fund's grantees includes:

Last Prisoner Project: Dedicated to cannabis criminal justice reform, the Last Prisoner Project works to release people with low-level cannabis convictions from prison in states where it is now legal and to provide pathways to employment.

Marijuana Policy Project Foundation: A racial justice and social equity project seeking to elevate cannabis reform as a civil rights issue at the national level and increase diverse representation within the legal cannabis industry.



SUPPORTING HANDS ON PLANT SCIENCE WITH THE FRIENDS OF THE U.S. BOTANIC GARDEN

In summer 2022, with support from The Scotts Miracle-Gro Foundation, the [U.S. Botanic Garden](#) and the [Friends of the U.S. Botanic Garden](#) collaborated with [Kid Power DC](#) to bring a [Hands On Plant Science](#) (HOPS) program to 147 students for four weeks in the District of Columbia.

Students studied soil to better understand its composition and used it to plant pizza gardens with oregano, basil, and tomatoes. They also conducted seed experiments, microscopically examined pollen to solve a plant mystery, built flower models to better understand pollination, studied maps to locate their communities and explored trees in their neighborhoods.

Kid Power staff reported that for many of their students, this was the first time using microscopes and that, “... the level of excitement about the microscopes was just out of this world.” At the conclusion of the HOPS program, students took home their journals and handheld lenses and some students requested to take home extra supplies so they could perform the experiments again.



UNITED STATES
BOTANIC GARDEN



Minorities for Medical Marijuana: Provides advocacy, outreach, research and training as it relates to the business, social reform, public policy and health/wellness in the cannabis industry. Its Project Clean Slate program offers expungement clinics and wraparound services nationwide for those affected by past marijuana possession charges, while Project Safe Access NV assists members of the Latino community in accessing medical marijuana.

Mission Green (The Weldon Project): The Mission Green initiative works to secure the release of those serving time for cannabis-related offenses and create pathways to expungement or pardon so that those impacted may go on to live meaningful lives. The Mission Green campaign is led by leaders who have been impacted by the social justice system and have lived through the issues the organization is working to address. Those most harmed by the system are uniquely qualified to create and champion the solutions that will transform it.

NuLeaf Project: The NuLeaf Project works to build intergenerational wealth via the legal cannabis industry for the communities disproportionately harmed by cannabis criminalization — including Black, Indigenous and Latinx communities. Hawthorne is a corporate sponsor for the Nu School Accelerator Program, which offers financial support and technical expertise on cannabis startup financing and operating an ancillary business.

United Returning Citizens: The United Returning Citizens partnership provides job search and training, life and financial literacy skills as well as transitional and stable housing primarily for citizens reentering society from correctional facilities. This partnership focuses on workforce development and helping people with cannabis convictions in a high-unemployment area (e.g. Youngstown, Ohio) find employment and start businesses in hemp and indoor cultivation.

Supernova Women: Founded in 2015 by Black and Brown women, Supernova Women is a 501(c)3 nonprofit organization that works to empower Black and Brown people to become self-sufficient shareholders in the cannabis and natural plant medicine space through education, advocacy and network building. In Oakland, CA, we are working with Supernova Women to provide assistance to the mostly minority-owned cannabis businesses that have fallen victim to a very well-organized and violent crime spree targeting them for their cannabis products and California excise tax receipts.

Bronx Defenders: Bronx Defenders is a public defender nonprofit that is radically transforming how low-income people in the Bronx are represented in the justice system. Bronx Defenders pioneered a ground-breaking, nationally recognized model of defense called holistic defense that achieves better outcomes for clients. The organization has defended 27,000 low-income Bronx residents in criminal, civil, child welfare and immigration cases, and reached thousands more through community intake and outreach programs.

CONGRESSIONAL BLACK CAUCUS FOUNDATION

The largest single grant to date of The Scotts Miracle-Gro Foundation's Hawthorne Social Justice Fund will support four John R. Lewis Social Justice Fellows within the Congressional Black Caucus Foundation. The Fund provides \$600,000 over two years for the fellows to focus on research related to cannabis policy and social justice reform and to propose solutions to Congress.

Approaching the second year of the Hawthorne Social Justice Fund's partnership with the Congressional Black Caucus Foundation, the initial group of fellows is committed to research related to cannabis policy and social justice reform. The prevailing themes of their work in year one have been focused on legislative recommendations for advancing social equity in cannabis along with researching cannabis related criminal justice and healthcare policy. Their capstone projects will culminate in federal legislative recommendations for advancing social equity in cannabis.

The fellows have built a tremendous foundation of research that they will soon pass along to a new group of fellows, who will be named in 2023.



HOW MIRACLE-GRO® GREW KINDNESS ON OHIO STATE'S CAMPUS

When The Ohio State University reached out to us in March 2022 with an opportunity to give out plants to students in the spirit of mental health and kindness, our Miracle-Gro brand said, in so many words, how much soil do you need and how can we help.

The theme of the event, developed and coordinated by several of Ohio State's units, including the Office of Student Life, was kindness, both to ourselves and others. The vehicle for that kindness was plants, small succulents to be specific. Members of the Buckeye community who participated in the day received two plants, one for themselves and one to give away to someone else. Miracle-Gro was happy to provide soil and associate volunteers to help with the kind, plant day.

According to the Journal of Environmental Horticulture, research has shown the act of caring for houseplants can improve mental health, so Ohio State and Miracle-Gro took that to heart on this early spring day.



OTHER COMMUNITY INVESTMENTS AND INITIATIVES

We seek to give back to and support the communities where we operate. By providing product donations to local communities and organizations, and through associate volunteer efforts, we work to strengthen our communities, encourage healthier lifestyles and create community gardening, greenspaces and beautification projects.

PELOTONIA



Since 2010, a team of associates has participated annually in Pelotonia, a three-day cycling and volunteer experience that raises awareness and funds for innovative cancer research. The grassroots nonprofit organization, located in Columbus, Ohio, has one goal: to end cancer. Funds are raised year-round, and 100% of all participant-raised funds go directly to life-saving cancer research at The Ohio State University Comprehensive Cancer Center — Arthur G. James Cancer Hospital and Richard J. Solove Research Institute in Columbus, Ohio.

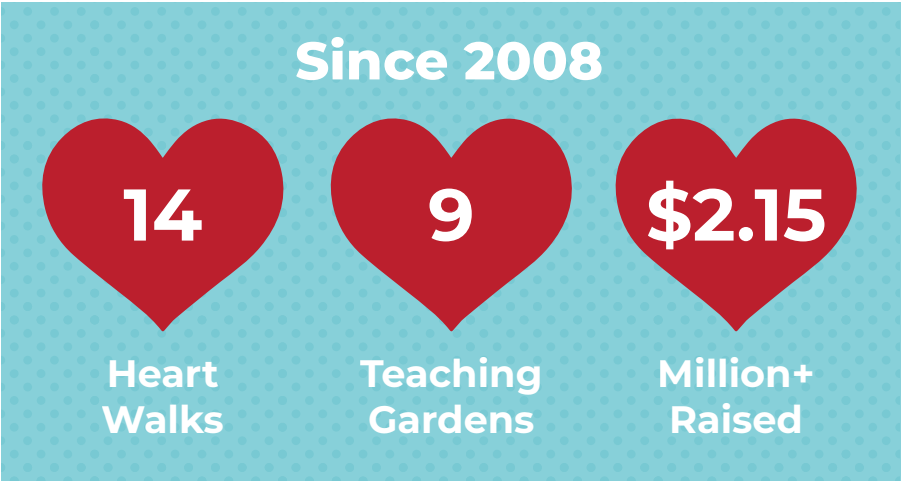
In 2022, associates and their immediate family members set personal goals to raise cancer awareness and rode one of eight routes through central Ohio that ranged from 20 to 200 miles. Our team has raised over \$2.8 million since joining the annual event over a decade ago.



AMERICAN HEART ASSOCIATION



Over the last 14 years, our company has participated in the American Heart Association Central Ohio Heart Walk to raise a total of \$2.15 million for cardiovascular disease research. ScottsMiracle-Gro was the number one fundraiser in 2022 in central Ohio, raising \$415,000. In addition to providing financial support, more than 5,000 associates, families and friends have participated in the Walk to show their support since the program's inception. Along with this effort, our team encourages associates to spend time outside and walk for better health throughout the year.



HAWTHORNE DONATIONS TO KENTUCKY FLOOD VICTIMS

During July 2022, several thunderstorms brought heavy rain, deadly flash flooding and devastating river flooding to eastern Kentucky and central Appalachia. When a community member reached out to companies for support, Hawthorne Gardening Company (HGC) stepped in to take action and make a positive impact on the affected communities. To support community members in need, HGC donated an assortment of nearly 200 dehumidifiers and over 1,200 fans to help the community recover. By supporting communities, we uphold our company's purpose to GroMoreGood, and we are proud to play a role in the communities' recovery process as they work to rebuild.

Supporting Our People

Every associate in every role within our company is important to our success. Our high-energy, high-performance culture is the hallmark of how we GroMoreGood for and with our associates. We support our associates by helping them grow professionally and encouraging them to achieve their personal best, taking a holistic approach to wellness and safety in order to support a *LiveTotal Health* mindset.





OUR CULTURE

Our culture and commitment to our associates sets our company apart. We strive to create an environment that values the health, safety and wellness of our associates, and we work to equip them with the knowledge and skills to serve our business and develop in their careers.

For over 150 years, our company has been headquartered in Marysville, Ohio and we are proud that generations of families have worked for us. All parts of our business play a role in our success, from our supply chain, sales team, marketing experts and R&D scientists to our strategic support functions such as tax, finance, human resources and legal. Collaboration throughout our business allows us to deliver our strategic priorities.

We provide many opportunities for our associates to grow and develop. In fact, several members of our current leadership team started their careers as merchandisers supporting our in-store consumers; others have rotated or held multiple positions through their long tenure. Our associates are able to build and develop careers everywhere we operate across a vast array of job functions and responsibilities.

We encourage associates to take an active role in discussions about our business and our culture. With volunteer opportunities and cross-functional projects, we foster a workplace where everyone feels included. This work allows us to cultivate a diverse and inclusive workplace that reflects the values of the communities in which we operate.

Our company and our associates embrace Miracle-Gro founder Horace Hagedorn's maxim that "You can't always take from the earth. You have to give something back." To support our associates in their desire to give back to their communities, we provide our Give Back to Gro Associate Community Service Program, providing one paid day off per year to all eligible associates in order to serve the causes that they are passionate about. For more information about the support we provide to our communities, please refer to the [Cultivating Strong Communities](#) section of this report.

CULTURAL ATTRIBUTES

WHO WE ARE

- **Accountable:** Own results. Learn from your mistakes. Stand up for your team. Improve continuously.
- **Empowered:** Give authority. Make decisions. Move forward with courage and conviction.
- **Collaborative:** Involve others. Seek out additional knowledge and expertise. Work towards mutual solutions.
- **Flexible:** React quickly and thoughtfully to changes. Adapt. Accept new challenges and assignments.
- **Ethical:** Always strive to do the right thing and act with integrity. When in doubt, reach out.

HOW WE GROW

- **Innovate:** Challenge conventional thinking. Bring solutions. View change as an opportunity.
- **Respect diversity:** Value the unique thoughts and opinions of others. Work together with mutual respect.
- **Be entrepreneurial:** Be committed. Take calculated risks.

ASSOCIATE GARDEN

Our Associate Garden originally served as a training ground for associates to learn first-hand how our products work and try out our innovations, but it quickly evolved into a way for our associates to get their hands dirty and give back to our local communities. Since 2009, our associates have maintained these vegetable gardens at our company headquarters in Marysville, Ohio. In these spaces, we use our products to grow fresh produce. The harvested produce is donated to several local food pantries to serve food-insecure families in central Ohio, such as the Marysville Food Pantry, which services approximately 75 food-insecure families a week. To date, our associates have produced over 47,000 pounds of fruits and vegetables for neighbors in need.

ASSOCIATE BOARD

To improve overall morale and enrich our work environment, we implemented the Scotts Associate Board, which provides services, activities, education, social and volunteer opportunities to our associates. Additionally, the Scotts Associate Board provides services



Associate Garden in Marysville, Ohio





that enable our associates to both extend and receive a helping hand when needed¹³. The Scotts Associate Board also contributes community donations to causes and organizations across the country.

DIVERSITY AND HUMAN RIGHTS

We value our associates’ diversity and encourage them to leverage their varied life experiences at our company. This includes diversity in terms of gender, sexuality, race, thoughts, interests, languages, beliefs and much more. By fostering an inclusive culture, building a diverse team and encouraging accountability, we increase our associate engagement while improving consumer experience where we live and work.

To further advance a diverse and inclusive culture outside of the workplace, we offer associates an additional paid day off to celebrate their culture. This year we received a score of 100% on the Human Rights Campaign Corporate Equality Index (HRC CEI) and the designation of being one of the “Best Places to Work for LGBTQ Equality” in 2022. The HRC CEI is a benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.

HUMAN RIGHTS

We are committed to upholding human rights. We seek to operate all aspects of our business responsibly, honestly and ethically. This commitment is not only to our associates, but also extends to our customers and suppliers.

Our human rights commitments include the following:

- We respect all individuals and are committed to treating all associates with respect and dignity, regardless of any characteristic such as race, religion, national origin, sexual orientation or gender identity or expression. We also expect the same of our suppliers and business partners.
- We strive to treat people fairly and prohibit discrimination in our business and beyond.
- We do not tolerate intimidation or harassment.
- We have processes in place to help ensure we comply with voluntary employment and minimum working age legal requirements.
- We respect our associates’ rights to form and join a labor union, and we comply with all applicable local and national laws

concerning freedom of association and collective bargaining agreements, which cover approximately 4% of our associates. We bargain in good faith with union representatives in cases where our associates are part of a legally recognized union.

- We have a strong track record as a company of treating our associates like family and “doing the right thing” for our people with or without representation.

We continually strive to provide all our employees with a safe workplace, free from all forms of harassment and discrimination. We have global [policies and practices](#) to ensure the highest ethical standards. Ethical behavior is our most important cultural attribute – we all have a commitment to operate ethically and lead with integrity. To help associates navigate our Ethics resources and behavioral expectations at the Company, the Ethics Department has developed a newsletter, The Perennial. The Perennial is published on a quarterly basis and is geared towards helping our associates understand their role in protecting each other and the company. All our employees are to be treated fairly and equitably regardless of nationality, religion, ethnic origin, gender, sexual orientation, language or any other protected status.

ASSOCIATE ENGAGEMENT

Our business success depends on the engagement of our associates. To drive engagement, we take a purposeful approach focused on enhancing the employee experience. Because our business experienced a great deal of change in the last year, our focus has centered on creating a positive workplace and increasing trust in leadership.

Two way communication is important to our success; it builds trust and helps improve collaboration and overall engagement. To ensure we hear the voices of our associates, we gather feedback formally and informally throughout the year through pulse surveys, leadership meetings and round table discussions, among other initiatives. This valuable input is shared with senior leadership and integrated as human capital initiatives are defined.

We understand an informed workforce contributes to an engaged workforce. As a result, we’ve prioritized ensuring our associates,

¹³ Effective FY23, we incorporated the Scotts Family Tree ERG into the Associate Board. With this addition, the Associate Board empowers associates with information and tools in support of a healthy work-life balance, supporting associates with access to information relevant to their specific circumstances and providing the resources they need to live their best lives. It also connects associates with other associates who have shared life experiences and builds a community through volunteerism.





regardless of location or job, have access to the information they need to understand the business decisions being made, the reasons behind them and how changes will impact them in their role. To accomplish this, we execute comprehensive change management plans to support our associates through business transitions. Recognizing there is significant value in hearing directly from our leadership team, we continue to host Town Hall meetings each quarter to disseminate enterprise-wide information and to allow interactive communication.

There are times when an associate's direct manager is the best resource with whom to communicate one on one. In those scenarios, we've provided our managers with a toolkit of information, setting up both the manager and the associate for success. When a topic affects both our associates and their family, we utilize both email and direct mail to ensure important messages reach the affected individuals. To communicate positive associate stories, we leverage our intranet and have added location-based digital signage to share headlines in real time.

EMPLOYEE RESOURCE GROUPS

Our employee resource groups (ERGs) are voluntary, associate-led groups that are typically formed by people with a common affinity, such as gender, race, national origin, sexual orientation, military status or other attributes. Each ERG establishes a mission that positively impacts the business by cultivating relationships through networking and developing talent through experiences, programs and mentoring. Our ERGs drive continuous improvement of our inclusive work environment and are open to all associates, regardless of the business department, location or management level.

Our ERGs include:

SCOTTS ASSOCIATES FOR A GREENER EARTH (SAGE)



SAGE is a dedicated group of individuals who champion sustainable practices and programs across our company. The group includes more than 40 active members spanning corporate, R&D and plant operations throughout North America. Vital to many of our sustainability initiatives, including promoting an onsite food composting program, SAGE members work with facilities to implement several environmentally-friendly projects and

connect associates with environmental volunteering opportunities at nature preserves and community gardens. In addition to driving key sustainable initiatives that support our company's purpose, the group also aims to help associates develop sustainable living practices in their own lives.

In 2022, SAGE participated in three community events in partnership with The Ohio Nature Conservatory, including tree planting and seeding and invasive seed removal at Big Darby Headwaters, a 1,000-acre preserve encompassing a mixture of wetlands and streamside forests. Additionally, SAGE members published informative articles covering a variety of sustainability topics including plant-based meals, sustainable gift giving and real life experiences using residential solar. These articles were both relatable and actionable for our associates. SAGE also held an e-waste event at our Marysville campus in 2022, encouraging associates to bring their old electronics for safe and proper recycling and disposal.

SCOTTS WOMEN'S NETWORK



Scotts Women's Network (SWN) has several hundred members dedicated to maximizing women's career potential and leadership skills and strengthening our leadership diversity. SWN hosts regular professional development and networking events and connects its members to meaningful volunteer opportunities.

Each year, SWN promotes International Women's Day by planning a variety of events throughout the month of March. The theme for 2022 was #breakingthebias. Events included member takeover of our internal social media page, a panel discussion with four external female non-profit leaders and our signature keynote address featuring current board member, Nancy Mistretta.

SWN has continued its popular Virtual Visits series, hosted by a SWN Steering Committee member and a female leader. The visits cover a wide variety of topics in a relaxed, virtual setting. This approach provides an opportunity for SWN members to meet female ScottsMiracle-Gro executives and board members, understand their journey and gain insights.

Our annual partnership with The Girl Scouts of Central Ohio educated 25 participants on attracting pollinators to their gardens through a virtual event. We also partnered with Fidelity Investments for the first time to promote financial literacy among SWN members. More than 100 members joined this webinar that addressed retirement planning.



Tracy Watson

GRO-MASTERS



Our internal chapter of Toastmasters International, Gro-Masters, meets twice a month and provides a supportive and positive learning experience for associates who want to become more effective speakers and communicators, build leadership skills and become more confident providing evaluations and feedback. Gro-Masters members communicated the benefits of this resource throughout the month of January through learning events, activities and testimonials.

“Gro-Masters has given me the opportunity to network across the Scotts organization and practice presenting to coworkers who may not be in my department. The diverse group of employees allows for varying points of views and feedback. Ultimately, the feedback I've received through Gro-Masters has allowed me to continue improving my presentations and has made me a more effective communicator and leader.”

Tracy Watson, Finance Lead Analyst



SCOTTS BLACK EMPLOYEE NETWORK



The Scotts Black Employees Network (SBEN) has helped support, develop, connect, empower, recruit and retain talented Black, African, African American and Caribbean associates since 2015. SBEN's vision is to promote a culture of inclusion, engagement and equity by fostering supportive environments, developing greater understanding and promoting more leadership opportunities for employees of the African diaspora at our company. SBEN fosters relationships—within our organization and with surrounding communities—to promote awareness of Black cultures, share knowledge and experiences and provide professional development and career advancement opportunities at all levels. The group also sponsors and facilitates a range of education and engagement programming for associates throughout the year, such as instruction on topics of social justice, African American history, financial planning and contributions to society. SBEN leverages Black History Month each year to host a variety of social and educational events for all associates. This past year their signature event included an engaging discussion on the documentary *13th* with Roz McCarthy, Founder/CEO at Black Buddha Cannabis & Minorities for Medical Marijuana.

SCOTTS VETERANS NETWORK



Scotts Veterans Network (SVN) exists to recruit, develop, connect, empower and retain veterans by providing opportunities and resources to enhance their professional development and business success within our company. SVN is open to currently active military members, veterans, associates with family members or friends serving in the military and those who want to support them.

SVN supports a variety of causes, such as the Heroes for Heroes 5K Mud Run and the nonprofit organization Canine Companions for Independence, which trains and places service dogs with veterans experiencing post-traumatic stress disorder (PTSD) and other disabilities. The group partners with our recruiting team to translate military resumes and provide guidance on how military skills transfer to the workplace. They also sponsor the Scotts Veterans Challenge Coin, presented to associate veterans in honor of their service.

In fall 2022, our associates participated in the Central Ohio Veterans Event whose mission is to “improve the lives of Veterans by connecting them to social services and professional resources for success in their personal/professional lives.” The group was proud to have 32 ScottsMiracle-Gro representatives on hand at this annual event. During the holiday season, we proudly collected gift cards for organizations like Union County Military Support Group, whose mission is to help military families during times of need.

SCOTTS YOUNG PROFESSIONALS



Scotts Young Professionals (SYP) is dedicated to connecting, growing and guiding the next generation of leaders by fostering innovation, engagement and new ways of thinking at our company. SYP members organize regular networking and mentorship events, participate in charity fundraisers and volunteer to mentor central Ohio youth through The Legacy Project. SYP volunteers worked with Legacy Project students to talk about career planning and conduct a “Learn ‘n Grow” workshop. In April, SYP celebrates Young Professionals month and dedicates resources to helping young professionals across our organization grow by driving more impact in their communities, growing more financial prowess and health and leading others as they develop in their careers. These efforts lean into the SYP mission of embracing the evolving workplace and fostering our next generation of leaders.

SCOTTS GROPRIDE



GroPride is dedicated to fostering an inclusive, supportive global network for associates

and provides a forum for education and awareness in support of the professional growth of LGBTQ+ individuals. GroPride continues to support the Kaleidoscope Youth Center through volunteer, fundraising and educational opportunities. Kaleidoscope is a Columbus, Ohio based organization whose goal is to stand for a world where everyone can be their most confident, authentic self. GroPride has also worked with the [Human Rights Campaign](#) to support our company's participation in the Corporate Equality Index.

To celebrate June pride month, GroPride participated in two local pride parades, in Marysville, Ohio and Columbus, Ohio.



GroPride



Scotts Young Professionals



Scotts Black Employee Network



ASSOCIATE BENEFITS AND LIVETOTAL HEALTH

Our passion extends far beyond gardening and growing to include the wellbeing of our associates and their family members. We are a company rooted in family since our founding in 1868, and our *LiveTotal Health* program showcases our commitment to supporting our associates and their families' wellbeing, providing flexible benefits that work for everyone.



BENEFITS OVERVIEW

We believe that providing benefits that improve the quality of our associates' lives is crucial for a positive associate experience. Our comprehensive U.S. benefits package includes:

- Healthcare coverage (medical, prescription drugs, dental and vision)
- Retirement Savings Plan
- Discounted Stock Purchase Plan
- Domestic partner benefits
- Tax-advantaged accounts (FSAs and HSAs)
- Wellness programs
- Mental health support
- Financial protection (life and disability, supplemental medical insurance)
- Family planning support
- 100% paid maternity leave (medical recovery)
- Up to 10 weeks of parental leave for mothers and fathers
- Adoption, surrogacy and elective egg-freezing assistance
- Legal services support
- Time off benefits (vacation and sick time)

Our industry-leading retirement benefits continue to set us apart from other companies. We provide an exceptional company matching contribution for the 401(k) Plan - up to 7.5%. We also make ownership of ScottsMiracle-Gro stock a reality for as many of our associates as possible; through our Discounted Stock Purchase Plan (DSPP), our associates have a unique opportunity to buy our Common Shares at a 15% discount.

Recognizing that healthcare can be complex, we formed a new partnership with an innovative leader in the healthcare navigation and advocacy space. Through this partnership, we provide our associates and their family members with access to healthcare experts who can guide them throughout their healthcare journeys.

We recognize that building a family can take a variety of forms, and each pathway to parenthood is deserving of support. Whether the journey involves a natural pregnancy, adoption, fertility or surrogacy, our benefits are designed to help. In addition to offering an expert-level family building program, we provide up to a \$30,000 lifetime reimbursement benefit for adoption and surrogacy expenses and medical plan coverage for fertility and elective egg freezing. We also provide time for child birth and bonding, including 8 weeks off with 100% pay for maternity recovery, and up to 10 weeks of leave for mothers and fathers to bond with their child. All regular full-time associates – whether in an opposite-sex or same-sex relationship, and whether married or in a committed domestic partnership, are eligible for this benefit.

The overall well-being of our associates continues to be a high priority at Scotts. From our onsite fitness classes and access to personal trainers at our Marysville wellness center to our ongoing fitness challenges, our associates have a variety of ways to participate in physical activity. We are also excited to announce an enhanced Wellness Reimbursement Program to support our associates' total well-being goals. The program provides a reimbursement up to \$600 toward various wellbeing expenses — from mental health to financial wellness expenses and more.

In Canada we also offer a comprehensive benefit program, including medical and dental insurance, life insurance, disability coverage, vacation and sick time. We provide a competitive retirement (RRSP) program with a 6% company matching contribution, plus a profit-sharing matching contribution for associates who are not eligible for a company bonus. Canada associates are also eligible for our Discounted Stock Purchase Plan (with 15% discount) and a \$600 reimbursement for wellbeing expenses.

COMPENSATION PHILOSOPHY

We believe financial health is a core component to our associates' overall wellbeing. This is why we are committed to ensuring we are paying our associates fairly and competitively based on their roles. To do this, each year we conduct an analysis of our pay and compensation practices, from both an external market and internal consistency perspective, to ensure that our pay decisions are fair



NEW MAVEN BENEFITS

We recognize how important family is to our associates, and understand that the pathway to parenthood isn't a one-size-fits-all experience. That's why we partner with Maven, the largest virtual clinic for women's and family health, and the leading expert in helping individuals navigate their parenthood journey.



Maven provides resources for a variety of parenthood experiences and needs, including:

- Fertility & Family Planning
- Pregnancy & Postpartum
- Adoption & Surrogacy

With Maven, our associates and their spouses or partners have unlimited virtual access to specialists in women's and family health, as well as their own Care Advocate to help them find individualized care and navigate benefits. Maven provides our associates with referrals to high-quality fertility clinics if needed, and access to other resources such as virtual classes, helpful articles and community forums.



and equitable; making adjustments as needed. Taking care of our people means doing the right thing day to day but also sharing our financial successes. This comes to life through our incentive plans for eligible participants and our profit sharing program for those who aren't incentive eligible. At the end of the day, when the company wins financially each full time associate shares in the profit, from our frontline hourly associates all the way to our leadership team. From a governance perspective, our internal compensation team provides regular updates to the Compensation & Organization Committee of the Board of Directors which has oversight over the Company's compensation and employee benefit plans and practices.



TALENT ACQUISITION

Our associates are our most valued asset. To grow that asset, we will continue to engage both our internal talent to support their career goals and aspirations while also attracting a diverse external candidate pool. Our Talent Acquisition (TA) team plays an integral role in attracting the right talent. As a majority of TA work is focused on hourly hiring (full-time and part-time), it is important that we identify unique ways to advertise our roles to attract diverse talent. In addition to working with our local leaders to understand places to connect with talent pools that align with their communities, we have expanded nationwide by creating a job advertising partnership with AARP. Our TA team continually searches to uncover additional channels to engage the external marketplace and present a diverse candidate pool. We know that our commitment to social and environmental issues plays a critical part in quality candidates choosing us as an employer of choice.

We continue to evolve our internship program, which identifies strong talent eager for opportunity and development, while also creating meaningful impact in the departments they support. Our internship program allows for a more seamless transition from graduation to a full time associate role as interns are already comfortable with our culture, strategies and goals, and set up for success.

Our Employee Referral Program encourages our associates to inspire others to join our company. This program helps to meet our staffing needs, but also provides associates with a monetary reward for helping us identify talent.

We understand the broader workforce has changed its perspective on work life balance, and in response, we have broadened employment opportunities that include onsite, hybrid and remote options. This flexible approach will continue to benefit the organization as it provides a much larger candidate pool to engage.

We are committed to pay equality, and therefore made salary ranges visible on all roles posted both internally and externally beginning in FY2023. We believe this will provide a beneficial experience to all candidates we engage.

ONBOARDING

We believe the new hire onboarding experience is pivotal in shaping an associate's acclimation into our business. Our new hire orientation program, Taking Root, provides new hires with an engaging, self-paced, online orientation experience that facilitates their journey to learn about essential company information and initiatives. Through this program, all associates are introduced to our company through the global lens of Who We Are, Where We've Been and How We Work. Associates are also introduced to our Code of Business Conduct and Ethics and are guided through content covering our commitment to leadership, ethics and core values.

In addition to orientation, managers provide new hires an onboarding plan specific to their role and level within our organization that they complete during their first year of employment. Additional training programs include instruction on our ethical expectations and commitment to a workplace free of harassment and discrimination. Important environmental health and safety training also helps ensure we protect both our people and the environment in our operations.



INVESTING IN DEVELOPMENT

GROWTH AND DEVELOPMENT

We view the development and retention of our associates as valuable components of our business operations and critical to creating a culture of leadership. We believe for development to operate at the speed of business, it must operate within the workflow and be woven into and around authentic tasks and genuine workplace contributions. We accelerate development





through a blended model with 70% of learning happening through experiences, 20% through exposure and 10% through formal education. By embedding learning in day-to-day work, we encourage associates to transform while performing. In addition, we stress the importance of embracing a growth mindset to promote personal and professional growth.

In 2022, we focused on supporting continuous learning with relevant, best-in-class learning tools and experiences. By leveraging online micro-learning and virtual learning events, we're able to support unique learning styles, balance time constraints and promote retention. Through our partnerships with industry experts, we offer both live and on-demand learning content focused on accelerating the development of practical skills and competencies. All of our content is hand-selected and updated frequently to align to the individualized development needs of our associates and address trending topics. In 2022, our associates averaged almost 80 hours of learning per associate.

Regardless of role, all associates have the opportunity to learn new skills through exposure and involvement in business challenges. Our managers support associates on the job through cross-functional team assignments, expanded roles and rotational assignments. Our ongoing development processes are designed to grow knowledge, improve skills and capabilities and achieve competence in specific behaviors to meet performance expectations and prepare for potential future roles within our Company.

PEOPLE LEADER DEVELOPMENT

Our people leaders are critical to strong associate engagement and sustained business success. The challenges we face today require a more deliberate focus on human-centered leadership. To accelerate the development of these skills in our people leaders, we provide core and individualized learning content to help people leaders think, behave and learn in ways that enable others to thrive. We invested in an online leadership development platform that specializes in building human skills through bite-sized activities and practical application.

We also created a customized online course to educate our people leaders on their responsibilities throughout the associate lifecycle. In this interactive course, our people leaders learn more about what is expected, why it matters and how to be effective as they lead their functional area and support the associates on their team. These tools help our people leaders continuously evolve human-centered leadership skills.

PERFORMANCE MANAGEMENT

We know meaningful performance management is important to moving our business forward and retaining our people. This year, we transformed our approach to focus on simplified performance activities that drive meaningful conversations and accountability. To support building skills and driving behaviors, we introduced new educational tools focused on performance reviews, goals, development planning and fostering ongoing conversations.

While our formal performance review process has always been an opportunity for authentic two-way dialogue, we enhanced the process this year to ensure our associates and managers used this conversation as an opportunity to celebrate success, align on priorities, discuss development and support needed. We introduced a new 3-point performance rating scale that supports objectively measuring and discussing performance through specific professional and leader behavior examples. This simplified approach is easily understood and can be consistently applied. As an outcome of the performance conversation, our associates have clarity on goals as well as feedback to guide development planning. Moving forward, there is a renewed focus on progress check-ins to ensure associates and managers stay connected and continuous feedback is happening throughout the year.

TALENT PLANNING

Having the right talent in the right roles is critical to achieve our business priorities. To ensure professional growth and succession readiness, we are committed to assessing and developing our internal talent. The first stage of the talent planning process identifies gaps between current talent and our business needs, leveraging a standard methodology focused on learning agility and overall performance to objectively evaluate skills. We also use formal assessments to identify a person's strengths, development areas, readiness and fit for future roles. We then compare these evaluations to our definition of top talent for each role. Based on the gaps between our evaluations and talent needs, we establish appropriate development plans. Our development plans include a variety of supportive tools and experiences such as executive exposure, ongoing feedback and development discussions, intentional promotions, rotational assignments and expanded roles.



University of Dayton

UNIVERSITY OF DAYTON

For the past seven years, we've maintained a strong partnership with the University of Dayton's Center for Leadership. The Center is a unique and powerful resource where 50+ partners connect, collaborate and leverage shared resources to design and deliver high-quality business skills and leadership development programs.

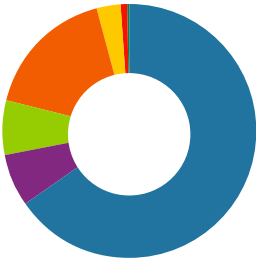
Our partnership enables us to offer programs to associates based on their unique development needs and also provides growth opportunities for our Professionals, Supervisors, Emerging Leaders and Executives. By participating in these programs, our associates gain thought-provoking leadership knowledge that can be immediately applied to their role within our company.



ASSOCIATE DATA*

As of December 2022, our workforce numbered 6,094 regular associates as well as 516 temporary workers.

WORKFORCE LEVELS¹⁴



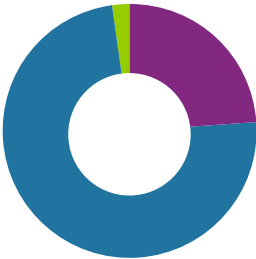
- 66% Hourly
- 7% Coordinator/Clerk/Analyst/Specialist
- 7% Senior Analyst/Senior Specialist
- 17% Supervisor/Manager
- 3% Director
- 1% VP/SVP
- 0.1% EVP/COO/CEO

WORKFORCE AGE



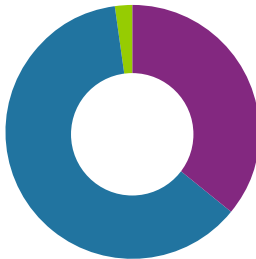
- 21% 30 years of age and under
- 47% 31 to 50 years of age
- 32% 51 of age and over

TOTAL WORKFORCE GENDER



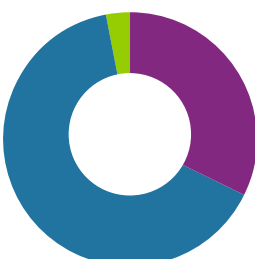
- 24% Female
- 74% Male
- 2% Not Declared

WORKFORCE GENDER SALARIED (DIRECTOR AND BELOW)



- 36% Female
- 62% Male
- 2% Not Declared

WORKFORCE GENDER LEADERSHIP (VP, SVP, AND EVP)



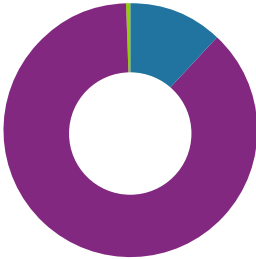
- 32% Female
- 64% Male
- 3% Not Declared

GENDER DIVERSITY IN MANAGEMENT POSITIONS



- 30% Females in All Management Positions
- 20% Females in Junior Management Positions
- 31% Females in Top Management Positions
- 23% Females in Management Positions in Revenue-Generating Functions
- 36% Females in STEM-Related Positions¹⁵

WORKFORCE DIVERSITY (SALARIED EMPLOYEES)



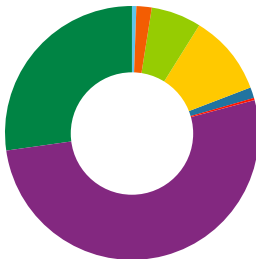
- 12% Minority
- 87% White
- 0.3% Did not disclose

WORKFORCE DIVERSITY LEADERSHIP (VP, SVP, AND EVP)



- 7% Minority
- 84% White
- 9% Did not disclose

TOTAL WORKFORCE DIVERSITY



- 0.5% American Indian or Alaska Native
- 1.8% Asian
- 6.4% Black or African American
- 0% Hawaiian or Pacific Islander
- 10.4% Hispanic or Latino
- 1.4% Two or more Races
- 0.3% Other
- 52% White
- 27% Not Declared

MINIMUM HOURLY WAGE FY2022



Minimum Hourly Wage

*Due to rounding, some percentages may not total 100%
¹⁴ In FY2022, we created new breakdown workforce levels to illustrate a better representation of all levels and ensure all employees are included in the data
¹⁵ For FY2022, the metric includes IT, R&D, Engineering and Finance

Appendix





ENVIRONMENTAL DATA

PRODUCTION (Short Tons)	FY2020	FY2021	FY2022
Production Volume	6,315,431	7,390,438	5,469,520

WASTE (SHORT TONS) ¹	FY2020	FY2021	FY2022
Total Waste Generated	44,654.3	153,758.4	31,280.3
Waste to Landfill	17,700.9	5,378.2	15,389.6
Waste Diverted From Landfills	23,593.7	140,510.9	2,025.2
Hazardous Waste Generated	3,359.7	3,648.8	3,481.8
Waste Intensity (per Production Ton)	–	0.02	0.01

WATER USE (Megaliters) ²	FY2020	FY2021	FY2022
Purchased Water	234.7	606.9	618.6
Well Water	837.1	2,591.1	938.7
Total Water Withdrawals	1,071.8	3,198.0	1,557.3
Water Withdrawal Intensity (Megaliters per Production Ton)	0.00017	0.00043	0.00028
Treated Wastewater Discharged ³	2.7	7.3 ⁴	3.6
Water Recycled and Reused ⁵	25.8	16.6	8.0

GHG EMISSIONS (MT CO ₂ e)	FY2020	FY2021	FY2022
Scope 1 (CO ₂ e)	63,048	57,481	82,778
Scope 2, Location-Based (CO ₂ e)	47,895	55,018	60,813
Emissions Intensity (MT CO ₂ e per Production Ton)	0.02	0.02	0.03

ENERGY (GJ)	FY2020	FY2021	FY2022
Total Energy Use	1,435,015	1,465,221	1,895,467
Energy Intensity (GJ per Production Ton)	0.23	0.20	0.35

AIR EMISSIONS (kg) ⁶	FY2020	FY2021	FY2022
NO _x	11,412.3	13,798.3	12,503.4
SO _x	72.6	81.6	75.2
Particulate Matter (PM)	20,130.3	21,944.8	16,438.2
Volatile Organic Compounds (VOCs)	–	2,068.4	1,909.72

¹ In FY2020, 95% of sites reported waste data. FY2021 data includes greater than 95% of all sites reporting some type of waste data. In FY2022, 91.9% of sites reported waste data.

² Organization-wide including corporate offices. In FY22, 56.76% of sites reported purchased water data and 25.68% of sites using well water reported data. In FY21, 52.7% of sites reported purchased water data and 17.6% of sites using well water reported data. This represents 60.8% of sites reporting water data in FY21. In FY20, 50% of sites reported purchased water data and 46.6% of sites using well water reported data. This represents 72.4% of sites reporting water data in FY20.

³ FY2020 and FY2021 includes data from the Marysville plant. FY2022 includes Ft. Madison, Santa Rosa, and Marysville plants.

⁴ In our 2022 Corporate Responsibility Report, which addressed FY21 updates, we erroneously reported FY2021 Wastewater as 243.2 megaliters instead of 7.31 megaliters. Due to a calculating error, we identified that sanitary wastewater metrics were mistakenly included, thus overreporting this number significantly. We have corrected this and have restated the amount in this year's Corporate Responsibility Report.

⁵ FY2020 includes data from Marysville, Jackson and Ft. Madison plants. FY2021 and FY2022 includes data from the Marysville and Ft. Madison plants.

⁶ Air emissions are collected and reported on a calendar year basis. ScottsMiracle-Gro is sharing the air emissions from our Marysville, Ohio, Title V facility. The total air emissions disclosed in this report do not rise to the level of reportability for the U.S. EPA, but represent our company's tracking and estimation of this data.

ENVIRONMENTAL FINES & SETTLEMENTS

ISSUING AGENCY	LOCATION	DATE	AMOUNT OF FINE	DESCRIPTION
California Department of Pesticide Regulation	California	March 2022	\$31,616.05	The California Department of Pesticide Regulation alleged Hawthorne Hydroponics LLC sold two unregistered pesticides into California between October 1, 2016 and November 30, 2017, in violation of California Food and Agricultural Code section 12993. Hawthorne admitted to selling the products into California during the relevant time period, but did not admit that any such sale constituted a violation. The Parties agreed to settle the case for the amount indicated.
California Air Resources Board	California	June 2022	\$172,000	The California Air Resources Board alleged Hawthorne Hydroponics LLC violated the California Consumer Products Regulations (Cal. Code Regs., tit.17,\$94512(a)), by selling a product that unintentionally exceeded the applicable Volatile Organic Compound (VOC) limit and failing to display the date of manufacture. The Parties agreed to the stated penalty, a portion of which was paid to the Asthma Impact Model - Kern County Phase 2 project.

PRODUCT RECALLS OR WITHDRAWALS

PRODUCT NAME	REASON FOR RECALL OR WITHDRAWAL	DATE	NUMBER OF UNITS RECALLED OR WITHDRAWN
	There were no product recalls in FY22		

ABOUT OUR DATA

The data in this report represents our most recent efforts at collecting our ESG data for our FY2022. As we evolve our sustainability programs, our goal is to continue improving our data collection practices. In this report, we include data from the operations of our North American consumer products businesses, including the Hawthorne Gardening Company and AeroGarden.

We use widely accepted sustainability reporting standards to collect and analyze our environmental data. Primarily, we follow the recommendations of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) in preparing this report. We follow the guidance of the GHG Protocol in preparing our Scope 1 and 2 greenhouse gas emissions calculations.

In FY2020, we fully integrated Hawthorne into our operations and supply chain data collection processes. This report includes Hawthorne and AeroGarden data, in addition to our North America consumer business, unless otherwise noted. We use intensity metrics to demonstrate performance with consideration for production volume, which allows for a more complete view of our Water, Energy and Emissions data despite any changes in our operations on a year-by-year basis.

While we have made every effort to collect data from all of our sites, in some cases, we were not able to obtain data for our FY2022. Where relevant, we note the percentage of site participation alongside data throughout the report. We continue to improve the quality and breadth of our environmental data collection, including the systems and processes for recording and analyzing this data.



SOCIAL DATA

HEALTH AND SAFETY	FY2020	FY2021	FY2022
Number of Lost Time Incidents	52	80	37
Total Number of Recordable Injuries	114	182	115
Total Number of Injuries	430	547	553
Total Number of Fatalities	0	0	0
Fatality Rate: Direct Employees	0%	0%	0%
Fatality Rate: Contract Employees	0%	0%	0%
Total Incident Rate	1.7	2.28	1.53
Total Lost Time Rate	0.8	1	0.49

PEOPLE*	FY2020		FY2021		FY2022	
HEADCOUNT						
Total Regular Associates	5,925		7,245		6,094	
WORKFORCE LEVELS ⁷	Number	Percent	Number	Percent	Number	Percent
Hourly	4,029	68%	4,883	67%	4,016	66%
Coordinator/Clerk/Analyst/Specialist	-	-	-	-	452	7%
Senior Analyst/Senior Specialist	-	-	-	-	397	7%
Supervisor/Manager	-	-	-	-	1,017	17%
Director	-	-	-	-	153	3%
VP/SVP	-	-	-	-	53	1%
EVP/COO/CEO	-	-	-	-	6	0.09%

PEOPLE*	FY2020		FY2021		FY2022	
WORKFORCE AGE	Number	Percent	Number	Percent	Number	Percent
30 Years of Age and Under	1,337	23%	1,809	25%	1,307	21%
31-50 Years of Age	2,734	46%	3,345	46%	2,854	47%
51 Years of Age and Over	1,854	31%	2,091	29%	1,933	32%
TOTAL WORKFORCE GENDER	Number	Percent	Number	Percent	Number	Percent
Female	1,398	24%	1,839	25%	1,451	24%
Male	4,522	76%	5,340	74%	4,517	74%
Not Declared	5	0%	66	1%	126	2%

*Due to rounding, some percentages may not total 100%.
⁷ In FY2022, we created new breakdown workforce levels to illustrate a better representation of all levels and ensure all employees are included in the data

PEOPLE*	FY2020		FY2021		FY2022	
WORKFORCE GENDER: SALARIED EMPLOYEES	Number	Percent	Number	Percent	Number	Percent
Female	639	34%	886	38%	751	36%
Male	1,255	66%	1,450	61%	1,284	62%
Not Declared	2	0%	26	1%	43	2%
WORKFORCE GENDER: SALARIED, DIRECTOR AND BELOW	Number	Percent	Number	Percent	Number	Percent
Female	623	34%	865	38%	732	36%
Male	1,202	66%	1,392	61%	1,246	62%
Not Declared	2	0%	25	1%	41	2%
LEADERSHIP GENDER (VP, SVP, AND EVP)	Number	Percent	Number	Percent	Number	Percent
Female	16	23%	21	26%	19	32%
Male	53	77%	56	72%	38	64%
Not Declared	0	0%	1	1%	2	3%
WORKFORCE DIVERSITY: SALARIED EMPLOYEES	Number	Percent	Number	Percent	Number	Percent
Minority	148	8%	213	9%	198	12%
White	1,370	72%	1,645	70%	1,412	87%
Not Declared	378	20%	491	21%	5	0.3%
WORKFORCE DIVERSITY: LEADERSHIP (VP, SVP AND EVP)	Number	Percent	Number	Percent	Number	Percent
Minority	4	6%	5	6%	4	7%
White	59	86%	62	79%	48	84%
Not Declared	6	9%	11	14%	5	9%



SOCIAL DATA CONTINUED

PEOPLE*	FY2020		FY2021		FY2022	
GENDER DIVERSITY IN MANAGEMENT POSITIONS	Number	Percent	Number	Percent	Number	Percent
Females in All Management Positions	-	-	-	30%	-	30%
Females in Junior Management Positions	-	-	-	22%	-	20%
Females in Top Management Positions	-	-	-	20%	-	31%
Females in Management Positions in Revenue-Generating Functions	-	-	-	15%	-	23%
Females in STEM-related Positions ⁸	-	-	-	27%	-	36%
TOTAL WORKFORCE DIVERSITY	Number	Percent	Number	Percent	Number	Percent
Minority (Total)	850	14%	1,501	21% ⁹	1,266	21%
American Indian or Alaska Native ¹⁰				0.6%		0.5%
Asian	-	-	-	2.4%	-	1.8%
Black or African American	-	-	-	6.3%	-	6.4%
Hawaiian or Pacific Islander				0.7% ¹¹		0%
Hispanic or Latino	-	-	-	9.1%	-	10.4%
Two or more Races ¹²	-	-	-	1.7%	-	1.4%
Other ¹³	-	-	-	-	-	0.3%
White	3,144	53%	3,642	50%	3,178	52%
Not Declared ¹⁴	1,931	33%	2,101	29%	1,650	27%

* Due to rounding, some percentages may not total 100%.
⁸ Prior to FY2022, this metric only included IT and Research and Development. For FY2022, the metric includes IT, R&D, Engineering and Finance.
⁹ This includes American Indian or Native Alaskan, Asian, Black or African American, Hawaiian or Pacific Islander, Hispanic or Latino, and Two or more Races.
¹⁰ Prior to FY2022, this metric was called 'Indigenous or Native'.
¹¹ Prior to FY2022, this metric was included in the 'Other' calculation.
¹² Prior to FY2022, this metric was included in the 'Other' calculation.
¹³ In the 2022 Corporate Responsibility Report, the 'Other' calculation included 'Not Declared', 'Hawaiian or Pacific Islander', and 'Two or more Races'. In this year's Corporate Responsibility report we have replaced the 31.4% 'Other' calculation with additional ethnicity workforce levels to illustrate a better representation of our workforce diversity.
¹⁴ Prior to FY2022, this metric was included in the 'Other' calculation.

REGIONAL PEOPLE DATA	FY2020	FY2021	FY2022
HOURLY EMPLOYEES BY REGION	Number	Number	Number
Canada	-	-	462
China	-	-	0
Netherlands	-	-	0
United Kingdom	-	-	0
United States of America	-	-	3,554
SALARIED EMPLOYEES BY REGION	Number	Number	Number
Canada	-	-	171
China	-	-	35
Netherlands	-	-	65
United Kingdom	-	-	2
United States of America	-	-	1,805
VP AND ABOVE EMPLOYEES BY REGION	Number	Number	Number
Canada	-	-	1
China	-	-	0
Netherlands	-	-	1
United Kingdom	-	-	0
United States of America	-	-	57
TOTAL EMPLOYEES BY REGION	Number	Number	Number
Canada	-	-	633
China	-	-	35
Netherlands	-	-	65
United Kingdom	-	-	2
United States of America	-	-	5,359



SOCIAL DATA CONTINUED

HUMAN CAPITAL MANAGEMENT	FY2020		FY2021		FY2022	
TRAINING AND DEVELOPMENT	Hours		Hours		Hours	
Average Hours per FTE of Training and Development	-		65.72		79.25	
Average Hours per Female FTE of Training and Development	-		69.47		89.1	
Average Hours per Male FTE of Training and Development	-		64.47		76.06	
COLLECTIVE BARGAINING AGREEMENTS	Percent		Percent		Percent	
Employees covered by Collective Bargaining Agreements	-		4%		-	
MINIMUM HOURLY WAGE						
	\$15/HOUR		\$15/HOUR		\$15/HOUR	
TALENT ATTRACTION & RETENTION	FY2020		FY2021		FY2022	
EMPLOYEE HIRES	Number	Rate	Number	Rate	Number	Rate
Total New Employee Hires	-	-	4,076	-	2,460	
Total New Employee Hires – Female	-	-	1,078	-	544	
Total New Employee Hires – Male	-	-	2,921	-	1,721	
Total New Employee Hires – Under 30	-	-	1,891	-	1,023	
Total New Employee Hires – 30-50	-	-	1,528	-	862	
Total New Employee Hires – Over 50	-	-	657	-	575	
Total New Employee Hires – U.S	-	-	3,707	-	2,138	
Total New Employee Hires – Canada	-	-	335	-	290	
Percentage of Open Positions Filled by Internal Candidates (Internal Hires)	-	-	-	18.72%		26.06%

TALENT ATTRACTION & RETENTION	FY2020		FY2021		FY2022	
EMPLOYEE TURNOVERS	Number	Rate	Number	Rate	Number	Rate
Total New Employee Turnovers	-	-	2,762	20.68%	3,600	26.70%
Total New Employee Turnovers – Female	-	-	640	19.47%	930	27.73%
Total New Employee Turnovers – Male	-	-	2,104	21.03%	2,538	25.36%
Total New Employee Turnovers – Under 30	-	-	1,242	38.55%	1,339	41.38%
Total New Employee Turnovers – 30-50	-	-	945	15.42%	1,392	22.16%
Total New Employee Turnovers – Over 50	-	-	575	14.23%	869	21.32%
Total New Employee turnovers – U.S	-	-	2,462	20.97%	3,215	26.77%
Total New Employee Turnovers – Canada	-	-	277	19.83%	351	25.19%
Voluntary Employee Turnover Rate	-	-	-	12.20%	-	12.85%

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION OR DIRECT RESPONSE
GRI 2: General Disclosures 2021		
THE ORGANIZATION AND ITS REPORTING PRACTICES		
GRI 2: General Disclosures 2021	2-1 Organizational Details	The Scotts Miracle-Gro Company Publicly traded company 14111 Scottslawn Road, Marysville, OH 43041 United States, Canada, the Netherlands and China
	2-2 Entities included in the organization's sustainability reporting	2022 Form 10-K, p. 2-8, 32-33, 69
	2-3 Reporting period, frequency, and contact point	Sustainability Reporting Period: October 1, 2022 - September 30, 2023; Annual reporting cycle Financial Reporting Period: October 1, 2022 - September 30, 2023 Sustainability Report Publication Date: June 21, 2023 Katherine Dickens - Director, ESG & Social Impact (sustainability@scotts.com)
	2-4 Restatements of information	2023 CR Report, Our Approach to ESG > ESG Focus Areas and Goals, p. 17 and p. 17 2023 CR Report, Operating Sustainably > Water, p. 30 2023 CR Report, Appendix > Social Data > Total Workforce Diversity, p. 55
	2-5 External Assurance	The company is not seeking assurance for this year's sustainability report.
ACTIVITIES AND WORKERS		
GRI 2: General Disclosures 2021	2-6 Activities, value chain, and other business relationships	Retail, Cannabis, Consumer Goods, Chemical 2023 CR Report, Who We Are > About ScottsMiracle-Gro, p. 6 2022 Form 10-K, p. 2-8
	2-7 Employees	2023 CR Report, Appendix > Social Data, p. 54
GOVERNANCE		
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10 2023 Form DEF14A, p. 3-17
	2-10 Nomination and selection of the highest governance body	2023 Form DEF14A, p. 3-18
	2-11 Chair of the highest governance body	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10 2023 Form DEF14A, p. 3-6, 8
	2-12 Role of the highest governance body in overseeing the management of impacts	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10; Nominating and Governance Committee Charter; Innovation and Technology Committee Charter
	2-13 Delegation of Responsibility for managing impacts	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10 Nominating and Governance Committee Charter; Innovation and Technology Committee Charter

Statement of Use: ScottsMiracle-Gro has reported with reference to the GRI Standards for the period October 1, 2022 – September 30, 2023.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION OR DIRECT RESPONSE
GRI 2: General Disclosures 2021		
GOVERNANCE		
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10 Nominating and Governance Committee Charter; Innovation and Technology Committee Charter
	2-15 Conflicts of interest	2022 Form 10-K, p. 9-21 2023 Form DEF14A, p. 3-13 Code of Business Conduct & Ethics, p. 15
	2-16 Communication of critical concerns	2023 Form DEF14A p. 18
	2-17 Collective knowledge of the highest governance body	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10
	2-18 Evaluation of the performance of the highest governance body	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10 Nominating and Governance Committee Charter; Innovation and Technology Committee Charter
	2-19 Remuneration policies	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10 2023 Form DEF14A, p. 18-39
	2-20 Process to determine remuneration	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10 2023 Form DEF14A, p. 18-39 Form 8-K
	2-21 Annual total compensation ratio	2023 Form DEF14A, p. 49
STRATEGY, POLICIES AND PRACTICES		
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	2023 CR Report, CEO Letter > Letter from Leadership, p. 4
	2-23 Policy Commitments	Our Position on Human Rights Code of Business Conduct & Ethics
	2-24 Embedding policy commitments	Our Position on Human Rights Code of Business Conduct & Ethics 2023 CR Report, Our Approach to ESG > Governance, Compliance, p. 10
	2-26 Mechanisms for seeking advice and raising concerns	Our Position on Human Rights Code of Business Conduct & Ethics
	2-27 Compliance with laws and regulations	2022 Form 10-K p. 6, 22, 46, 105
	2-28 Membership associations	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10
STAKEHOLDER ENGAGEMENT		
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10
	2-30 Collective bargaining agreements	2023 CR Report, Appendix > Social Data, p. 54



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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION OR DIRECT RESPONSE
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2023 CR Report, Our Approach to ESG > Materiality and Goals, p. 12
	3-2 List of material topics	2023 CR Report, Our Approach to ESG > Materiality and Goals, p. 12
Strategic Focus Area: Product Stewardship & Safety		
PRODUCT STEWARDSHIP		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 CR Report, Innovative Products, p. 18
		2023 CR Report, Our Approach to ESG > ESG Focus Areas and Goals, p. 15 2023 CR Report, Innovative Products > Research and Development, p. 19 2023 CR Report, Innovative Products, p. 18
PRODUCT SAFETY AND PERFORMANCE		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 CR Report, Innovative Products, p. 18
		2023 CR Report, Our Approach to ESG > ESG Focus Areas and Goals, p. 15 2023 CR Report, Innovative Products, p. 18
CONSUMER SAFETY		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 CR Report, Innovative Products, p. 18 Appendix, p. 52
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	2023 CR Report, Innovative Products, p. 18 Appendix, p. 52
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	2023 CR Report > Appendix, p. 52
PACKAGING		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 CR Report, Innovative Products, p. 18 Operating Sustainably > Waste, p. 29
GRI 301: Materials 2016	301-1 Materials used by weight or volume	2023 CR Report, Appendix > Environmental Data, p. 53
	301-2 Recycled input materials used	2023 CR Report, Our Approach to ESG > ESG Focus Areas and Goals, p. 15 Innovative Products > Packaging, p. 23
Strategic Focus Area: Operations and Supply Chain		
SUPPLY CHAIN MANAGEMENT		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 CR Report, Our Approach to ESG > Governance > Supplier Code of Conduct, p. 8 Our Approach to ESG > Materiality and Goals > Materiality Assessment, p. 13 Our Approach to ESG > ESG Focus Areas and Goals, p. 15 Operating Sustainably > Suppliers, p. 33

Statement of Use: ScottsMiracle-Gro has reported with reference to the GRI Standards for the period October 1, 2022 – September 30, 2023.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION OR DIRECT RESPONSE
Strategic Focus Area: Operations and Supply Chain		
SUPPLY CHAIN MANAGEMENT		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2023 CR Report, Operating Sustainably > Suppliers, p. 33
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	2023 CR Report, Operating Sustainably > Suppliers, p. 33
	308-2 Negative environmental impacts in the supply chain and actions taken	2023 CR Report, Operating Sustainably > Suppliers, p. 33 2023 CR Report, Our Approach to ESG > Governance > Supplier Code of Conduct, p. 8
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	2023 CR Report, Operating Sustainably > Suppliers, p. 33
	414-2 Negative social impacts in the supply chain and actions taken	2023 CR Report, Operating Sustainably > Suppliers, p. 33 2023 CR Report, Our Approach to ESG > Governance > Supplier Code of Conduct, p. 8
EMISSIONS		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 CR Report, Operating Sustainably > Energy and Emissions, p. 32
Emissions	305-1 Direct (Scope 1) GHG emissions	2023 CR Report, Operating Sustainably > Energy and Emissions, p. 32 Appendix > Environmental Data, p. 53 Appendix > About Our Data, p. 53
	305-2 Energy indirect (Scope 2) GHG emissions	2023 CR Report, Operating Sustainably > Energy and Emissions, p. 32 Appendix > Environmental Data, p. 53 Appendix > About Our Data, p. 53
	305-4 GHG emissions intensity	2023 CR Report, Operating Sustainably > Energy and Emissions, p. 32 Appendix > Environmental Data, p. 53 Appendix > About Our Data, p. 53
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	2023 CR Report, Operating Sustainably > Energy and Emissions, p. 32 Appendix > Environmental Data, p. 53 Appendix > About Our Data, p. 53
ENERGY		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 CR Report, Operating Sustainably > Energy and Emissions, p. 32
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2023 CR Report, Operating Sustainably > Energy and Emissions, p. 32 Appendix > Environmental Data, p. 53 2022 CDP Response, C8.2a, p.23
	302-3 Energy intensity	2023 CR Report, Operating Sustainably > Energy and Emissions, p. 32 Appendix > Environmental Data, p. 53
	302-4 Reduction of energy consumption	2023 CR Report, Operating Sustainably > Energy and Emissions, p. 32

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Strategic Focus Area: Operations and Supply Chain		
CLIMATE CHANGE		
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 CDP Response
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	2022 CDP Response, Section 2
EFFLUENTS AND WASTE		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 CR Report, Innovative Products > Packaging, p. 23 Operating Sustainably > Waste, p. 29 Operating Sustainably > Water, p. 30 Appendix > Environmental Data, p. 53
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2023 CR Report, Operating Sustainably > Water, p. 30 Our Approach to ESG > Stakeholder Engagement > Water Stewardship, p. 11
	303-2 Management of water discharge-related impacts	2023 CR Report, Operating Sustainably > Water, p. 30
	303-3 Water withdrawal	2023 CR Report, Operating Sustainably > Water, p. 30 Appendix > Environmental Data, p. 53
	303-4 Water discharge	2023 CR Report, Operating Sustainably > Water, p. 30 Appendix > Environmental Data, p. 53
	303-5 Water consumption	2023 CR Report, Operating Sustainably > Water, p. 30 Appendix > Environmental Data, p. 53
GRI 306: Effluents and Waste 2016	306-1 Waste generation and significant waste related impacts	2023 CR Report, Operating Sustainably > Waste, p. 29 Appendix > Environmental Data, p. 53
	306-2 Management of significant waste-related impacts	2023 CR Report, Operating Sustainably > Waste, p. 29
	306-3 Waste generated	2023 CR Report, Operating Sustainably > Waste, p. 29 Appendix > Environmental Data, p. 53
	306-4 Waste diverted to disposal	2023 CR Report, Operating Sustainably > Waste, p. 29 Appendix > Environmental Data, p. 53
	306-5 Waste directed to disposal	2023 CR Report, Operating Sustainably > Waste, p. 29 Appendix > Environmental Data, p. 53

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION OR DIRECT RESPONSE
Strategic Focus Area: Associate Engagement and Wellness		
DIVERSITY AND EQUAL OPPORTUNITY		
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Form 10-K, p.7 2023 CR Report, Supporting Our People > Diversity and Human Rights, p. 45
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2023 CR Report, Supporting Our People > Diversity and Human Rights, p. 45 Supporting Our People > Associate Data, p. 51 Appendix > Social Data, p. 54; 2023 Form DEF14A, p. 4-13
TALENT ATTRACTION AND RETENTION		
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Form 10-K, p. 6-7 2023 CR Report, Supporting Our People, p. 43
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2023 CR Report, Appendix > Social Data, p. 54
	401-2 Benefits provided to full time employees that are not provided to temporary or part-time employees	2023 CR Report, Supporting Our People > Associate Benefits and LiveTotal Health, p. 48
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2023 CR Report, Operating Sustainably > Health and Safety, p. 27
	403-2 Hazard identification, risk assessment, and incident investigation	2023 CR Report, Operating Sustainably > Health and Safety, p. 27
	403-4 Worker participation, consultation, and communication on occupational health and safety	2023 CR Report, Operating Sustainably > Health and Safety, p. 27
	403-5 Worker training on occupational health and safety	2023 CR Report, Operating Sustainably > Health and Safety, p. 27
	403-6 Promotion of worker health	2023 CR Report, Operating Sustainably > Health and Safety, p. 27 Supporting Our People > Associate Benefits and LiveTotal Health, p. 48
	403-8 Workers covered by an occupational health and safety management system	2023 CR Report, Operating Sustainably > Health and Safety, p. 27
GRI 404: Training and Education 2016	403-9 Work-related injuries	2023 CR Report, Operating Sustainably > Health and Safety, p. 27 Supporting Our People > Associate Benefits and LiveTotal Health, p. 48
	404-1 Average hours of training per year per employee	2023 CR Report, Supporting Our People > Investing in Development, p. 49 Appendix > Social Data, p. 54
	404-2 Programs for upgrading employee skills and transition assistance programs	2023 CR Report, Supporting Our People > Investing in Development, p. 49
	404-3 Percentage of new employees receiving regular performance and career development reviews	2023 CR Report, Supporting Our People > Investing in Development, p. 49



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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION OR DIRECT RESPONSE
Strategic Focus Area: Community Engagement		
LOCAL COMMUNITIES		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 CR Report, Cultivating Strong Communities, p. 35
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2023 CR Report, Cultivating Strong Communities, p. 35
Strategic Focus Area: Governance and Transparency		
TRUST AND REPUTATION		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 CR Report, Our Approach to ESG, p. 7 Supporting Our People > Our Culture, p. 44
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2022 Form 10-K, p. 29-50
	201-3 Defined benefit plan obligations and other retirement plans	2022 Form 10-K, p. 7, 19, 82-88
	201-4 Financial assistance received from government	2022 Form 10-K, p. 29-50, 95-99
RESPONSIBLE CANNABIS		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10 Innovative Products > Consumer Education, p. 24 Innovative Products > Formulation, p. 22 Cultivating Strong Communities > Philanthropic Commitments, p. 36
		Goals and progress towards goals: 2023 CR Report, Our Approach to ESG > ESG Focus Areas and Goals, p. 15 Discussion: 2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10 Innovative Products > Consumer Education, p. 24 Cultivating Strong Communities > Philanthropic Commitments, p. 36
PUBLIC POLICY		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10
GRI 415: Public Policy 2016	415-1 Political Contributions	2023 CR Report, Our Approach to ESG > Governance, Stakeholder Engagement, p. 10

Statement of Use: ScottsMiracle-Gro has reported with reference to the GRI Standards for the period October 1, 2022 – September 30, 2023.

UN SDG ALIGNMENT



In 2022, we engaged a set of internal stakeholders to map our company's sustainability efforts to the United Nations Sustainable Development Goals (UN SDGs). Throughout this report, we have added SDG icons to the sections where our SDGs align with our current actions. We look forward to identifying ways to further align with the UN SDGs in the future.

SDG	GOAL	SMG'S CURRENT ALIGNMENT	LOCATION
	Ensure healthy lives and promote well-being for all at all ages	- Promotes mental and physical health and wellbeing of associates through the LiveTotal Health program - Promotes mental and physical health and wellbeing of community members by encouraging healthier lifestyles, creating community gardens, greenspaces and beautification projects, and supporting Pelotonia and the American Heart Association	2023 CR Report, Cultivating Strong Communities > Other Community Investments and Initiatives, p. 42
	Ensure availability and sustainable management of water and sanitation for all	- Engages in water stewardship, quality, quantity, conservation and protection efforts, supported by the National Partner Network - Promotes scientific innovation to help protect vital waterways and advocate for all Americans' right to safe and accessible water - Reduces and mitigates wastewater impacts, finds new ways to beneficially reuse wastewater	2023 CR Report, Operating Sustainably > Water, p. 30
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	- Promotes safe and secure working environments for all workers through occupational health and safety efforts outlined in the Health & Safety section of this report, Code of Business Conduct and Ethics, Supplier Code of Conduct and Human Rights Statement - Invests in associate growth and development, talent acquisition and innovation through R&D	2023 CR Report, Our Approach to ESG, p. 7 Operating Sustainably > Health & Safety, p. 27 Supporting Our People > Talent Acquisition, Investing in Development, p. 49
	Reduce inequality within and among countries	- Invests in fighting for reform to address complex racial, societal and economic inequalities tied to cannabis to create a more just and equitable industry - Engages in public policy efforts through political and lobbying contributions that promote a more just and equitable society	2023 CR Report, Cultivating Strong Communities > Hawthorne Social Justice Fund, p. 40
	Ensure sustainable consumption and production patterns	- Explores new and more sustainable ways to deliver products to customers through design optimization and improved packaging - Explores sustainable sourcing and recycling options to reduce plastic used in packaging, increase consumer brand packaging that can be recycled or reused, and increase recycled content in plastic packaging	2023 CR Report, Operating Sustainably > Packaging, p. 23 Operating Sustainably > Waste, p. 29

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SASB STANDARD TOPIC	CODE	ACCOUNTING METRIC	UNIT OF MEASURE	PAGE NUMBER(S), URL(S)
Table 1. Sustainability Disclosure Topics & Accounting Metrics				
GREENHOUSE GAS EMISSIONS				
Greenhouse Gas Emissions	RT-CH-110a.1	Gross global Scope 1 emissions	Metric tons (t) CO ₂ -e,	Operating Sustainably > Energy and Emissions, p. 32 Appendix > Environmental Data, p. 53
AIR QUALITY				
Air Quality	RT-CH-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x	Metric tons (t)	Operating Sustainably > Energy and Emissions, p. 32 Appendix > Environmental Data, p. 53
ENERGY MANAGEMENT				
Energy Management	RT-CH-130a.1	(1) Total energy consumed	Gigajoules (GJ),	Operating Sustainably > Energy and Emissions, p. 32 Appendix > Environmental Data, p. 53
WATER MANAGEMENT				
Water Management	RT-CH-140a.1	(1) Total water withdrawn	Thousand cubic meters (m ³)	Operating Sustainably > Water, p. 30 Appendix > Environmental Data, p. 53
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	Operating Sustainably > Water, p. 30
HAZARDOUS WASTE MANAGEMENT				
Hazardous Waste Management	RT-CH-150a.1	Amount of hazardous waste generated	Metric tons (t)	Operating Sustainably > Waste, p. 29 Appendix > Environmental Data, p. 53
COMMUNITY RELATIONS				
Community Relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	N/A	Our Approach to ESG > Governance, Stakeholder Engagement, p. 10 Cultivating Strong Communities, p. 35

SASB STANDARD TOPIC	CODE	ACCOUNTING METRIC	UNIT OF MEASURE	PAGE NUMBER(S), URL(S)
Table 1. Sustainability Disclosure Topics & Accounting Metrics				
WORKFORCE HEALTH AND SAFETY				
Workforce Health and Safety	RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Rate	Operating Sustainably > Health and Safety, p. 27 Appendix > Social Data, p. 54;
SAFETY & ENVIRONMENTAL STEWARDSHIP OF CHEMICALS				
Safety & Environmental Stewardship of Chemicals	RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	N/A	Innovative Products, p. 18
MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT				
Management of the Legal & Regulatory Environment	RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	N/A	Our Approach to ESG > Governance, Stakeholder Engagement, p. 10 Innovative Products > Regulatory Oversight p. 22
ACTIVITY METRIC				
Production by reportable segment	RT-CH-000.A	Production	Cubic meters (m ³) and/or metric tons (t)	Appendix > Environmental Data, p. 53



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