



TOGETHER WE HAVE
THE POWER TO WIN

2020

SUSTAINABILITY REPORT



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A MESSAGE FROM MATT FARRELL

We began in 1846 as a baking soda business. Today, we are a top-tier Consumer Products Company with a large portfolio of brands that consumers love, especially the ARM & HAMMER® brand with products containing baking soda.

We have a rich heritage of commitment to people and the planet, and there is overwhelming evidence that they need to be protected. One of the most significant risks that the world faces today relates to climate change. We have expanded this Report to address our governance, strategy, risk management and metrics and targets related to climate change.

We have long regarded ourselves as a friend of the environment. Over 100 years ago, we began using recycled materials in our cartons. We were the first U.S. manufacturer to remove phosphates from laundry detergent. We were the first and only corporate sponsor of the first Earth Day in 1970. Today, the equivalent of 100% of our direct operations' global electricity needs are offset with renewable sources.

We take great pride in fostering an enduring culture of doing well by doing good. By focusing on making meaningful contributions to society, in addition to generating shareholder value, we create a stronger, more resilient company while contributing to a better world.

Church & Dwigthers are goal-oriented people. To create a compass for our sustainability program, we have established aggressive goals for ourselves. Our corporate sustainability and ESG goals include improving the sustainability profile of our products (packaging and ingredients), positively impacting our employees and the communities where we operate and reducing our environmental footprint. We are reducing our environmental footprint by increasing renewable energy usage, reducing water and greenhouse gas emissions, and reducing solid waste to landfills.

Our top sustainability goal is to achieve carbon neutrality for global operations owned and controlled by us by the end of 2025. To achieve carbon neutrality, we have partnered with the Arbor Day Foundation to plant millions of trees in the Mississippi River Valley. Trees remove carbon dioxide from the atmosphere and emit life-sustaining oxygen. We offset greater than 65% of the carbon dioxide that we emit today.

We have a roadmap to meet our goals, and I'm pleased to report that we are well on our way. Take a look at the "Progress At A Glance" section (page 4) to see how we are tracking against all of our sustainability and ESG goals. In 2020, our continued progress earned public recognition, including the 2020 Newsweek's Most Sustainable Companies list, the EPA's Green Power Partnership Top 100 list, the

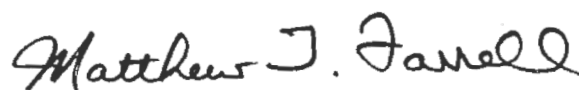
2020 Forbes Magazine: Americas Best-in-State Employer Award and the FTSE4Good Index Series.

Since early 2020, we and the world have faced a new challenge with COVID-19. We have more than 5100 employees at over 30 sites around the world. The safety of our employees has been and continues to be our top priority. We follow the guidelines established by the CDC including conducting routine temperature checks as you enter our locations, deep cleaning of workspaces between shifts, working in self-contained pods where possible and ensuring social distancing. In many situations, our employees have worked remotely since the COVID-19 pandemic began. We continue to work through this challenging environment and I'm confident we will emerge as a much stronger and more sustainable company.

In 2020, several incidents of racial injustice, especially the death of George Floyd, ignited an outcry against decades of racial inequality in the United States. The need for diversity, equity and inclusion in society and in the workplace has been magnified. We have expanded this Report to address our goals, programs and commitments regarding Diversity, Equity & Inclusion. Diversity is a strength and makes us better. We are dedicated to maintaining a culture of belonging at Church & Dwight.

In partnership with the Church & Dwight Employee Giving Fund, Inc. (EGF), an employee-run giving program that primarily supports charitable organizations in New Jersey and Eastern Pennsylvania, we match employee donations dollar-for-dollar. In 2020, the EGF contributed \$1.1 million to 185 deserving organizations in a variety of areas. The EGF is another example of how our employees engage in local causes in which they have a personal interest. To date, the EGF has contributed over \$14 million to charitable organizations in the U.S..

Please read this Report to see the progress we have made over the past year to make Church & Dwight a better company.



Matthew T. Farrell
President and Chief Executive Officer



PROGRESS AT A GLANCE



OUR BRANDS



VITAFUSION brand team reached its goal of planting over **200,000 fruit trees** in underserved communities.

FIRST RESPONSE brand team partnered with Every Mother Counts to support Birth Justice, generating close to **\$150,000 that will benefit underserved pregnant and childbearing women.**



TROJAN brand team **donated more than one million condoms** to health departments across the U.S. in partnership with the National Coalition of STD Directors.



ARM & HAMMER brand team joined with the Arbor Day Foundation to celebrate the 50th anniversary of Earth Day giving away **over 25,000 tree seedlings and 100,000 wildflower seed cards.**



PRODUCTS

Achieved 100% Ingredient Disclosure on pack or on-line world-wide.



Removed 97.9% of Chemicals of Concern from our global portfolio.



PACKAGING

Achieved nearly **100% Certified or Recycled paperboard** across global primary and secondary packaging.



Joined the U.S. Plastics Pact to support recycling and a circular economy.

Continued to grow the number of our products with How2Recycle tile for consumer education.



EMPLOYEES & COMMUNITIES

Implemented and maintained protocols across all our global locations to ensure the safety of our employees and provided enhanced support and benefits during the COVID-19 pandemic.



Launched an employee led Global Diversity & Inclusion Council and strategy within Talent Acquisition, Conscious Inclusion, Community Outreach and How We Run the Business.

Contributed approximately \$4.8 million to our communities through donations of products, face coverings, hand sanitizer, supporting food banks and gift certificates for employees to support local food establishments.



RESPONSIBLE SOURCING



Approximately **97% of our palm oil** derivative traceable back to the mills.

Increased our support of certified diverse suppliers.



ENVIRONMENT



Achieved an A- and A score on CDP's Climate and Forests Reporting.

Metrics for energy use, water use, waste, and GHG were decreased



when normalized to production.



Greater than **32,000,000 pounds of waste material** was recycled or beneficially reused.



CLIMATE CHANGE



Energy use and water intake were down -2% and -3%.

Energy per MM lbs product shipped **-10%.**



Onsite solar panels installation in New Plymouth, NZ for **50% of electricity needs.**



ABOUT CHURCH & DWIGHT CO., INC.

We were founded in 1846 and incorporated in Delaware in 1925.

We develop, manufacture and market a broad range of consumer household, personal care and specialty products focused on animal and food production, chemicals and cleaners.

We operate in three principal segments: Consumer Domestic, Consumer International and our Specialty Products Division. In addition to the information below, our Annual Report on **Form 10K** for the fiscal year ended December 31, 2020 provides more information on our three principal segments.

Our consumer products marketing efforts are focused principally on our 13 “power brands.” These well-recognized brand names include ARM & HAMMER® baking soda, cat litter, laundry detergent, carpet deodorizer and other baking soda based products; TROJAN® condoms, lubricants and vibrators; OXICLEAN® stain removers, cleaning solutions, laundry detergents and bleach alternatives; SPINBRUSH® battery-operated toothbrushes; FIRST RESPONSE® home pregnancy and ovulation test kits; NAIR® depilatories; ORAJEL® oral analgesic; XTRA® laundry detergent; L’IL CRITTERS® and VITAFUSION® gummy dietary supplements for children and adults, respectively; BATISTE® dry shampoo; WATERPIK® water flossers and showerheads; FLAWLESS® products; and ZICAM® cold remedy products.

POWER BRANDS



- Headquartered in Ewing, NJ
- 2020 net sales of \$4,895.8MM
- 2020 Total Shareholder Return of 25.5%
- 5,108 employees
- Publicly traded on New York Stock Exchange (CHD)

We sell our consumer products under a variety of brands

through a broad distribution platform that includes supermarkets, mass merchandisers, wholesale clubs, drugstores, convenience stores, home stores, dollar and other discount stores, pet and other specialty stores and websites and other e-commerce channels, all of which sell our products to consumers.

Our specialty products are sold to industrial customers, livestock producers and through distributors.

With our joint-venture partner, we distribute ARMAKLEEN® water-based cleaners that offer a more effective and environmentally responsible way to remove grease, oil, rust, paint, ink, adhesives and other coatings from most metal and plastic surfaces.

Our Consumer International Business markets a variety of personal care, household and over-the-counter products in international markets, including Australia, Canada, France, Germany, Mexico and the United Kingdom, and in more than 130 global export markets around the world, including China and Japan. We manage over 60 brands in international markets, including some of our U.S. power brands such as ARM & HAMMER, BATISTE, NAIR, OXICLEAN, TROJAN, L'IL CRITTERS, SPINBRUSH, WATERPIK, FLAWLESS and VITAFUSION.

ACQUISITIONS / DIVESTITURES

On December 1, 2020, we acquired the ZICAM brand, which was subsequently merged with and into Church & Dwight effective December 31, 2020. There were no divestitures in 2020.



Business Segment:	Consumer Domestic	Consumer International	Specialty Products
Description:	Household and personal care products	Primarily personal care products for international markets	Animal and food production products, bulk sodium bicarbonate and specialty cleaning products
2020 Net Sales:	\$3,767.6 M	\$828.2 M	\$300.0 M



OUR COMPANY, OUR EMPLOYEES, OUR COMMUNITY SUPPORT

OUR COMPANY, OUR EMPLOYEES

Safety is always our #1 priority. We follow government safety guidelines in our plant operations, laboratories and offices by providing face coverings and hand sanitizer, conducting routine temperature checks as you enter our locations, deep cleaning of workspaces between shifts, working in self-contained pods where possible and ensuring social distancing. In many situations, our employees have worked remotely since the COVID-19 pandemic began.

OUR RESPONSE TO THE COVID-19 PANDEMIC

Our success in managing through the COVID-19 pandemic demonstrates our belief in action: Together We Have the Power to Win. From the start of the pandemic, we have implemented and maintained COVID protocols across all our global locations to ensure the safety of our employees and help our communities.

Early during the COVID-19 pandemic, our employees immediately figured out how to help by producing hand sanitizer in our Folkstone, UK plant and face shields in our research and development (R&D) operation. Our supply chain employees continued to keep operations running while ensuring our high-demand products were manufactured and shipped for our consumers. Our R&D employees continued to work diligently to make our existing and new products available to even more consumers around the world. Corporate employees worked remotely, leveraging technology to stay in touch and collaborate effectively.

We communicated frequently to all employees about the impacts, protocols and our relatively low number of cases and transmission. We shared monthly tips and made sure employees knew about enhancements to benefits and how to seek help through our Employee Assistance Program. There were no employee layoffs due to the COVID-19 pandemic.

In recognition of our strong performance in 2020 and the extraordinary contributions of our employees during 2020, the Compensation & Organization Committee of our Board of Directors approved a 10 percent increase in the annual bonus payouts under our Annual Incentive Plan to our front-line manufacturing and supply chain employees globally.

The Committee also authorized one-time cash bonuses of \$1,200 to front-line manufacturing and supply chain employees and \$600 to all other employees below the executive vice president level. In addition, our non-salaried front-line hourly plant employees in the U.S. received an additional 10 percent increase in the profit sharing contribution made by us to each employee under our Savings and Profit Sharing Plan for Hourly Employees.

None of our employees at the level of executive vice president or our CEO received the additional 10 percent payout under the Annual Incentive Plan, one-time cash bonuses or increased contribution under the profit sharing plan. We also ensured that employees had access to company-sponsored health insurance, assumed full cost of coverage for COVID-related testing and treatment, and provided additional tools and resources to support the health and emotional wellness of our employees and their families under the company-sponsored benefit plans.



OUR COMMUNITY SUPPORT

Since the onset of the COVID-19 pandemic we have contributed approximately \$4.8 million to our communities through product donations, delivering masks, hard surface sanitizers and hand sanitizers to hospitals and emergency services where we live and operate, donating to local food banks, and supporting local food establishments by purchasing gift certificates. Early on in the pandemic and at a time of great need, we were able to purchase and then donate 200,000 surgical masks.

→ 240,000+

Masks, gloves and face shields donated to support our Healthcare Heroes in seven countries, 22 Church & Dwight locations and 23 hospitals/emergency management operations

→ \$1.6MM+

Product donations to those in need

→ \$100,000+

Donated to local food pantries & animal shelters in the communities where our employees work and live

We donated 1,000 cases of our DARK PROTECT® liquid laundry booster to first responders to help them keep their uniforms clean and looking like new when the need was greatest at the height of COVID-19. Recipients included local fire fighters, nurses, postal workers and police officers.

Our Church & Dwight Employee Relief Fund (ERF) lent a helping hand to those of our employees who experienced financial hardship due to the COVID-19 pandemic by issuing tax-free qualified disaster payments up to \$5,000.

Our OXICLEAN and ARM & HAMMER brand teams donated laundry supplies and toothbrushes to areas hard hit by hurricanes.

This was done in partnership with Jennie Finch, World Champion Softball Pitcher and ARM & HAMMER Ambassador, just in time for the holiday season.

Our Mason City, Iowa plants donated an 'ultra-cold freezer' to Mercy One North Iowa Medical Center.

These freezers are needed to store many types of medicines, including the vaccines for COVID-19. The freezers were difficult, if not impossible, to source and very expensive when they could be found. The hospital was so thrilled to receive this very needed freezer.

Our VIVISCAL brand team donated \$100,000 to help stylists and beauty professionals enduring financial hardships as a result of the COVID-19 pandemic. In partnership with the Professional Beauty Association (PBA), they donated a portion of sales from Viviscal.com to PBA's COVID-19 Relief Fund, aiding licensed beauty professionals who have not been able to work or are experiencing financial pressure due to the COVID-19 pandemic.



Our TROJAN brand team helped direct the sexual health conversation during the COVID-19 pandemic.

To drive awareness of the risks of COVID-19, our brand team began a campaign to educate consumers and provide them with information from the NYC Department of Health about safe sex guidelines during the COVID-19 pandemic. By amplifying “CORONAVIRUS AND SEX: WHAT TO KNOW” on the brand website and social media, we encouraged couples to stay home and stay safe during the COVID-19 pandemic. The brand team also launched “Rising Time,” a 69-page cookbook designed to remind couples quarantining together that baking can be a fun and sexy way to spend some time. As part of the release of the free book, the TROJAN brand team donated 50,000 meals to those in need in conjunction with Feeding America.

Our Employee Giving Fund recognized unprecedented need in our communities early on in the COVID-19 pandemic by donating \$100,000 in emergency relief to 30 food pantries and homeless shelters with high demand.

Our Montreal plant helped its local community by giving 4,000 masks to two local health institutions.

We are very proud and grateful for our front-line workers doing everything they can to keep our community safe.

At Church & Dwight, we are happy to do our part and contribute where we can.

**QUARANTINE
IS NO PLACE
FOR YOUR EX.**

**SEXT US,
INSTEAD**



OUR SUSTAINABILITY & ENVIRONMENTAL, SOCIAL AND GOVERNANCE (“ESG”) APPROACH

We place a high priority on operating in a responsible, respectful and ethical manner. The Church & Dwight Code of Conduct provides guidance on a broad array of business ethics and legal compliance topics. In addition, our Global Operations Guiding Principles set out the minimum standards we require of ourselves and our vendors to ensure:

- Compliance with ethical and applicable legal requirements
- Workers’ and labor rights are respected and protected
- Prevention of forced and child labor
- Working conditions are safe and the health and safety of workers is protected
- Workers are treated with respect and dignity
- Manufacturing processes are environmentally responsible
- Compliance with all applicable anti-corruption, anti-bribery and trade laws

Our operations are subject to federal, state, local and foreign laws, rules and regulations relating to environmental concerns. This includes air emissions, wastewater discharges, solid and hazardous waste management activities, and the safety of our employees. We take the steps necessary to comply with such regulations. These steps include periodic environmental and health and safety audits of our operations including R&D. These audits, conducted by independent firms with expertise in environmental, health and safety compliance, include site visits at each location, as well as a review of documentary information, to determine compliance with federal, state, local and foreign laws, rules and regulations. However, our environmental priorities extend beyond our compliance efforts.



6 CORE PILLARS OF SUSTAINABILITY



The following six pillars are the core focus of our sustainability efforts, and are identified with their corresponding primary ESG priorities:

OUR BRANDS

Delight consumers with our brands and contribute towards a more sustainable world (Environment and Social).



PRODUCTS

Provide safe and effective products for consumers & the environment (Environment and Social).



PACKAGING

Utilize consumer friendly & environmentally responsible packaging (Environment).



EMPLOYEES & COMMUNITIES

Embrace the principles of good corporate citizenship and social responsibility within the communities we can impact (Social).



RESPONSIBLE SOURCING

Improve our suppliers' environmental, labor, health & safety and ethical practices (Environment and Social).



ENVIRONMENT

Minimize environmental impact of our global operations, with a focus on increased renewable energy usage, reduced water consumption, greenhouse gas emissions and solid waste to landfills (Environment).



In 2020, our continued progress in key areas of sustainability earned recognition from various third parties including Newsweek's America's Most Responsible Companies Top 100 List, the EPA's Green Power Partnership Top 100 list, and the FTSE4Good Index Series, among others.



HOW WE GOVERN OUR SUSTAINABILITY & ESG APPROACH

Our governance focus includes the processes, resources and systems in support of our sustainability and ESG efforts, as well as our corporate governance, which is separate from our sustainability program and described in our Proxy Statement for our Annual Meeting of Stockholders under the caption “Sustainability and ESG”.

Our Corporate Issues Council (“The Council”), comprised of senior executives, subject matter experts and other representatives across various functions, guides the integration of sustainability and our ESG program with all parts of our business and drives continuous improvement in our sustainability approach and performance. The Council takes the lead in defining and implementing our sustainability strategies across the six pillars of our global sustainability program.

Our Board of Directors, acting principally through its Governance & Nominating Committee, oversees our sustainability and ESG efforts. That Committee facilitates Board oversight over all aspects of ESG, including those aspects covered by other committees. However, our Governance & Nominating Committee, Compensation & Organization, and Audit Committees each focus on specified areas of sustainability and ESG. Our Governance & Nominating Committee focuses primarily on governance, brands, products, packaging, responsible sourcing and environmental aspects of ESG, including climate change. Our Compensation & Organization Committee focuses on human capital matters, including diversity, equity and inclusion. Our Audit Committee focuses on our compliance and ethics program.

The Chair of our Governance & Nominating Committee reviews the status of our sustainability and ESG program with our Board of Directors at each regularly scheduled Board meeting, and supplements this review, from

time to time, as requested by our Board of Directors or as appropriate with respect to specific sustainability and ESG matters. Matters related to human capital, including diversity, equity and inclusion, are overseen by the Compensation & Organization Committee, and reported on to the Board by the Chair of that Committee.

In addition, our Executive Vice President and General Counsel, who is a member of The Council, meets quarterly with the Governance & Nominating Committee, together with subject matter experts from The Council, to review the health of our sustainability and ESG program, its priorities, and the status of execution against those priorities.

Our Independent Lead Director is responsible for ensuring that stockholder sustainability requests, recommendations and proposals are evaluated by the Governance & Nominating Committee, additional committees within the Board as appropriate, and then by the Board of Directors, if needed.



HOW WE ASSESS MATERIAL ISSUES

We use the standards and guidelines of the Global Reporting Initiative, Sustainability Accounting Standards Board industry specific standards and the Task Force on Climate-related Financial Disclosures to inform our sustainability and ESG disclosures. These disclosures are included in our Annual Report on Form 10-K ("Annual Report"), our Proxy Statement for our Annual Meeting of Stockholders and this Sustainability Report ("Report"). The "materiality" thresholds in those standards and guidelines may differ from the concept of "materiality" for purposes of the federal securities laws and disclosures required by the Securities and Exchange Commission's ("Commission") rules in our Annual Report.

The inclusion of sustainability and ESG disclosures in this Report and in our other filings with the Commission does not necessarily imply that we consider them to be material for purposes of the federal securities laws or the Commission's rules and regulations governing such disclosure.

Defining our material issues, including environmental matters and reputational risk, is an ongoing process overseen by The Council. The Council established the six pillars of our sustainability program (identified above) by collecting issues our various internal and external stakeholders expressed as sustainability priorities. The Council evaluates and ranks various risks and opportunities based on relative impact and likelihood, discusses the most significant sustainability issues, risks and opportunities we face, and determines which of our internal functions should be accountable for them. Our most material issues are listed in the table to the right, as well as an indication of whether the issue relates to our own operations, our upstream impacts in the supply chain, or our downstream impacts associated with customers and consumers.

Risk factors that we determined to be potentially material for us are reported in our **Annual Report**, which includes environmental matters and reputational risk.

Topic	Where do the impacts occur?		
	Upstream*	Operations	Downstream*
Our Brands Engaging with customers and consumers; integrating sustainability			✓
Products Safe ingredients; disclosure		✓	✓
Packaging Consumer-friendly and environmentally responsible	✓		✓
Employees & Communities Diversity & Inclusion, gender equality and employee health Community-enhancing philanthropy and outreach		✓	✓
Responsible Sourcing Suppliers' environmental, labor, health & safety and ethical practices Palm Oil Derivatives	✓		
Environment Energy and GHGs; Water & Waste	✓	✓	✓

*Upstream refers to the material inputs needed for production, and Downstream refers to where products get produced and distributed.

Certain of our business activities and the production of some of the materials used in our products, including petroleum based, agricultural and forest materials and the growing global demand for livestock products which is the focus of our Animal and Food Production business, can contribute to deforestation, climate change and reduction in biodiversity, and can adversely impact water quality and availability, people and communities. Climate change is, in turn, a threat to each of those activities. While we strive to minimize the environmental impact of our global operations, a potential loss in business could result from reduced demand for our products and loss of customers if we do not meet their expectations related to our efforts towards sustainability and fighting climate change. Refer to the Climate Change section of this Report for a discussion of climate change, our potential impacts and response.

HOW WE ENGAGE STAKEHOLDERS

We regularly receive communications and inquiries from our stakeholders regarding our sustainability practices. Stakeholder issues are included on the agenda for each of The Council's meetings, and sustainability issues raised by investors and other stakeholders are reviewed with the Board's Governance & Nominating Committee at each of its meetings.

Our customers continue to express interest in our performance with respect to climate impacts and mitigation, palm oil supply chain management, water use and social impacts in the supply chain. A segment of investors has also raised some of these topics. We respond to these requests by sharing information through the CDP Climate Change and CDP Forests Responses. The Responsible Sourcing and Environment sections of this Report include more detail about our management of these topics.

We work with our local communities to address concerns relating to our operations and engage with them through multiple channels including this Report, our filings with the Commission, our corporate website and one-on-one communications.



Stakeholder	Method of Engagement		Material Topics of Greatest Interest
Our Employees	<ul style="list-style-type: none"> Employee engagement surveys Corporate Town Hall meetings Quarterly CEO video message Digital signage and plant postings Plant meetings 	<ul style="list-style-type: none"> Plant management production walk through Intranet site Newsletters – SCOOP and Brand Buzz Social media postings Direct mailing 	Brands – Customer Engagement; Integrating Sustainability Products – Safe Ingredients Packaging Employees – D&I; Health & Safety Community Outreach Environment
Our Consumers	<ul style="list-style-type: none"> Consumer inquiries Consumer surveys Label claims, eco-logos, ingredient listing 	<ul style="list-style-type: none"> Social media postings Postings on company website 	Brands – Customer Engagement; Integrating Sustainability Products – Safe Ingredients; Disclosure Packaging
Our Retail Customers and Partners	<ul style="list-style-type: none"> Trade partner supplier expectations Commercial partner inquiries or surveys 	<ul style="list-style-type: none"> Meetings, conferences, presentations 	Brands – Customer Engagement; Integrating Sustainability Products - Disclosure Packaging Responsible Sourcing Environment
Our Peers and Suppliers	<ul style="list-style-type: none"> Peer benchmarking Supplier meetings 	<ul style="list-style-type: none"> Assessments and disclosure requests Trade meetings, conferences or presentations 	Products - Disclosure Packaging
Shareholders and Investor Groups	<ul style="list-style-type: none"> Direct inquiries and feedback Face-to-face meetings Investor conferences Individual communications (written, telephone or web-based) 		Brands – Customer Engagement Products – Safe Ingredients; Disclosure Packaging Employees – D&I; Health & Safety Environment – Energy and GHGs
Government and Regulatory Bodies	<ul style="list-style-type: none"> Monitoring of regulatory activity Face-to-face meetings 	<ul style="list-style-type: none"> Inspections and surveys 	Products – Safe Ingredients; Disclosure Employees – Health & Safety Environment – Regulatory Compliance
Non-Governmental Organizations (NGOs)	<ul style="list-style-type: none"> Direct inquiries and feedback Face-to-face meetings Reporting and disclosure expectations 		Products – Safe Ingredients; Disclosure Packaging Responsible Sourcing – Palm Oil Environment
Industry Trade Associations	<ul style="list-style-type: none"> Business association newsletters, updates or mailings Working groups Participation in boards, advisory councils 		Products - Disclosure Packaging Environment
Local Communities and Community Groups	<ul style="list-style-type: none"> Direct inquiries and feedback Face-to-face meetings Charitable donations Sharing of best practices 		Brands – Customer Engagement Community Outreach
Media	<ul style="list-style-type: none"> Direct inquiries and feedback Communications (written, telephone or web-based) 		Brands – Customer Engagement Community Outreach

In addition to the methods already outlined, we also connect with stakeholders through industry groups, associations and coalitions including the following:



visit website to learn more



visit website to learn more



visit website to learn more



visit website to learn more



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CLIMATE CHANGE

One of the most significant risks that the world faces today relates to climate change. While it is widely recognized that continued emission of greenhouse gases (GHGs) will cause further warming of the planet that could then lead to damaging economic and social consequences, the exact timing and severity of physical effects are difficult to estimate. At Church & Dwight, we recognize the need to reduce our carbon footprint. We are trying to do our part through resource efficiencies, business resilience, renewable energy use and a reduced carbon footprint. Our understanding of the full carbon footprint of our business continues to improve, as we develop more robust analyses and build upon our engagement opportunities throughout our operations.

The urgency of climate change requires us to rethink how we plan for the future. It pushes us to develop new business models, partnerships, solutions and products for a more resilient company. In 2020 we continued efforts to align our evaluation and reporting of our efforts to reduce our carbon footprint with the **Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)** to identify key climate risks and potential opportunities across our business. More detailed information on all of these topics is included in our CDP Climate Change Response. In 2020, Church & Dwight received an A- score on our CDP Climate Change Response, an improvement from a B score in 2019, and a recognition of the significant level of transparency and commitment behind our management of climate change impacts.

The following disclosures regarding governance, strategy, risk management and metrics and targets are intended to align with TCFD's recommended disclosure framework.



GOVERNANCE

The Governance & Nominating Committee of our Board of Directors oversees the environmental pillar of our sustainability and environmental, social, and governance (ESG) program, in addition to other aspects of ESG.

Through that Committee and our strategic planning process, the Board is actively engaged with our climate change strategy and supporting action plans and annual budgets and business plans, providing oversight and endorsement for our goal to be carbon neutral by 2025.

Our Corporate Issues Council (The Council) has direct management responsibility for our sustainability and ESG program, including our climate change strategy. The Council is comprised of senior executives, subject matter experts and other representatives across various functions. Our Executive Vice President and General Counsel, who is a member of The Council, meets quarterly with the Governance & Nominating Committee, together with subject matter experts from The Council, to review the health of our sustainability and ESG program, its priorities, and the status of execution against those priorities.

This framework for Board oversight is designed to facilitate the integration of sustainability risks, including climate change, into our overall strategic processes. The Council monitors climate-related issues such as emerging regulations, extreme weather and business continuity, and changing market forces on an ongoing basis.

We regularly receive communications and inquiries from our stakeholders regarding our sustainability practices and our management of climate-related issues, and this also informs our understanding of important areas to address. The Council evaluates and ranks various risks and opportunities based on relative impact and likelihood, discusses the most significant sustainability issues, risks and opportunities we face, and determines which of our internal functions should be accountable for them. Stakeholder issues are included on the agenda for each of The Council's meetings and sustainability issues raised by investors and other stakeholders are reviewed with the Board's Governance & Nominating Committee at each of its meetings.



STRATEGY

Our primary environmental strategic goal is for operations owned and controlled by us to be carbon neutral by 2025, by offsetting our carbon emissions through energy savings projects, renewable energy credits, onsite solar projects and planting trees. We are actively evaluating the feasibility of setting science-based climate mitigation targets. As part of that process, we anticipate using scenario analysis to inform potential future targets taking into account the share of carbon we would need to reduce to help keep global climate change safely below the 2-degree threshold aligned with the Paris Agreement targets.

In addition to our impact on the climate in the form of carbon emissions, we further recognize the impacts that climate change may have on our operations, including extreme weather, water and other resource restrictions, and increased temperature impacts on food production and other natural resource production. These impacts are acknowledged in our business planning and strategy. For example:

- We are responding to increased customer and consumer demand for sustainable products by participating in the Center for Resource Solutions' Green-e clean energy certification program and expanding our use of post-consumer recycled material in packaging.
- To improve our understanding of climate change impacts in our supply chain, we have increased the level of engagement with contract manufacturers. We expect to have a comprehensive inventory of our Scope 3 emissions completed during the first half of 2021. Scope 3 emissions are the result of activities from assets not owned or controlled by us, but that our organization indirectly impacts in its value chain.
- We invest in R&D for new products and packaging formulated to minimize water requirements, reduce package weight and increase recyclability of packaging – all of which help reduce our Scope 3 emissions.



Our Approach to Climate Resilience

In considering our overall climate resilience strategy, we think of resilience as both our capacity to recover from and adapt to the physical impacts of climate change, and our ability to respond to the impacts of policy and market shifts brought about in response to climate change. These efforts impact many of the issues explored in this Report, including being active water stewards, reducing packaging waste, encouraging our suppliers to produce our ingredients in more sustainable ways, and considering the climate impacts of our operations as we innovate for increased efficiency and better value creation.

The ARM & HAMMER Brand Delivers Innovation with new CLEAN & SIMPLE® Laundry Detergent

In 2020, we launched CLEAN & SIMPLE, a one-of-a-kind laundry detergent that delivers a powerful clean with just six essential ingredients and water. CLEAN & SIMPLE meets EPA Safer Choice product standards to be safer for families, pets and the planet. Providing consumers with the high quality, value and powerful clean expected from the ARM & HAMMER brand, CLEAN & SIMPLE offers consumers everything they need and nothing they don't. Compared to some other leading laundry detergents containing 10 to 30 ingredients, CLEAN & SIMPLE contains only six essential ingredients: a hard-working cleaner, an active stain fighter, a laundry booster, pure baking soda, a water softener and a gentle fragrance in addition to water. Each of the six ingredients are designed to play an essential role in delivering a powerful clean. The product is also free of unnecessary chemicals, preservatives, dyes, phosphates, or parabens.





OPPORTUNITIES

- **Products and services** – We continue to identify opportunities for new products and packaging formulated to minimize water or energy requirements in manufacture or consumer use and increase recyclability of packaging. Examples of product improvements already implemented include dry shampoo, laundry products tailored to high-efficiency appliances, and greater recyclability of our products through How2Recycle labeling.
- **Access to new markets** – We recognize that our customers and consumers are increasingly demanding transparency regarding our efforts to mitigate our impacts on climate change. We continuously strive to respond to customer and consumer concerns or perceptions regarding environmental, social and governance practices for packaging materials, such as plastic packaging, and their sustainability performance. In 2020, our continued progress in key areas of sustainability earned recognition from various third parties, as noted in this Report. Activities that help establish and improve this reputation enable us to maintain existing markets and expand into other markets and consumer segments where these ideals are also valued.
- **Resource efficiency** - Reducing energy use will reduce the costs associated with procuring and managing energy, materials, water, etc. Our primary environmental strategic goal is for operations owned and controlled by us to be carbon neutral by 2025, by offsetting our carbon emissions through energy savings projects, renewable energy credits, onsite solar project and planting trees. As part of this goal, facility-level goals seek to reduce total energy consumption or at minimum, remain energy neutral on a year-to-year basis. To achieve this, our plants have implemented a variety of energy efficiency projects.

Our CDP Climate Change Response contains more detailed information regarding the impact of these opportunities and the following risks on our business, strategy and financial planning.



RISK MANAGEMENT

The Audit Committee of the Board of Directors oversees our enterprise risk assessment program, and our ethics and compliance program, each of which is supported by our Internal Audit department.

We actively manage climate-related risks in a way that is integrated with our overall business risk management approach. Our Internal Audit department administers a vigorous risk assessment effort every other year, in collaboration with all of our directors and executive officers. This process is designed to identify and rank the most significant risks that affect us as a company by considering the risks associated with companies in the consumer products industry. The assessed risks include sustainability risks, as well as other risks such as economic, industry, enterprise, operational, compliance and financial risks. As part of the risk management process, our Internal Audit department annually prepares an Internal Audit project plan under which it reviews activities directed to mitigate business and financial related risks. This plan is subject to approval by the Audit Committee of our Board of Directors. Our Internal Audit Director meets quarterly with our executive officers to assess any changes in the magnitude of identified risks, as well as the status of mitigation activities with regard to the most significant risks. The Internal Audit Director reports quarterly to the Audit Committee.

A few examples of our most significant climate-related risks, as set forth in our Annual Report, are discussed below:

- **Reduced availability of transportation or disruptions in our transportation network could adversely affect us.**

We distribute our products and receive raw materials and packaging components primarily by truck, rail and ship and through various ports of entry. Reduced availability of trucking, rail or shipping capacity due to adverse weather conditions, natural disasters, including climatic events (including any potential effect of climate change), could cause us to incur unanticipated expenses and impair our ability to distribute our products or receive our raw materials or packaging components in a timely manner, which could disrupt our operations, strain our customer relationships and competitive position.

- **We are subject to increasing focus and sensitivity by governmental, non-governmental organizations, customers, consumers and investors to sustainability issues, including those related to climate change.** As climate change, land use, water use, deforestation, recyclability or recoverability of packaging, plastic waste, ingredients and other ESG and sustainability concerns become more prevalent, federal, state and local governments, non-governmental organizations and our customers, consumers and investors are increasingly sensitive to these issues. This increased focus on sustainability may result in new laws, regulations and requirements that could cause disruptions in or increased costs associated with manufacturing our products. This could cause us to incur additional costs or to make changes to our operations to comply with any of the foregoing. We could also lose revenue if our consumers change brands or our customers move business from us because we have not complied with their ESG and sustainability requirements. Also, environmentally-conscious investors may choose not to invest in our Common Stock if we do not comply with their business expectations.



We have recognized that our customers and consumers are increasingly demanding transparency regarding our efforts to mitigate our impacts on climate change. For example, during 2020, some of our major customers requested we respond to various questionnaires, including the Climate Disclosure Project (CDP) Climate Change and Forests Questionnaires and use our responses and CDP grades to evaluate us. Efforts to meet these standards could impact our costs, and failure to meet our customers' expectations could impact our sales.

Certain of our business activities and the production of some of the materials used in our products and certain of our business activities, including petroleum based, agricultural and forest materials, and the growing global demand for livestock products which is a focus of our Animal and Food Production business, contribute to deforestation and climate change and reduction in biodiversity, and can adversely impact water quality and availability, people and communities. Climate change is, in turn, a threat to each of those activities. While we strive to minimize the environmental impact of our global operations, a potential loss in business could result from reduced demand for our products and loss of customers if we do not meet their expectations related to our efforts towards sustainability and fighting climate change.

Additional climate-related risks and opportunities that are relevant to our business, over the short, medium, and long term follow:

- **Current regulations** - The evaluation of applicability of current climate change regulations to our existing operations is primarily the responsibility of our Environmental & Safety Operations Department. For example, we track the applicability of greenhouse gas emissions reporting requirements at all of our locations in the U.S. and elsewhere. All our U.S.-based operations are currently below the USEPA 25,000 metric tonnes per facility greenhouse gas reporting threshold. Likewise, our international manufacturing operation emissions are below their respective reporting thresholds. This responsibility also includes evaluating new acquisitions for regulatory applicability. Relevant risks are included on the agenda of our Corporate Issues Council (The Council).



- **Emerging Regulations** – The evaluation of emerging climate change regulations to existing and new operations is the responsibility of our Law and Environmental & Safety Operations departments, as well as The Council. Additionally, our Chemicals of Concern Committee monitors and tracks emerging data and trends for chemicals that are being reviewed for environmental impact. Each department has a responsibility to ensure that proposed relevant legislation and regulations are included on the agenda of The Council. For example, we are monitoring global regulatory trends regarding carbon pricing and tax frameworks, particularly in the EU. Facilities may need to allocate additional staff resources in the future if lower reporting thresholds for greenhouse gas emissions are enacted.
- **Technology** - We have publicly stated goals which include climate related risks, such as greenhouse gas reductions. Relevant technology that could assist in achieving the goals is evaluated by various departments throughout the organization, for example, lighting efficiency improvements that will reduce energy consumption, or new energy monitoring technologies that could create energy savings opportunities. Risks may be associated with cost-effective technology not being available to continue reducing our energy consumption into the future.
- **Legal** - Any sustainability-related legal issues that could have a material impact on us are evaluated and discussed by The Council. To date, we have not identified any climate-related risks associated with actual or potential litigation against us.
- **Market** – Our customers and the relevant climate change issues that are important to their sustainability strategies are relevant and important to us. We respond to their inquiries of our operations, implement appropriate product formulation, and make adjustments to meet many global initiatives. For instance, major retailers that sell our products are requesting greenhouse gas reduction initiatives from their suppliers, and we are responsive to this market-based factor. We discuss climate-related issues during face-to-face meetings and other forms of engagement with our customers, such as participating in both customer and industry association reporting initiatives.



• **Supply Chain** - Since our founding in 1846, we have maintained an exceptional reputation through the ARM & HAMMER logo and brand. We have established Global Operations Guiding Principles and expect our operations and suppliers to adhere to these principles, which address environmentally responsible manufacturing processes. Through responsible management of climate change issues as well as other sustainability challenges, we seek to preserve and enhance our corporate reputation and the value of our brands. Feedback from customers, consumers, press, social media and other stakeholders is regularly monitored. Relevant issues are elevated to appropriate functions and The Council based on significance.

• **Acute Physical** - We actively monitor the climate change issues that could have an acute effect on our operations such as increased severity of weather-related events. For example, some of our coastal facilities may be subject to business interruption due to climate-related risk of storm damage or flooding. We have established business continuity plans for our operations designed to be implemented in the event of a natural or man-made event. These plans are customized to address relevant concerns at each location. In addition, our supply chain relies upon the availability of shipping facilities to bring raw materials and intermediate goods into the U.S. In recent years, hurricanes and tropical storms have affected port operations and severe weather/flooding in the central U.S. has disrupted rail service which has posed a potential business risk of supply chain interruption to our operations.

• **Chronic physical** - Water availability is a significant factor for some of our manufacturing sites. We manufacture products such as laundry detergent and other cleaning products that contain water as an ingredient. Future water scarcity could result in increased operating costs for manufacturing these products. Our publicly stated goals are to reduce the impact of our operations and transportation by reducing our greenhouse gas emissions, support the generation of renewable energy and a commitment to reducing our water consumption through appropriate product reformulations and an active program that evaluates opportunities to reduce water usage and to use water more efficiently at our plants. We have locations that are near the oceans, including our facilities in Folkestone, UK, and Lakewood, NJ, and such locations may be affected by rising sea levels. We monitor chronic conditions such as sea level rise, temperature increases, water quality and availability.





Public Focus on Sustainability. As climate change and other ESG and sustainability concerns become more prevalent, our stakeholders are increasingly sensitive to these issues. We have recognized that our customers and consumers are demanding more transparency regarding our efforts to mitigate climate change impacts. During 2020, some of our major customers requested we respond to various questionnaires, including the CDP Climate Change and Forests Questionnaires. We engage with these customers on an ongoing basis to understand and align with their climate-related requirements.

METRICS AND TARGETS

GHG emissions are associated with all aspects of our supply chain and product use. Raw materials production, transportation to the point of manufacture, product distribution and product use all have impacts. We define our GHG emissions inventory to include those emissions over which we have direct control. This includes Scope 1 direct emissions from our operated facilities, and Scope 2 indirect emissions from our operated facilities (primarily electricity and steam purchases). We also include our Scope 3 emissions associated with transport of our finished products to our first point of customer contact (in the U.S. and Canada) and corporate business travel. We expect to have a comprehensive inventory of our Scope 3 emissions completed during the first half of 2021. Scope 3 emissions are the result of activities from assets not owned or controlled by us, but that our organization indirectly impacts in its value chain.

We recognize that emissions in our supply chain contribute significantly to our overall footprint. Therefore, in 2020, we began the process to fully analyze our emissions in the supply chain for all 15 categories aligned with The GHG Protocol's Corporate Value Chain Accounting Standard. The results of this analysis will be published in our 2021 CDP Climate Change Response and used to engage our supply chain to track and reduce emissions in the future.



Our absolute GHG emissions in 2020 increased approximately 3% over 2019. Global GHG emissions from manufacturing operations (Scope 1 + Scope 2) were up 0.1% (essentially flat) in 2020 over 2019 with increases in Scope 1 emissions offset by reductions in Scope 2 emissions. This was achieved during a period of increased production at many of our manufacturing facilities to meet increased COVID-19 pandemic demand for our products such as cleaners, baking soda, laundry detergent and other household products. Our Scope 3 (North America Transportation+ business travel) emissions were up nearly 7% in 2020 due primarily to increased truck traffic associated with getting those increased demand products to our customers.

Normalized total GHG emissions to million pounds of product shipped was reduced by 4% in 2020. While the normalized metric reductions were a positive achievement in 2020, neither normalized metric was able to achieve our standing 10% reduction goal. The following chart provides the net and normalized GHG emissions.

GREENHOUSE GAS EMISSIONS (GHG)*			
	2020	2019	2018
GHG Emissions- Scope 1 (MT CO ₂ e)	93,161	87,540	89,402
GHG Emissions- Scope 2 (MT CO ₂ e)	72,640	78,157	80,808
GHG Emissions- Scope 1+ Scope 2 (MT CO ₂ e)	165,801	165,697	170,210
GHG Emissions- Scope 3-North America Transportation Operations (MT CO ₂ e)	225,956	213,892	224,579
GHG Emissions – (Total Scope 1 + 2 + 3) (MT of CO ₂ e)	391,756	379,590	394,788
GHG Intensity (Scope 1 + Scope 2) (MTs of CO ₂ e /MM pounds of product shipped)	27	29	31
GHG Intensity (Total by product shipped) (MTs of CO ₂ e /MM pounds of product shipped)	64	67	71
GHG Intensity (Total by USD Sales) (MTs of CO ₂ e /MM USD Sales)	80	87	95

*All GHG values have been updated to reflect GHG emission factors in GHG Protocol/IEA v14 (11/2020) - IEA 2020; Defra v9.0 (09/2020); and/or the most current country emission factors available in the applicable Sphera Cloud Corporate Sustainability platform library.

As a result, 2018-2019 data differ from what was reported in our previous Sustainability Report.

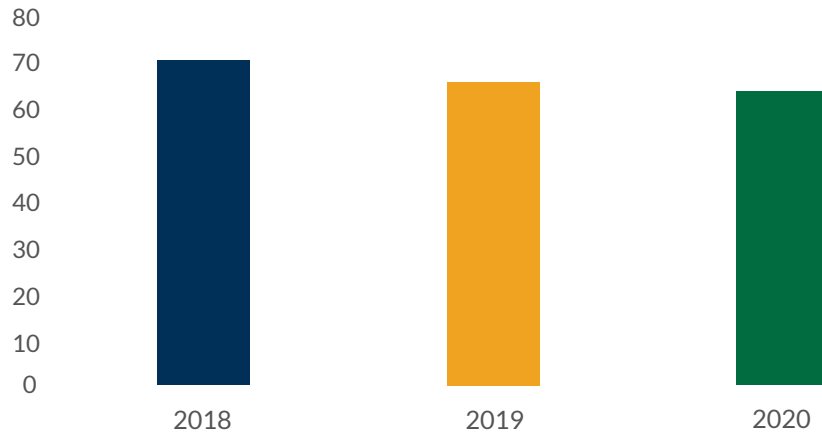


Our primary environmental strategic goal is for all global operations owned and controlled by us to be carbon neutral by 2025, by offsetting our carbon emissions through energy savings projects, renewable energy credits (RECs), onsite solar project and planting trees. Carbon emissions associated with electricity use are currently 100% offset by RECs, while our Scope 1 and defined Scope 3 emissions are partially offset by certified forestry credits through the Arbor Day Foundation®.

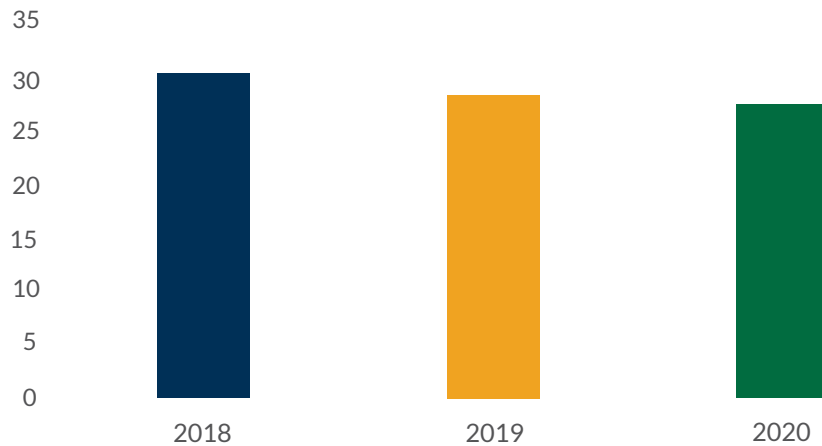
In 2020 our operational goal was to maintain manufacturing operations as carbon neutral compared to 2019 to minimize the offsets required. In 2020 we had a 0.1% increase in total GHG emissions from operations (combined Scope 1 + Scope 2). We achieved this goal in our manufacturing operation through various energy reduction programs and projects, primarily related to electricity use. In fact, our GHG Scope 1 and Scope 2 emissions associated with combined fuel and electricity use were down approximately 3,000 metric tonnes of CO₂e compared to 2019, but miscellaneous GHG emissions (direct process losses, landfill emissions and refrigerant losses) were slightly higher, resulting in the net zero increase in our combined Scope 1 + Scope 2 emissions. Increased product demand and shipments outpaced any transportation savings efforts in 2020 and as a result our Scope 3 transportation GHG was higher.

In 2020, through electric power RECs and certified carbon forestry credits, we were able to offset a total of 64.4% of our combined Scope 1, Scope 2 and Scope 3 GHG emissions.

**Total GHG per product shipped
(tonnes CO₂e/MM lb shipped)**



**Scope 1+ Scope 2 GHG per product shipped
(tonnes CO₂e/MM lb shipped)**



Natural gas is our primary energy source (56% of total energy use in gigajoules, GJ) followed by electricity (approximately 35%) and purchased steam (approximately 8%). Remaining fuel sources including diesel, gasoline and propane represent < 1.5% combined.

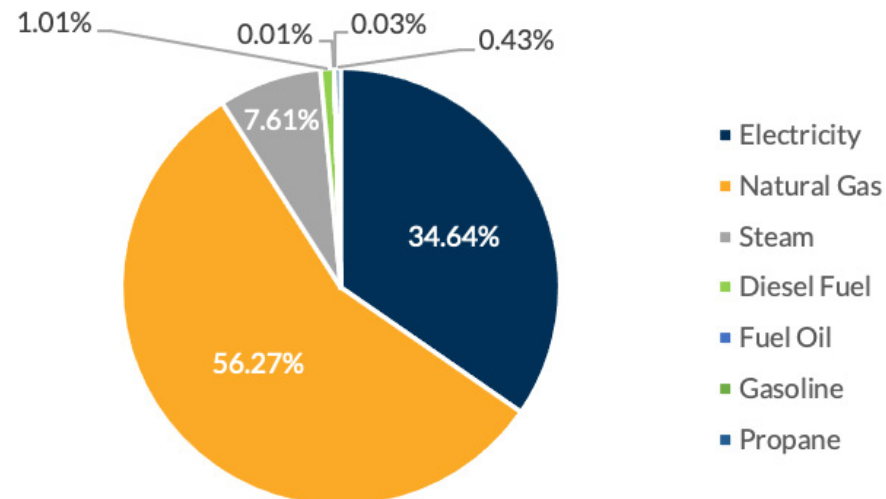
2020 was a particularly challenging year due to unprecedented demand for some of our products. As a result, many of our plant operations set production output records and it was only through ongoing energy reduction efforts that we were able to continue an overall energy reduction trend. As shown on the accompanying graphs, natural gas represents the largest energy source used for our operations.

Our natural gas, electricity and purchased steam use over the past several years illustrates that our use of kilowatt-hour (KWH) of electricity and tons of purchased steam has helped reduce our overall energy consumption. In 2020 electricity use was down -3%, purchased steam was down -34%, while natural gas use was up 4%.

Implementation of several energy reduction projects has enabled us to minimize increases in our energy use, specifically purchased steam and electricity. Some examples are highlighted on the following page. These efforts to curb energy usage while continuing to grow are truly global in scale, and exemplify our continuing commitment.



2020 Energy Use (% of total GJ)





STEAM DISTRIBUTION SYSTEM MADE A PRIORITY

We purchase steam at our Green River, WY plant from an adjacent industrial facility under a long-standing agreement. We achieved significant energy savings in 2020 through a comprehensive program of assessment, repair and maintenance of the decades-old steam distribution system.

SOLAR IN NEW PLYMOUTH

In November 2020, we completed installation of our first on-site solar energy generation project, located at our facility in New Plymouth, New Zealand. Power from 54 individual 440-watt panels will supply over 30 MWh or 50% of the plant's annual electricity and reduce greenhouse gas emissions by 25 tonnes per year.

sparkfund

SPARKFUND-IMPROVED LIGHTING AND HVAC PERFORMANCE

Since 2019, we have partnered with Sparkfund to change the way we manage our building energy use.

Five of our operating locations have partnered with Sparkfund to install, maintain and manage new LED lighting systems at their site. This turn-key approach puts responsibility for maintenance and monitoring of the lighting system in Sparkfund's hands, reduces capital necessary to re-lamp our sites, and provides the benefit of energy savings associated with the new LED lighting. Our Colonial Heights, Virginia plant is also piloting Sparkfund management of their HVAC systems. In 2019/2020 Sparkfund lighting and HVAC projects reduced our electricity needs by an estimated 8 million KWH per year (equivalent to approximately 2,800 metric tonnes of CO₂e). Additional projects expected to save an additional 2 million KWH annually are being assessed for 2021.

ENERGY AND GREENHOUSE GAS DATA VERIFICATION

For our 2020 energy and GHG data, we have contracted with an independent third party, ERM CVS to evaluate and assure that our energy data collection process and emissions calculations are rigorous, inclusive and accurate. The resulting verification statement is not available as of the publication of this Report, but will be included with our annual CDP Climate Change Response.





In 2016 we partnered with The Arbor Day Foundation® to offset carbon dioxide emissions through the planting of millions of trees in the Mississippi River valley and protecting existing forests.

Our partnership offsets the carbon dioxide emissions generated from the use of fossil fuels (primarily natural gas) from our operations and other emissions, such as transportation emissions. In 2020, we increased our commitment to this partnership for verifiable emissions reduction credits with a multiyear \$5 million investment. The Arbor Day Foundation® has become the largest nonprofit membership organization dedicated to planting millions of trees with more than one million members, supporters and partners. Our partnership is described as follows:

Church & Dwight has grown to be the Foundation's largest forestry carbon partner, resulting in the reduction and removal of over 878,000 metric tons of carbon from the atmosphere.

Verified carbon credits offer the private sector a pathway to engage in the protection, management and restoration of our critical ecosystems and forest communities. Crafted by the Arbor Day Foundation, our forestry carbon portfolio has expanded with the following high-quality global projects:

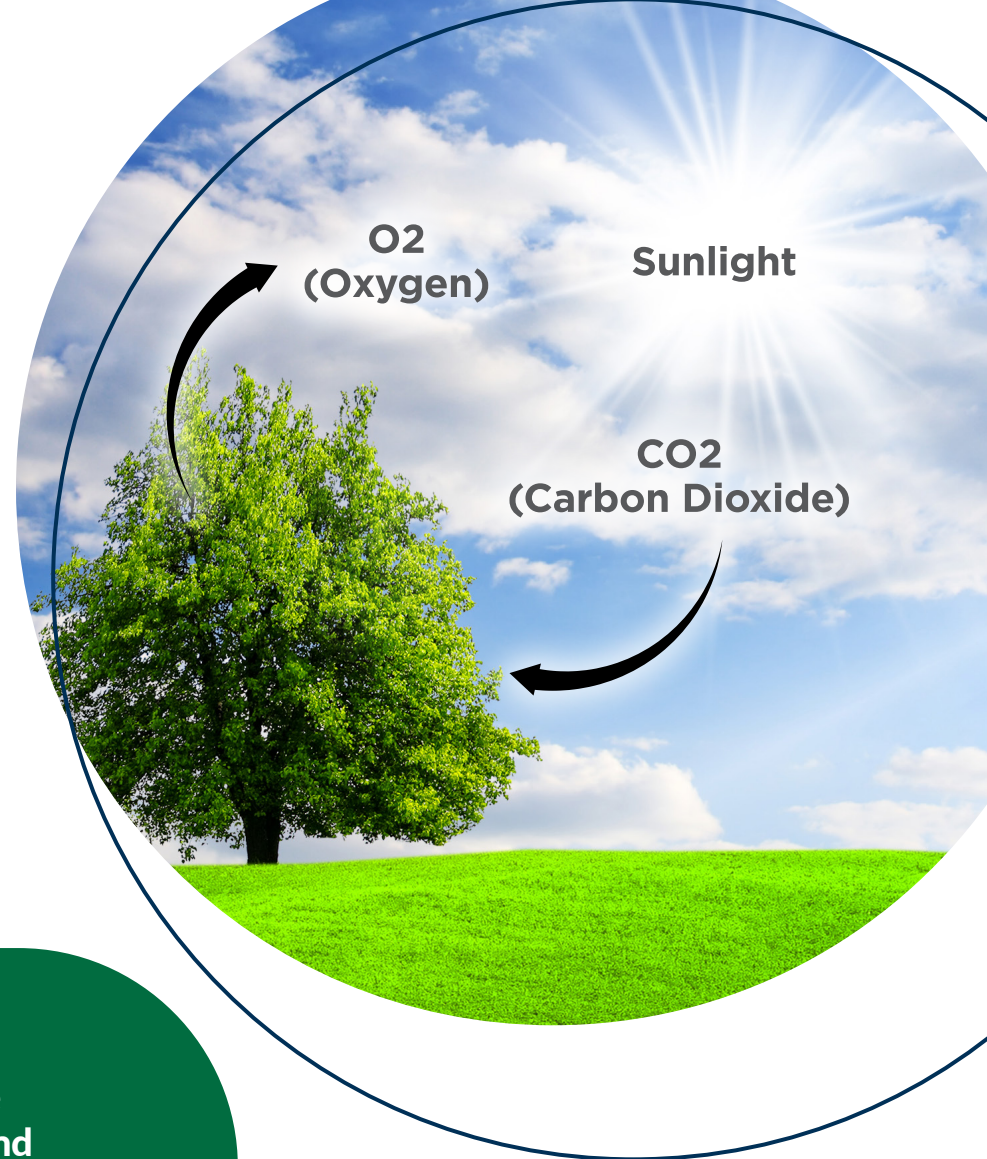
- **Protect - Alto Mayo Protected Forest:** The Alto Mayo project conserves 182,000 hectares of ecologically rich fauna and flora in the Peruvian Andean Amazon. By providing essential funding for forest management, and through a unique community-based conservation model involving over 1,000 families, the project is effectively stemming some of the highest rates of deforestation in Peru's protected areas and has successfully avoided over 17,000ha from being deforested.



- **Manage – Darkwoods Forest Conservation:** This project zones and monitors different areas of 63,000 hectares of private Boreal forest in southeastern British Columbia and targets specific areas for: strict biodiversity protection by limiting/deactivating roads, infrastructure, and activity; public access; invasive species control, conservation research, and a low level of sustainable harvesting. The project leverages carbon finance to conserve critical ecosystems and carbon sequestration areas at an unprecedented scale.
- **Restore - GreenTrees Reforestation Project:** This work aims to reforest one million acres in the Mississippi River Alluvial Valley, one of the most important wetland ecoregions in North America. The project focuses on restoring degraded agricultural lands back to a highly beneficial, native forest ecosystem by helping landowners establish and grow trees on private lands that have been in continuous agricultural use for decades. Reforestation will aid the health of this vital watershed, restore habitat for threatened and endangered wildlife, and support the economic livelihoods of over 550 farming families.

"Nature-based climate solutions not only mitigate the environmental impact of daily business operations but also protect the ecosystems and economies that people and wildlife alike rely upon. Verified carbon reduction and removal is a vital near-term step for companies hoping to become carbon-neutral."

– Dan Lambe, president of the Arbor Day Foundation.



The
ArmaKleen
Company™

safety-kleen®



Bio24™
AQUEOUS PARTS WASHING SOLUTION

We distribute ARMAKLEEN water-based cleaners that offer an effective and environmentally responsible way to remove grease, oil, rust, paint, ink, adhesives and other coatings from most metal and plastic surfaces.

ARMAKLEEN Bio 24 is a bio based, super concentrated, water based industrial parts washing cleaner/degreaser designed to be used in the automotive, industrial, military and government cleaning applications. Bio 24 is formulated to work in manual, immersion, spray under immersion, ultrasonic and spray washing equipment to remove soils such as grease, lubricating oils, dirt and other soils from steel, copper, aluminum and other polymeric surfaces.

ARMAKLEEN Bio 24 is USDA certified as a Bio Preferred product and contains sustainable bio carbon containing ingredients (surfactants and additives) that are derived from plants and other renewable agricultural, marine or forestry materials.

ARMAKLEEN Bio 24 complies with the Green Seal™ GS-34 Standard for Cleaning and Degreasing Agents.

The ingredients of ARMAKLEEN Bio 24 are also biodegradable.

The
ArmaKleen
Company™

safety-kleen®





OUR BRANDS

**Delight Consumers
with Our Brands &
Contribute Toward a
More Sustainable World**

- Integrate sustainability into our brands and marketing efforts.
- Utilize our brands to drive awareness and engagement around sustainability.



Our goal is to delight our customers and consumers with high-quality, affordable products. We continually challenge ourselves to create and develop products with new and distinctive features that meet ever-changing consumer needs and preferences. From the earliest design stages to the end of consumer use, we explore ways to reduce the environmental impacts of our product formulation and packaging. We have established sustainability goals related to our packaging and ingredients and will continue to provide updates on our progress in future reports.

Meeting our goals requires:

- Removing, reducing and restricting the use of materials that may present human health or environmental toxicity risks
- Optimizing product and package design to reduce or more efficient use of materials
- Maximizing the use of sustainably sourced materials
- Supporting recycling by designing with recyclable materials and communicating recyclability of the end use of our product packaging



BRAND SUPPORT IN THE COMMUNITIES

vitafusion™

Our VITAFUSION brand reached their goal of planting 200,000 fruit trees in underserved communities by 2020.

According to the CDC's 2018 State Indicator Report on Fruits and Vegetables, only 12.2% of adults meet the recommended daily fruit intake with the driving factors being convenience and affordability. At a time when health and wellness are top of mind, our VITAFUSION brand reached its goal of planting 200,000 new fruit trees by the end of 2020. This accomplishment was part of our eco-initiative with the Fruit Tree Planting Foundation, whose mission is to deliver fresh, nutritious fruit in underserved communities across the globe, as well as make a positive impact on the environment, by creating fresh air and enriching the soil.

The social and environmental benefits of this program and 200,000 fruit trees will:

- Provide more than 33 million pounds of oxygen
- Produce 28 million pieces of fresh fruit
- Eliminate 40 million pounds of CO₂ from the air





"In 2020, we recognized accessibility to wholesome food options continues to challenge our society and we feel fortunate that we are able to do our part in bringing awareness of healthy living and environmental accountability. We look forward to seeing further impact as our trees grow along with the communities we serve for generations to come," says Michael Vercelletto, Marketing Director of VITAFUSION.

The Fruit Tree Planting Foundation is an international nonprofit dedicated to planting edible fruit trees and plants to benefit the environment and its inhabitants. Since 2017, the VITAFUSION brand has held 305 tree planting and/or distribution events around the world through the Fruit Tree Project, with 68 events in the U.S. and 237 internationally. The VITAFUSION brand and the Fruit Tree Planting Foundation have helped increase the accessibility of fresh fruit by planting trees at public schools, Native American communities, city parks, community gardens, low-income neighborhoods and hurricane-stricken areas.

In 2020 we planted over 71,000 trees, our highest yearly total over the course of the 4-year partnership, in the following communities.



"VITAFUSION is deeply rooted in health and wellness, making the Fruit Tree Planting Project our mission to provide communities with the nutrients they need."

*- Michael Vercelletto,
Marketing Director of VITAFUSION*

Our VITAFUSION brand Supported WhyHunger's 35th Annual Hungerthon to Increase Accessibility of Nutritious Foods and Invest in Long-Term Solutions to End Hunger by Building Healthy Communities.

During the 2020 holiday season, our VITAFUSION brand team partnered with WhyHunger, a non-profit organization dedicated to ending world hunger and advancing the human right to nutritious food. This partnership with WhyHunger served to meet a skyrocketing rise in hunger across the U.S. with a projection that 1 in 6 Americans will be hungry by the end of 2020.

The VITAFUSION brand team donated \$85,000 to WhyHunger to help distribute grants to local food banks, food pantries, soup kitchens, and community farms located in cities currently experiencing food insecurity. Additionally, this partnership amplified WhyHunger's premier fundraising event, the 35th Annual Hungerthon, to help WhyHunger exceed their fundraising goal of \$1 Million by the end of 2020.



Our L'IL CRITTERS brand participated in the No Hunger Holidays program raising money and encouraging donations for needy families.

The program raised \$100K for struggling families through a Feed the Children social match campaign. Those donations provided 600K meals to families in need. The brand team also donated 8,500 vitamin sample packs.



"VITAFUSION is committed to taking fruitful steps towards a healthier, happier world. Through our partnership with WhyHunger, we look forward to supporting long-term solutions to end hunger while continuing to help people achieve and maintain a healthy lifestyle. Nutrition is a priority, and we recognize that malnutrition primarily stems from a lack of access."

**- Michael Vercelletto,
Marketing Director of VITAFUSION**



EVERY
MOTHER
COUNTS

FIRST RESPONSE SUPPORTED BIRTH JUSTICE

Our FIRST RESPONSE brand partnered with Every Mother Counts to support their 2020 Race for Birth Justice held in October 2020. The virtual race

aimed to raise awareness and funds to support improving maternal health outcomes and combatting racial disparities in the U.S. Runners were incentivized to sign up with the opportunity to double their impact, as we matched the first 100 runners to raise \$500, up to \$50,000!

Our FIRST RESPONSE brand team amplified the race and helped raise awareness on the issue of birth justice on Instagram by engaging strong, diverse influencers including Danielle Brooks (Actress, *Orange is the New Black*), Sydney Leroux (Orlando Women's Soccer Player) and Wanda Mulzac.

With over 250 virtual runners, the race generated close to \$150,000 that will go to underserved pregnant and childbearing women.



TROJAN[®]

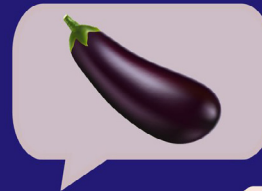
CONDOMS

OUR TROJAN BRAND PROTECTED COMMUNITIES WITH SEXUAL HEALTH PROGRAMS, EDUCATION, AND DONATIONS

As the manufacturer and distributor of TROJAN brand condoms, we are committed to complete sexual health through education, and increasing awareness among young adults in the U.S. about the risks of unprotected sex –

notably unintended pregnancies and sexually transmitted diseases (STDs). In 2020, we:

- Focused on delivering content to drive awareness of the risks of COVID-19 and educated our consumers by providing information from the NYC Department of Health about safe sex guidelines during the COVID-19 pandemic. By amplifying “CORONAVIRUS AND SEX: WHAT TO KNOW” on the brand website and social media, the TROJAN brand team helped educate our audience on maintaining their sexual health during the COVID-19 pandemic.
- Created the “Sext us instead” social activation campaign, which encouraged consumers to forgo sex with others outside their home. Consumers were incentivized to practice self-pleasure as a safe alternative. By sending us a Direct Message on social media, consumers could receive a free lubricant or vibrator to enjoy pleasure on their own.



**SEXT US
INSTEAD**

one lube or vibe per winner. While supplies last. See bit.ly/SextUsInsteadC



- Encouraged consumers to stay home and stay safe during the COVID-19 pandemic with the launch of “Rising Time,” a 69-page cookbook designed to remind couples quarantining together that baking can be a fun and sexy way to spend some time. As part of the release of the free book, the TROJAN brand team donated 50,000 meals to those in need in conjunction with Feeding America.
- Worked with the Condom Collective – a youth-led grassroots movement to make the U.S. a sexually healthy nation – to donate more than one million condoms to student-run safe sites in a peer-to-peer program on college campuses.
- Donated condoms to the American society for Emergency contraception to support their efforts in delivering STD and pregnancy prevention to students around the country.
- Continued a tradition of donating more than one million condoms to health departments across the U.S. annually as a part of a long-standing partnership with the National Coalition of STD Directors. Together, we refocus attention, resources and consumer education on condoms as a highly effective form of STD and unintended pregnancy prevention. Through this partnership, which is referenced on our condom boxes, we also continue to support the “Condom Connect” Initiatives.





TERRACYCLE® AND THE ARM & HAMMER BRAND CONTINUE POUCH RECYCLING PARTNERSHIP

In 2020 we continued our partnership with local Trenton recycling partner TerraCycle® to provide innovative recycling solutions for ARM & HAMMER and OXICLEAN plastic pouches. Since its launch in 2018, the program has diverted 48,631 baking soda and laundry pouches from landfills thanks to the creation of 7,868 drop-off locations around the country. In 2020 we collected 150% more pouches than in 2019.

An estimated 400 million toothpaste tubes end up in landfills across America every year. The ARM & HAMMER brand team has partnered with TerraCycle® to create a way for consumers to curb this issue. The program works similarly to the recycling program we have for our ARM & HAMMER and OXICLEAN single dose detergent pouches, in that consumers can go to [our website](#) to download a shipping label to return their empty tubes to TerraCycle®, who will process them. We are excited about this partnership and will be calling out the recycling option on-pack during our upcoming packaging refresh.

ARM & HAMMER toothpaste is made with 100% certified renewable electricity and CO₂ emissions that are offset with wind energy, and by supporting the planting of millions of trees in the Mississippi River Valley. Our ORAJEL brand has also made this commitment through its support of the Arbor Day Foundation and use of Green-e labeling.

We also are evaluating a partnership with Loop, a TerraCycle® company, to create durable, reusable packaging to help combat waste by eliminating single use packaging. Our plan is to add our OXICLEAN versatile stain remover and ARM & HAMMER baking soda products to the Loop store in 2021. Pending successful testing and launch, we hope to add many more products to the Loop store in the future. Learn more about the [Loop system here](#).



We launched a media campaign focused on the sustainable behavior of preserving the clothes and things you love.

In partnership with Treehugger & the Spruce, we got the word out to consumers about simple ways to make the things you love last longer. Keeping clothes looking newer longer and saving stained furniture and clothing is what our OXICLEAN brand is all about.

The ARM & HAMMER Pet Care brand is passionate about pet adoption.

In 2020, the brand formalized its mission in supporting overlooked shelter cats and continued partnering with animal shelters across the country to raise awareness for pets needing fur-ever homes. This included:

- Dedicating a shining light on 'purrfectly impurrfect cats,' a campaign through our ARM & HAMMER Feline Generous platform.
- Invited rescue organizations and cat lovers across the country to nominate any shelter cat(s) overlooked because of their age, appearance or misunderstood personalities with the goal of helping these cats find loving fur-ever homes.
- After receiving close to 2,000 submissions, a panel of judges selected three winning cats and each of their shelters received \$10,000.
- Supporting and sponsoring local shelter partners throughout the year; in total, we donated \$50,600 to various rescue organizations.
- Continuing our tradition of donating litter to shelters around the country through our plant network, providing over 1,000,000 pounds in 2020.





THE ARM & HAMMER BRAND TEAM SPONSORED STEM COMPETITION ODYSSEY OF THE MIND™

In 2020, we continued our partnership with Odyssey of the Mind™, an international STEM competition where students in kindergarten through college work together to solve creative problems at the regional, state, and world level.

For over 170 years, the ARM & HAMMER brand team has been committed to encouraging inventive problem-solving from the kitchen, to the outdoors, to the classroom, empowering millions of consumers to dream up countless versatile uses for the product.

Starting with the 2019-2020 tournament year, we integrated the program through the following:

- Sponsoring a problem where teams will use ARM & HAMMER baking soda as a key element in their solution and performance.
- Providing \$100,000 in sponsorship grants to help more student teams participate in the program.
- Launching an augmented reality “Hammer Force” mobile game that teaches students about the power of baking soda in practical scientific applications.
- Activating virtual events at Odyssey of the Mind™ World Finals in May 2021 to provide edu-tainment to the thousands of teams and families in attendance.

This partnership will help us to advance our mission of championing innovative thinking and we are excited to see the creative solutions these powerful young minds come up with!



OUR SPECIALTY HAIR CARE BRANDS PARTNER WITH CONSCIOUS BEAUTY AT ULTA BEAUTY™

Conscious Beauty at Ulta Beauty™ empowers consumers with transparency and choice to be able to identify clean, cruelty free, vegan, and sustainably-packaged brands and products. It also highlights brands that positively impact our communities and planet.

The Specialty Hair Care brands met the qualifications for the pillars below:

- **BATISTE** - Sustainable Packaging
- **VIVISCAL** - Clean Ingredients
- **TOPPIK** - Clean Ingredients
- **NAIR** - Clean Ingredients





PRODUCTS

Provide Safe & Effective Products for Consumers & the Environment

- Remove 100% of Chemicals of Concern¹ from formulated products by end of 2021 and timely elimination from acquired products.
- Provide transparency by disclosing ingredients on all formulated products.

1. The chemicals of concern are derived from applicable global regulations and customer / retailer guidelines.



We have strict policies and procedures in place to ensure that our products are safe and effective for consumers and the environment worldwide and that our products comply with all applicable laws and regulations. Our robust and comprehensive product evaluation strategy includes:

- Ingredient disclosure
- Removal of chemicals of concern
- Four-step ingredient and product safety assurance process
- Fragrance and flavor assurance process; and
- Product regulatory compliance

With the guidance of toxicologists, trade associations, and external scientific experts we closely monitor latest science, mandates and emerging regulations and make necessary changes to our strategy and standards.

INGREDIENT DISCLOSURE

All ingredients found in Church & Dwight products worldwide are disclosed on-line or on pack.

We devote significant attention and care to transparently disclosing ingredient and safety information for our products. Safety Data Sheets for our products are available on our website. We disclose ingredients in all our products in accordance with the relevant federal regulations full ingredient transparency. To that end, all of our global products have on-line or on pack ingredient disclosure.

While all our brands work to meet consumer needs safely, our VITAFUSION and L'IL CRITTERS brands are exemplary of the transparency and simple effectiveness we seek to achieve. America's #1 gummy vitamin brands offer products that are 100% free of artificial flavors, high fructose corn syrup, synthetic (FD&C) dyes, gluten and dairy.



In 2020, the ARM & HAMMER brand continued “Our Promise to You and The Planet.” In Q4 2020, we began to roll out the Not Tested on Animals logo. Additionally, in accordance with new ingredient disclosure regulations, effective January 1, 2020 all ARM & HAMMER laundry product labels and websites began to include full ingredient listings, delivering clear communication to the consumer about what is in our products.



REMOVAL OF CHEMICALS OF CONCERN

We are committed to developing safe and sustainable products for our consumers and the environment, including the identification and removal of Chemicals of Concern from our formulated (consumer) products, developing new products that meet our Chemicals of Concern process, and being transparent about the ingredients in our products. The COVID 19 pandemic in 2020 affected our ability to run the studies necessary to completely eliminate our Chemicals of Concern from formulated products by 2020. However, even with this delay, 97.9% of the identified Chemicals of Concern were eliminated from our products by the end of 2020. Our goal is to complete the removal of 100% of the identified Chemicals of Concern in 2021, and the timely elimination from acquired products thereafter.

We identify potential Chemicals of Concern through Regulatory Intelligence of emerging global chemical restrictions and bans (i.e. EPA, California Proposition 65, ECHA), Industry Association and Standards monitoring (i.e. IFRA), and the concerns of our customers, consumers and stakeholders. As chemicals are being evaluated for restriction or ban, our Chemicals of Concern Committee, consisting of representatives from R&D, Product Stewardship, Safety and Toxicology, addresses these chemicals in terms of the safety and sustainability of our products. As a result of this review, chemicals are designated as Chemicals of Concern, or are added to our watch list until there is sufficient data to establish their safety.

Chemicals designated as Chemicals of Concern are added to our master Chemicals of Concern list. Chemicals on this list will not be intentionally used in any of our formulations going forward, and a plan will be developed to eliminate the chemical from any existing formulations.





FOUR-STEP INGREDIENT AND PRODUCT SAFETY ASSURANCE PROCESS

To meet the goal of safe and sustainable products, we have developed a four-step ingredient and product assurance process:

- 1. Ingredient Selection:** Evaluate the efficacy and safety of each ingredient at its proposed concentration level, using published regulatory lists, including the U.S. Environmental Protection Agency Safer Choice Ingredient list and Chemicals of Concern as identified.
- 2. Ingredient/Finished Product Evaluation:** Determine potential human exposure and evaluate the safety of proposed ingredients/products under normal use and reasonably foreseeable misuse conditions.
- 3. Pre-market Safety Clearance:** Develop a pre-market safety dossier on the finished product to ensure that all safety and sustainability criteria are reviewed prior to manufacture and prior to shipment to customers.
- 4. Post-market Evaluation:** Conduct post-market surveillance and gather customer and consumer feedback.

FRAGRANCE AND FLAVOR ASSURANCE PROCESS

Fragrances and flavors are important to our consumers, and we take care to tailor our products to their preferences, while assuring that all ingredients used to create these attributes are safe and meet our Chemicals of Concern process. We design all fragrance mixtures to comply with the safety standards set by the International Fragrance Association, and all flavor mixtures to those of the Flavor and Extract Manufacturers Association and the U.S. Food and Drug Administration. We also conduct comprehensive safety reviews on all fragrances used, based on expected patterns of consumer use. As existing fragrance and flavor ingredients come under regulatory review, we review them through our Chemicals of Concern process. Additionally, we specially manufacture mild and fragrance-free products for consumers with sensitive skin.

PRODUCT REGULATORY COMPLIANCE

Our products are subject to regulation by one or more U.S. agencies, including the U.S. Food and Drug Administration ("FDA"), the Environmental Protection Agency ("EPA"), the Consumer Product Safety Commission ("CPSC"), and foreign agencies. We closely monitor all applicable regulations and make appropriate changes as regulations and standards evolve over time. The FDA regulations govern a variety of matters, such as product development, manufacturing, premarket clearance or approval, labeling and distribution. We continuously update our processes and quality systems to remain in compliance and to successfully meet periodic inspections by the FDA and other agencies. We also sell products that fully meet the EPA regulations under the Federal Insecticide, Fungicide and Rodenticide Act and the Toxic Substances Control Act. **Our first and foremost priority is our consumers safety and therefore, we closely comply with the CPSC regulations** regarding consumer product safety and the Poison Prevention Packaging Act such as special child resistant packaging for some of our products.





PACKAGING

Utilize Consumer-Friendly and Environmentally Responsible Packaging

- Ensure greater than 95% of global product packaging is recyclable by the end of 2025.
- Ensure all non-pharma product packaging is free from PVC, including timely elimination from newly acquired products.
- Source all paper and board packaging from recycled material and/or sustainably managed forests ensuring compliance for all future product acquisitions.
- Increase Post Consumer Recycled plastic to a minimum of 25% average across all global plastic packaging by end of 2025.



We are committed to developing and producing consumer friendly and environmentally responsible packaging improvements across all our global brands.

As part of our Post Consumer Recycled (PCR) goals, we will drive down the usage of virgin plastics across the portfolio and will look to alternative non-plastic solutions where possible.

PLASTIC PACKAGING STRATEGY

Aligned with our overall sustainability objectives, and in recognition of the global challenges around the use of plastic in packaging, we continue to uphold our plastic packaging strategy, which was developed in 2019. We want to ensure that our plastic packaging has the minimum impact on the environment, and we plan to achieve this with three focus areas:

- 1. Plastic should be eliminated or reduced from our packaging wherever it is practical.** This means seeking non-plastic alternatives from across our supplier base. Plastic should also be reduced in weight where it is not deemed necessary for product protection and integrity.
- 2. Plastic recyclability will be increased through a combination of plastic component simplification and consumer education.** During development, we will seek solutions to make plastic packaging free from contaminants that prevent recyclability. This can include moving from multiple plastic materials, which cannot be separated, to a mono material structure, or removing metal from plastic packaging.
- 3. Plastic sustainability should be grown through increased circularity.** We continue to increase the amount of PCR plastic across our packaging and will increasingly look to source plastic from sources that actively remove pollution from our Earth's oceans.





PACKAGING RECYCLABILITY

We have improved overall recyclability across our broad portfolio of products, with global recyclability increasing from 71% in 2018 to 85% in 2020. This equates to 60 million pounds of recyclable material recovered from packaging waste stream every year.

In addition to our relationships with the Sustainable Packaging Coalition, Association of Plastic Recyclers, Recycled Paperboard Alliance and Western Michigan University, we have now become members of the U.S. Plastics Pact. The primary focus is to work with like-minded corporations to drive improvements in overall recycle capabilities, materials and systems towards a circular economy.

We have engaged strategic open innovation supply partners to implement improvements to assist in achieving our sustainability goals, including investigations into alternative material formats to drive more environmentally sustainable packaging.

Showing commitment to sustainability, R&D resources in packaging sustainability increased by 100% to help drive all of our sustainability activities.

RECYCLABLE CLEANER BOTTLES

Driving towards our goal to be 95% recyclable by the end of 2025, spray cleaner bottles were identified as a unique and necessary challenge to redesign for recyclability. Color in PET bottles is not widely accepted in the mainstream recycling. Making the switch to clear PET means our bottles are now widely recycled and accepted for PET curbside recycling.

LAUNDRY FABRIC CARE SUSTAINABILITY

In 2019 we established a goal of 25% Post-Consumer Recycled (PCR) plastic resin by the end of 2025 across all plastic packaging. Continuing our support of this goal, in 2020, we have moved all liquid laundry containers to 26.5% PCR. This equates to an extra 1.3 million pounds of recycled material back into our laundry bottles! For our laundry additives, our Scentsations Scent Booster bottle now has 25% PCR, and will be increased to 50% in 2021.



BLACK PLASTIC

We were very active during 2020 in testing a color pigment, detectable by scanners and sorting technology at recycling facilities across the U.S., so that more colored plastics can be recycled. This test was conducted with the Association of Plastic Recyclers (APR) working group. The group has demonstrated the importance and validation of this technology, as a way to expand on available recyclable material. Using this data, the APR Polyolefins committee has approved the use of “Widely Recyclable” recycling claims in near infrared detectable colorants. The proposal is awaiting final approval by the APR leadership. Once completed these efforts will enable millions of plastic packaging to be recyclable with this sortable color technology.

PVC ELIMINATION

We have eliminated the use of polyvinyl chloride (PVC) in all non-OTC product, primary packaging and are committed to eliminating it from our newly acquired brands/products.

Our WATERPIK brand is exemplary of this practice and commitment. The recently acquired WATERPIK brand first eliminated 50% of PVC packaging and then achieved 90% elimination by the end of 2020.

The brand will be 100% PVC free in 2021.

PAPERBOARD SOURCING

In 2020, we achieved 99.8% certified sustainable board against the target of 100%. Compliance standards are in place with paperboard suppliers to ensure that the corrugated and carton board we purchase for our packaging is 100% recycled board materials or from sustainably sourced forests and is managed by our supply chain in a responsible manner.

CONSUMER EDUCATION OF PACKAGE RECYCLING

During 2020, we continued the use of HOW2RECYCLE® labels through our partnership with the Sustainable Packaging Coalition. We applied approximately 1,300 HOW2RECYCLE labels on our North American packages. Our WATERPIK brand updated their product packaging to include HOW2RECYCLE labels on 70% of their U.S. and Canada products. HOW2RECYCLE labeling will continue to be a priority in all future acquisitions. This program is highly beneficial to the recycling industry by informing consumers what should and should not be recycled through clean and simple communication, helping to drive the circular economy.



EMPLOYEES & COMMUNITIES

Embrace the Principles of Good Corporate Citizenship & Social Responsibility Within the Communities We Can Impact

- Further integrate sustainability into our corporate brand and employer value proposition, emphasizing our environmental heritage.
- Enhance our Corporate Social Responsibility program to include goals, programs and commitments around diversity & inclusion, gender equality, health and well-being.
- Expand community enhancing, philanthropic programs and initiatives at our global operating sites.



At Church & Dwight, we have a collective energy and ambition.

It's a place where you can make a real difference and we owe it all to our employees. Together, we've spent the past century building iconic brands and providing affordable, quality consumer products for everyday life. Consistent with our environmental heritage, from the earliest design stages of our products to the end of consumer use, employees across all functions support the sustainability priorities summarized in this Report.

With a storied history of success and bold ambitions in sustainability, we look to our current and future employees to help shape our future. We work together to share ideas and contribute to collective goals. We share a passion to work hard, innovate and push boundaries. We may be considered a small company, but we use our size to our advantage. Employees get unrivalled exposure and opportunity, all with the backing of stable and supportive cross functional teams.

In 2020 our turnover rate was 14.9%, about 3% lower than 2019, and split between 10.5% voluntary and 4.4% involuntary turnover. Retirements made up 11.4% of all turnover up just over 3% from the year before. Our unique, informal culture champions courage, determination and collaboration. We benefit from a small company feel with opportunities to make our mark across our operations and across the world with approximately 5,100 global employees. Approximately 87% of our workforce is located in the Americas, 10% in Europe, Middle East, and Africa, and 3% in the Asia-Pacific region. We're purposefully lean so our jobs are bigger and provide the opportunity to learn and grow. Our revenue per employee in fiscal 2020 was approximately \$958,000.



Ours is a culture where relationships matter. We live by our pillars – they ground us in a shared sense of purpose and guide major decisions about the business and our people. We believe that we all have something to contribute, and something to gain from working together.

We continued to activate our employer brand which was launched in 2019 by installing wall designs in our offices, embedding culture questions in our interview guide to ensure candidates are a good fit and by showcasing actual employee photos on our social and recruiting sites.

DIVERSITY, EQUITY AND INCLUSION

We embrace the diversity of our employees and believe that a diverse workforce fosters innovation and cultivates an environment filled with unique perspectives. As a result, diversity, equity and inclusion help us meet the needs of our customers and consumers around the world. We strive to cultivate a culture and vision that supports and enhances our ability to recruit, develop and retain diverse talent at every level. As of December 31, 2020, our global workforce was approximately 41% gender diverse with 42% females in management, 26% in senior management and 22% in executive roles. 32% of our total U.S.-based employees are from racially/ethnically diverse groups with 21% representation in management, 13% in senior management and 11% in executive roles. 21% of our global workforce are at least 55 years old, 49% between 36 and 55, 23% between 26 and 36 and 7% 25 years old or under.

In 2020 we established a Diversity & Inclusion Council that provides strategic direction, guidance and advocacy for our diversity, equity and inclusion (DE&I) initiatives. The Diversity & Inclusion Council is led by our Chief Executive Officer and our Director, Diversity & Inclusion and includes diverse employees at every level from around the world. Our Board of Directors, acting principally through its Compensation & Organization Committee, oversees our DE&I efforts.





We have made a clear commitment to long term support of building an inclusive environment through our following Diversity, Equity & Inclusion statement:

We win when we respect every employee for who they are – regardless of gender, age, race, ethnicity, religion, disability, veteran status, sexual orientation or any other differences. We believe that our employees' contributions are richer because of their diversity. We aim to be a diverse, inclusive and equitable company and are determined to build a culture where people have the power to win together.

In 2020, our D&I initiative made continuous progress in supporting an inclusive environment at our facilities while exploring our diversity representation and talent policies for actionable goals and opportunities.

Our Human Resources team has focused on listening to our employees about their experiences in the workplace.

Our D&I strategy includes four areas of focus.

- **Talent Acquisition:** We aim to attract and select a diverse workforce that is representative of the markets we serve.
- **Conscious Inclusion:** We aim to create an environment where everyone feels free to bring their authentic self to work every day.
- **Community Outreach:** We are committed to advancing D&I in the communities we serve by engaging with our community partnerships and philanthropy.
- **How We Run the Business:** We are committed to fostering a diverse and inclusive mindset in our business practices and partnerships with customers, vendors and suppliers.

We continue to work inside our company to achieve representation that reflects available talent across all underrepresented groups especially in leadership and technical positions. To that end, we made powerful commitments for 2021 and are adopting new, inclusive hiring practices and programs to support historically underrepresented team members in their advancement at all levels of our company.

In addition, our senior leaders in the organization gathered virtually to engage in robust training on Leading Inclusion. The time spent provided understanding of inclusive leadership concepts and approaches we can use as we execute against our D&I strategy. Following the training each senior leader participated in a detailed functional analysis of their diversity metrics and inclusion practices. People leaders at Church & Dwight host quarterly “Courageous Conversations” focused on dedicated conversation on each dimension of diversity with their teams. Employees have appreciated the dialogue and the most recent engagement survey results, support that overall employees responded favorably to the areas of diversity, inclusion and belonging.

Additional actions completed in 2020 include:

- Donated \$500,000 to NAACP Legal Defense Fund
- Appointed Director, Diversity & Inclusion
- Established a Diversity & Inclusion Council that provides strategic direction, guidance and advocacy for our D&I initiatives which is led by our Chief Executive Officer and our Director, Diversity & Inclusion
- Revised hiring manager guidelines to identify the best candidate that reflects diversity and supports an inclusive environment
- Introduced talent acquisition guidelines such as the “Rooney Rule” on diverse slates and interview panels
- Partnered with talent acquisition organizations and events that support D&I and meet our talent needs
- Recruiting outreach to affinity student groups as well as The Consortium, the nation’s largest diversity network to ensure we attract and engage underrepresented minority students



- Making D&I a regular topic for management meetings and town halls throughout the organization
- Conducted 'Unconscious bias, diversity and inclusion training' for managers and 'enhanced D&I training' for all employees to ensure we have a diverse workforce that brings ideas and views from various backgrounds
- Discussed diversity in our pipeline of future talent in bi-annual CEO led succession reviews
- Launched a diversity module for onboarding new employees
- Donated \$20,000 and established a partnership with historically black colleges, universities and organizations that support the advancement of diversity and inclusion
- Increased D&I communications throughout our organization including launching an internal D&I webpage for learning about each dimension of diversity

Our Board of Directors also recognizes that “the tone is set at the top” and the processes applicable to determining the composition of the Board and senior management will have significant impact on attracting and retaining individuals throughout our operations. Diversity, including the level of representation of women, is considered by us, our Board and its Corporate Governance Committee in the identification and nomination of directors and in the hiring of senior management. The Board has adopted processes for the nomination and evaluation of individuals as members of the Board and its committees that are based on objective merit-based criteria which afford due regard to the potential benefits of diversity. Our Board members are 30% female and 10% racially/ethnically diverse.





Additionally, in 2019 we established our U.S.-based Supplier Diversity Program that is designed to drive spend growth with certified diverse suppliers by ensuring their inclusion in our Procurement-led sourcing process, and we continued to develop the program in 2020. We joined two of the leading Supplier Diversity Certification organizations, The Women's Business Enterprise National Council and The National Minority Supplier Development Council, to help inform and develop our program's foundation. Refer to the Responsible Sourcing section of this Report for additional information on our Supplier Diversity Program.

BRING YOUR DETERMINATION: We'll give you the power to own your success and do work you didn't know was possible.

BRING YOUR TEAM SPIRIT: We'll offer you an openminded and low-ego environment.

BRING YOUR COURAGE: We'll help you make a tangible impact.

COMPENSATION AND BENEFITS

As part of our overall effort to attract, develop and retain talented employees, our compensation programs are designed to align the compensation of our employees with our and their performance, and to provide the proper incentives to attract, retain and motivate employees to achieve superior results. Our policies and procedures are designed to ensure compensation is fair and equitable for employees of the same job, at the same level, location and performance. These include utilizing pay grades for appropriate job groupings, making pay decisions based on relevant factors, such as education, experience, and performance, and subjecting pay decisions to higher levels of leadership and Human Resources review to ensure those decisions are fair, equitable and align with the company's equal employment opportunity policies and objectives.

Employees are eligible for health insurance, prescription drug benefits, dental, vision, hospital indemnity, accident, critical illness, and disability insurance, as well as life insurance, health savings accounts, flexible spending accounts, reproductive rights coverage, and identity theft insurance.

TALENT AND DEVELOPMENT

Our talent strategy is focused on attracting the best talent and recognizing and rewarding performance, while continually developing, engaging and retaining our talented employees. We focus on the team member experience, removing barriers to engagement, further modernizing the human relations process, focusing on hourly team member retention and continually improving equity and effectiveness of all talent practices including a fair equitable identification and selection hiring process.

We invest resources in professional development and growth as a means of improving employee performance and improving retention. This includes our bi-annual “LEAP” (Leadership Empowerment Achievement Program), which is aimed at continuous learning, professional training and development opportunities, targeted leadership development courses for new and existing leaders of different levels of seniority, tuition reimbursement, and job specific programs for our employees. Over 676 people leaders have participated in the LEAP program since inception. These leaders have received on average 37.5 hours of learning in the LEAP program.

We are committed to ensuring that all employees have the opportunities, tools and resources to develop and drive their careers. Our employees gain valuable experience in their roles and have the opportunity to learn new skills through broad responsibilities and experiences. Employees also broaden their skills by participating in cross functional projects and assignments.

We invest resources in professional development and growth as a means of improving employee performance and improving retention. In addition, we offer tuition reimbursement to encourage employees to develop new skills that allows them to become qualified for new jobs that will help advance their careers at Church & Dwight.



THE RED BANDANA AWARD ON YAMMER

The Red Bandana Award recognized employees below director level who demonstrated certain behaviors, which helped drive our 2020 goals and vision. Despite practicing social distancing and working remotely, the award program lived on with virtual postings on our internal social media Yammer page recognizing employees for exemplifying those behaviors.

HIRING OUR HEROES

The U.S. Chamber of Commerce Foundation's Hiring Our Heroes (HOH) is a nationwide effort to connect veterans, service members and military spouses with meaningful employment opportunities. In collaboration with the U.S. Chamber of Commerce's vast network of state and local chambers and strategic partners from the public, private and non-profit sectors, their goal is to create a movement across America in hundreds of communities where veterans and military families return every day.

We re-established our partnership with HOH in 2019 with the goal of placing fellows in temporary assignments in our domestic plants. To date, we've had three fellows in our Harrisonville, MO plant all of which received full-time offers. Due to the success of the program and our commitment to hiring military talent, we're expanding the program to our corporate office in 2021.

CAMPUS RECRUITING

We have long established undergraduate and MBA Marketing Internship programs. Our interns and co-ops gain hands-on experience and are given the opportunity to test their abilities. We have a core school approach for connecting with undergraduates and school agnostics, as well as a few core schools for Marketing recruiting.





Diversity, equity and inclusion are a focus for early-in-career recruiting. To ensure we attract and engage underrepresented minority students, we conduct outreach to student groups as well as The Consortium, the nation's largest diversity network. Interns work on real-life projects, get exposure to senior leaders across the organization and participate in a multitude of learning events focused on building their business acumen, relationship building and communication skills.

Early Career opportunities are offered out of our corporate office and our Global R&D center. We offer three-month internships, running from May to August; and six to eight-month co-ops running throughout the year. To ensure safety of our interns and co-ops during the COVID-19 pandemic, we hosted our first virtual internship programs in 2020.

WORKPLACE FLEXIBILITY (WPF)

One pillar of our 2020 strategy was to create a work environment where people matter and love to work. We know WPF has proven to increase employee engagement, improve business results and thereby our competitive advantage. WPF takes many forms and is not one size fits all, so our leaders evaluate the various roles in their departments, and in the spirit of what's possible, figure out how to best support flexibility in their respective areas. We have achieved a great level of success working in this way and have identified roles within our organization that will be working from home as their primary work location going forward granting us greater flexibility in our sourcing of talent.

Earth Day 2020 – Making an Impact, Safely

Church & Dwight and the ARM & HAMMER brand was closely involved with the historic first Earth Day on April 22, 1970, and we continue to act on our commitment to the planet 50 years later. We celebrate this heritage of being a dedicated friend of the environment and look to the future to continue to make a positive impact on the planet.

In the weeks leading up to Earth Day 50, we heard much about social distancing and staying at home. Of course, staying home derailed many of our Earth Day 50 plans. Gone were the collection and donation drives, the guest speakers, the volunteer efforts. We watched as our big plans were put aside. But even though many of our usual habits stopped, it did not mean that everything stopped. Even though we couldn't all come together, we could still join together to make an impact.

Each individual doing something small is doing something for the greater good of all.

In 2020, we encouraged everyone not to look outward, but to look inward - around the kitchen, home, yard, garage. Instead of social distancing, we focused on social media.

- We encouraged employees to share their sustainable home activity with the company on Yammer, our internal social media platform. Whether it was planting their first vegetable garden, installing a rain barrel or cleaning out a closet to prepare a pile of usable donations, we supported our employees sharing their efforts and their behaviors.



- Using the same Yammer platform, we shared waste repurposing and reduction tips that employees could utilize at home to change their habits. Some of these educational posts included ways to repurpose and reuse wastes like coffee grounds, eggshells and grass clippings.
- We invited employees to sustainable behavior webinars, such as the virtual ReCook Café. Professional chefs gave demonstrations and shared their favorite tips, tricks, techniques and more to help home cooks get the most out of their food while reducing waste at the same time.
- We showed consumers how to recycle cat litter boxes on America Recycles Day.
- We quickly found a way for people to celebrate the day in a safe way from their own homes. Consumers could stay safe and plant a tree seedling to live on for generations. Over the course of the week, our ARM & HAMMER brand team gave away over 25,000 tree seedlings in partnership with the Arbor Day Foundation, and 179,000 wildflower postcards for consumers to plant at their homes.

One person making small sustainable changes in their home may not seem like much, but just like social distancing and staying at home, individual efforts are capable of creating greater good. One leaf does not make a tree, nor does one tree make a forest. A sustainable company starts with sustainable people.

**Together, we can make an environmental difference.
Together, we have the power to win.**





EMPLOYEE GIVING FUND

We feel strongly that it's important to support the communities where we operate. In 2005, we established the Church & Dwight Employee Giving Fund, Inc. (EGF), a workplace giving program that supports charitable organizations where our employees work and live. While it began with a focus in New Jersey and Pennsylvania, the efforts of this organization are continuing to expand to include other states in which we have locations, such as Colorado, Wisconsin and Arkansas. Each year, we invite our employees to dedicate a portion of their paychecks to the EGF. We encourage employee donations by offering employees additional time off depending on their level of giving, and by matching all employee contributions dollar for dollar, with no cap. Over the past 15 years since its inception, the EGF has become a cherished part of our culture, and has awarded nearly 2,200 grants totaling over \$14 million to charitable organizations in the U.S. Through our annual grant process in 2020, the EGF awarded an aggregate of \$1.1 million to 185 deserving organizations in a variety of areas, including animal rescue, disadvantaged youth, domestic violence, education, health, homelessness, hunger relief, military services, preservation of the environment, services for the elderly and programs for the arts. Employees are encouraged to sponsor their favorite charities in the application process, and funding preference is given to those organizations with an employee sponsor.

2020 was a challenging year for many non-profit organizations, who were hit hard by the COVID-19 pandemic from reduced funding, staff and an increase in demand from the community. The EGF recognized this need early on in the pandemic and donated \$100,000 in emergency relief to 30 food pantries and homeless shelters with high demand. Additionally, the EGF funded natural disaster relief through the donation of \$15,000 to the Red Cross to combat wildfires and tornadoes.



While we could not participate in the many volunteer activities conducted during our usual annual Week of Service, employees were still able to give back by purchasing back-to-school supplies online to support disadvantaged youth, donating clothes and non-perishable items for a Clothing and Food Drives, and provided supplies for a Summer Camp and Holiday Dinner for families in need at HomeFront NJ, a local nonprofit that provides services for homeless youth and families in Central New Jersey, and one of EGF's signature partners.

WORKPLACE SAFETY & HEALTH

We are committed to providing a safe and healthy workplace for all employees and visitors to our facilities. This commitment is reflected in our **Corporate Safety Policy**. Our Policy establishes the guidelines for the safety programs at each of our sites worldwide. All Church & Dwight employees fall under the scope of the Corporate Safety Policy. For contractors performing work at our facilities, we utilize a Contractor Management Program to communicate our expectations and provide safety guidance.

We utilize third-party consultants to provide hazard identification and assessment services, such as industrial hygiene monitoring and hazard recognition training. Employees are encouraged to report safety concerns to their supervisor, site safety manager, or through their respective employee safety committee. Within these committees, employee representatives of all levels can freely raise and discuss safety concerns for appropriate action without fear of reprisal.

Our ongoing industrial hygiene monitoring initiatives allow us to identify potential health risks in the work environment and collect data on the effectiveness of the controls. We conduct both personal and area studies on hazards such as occupational noise and various airborne contaminants. Each of our locations has a local clinical health partner where employees receive occupational health screening and diagnostic services as needed.

WORKPLACE SAFETY

We use several metrics to evaluate our safety performance, of which “DART” rate and “recordable” rate serve as the historical performance indicators. The DART rate is a term indicating the number of accidents resulting in an injury with Days Away, Restricted, or Transferred from normal job duties and normalized to hours worked. The recordable rate is a regulatory term indicating accidents of a severity beyond first aid, which must be recorded and reported. Unfortunately, we experienced an increase in both our DART and recordable rates in 2020. The most common employee injuries recorded during 2020 were low-severity incidents such as body motion injuries (muscle sprains/strains). There were zero fatalities and zero contractor injuries in 2020.

The charts below provide our DART and recordable rates, and associated accidents for our global operations and both well below the relevant industry benchmark (BM Manufacturing).¹



	2012	2013	2014	2015	2016	2017	2018	2019	2020
DART Rate USA	1.6	1.7	1.2	1.2	1.1	0.9	0.8	0.4	0.7
DART Rate Global	1.7	1.6	1.2	1.3	1.1	0.8	0.8	0.5	0.7
BM Manufacturing	2.3	2.2	2.2	2.2	2.2	2.2	2.2	2.0	2.0

	2016	2017	2018	2019	2020
Recordable Rate USA	2.3	2.0	1.6	1.3	1.6
Recordable Rate Global	2.1	1.8	1.5	1.3	1.5
BM Manufacturing	3.6	3.5	3.5	3.5	3.3

¹The U.S. Bureau of Labor Statistics defines Benchmark Manufacturing as: food; beverage and tobacco product; textile mills; textile product mills; apparel; leather and applied product; wood product; paper; printing and related support activities; petroleum and coal products; chemical; plastics and rubber products; nonmetallic mineral product; primary metal; fabricated metal product; machinery; computer and electronic product; electrical equipment, appliance, and component; transportation equipment; furniture and related product; miscellaneous.

2020 SAFETY RECOGNITION FOR OUR PLANTS

Zero DART Cases	Zero Recordable Incidents
Green River, Wyoming	Ewing, New Jersey
Victorville, California	Mason City, Iowa
	Oskaloosa, Iowa
	Waukesha, Wisconsin
	Levallois, France
	Mexico City, Mexico
	Mississauga, Canada
	Frenchs Forest, Australia
	Guangzhou, China

→ Green River, WY

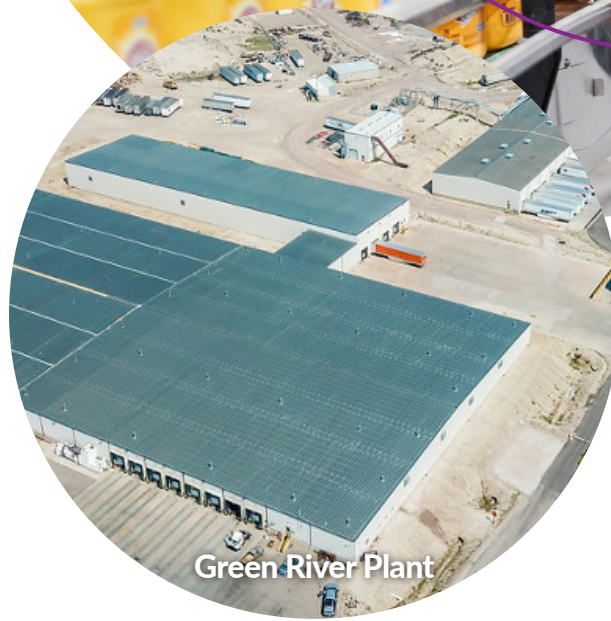
For the first time, Green River workforce reached 5 years without a Lost Time Incident!

→ Madera, CA

6 years no Lost Time Incidents!

→ Victorville, CA

Two years and approximately 486,851 manhours without a Lost Time Injury as of Nov. 2, 2020. The safety performance at our site is a continuous effort from our employees and leadership team.



Green River Plant

WORKPLACE SAFETY TRAINING

We believe that training in all aspects of workplace safety is a priority, and a key component of our program to prevent accidents and ill health. As outlined in the Corporate Safety Program, sites conduct training based on the hazards present in their work areas. Due to social distancing requirements, standard classroom training was not feasible. Instead, we relied on our new online training management program, as well as supervisor-led training for smaller groups. Our comprehensive safety education program for all employees includes hearing protection, emergency response, personal protective equipment and many other important topics.

WORKPLACE SAFETY AUDITS

Through our corporate safety department, we implement a safety auditing program for adherence to local, state and federal safety standards and regulations. The auditing program confirms our commitment to best management practices and principles. These audits are conducted annually for global operations by third-party consultants performing a rigorous assessment of regulatory standards, internal procedures and program performance. Due to the travel and contact restrictions in 2020, onsite audits were blended with online virtual audits at selected locations to maintain our high level of continued compliance and ongoing support during this time.

SAFETY-RELATED REGULATORY ACTION

Like all other companies, we are subject to regulatory inspection and review. In 2020, we received a total of 6 regulatory inquiries (letters, phone calls, planned and unplanned visits) to our global operations sites. Despite these 6 regulatory inquiries, 0 regulatory violations/findings were issued.

Inquiries / Inspections	Citations	Penalties
6	0	\$0.00





RESPONSIBLE SOURCING

Committed to Improving our Supply Chain's Environmental, Social and Ethical Practices

- Assess 100% of at risk suppliers by end of 2021.
- Source 100% RSPO Certified Mass Balance palm oil ingredients by the end of 2025.
- Continue to purchase at least 97% of palm oil ingredients traceable to mills.
- Continue to manage our operations in a responsible and sustainable manner.



By upholding high ethical standards, continually evaluating our environmental impact, creating a safe workplace, and vigilantly maintaining our commitment to responsible sourcing, we have held our position as a trusted provider of household, personal care and specialty products for over 170 years.

Our supply chain is a significant part of our business, and more than half of our employees support its day-to-day operations. We source from over 400 suppliers and contract manufacturers, the majority of which are located in North America. All of our employees and suppliers are expected to comply with our **Global Operations Guiding Principles (Principles)**. These Principles, address business ethics and compliance, fair labor conditions, health and safety, and environmental protection. They are based on internationally recognized human rights and labor standards, including: the United Nations Declaration on Human Rights; the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work; and the Labor Principles of the United Nations Global Compact. The Principles are also substantially aligned with the Ethical Trading Initiative Base Code, the California Transparency in Supply Chains Act of 2010 and the UK Modern Slavery Act of 2015. The Principles are included in our agreements with suppliers.



In 2020, we focused our Responsible Sourcing Program, further educating our employees responsible for relationships with suppliers and contract manufacturers on potential Human Rights challenges in the supply chain and our Responsible Sourcing Program. We continued our relationship with AIM-PROGRESS, a forum of manufacturers and suppliers that promotes responsible sourcing practices, to help benchmark and provide industry guidance in support of our responsible sourcing journey. We worked with our supply base to onboard participating factories in at-risk geographies on the Sedex platform.

We support the Transparency in Supply Chains Act of 2010 and the UK Modern Slavery act of 2015. We conducted risk-based supplier audits against ISO Quality Standards and Food Safety Standards. Audits are conducted by our Quality Department and supplemented, as needed, by independent third parties. Suppliers found to be in violation of our Principles are subject to corrective actions which may include follow up audits and termination of business.

We have a training program for applicable employees and management that reinforces our Principles. This program supplements our Code of Conduct training that applies to all employees and directors, and requires compliance with applicable laws, including those prohibiting slavery and human trafficking. Any violation of applicable laws, our Code of Conduct or our Principles by a Church & Dwight employee or supplier may result in disciplinary action, including termination of employment or business relationship.





RESPONSIBLE SOURCING - PALM OIL

While we do not directly buy or use palm oil or palm kernel oil in our products, some of our products – including animal feed, liquid laundry detergents, gummy vitamins, oral care and feminine care products – incorporate palm oil derivatives. Although our use of palm oil derivatives is relatively low, approximately 2.7% of total direct materials spend, we recognize the palm oil industry has a significant impact on biodiversity, climate change, people and communities. Accordingly, we strive to responsibly source palm oil derivatives in a manner that does not contribute to deforestation of high conservation value, high carbon stock forest and peatlands, or exploitation of people and local communities.

In 2020, we continued our membership with the Roundtable on Sustainable Palm Oil (RSPO) and completed our first Annual Communication of Progress (for 2019 results). While we are not RSPO Supply Chain Certified, we purchased virtually all of the 39,000 tons of palm oil derivative raw material volume we consumed from one RSPO member supplier which has represented to us that this material is over 97% traceable to the mill and over 20% of this volume was purchased in mass balance material. Our supplier has also represented to us that all such palm oil derivatives have been produced in conformance with its “No Deforestation, No Peat, No Exploitation Policy.”

Due to the complexity of the palm oil derivative supply chain, the process of achieving traceability involves a number of companies at many tiers. Because our greatest opportunity to influence the supply chain is through our partnerships with our suppliers, our objective of surpassing 97% traceability to the mills is subject to change based on the progress of our suppliers. In addition to full traceability to mills, we support and encourage suppliers to achieve as much traceability to the plantations as possible and to comply with RSPO standards as they evolve.

Beyond traceability, our more comprehensive Palm Oil Sustainable Sourcing Commitment expands the scope of our responsibility to help address the following specific sourcing practices:

- Ending our contributions to deforestation by conserving and protecting primary and secondary forests, High Carbon Stock¹ and High Conservation Value² forests across all supplier landholdings
- Ending new development on peatlands, regardless of depth
- Leveraging best management practices³ for existing palm oil plantations on peat soils.
- Prohibiting the use of fire for preparation or clearing of land areas.
- Reducing greenhouse gas emissions from deforestation and existing operations.
- Complying with existing RSPO Principles and Criteria or other equivalent standards.
- Ending any exploitation of the rights of indigenous peoples and local communities

1. High Carbon Stock (HCS) forests as defined at <http://highcarbonstock.org> by the HCS Steering Group.

2. High Conservation Value (HCV) as defined by the HCV network:

<https://www.hcvnetwork.org/about-hcv/the-six-high-conservation-values>.

3. Best management practices covered by the "RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat."

To accomplish these goals, we require our primary supplier to meet or exceed the standards set forth in its No Deforestation, No Peat, No Exploitation Policy, provide quarterly reports regarding its supply chain mapping, provide progress reports against the commitments set forth in its policy, and meet or exceed RSPO standards for RSPO certification. From time to time we may also further investigate various other approaches and tools that may be available to help us assess our supply chain.

CONFLICT MINERALS

We are **committed to ensuring** that our products do not contain conflict minerals that have funded armed groups in the Democratic Republic of the Congo or an adjoining country. Any supplier found to be in violation of our policies is subject to corrective action, which may include termination of business.





SUPPLIER DIVERSITY

Established in 2019, our U.S.-based Supplier Diversity Program aims at driving spend growth with certified diverse suppliers by ensuring their inclusion in our Procurement-led sourcing process. We joined two of the leading Supplier Diversity Certification organizations, The Women's Business Enterprise National Council and The National Minority Supplier Development Council, to help inform and develop our program's foundation. We require that diverse suppliers are certified by one of these organizations to be part of our Supplier Diversity Program. Our Supplier Diversity Program 2019 baseline spend was \$18.6MM.

In 2020, we built upon our foundation by educating and collaborating with stakeholders throughout the organization on our Supplier Diversity Program and goals. Through increased stakeholder engagement, we increased our consolidated Direct and Indirect spend with certified diverse suppliers to \$37.1MM and established at 2025 target of \$75MM. We look to further expand our program's productivity in 2021 by developing a 2nd tier Supplier Diversity program and joining additional Supplier Diversity Certification organizations.





ENVIRONMENT

Minimize Environmental Impact of Our Global Operations

- Achieve carbon neutral status for our owned and controlled global operations by end of 2025.
- Reduce global process water and/or wastewater by 10% annually normalized to production.
- Maintain a global operations solid waste recycling rate of 75%.



MANAGING FOR ENVIRONMENTAL SUSTAINABILITY & SAFETY

It is essential for us to make great products in facilities with robust environmental, health and safety performance. We work toward this high-performance culture by adhering to well established principles defined in our **Environmental and Safety Policies**. These policies guide our environmental and safety practices and expectations, and they are implemented through the following approach:

- **Accountability** – Each of our facilities has a designated on-site environmental and safety coordinator responsible for monitoring and managing environmental and safety issues affecting their facility. These coordinators are closely networked to enable peer mentorship and best practice sharing across facilities.
- **Audits and Inspections** – Each of our facilities undergoes a third-party conducted safety audit each year, and a third-party conducted environmental audit every other year. All facilities are subject to periodic, unannounced inspections by federal, state and local environmental agencies.
- **Awareness** – We offer regular training for all our manufacturing employees to promote awareness of environmental and safety practices and procedures. This includes an annual Environmental and Safety Conference for facility environmental and safety coordinators. We have systems to share our key performance indicators at both a site level and corporate level regarding action plan progress and sustainability performance.
- **Awards** – Each year we recognize one of our global operations for exemplary environmental safety and sustainability performance. An award is presented to a representative of the operation at a Town Hall event in Princeton, New Jersey.





ENVIRONMENTAL PERFORMANCE

We strive to meet the challenge of managing our environmental footprint and minimize impacts of our expanding operations. We rely upon our employees' strong implementation of our environmental and sustainability initiatives, and on our lean management approaches to achieve our performance goals. We regularly evaluate our primary impact metrics (regulatory compliance, energy use, water use and waste generation) and take necessary actions across the company to optimize our operations. We set goals and track performance against them. In addition to our longer-term goals regarding carbon neutrality, water reduction and recycling, we have established annual reduction goals normalized to amount of product shipped, including:

- 10% reduction in total energy (GJ) at our operating facilities/mm lb product shipped
- 10% reduction in water intake (million gallons) at our operating facilities/mm lb product shipped
- 10% reduction in waste (short tons) at our operating facilities/mm lb product shipped
- 10% reduction in Tonnes CO₂e /mm lb product shipped within our defined GHG scope (Scope 1 + Scope 2 + Scope 3 finished goods transportation)

2020 CITATIONS & PENALTIES/SURCHARGES

All facilities undergo periodic, unannounced inspections by federal, state, and local environmental agencies. In 2020, there were 14 such inspections conducted at our operations, which resulted in two citations. The citations received were related to a hazardous material rail shipping manifest and hazardous waste labeling. One additional citation was received in 2020 related to an air permit compliance inspection in December 2019.

Corrective actions were identified and either immediately implemented or corrective action plans developed and implemented for all instances. Total penalties in the amount of \$3,375 USD were assessed and paid by us for the citations received.

CITATIONS

Media	Total Penalties	Citations - Inspection Related	Citations Self-Reported
Waste	\$3,375	1	0
Air	\$0	1	0
Hazardous Materials	\$0	1	0

SPILLS / RELEASES TO THE ENVIRONMENT

We monitor and report on spills and releases to the environment. This includes our Colonial Heights, Virginia plant, which, as a result of the manufacturing process, releases ammonia to the atmosphere on a consistent basis each year and in compliance with air pollution control regulations.

In 2020 we had no reportable accidental releases to the environment.





REMEDIATION

In 2020, there was limited activity regarding environmental remediation company-wide, with the most significant activity occurring in connection with the closure and remediation activity at sites in Brazil maintained by our wholly owned subsidiary Química Geral do Nordeste Ltd. (QGN). The closure and remediation activities are summarized below.

QGN, Feira de Santana, Brazil

There are ongoing remediation efforts at the closed facility of QGN in Brazil. The remediation efforts include the control and capture of contaminated groundwater through an interceptor trench drainage system, as well as the installation of additional monitoring wells for the site characterization. Remediation spending in 2020 was approximately \$100,000.

QGN, Itapura, Brazil

The mining operations that supported the inorganic salt manufacturing operation for QGN is undergoing closure activity. The remediation efforts in 2020 are primarily the grading and re-vegetation of the slopes of the surface mine. There was no significant remediation spending in 2020.

ENERGY

Energy used in our operations is a direct contributor to carbon emissions. Energy is required in all phases of our operations from lighting offices, to burning fuels for heat or steam for processing, to charging electric fork trucks in our warehouses. We use both direct (on site fuel combustion) and indirect (off site electric or steam generation) energy sources in our business. Energy is also used outside our operations by third parties not directly under our control, who provide raw materials and/or contract manufactured products.

We currently track energy use within our operation from all of our company controlled locations, including administrative offices, R&D operations, manufacturing plants, and warehouse/distribution locations. We track energy consumption in terms of specific fuels, total energy (GJ equivalent for all fuel and electricity use), and our normalized energy consumption in GJ per million pounds of product shipped. Additional discussion of the Energy Metrics and Targets is included in the Climate Change section of this Report.

WASTE

In 2020, our total waste generation was up by 3% over the prior year. This was primarily driven by production increases at our plants in 2020. Some of the general trash increased volume may also be related to additional trash and cleaning waste related to COVID-19 precautions implemented in 2020 (e.g. contaminated PPE and cleaning waste).

Reductions in hazardous waste, and non-hazardous process waste volume were offset by increases in general trash, hauled wastewater and total recycle, for a net increase of approximately 2,000 tons vs 2019. Wastewater transported offsite, which cannot be sent to a public treatment works at the manufacturing location, represents the largest percentage of the waste by weight, at 42%. Trucked wastewater increase (+7%) is directly related to production throughput and the delayed implementation of a waste water treatment option for wastewater at our Harrisonville, Missouri plant which resulted in increased wastewater trucked off site in 2020.

Total recycle weight in 2020 was up nearly 2,700 tons (20%), primarily due to a one time recycle of asphalt/concrete associated with a repaving project at our Montreal, Quebec site (1,000 tons). Expanding recycling/beneficial reuse of wastes from our gummy vitamin operations as animal feed supplement accounted for much of the remaining increase along with increases in our base recycling of plastic recycle (+660 tons) and wood/pallet recycle (+270 tons) offsetting a decrease in total corrugate/paper recycle (-370 tons). Most of our other recycle streams did not differ significantly from 2019.





GLOBAL LEAN IMPLEMENTATION

In 2020 there were a total of 631 LEAN activities. These events drove engagement and helped create a continuous improvement mindset, ultimately generating \$12.3MM in savings. Our vision is to make improvements every day, everywhere, by everyone in the organization.

We now have four sites certified as LEAN Bronze Level. Our York, PA facility was the latest site to be certified (December 2020). York is our largest site in the network and certification is a big milestone to the program. The employees at our York facility have been using LEAN principles to drive business results and have achieved the following in 2020:

- Record Production
- Distribution Center record volumes
- Material losses reduced by 32%
- \$3.3MM of savings





WHY WE ARE IMPLEMENTING LEAN MANUFACTURING

LEAN Manufacturing is a methodology and business philosophy which has proven highly successful during the last few decades in multiple industries around the globe. Now more than ever before, speed and operational efficiency are the determining factors for success in the volatile, fast-paced world of ours.

OUR KEY OBJECTIVES FOR LEAN ARE:

1. Minimizing waste
2. Improving equipment efficiency, optimizing assets and deferring capital requirements – thereby increasing the utilization of our assets
3. Engaging our workforce and developing their skills so they can execute effectively against our improvement efforts

WHAT WE ARE EXPECTING FROM LEAN IN 2021:

- All sites Bronze Certified by year end
- Achieve Silver Level on at least two sites
- Deploy TPM (Total Productive Maintenance) Standards and Community
- Drive Root Cause Analysis (RCA) Standardization & Effectiveness
- Perform E2E Value Stream Mapping in 50% of the sites
- Improve Quality at the source for a zero defects mindset
- Expand LEAN across Supply Chain Organization & key business processes

OUR 2025 STRATEGY:

Our aspiration is to be the LEAN manufacturing expert in the consumer products industry by empowering everyone, every day, everywhere to continuously learn, improve and win.

Annual Waste Generation Totals [short tons]

	2018	2019	2020
Waste	61,960	57,758	59,769
General Trash	6,525	6,102	6,352
Hazardous Waste	910	1,130	411
Non-hazardous/chemical/process waste	13,517	13,109	11,292
Wastewater trucked off site	29,444	23,745	25,322
Recycling	11,565	13,673	16,392

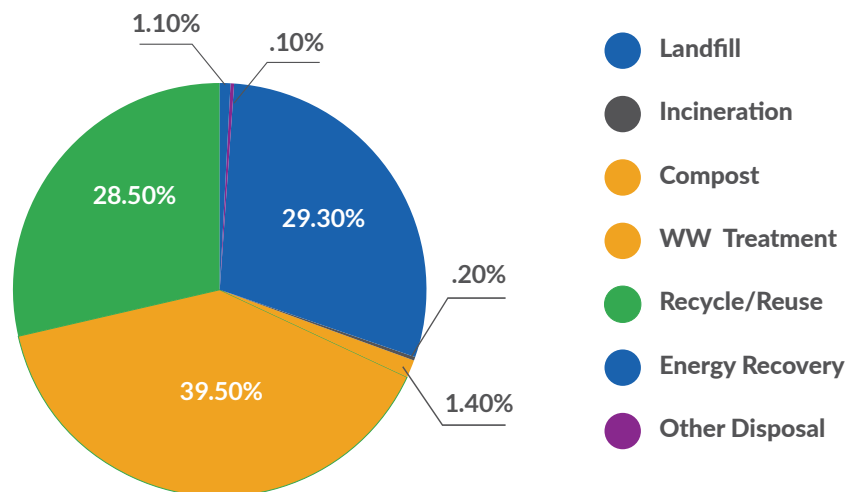
Hazardous waste generation significantly decreased by 700 tons in 2020, and still hazardous waste represents less than 1% of all waste generated. Most of our facilities are considered small quantity generators of hazardous waste. No hazardous wastes are treated onsite. All hazardous wastes are transported offsite by properly licensed vendors to appropriate treatment storage or disposal sites. All solid waste is transported offsite and properly disposed at licensed facilities except, for our facility in Wyoming, which maintains an onsite non-hazardous waste landfill. We have no international shipments of hazardous or nonhazardous wastes.



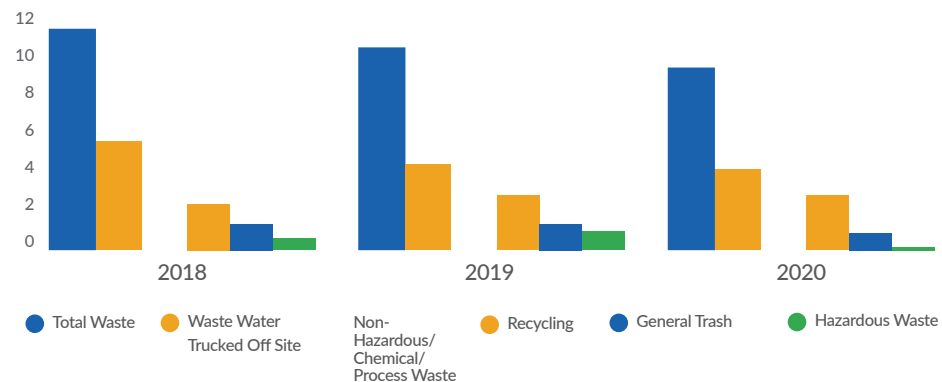


The following charts provide a comparison of the offsite waste disposal methods utilized in 2020, and normalized waste generation quantities for the last three years. Overall our normalized waste generation to million pounds of product shipped was down again in 2020. The normalized metric was down -4%, missing our -10% target. This was primarily due to the increased wastewater volume and increased recycle volumes in 2020 vs 2019.

2020 WASTE BY FATE (%)



NORMALIZED WASTE VALUES (TONS/MM LB SHIPPED)



In 2017 we set a goal to recycle 75% of our solid waste by the end of 2020, defined as:
Recycle [mass]/ (Recycle [mass]+General Trash [mass])

In 2020, our recycle rate was 72%, up from 68% in 2019, just below our target. We continue to work towards our recycle rate goal of 75% for our combined recycle and general trash waste streams.

COVID-19 precautions, manpower limitations due to illness, and travel restriction/reduced personal interactions all put an unprecedented strain on our production operations in 2020. Demand for our products led many of our production locations to achieve record high output milestones. Despite these additional obstacles, as with energy and water, we continued exploring ways to save energy, reduce water and minimize waste as we increased production. Our operating plants regularly develop specific, targeted waste minimization projects. While these efforts are not always successful, the net results are reflected in the 2020 metrics described in this Report.

EXPANDING BENEFICIAL REUSE

Our York, Pennsylvania plant currently implements the beneficial reuse/recycling of solid gummy vitamin wastes to an animal feed supplement process. In 2020, we explored options and established a process for beneficial reuse/recycle of cat litter wastes. This new process is expected to divert another 200-300 tons of waste from landfills. In all, 1.2 million pounds of waste otherwise destined for landfills was diverted to beneficial reuse/recycling from the York plant.

HAZARDOUS WASTE MINIMIZATION

Many of our locations including our Vancouver, WA plant, Lakewood, NJ plant and Folkestone, UK plant were successful in significantly reducing the volume of hazardous waste disposed in 2020. Efforts such as assessing manufacturing processes, examining work practices, re-evaluating waste streams, and improving separation of waste streams resulted in a greater than 50% reduction (-719 tons) in total hazardous waste generation in 2020 vs 2019. While hazardous waste makes up a very small part of our overall waste volume, greater than 50% of our facilities that generate hazardous waste throughout our organization produced less hazardous waste in 2020.

We will continue to look for opportunities to apply these and other promising programs across the company.

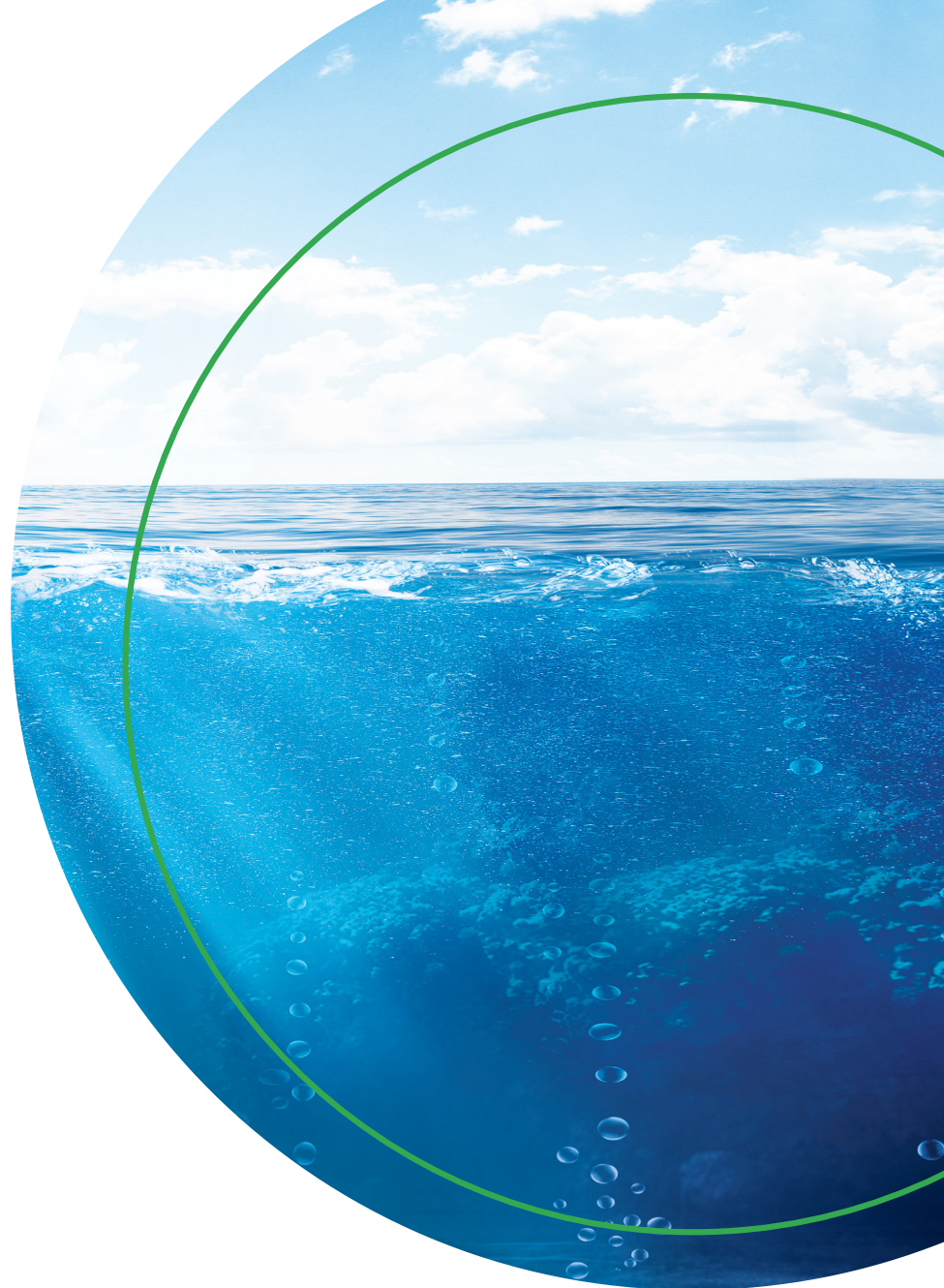


WATER

Water is a necessary resource for the sustainable future of our business, the communities in which we operate, and the planet as a whole. Responsible management of that resource to ensure the availability of adequate volume and quality is part of our company contribution to the sustainable future of the communities in which we live and work. Water quality and quantity are critical aspects of our operations as well. Water is a particularly high priority internally because water is a necessary ingredient in many of our products and operations. The majority of our water consumption is as a product ingredient. Water use for cooling, cleaning or other process operations, and sanitary use is treated and discharged back to the environment.

In 2017 we established our 2022 water reduction goal in acknowledgement of our critical use of water. This goal set the base year as 2016. But in fact in 2017, the year we announced our intention, we had the highest water intake of our recent past. Since 2017 we have implemented programs to reduce our water use, but company growth and product demand has limited our ability to achieve our water reduction target against the 2016 base year.

In 2016 when the goal was established, we shipped approximately 5,107 million pounds of product. In 2020 we shipped 6,107 million pounds of product, a 20% increase. This growth has resulted in increased water demand and in 2020, year 3 of our 5-year reduction goal, our water intake is only down -1% against our 2016 base year, vs a targeted -15% for year 3. Our water reduction programs have not yet achieved the gross reductions we had hoped, but our data does show that we have achieved a steady reduction in annual water intake since 2017. We also recognize that these water reduction efforts are contributing to a steady reduction in normalized total water intake (thousand gallons/million pounds product shipped). In consideration of this we have established a new water goal for the company. We will work towards an annual 10% reduction of normalized water intake per million pounds of product shipped to better track our water reduction progress. Despite the lack of success in reducing total water intake against our 2016 base year, we remain committed to reducing our water use. We will continue to track water use reduction through 2022 compared to our 2016 baseline in addition to our 10% normalized reduction goal.



WATER STRESS RISK

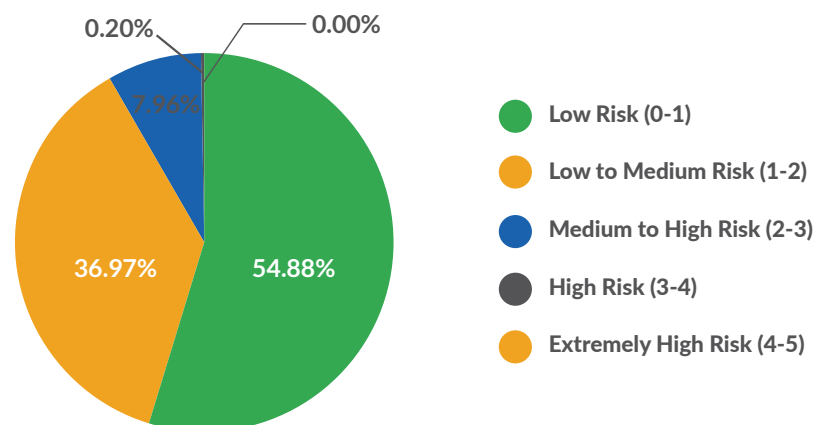
The World Resources Institute (WRI) water risk evaluation identifies areas with higher exposure to water stress related risks, and is an aggregated measure of selected regional indicators such as physical quantity, quality and regulatory & reputational risk. Our 2020 update of the overall water stress risk associated with our operating locations used the most recent version of the Aqueduct Water Risk Atlas, Global Maps 2.1 Data found on the [WRI website](#). This review found that the overall water-stress risk classification for a significant number of our locations had been downgraded compared to our previous reviews (using Global Maps 2.0 Data).

None of our facilities are in areas classified with extremely high water-stress risk as identified by the WRI. One of our North American locations is in a high water-stress risk area while four of our facilities are in medium to high water-stress risk areas. The majority of locations are in medium to low risk or low risk areas as defined by WRI. In terms of overall extraction, approximately 92% of our total water extraction is from locations classified a low or low-medium overall water-stress risk. Our single location in a high water-stress risk location (Madera, CA) extracted approximately 974,000 gallons of groundwater and discharged 623,909 gallons back to the environment.

We continue to periodically assess our water risk through the WRI classification as well as conducting public water and ground water supply assessments, primarily focused on our high volume or critical water quality locations. Water supply issues are often part of our business interruption risk planning and exercises. As a result of our attention to water issues, we have not experienced any business disruptions related to water availability or quality and have not identified any imminent water supply concerns that would affect our operations.



% TOTAL WATER EXTRACTION BY LOCATION WRI OVERALL WATER RISK CLASSIFICATION





WATER INTAKE AND USE

Approximately 86% of our water intake is from public water supply systems. The remaining 14% is from groundwater wells on our facilities. We routinely interact with our public water supply purveyors to evaluate our incoming water quality and quantity to assure it meets drinking water quality standards and that available water capacity can meet company needs. Well water used is regularly tested to verify it also meets our quality standards. Even with incoming water meeting drinking water quality standards, most of our locations engage in tertiary water treatment to provide the highest quality necessary for our production operations.

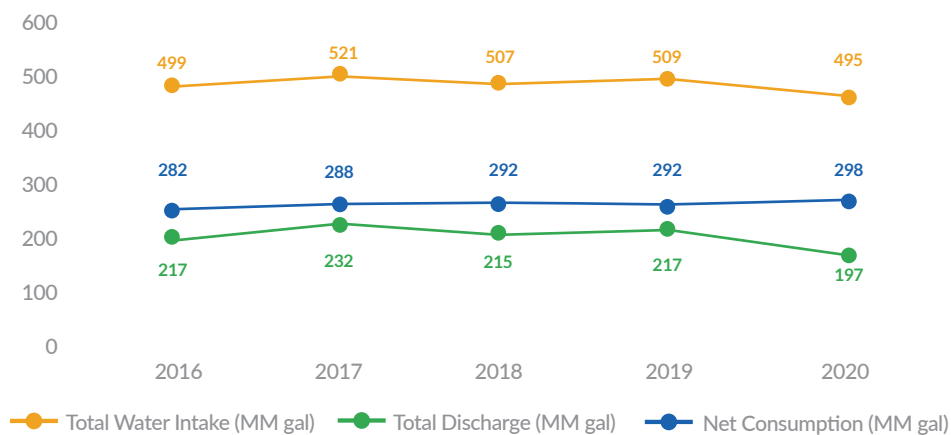
We define net water consumption as:

$$\text{Net Consumption(gal)} = \text{Total water intake(gal)} - \text{Total water discharges/disposals (gal)}$$

During 2020, our operations required nearly 495 million gallons of freshwater intake, down 13 million gallons (-3%) from 2019. Total water discharged was also decreased by approximately 11% million gallons compared to 2019. As a result total water net consumption was up approximately 4% in 2020. We consumed approximately 60% of the water and discharged 40% back to the environment in 2020. The consumption estimate includes evaporative losses. With less total water intake concurrent with an increase in net consumption, our water use efficiency has improved. This can be seen in our normalized water metric (thousand gallons water intake/mm lbs product shipped) which decreased by 10% from 2019 to 2020.

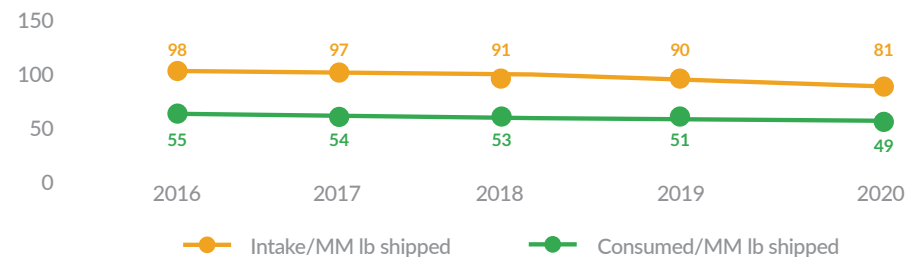
The charts show the net and normalized water intake and water consumption for 2016 through 2020.

TOTAL WATER USE (MILLION GALLONS)





NORMALIZED WATER USE (THOUSAND GALLON/MM LB SHIPPED)

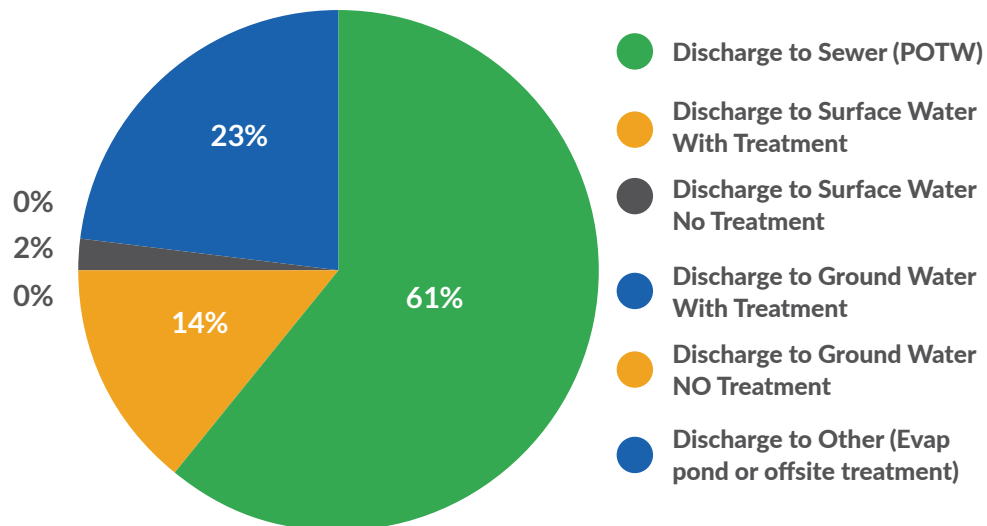


We continue efforts to identify and implement specific projects related to water conservation. Projects include eliminating single pass uses, optimizing water reclaim/recycling systems, minimizing evaporative losses and improving efficiency in our water handling and treatment equipment, especially at our most water intensive plants. While we continue to seek projects that will have a substantial impact on reducing our water use, we are also making changes on the site level throughout the organization that contribute to our ongoing water minimization efforts. Sites have installed waterless toilets, implemented improved operations and maintenance programs to minimize water leaks or valve failures, installed smart meters to better monitor water use, and evaluated opportunities to reclaim or re-use wasted water. Not every effort has been successful, but they all help drive our culture of responsibility, sustainability, and conservation that resulted in a net reduction of 13 million gallons of water intake in 2020 vs 2019.

WASTEWATER DISCHARGES

We generate and discharge industrial and sanitary waste waters from our operations. These discharges have potential to impact water quality of a receiving water body. Approximately 99% of our wastewater is discharged to local municipal wastewater treatment plants, transported offsite for appropriate disposal, or treated onsite prior to discharge. The remaining 1% is direct discharge of non-contact cooling water or clean fire system water. Approximately 84% of our wastewater is treated by others before being discharged to the environment, which means it is discharged directly to a public treatment works for further treatment, hauled to an offsite facility for further treatment prior to discharge, or discharged to evaporation ponds with no direct discharge.

2020 WASTEWATER DISCHARGE (%)





Process wastewaters are discharged under permits issued by the appropriate local jurisdiction and treatment authorities. At about one quarter of our locations specific wastewater streams such as high strength biochemical oxygen demand (BOD) or surfactant streams, are segregated, collected, and transported off site to an appropriate treatment facility when the local wastewater authority is unable to receive the discharges. Priority wastewater treatment (or pre-treatment) of our wastewaters varies by site, operation, and local requirements, but may include pH adjustment, solids removal, metals removal (e.g. zinc), and organics reduction.

Our operations include one location, our Old Fort, Ohio plant, with a direct wastewater discharge. This plant manufactures sodium bicarbonate and other products. Under the EPA Clean Water Act, Categorical Pre-Treatment regulations the sodium bicarbonate manufacturing process is considered a “zero discharge” process. All wastewater impacted by sodium bicarbonate is recovered and re-used in the sodium bicarbonate process or other production. The Old Fort plant treats and discharges sanitary and general wastewater (from mechanical systems and other non-sodium bicarbonate processes). Treatment processes include filtration, settling, microbial disinfection (for sanitary wastes), and pH adjustment. The discharges are allowed under a permit issued by the state environmental regulatory authority and include regular monitoring of wastewater parameters for compliance with established limits. Parameters include flow, color, dissolved oxygen, solids, nitrogen, fecal coliform, chlorine residual, chemical and biological oxygen demand, oil and grease, and pH. No permit excursions or violations occurred in 2020. In 2020 the plant discharged 23 million gallons of treated wastewater to the Sandusky River. The lower Sandusky River is classified as an Ohio Scenic River.

As a result of onsite treatment, pre-treatment, and off-site treatment of our wastewater, discharges from our operations do not significantly affect water quality in any receiving water bodies.

DUAL REVERSE OSMOSIS (RO) SYSTEMS IN OHIO

In 2019 our Old Fort, Ohio plant installed a second RO unit in series to recover a portion of the reverse osmosis system reject water from their process water treatment system. In 2020 the second unit contributed to a 24% (7.2 MM gal) reduction in wastewater discharge from the site. Prior to operation the site consumed 55% of intake water for production; following installation the site consumed 66% of its intake water resulting in less water wasted. Wasted water discharged per ton production was down 26%. The project was so successful we are looking at other locations where we can implement the process to reclaim the RO system wastewater.

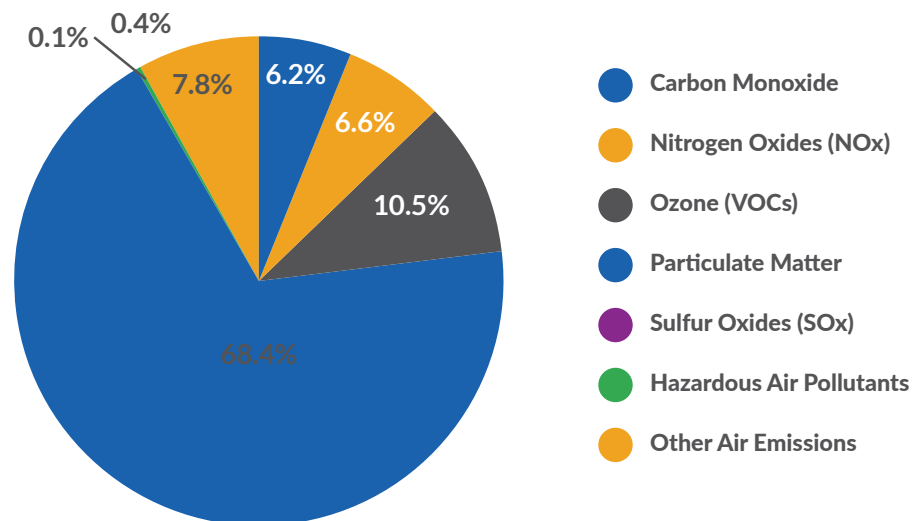
PRODUCT REFORMULATION

Our Specialty Products Division, Animal and Food Production business evaluated the reformulation of a product produced in our Mason City, Iowa plant. The change reduced the amount of water required at the start of the process and resulted in savings of more than 1 million gallons of intake water for the plant in 2020 (-13% vs 2019). The reduced water volume also provided some energy savings in the drying process with annual natural gas consumption down 1% in 2020.

AIR EMISSIONS

In addition to greenhouse gas emissions discussed in the Climate Change section of this Report, several of our facilities report on specific air emissions as required by a facility air permit. The chart below represents the breakdown of Criteria Air Pollutant emissions as defined by the USEPA for those facilities that are required to report air emissions. In 2020, our total reported air emissions of criteria pollutants was less than 250 tons with approximately 68% being particulates.

2020 CRITERIA AIR POLLUTANT EMISSIONS (%)



ABOUT THIS REPORT

This 2020 Sustainability Report continues our commitment to transparently communicate our sustainability efforts.



This Report reflects our performance for the year ended December 31, 2020, along with prior data and information on changes to our operations, plants and data collection process, where relevant. This Report also references 2021 initiatives planned at the time of publishing the Report.

To lead the collection of information and the report preparation process, we assembled a team representing Environmental, Health & Safety, Finance, Human Resources, Law, Marketing, Operations, Procurement and R&D.

For our 2020 energy and greenhouse gas (GHG) data, we have contracted with an independent third party, ERM CVS to evaluate and assure that our energy data collection process and emissions calculations are rigorous, inclusive and accurate. The resulting verification statement is not available as of the publication of this Report, but will be included with our annual CDP Climate Change Response.

In addition to Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD), this Report is closely aligned with the Global Reporting Initiative's (GRI) Standards.

We have addressed GRI's four Reporting Principles in defining the scope and content of this Report:

- **Stakeholder Inclusiveness** – This Report addresses those topics that are of greatest interest to a broad range of stakeholders.
- **Sustainability Context** – We reference the key sustainability challenges that our company is facing, and how our actions and performance fit into the larger context; see for example our discussion of responsible sourcing and palm oil.
- **Materiality** – This Report covers our significant economic, environmental and social impacts.
- **Completeness** – We provide information on our global operations, representing company-wide performance throughout 2020..

Employment and Environmental, Health & Safety indicators include all our operated manufacturing and distribution facilities, our R&D Corporate Technical Center and our corporate headquarters, with select smaller scale operations excluded. For more information on our company, joint ventures and subsidiaries worldwide, please see our Annual Report on Form 10K for the fiscal year ended December 31, 2020 on our corporate website (link below).

We welcome input from stakeholders, including customers, consumers, shareholders, nonprofit organizations, neighbors and employees, who seek to help us improve our business and sustainability performance. Please send questions or comments about this Report to sustainability@churchdwight.com. For all other inquiries, **please visit our website.**



SUSTAINABILITY PERFORMANCE DATA

INDICATOR	UNIT	2020	2019	2018	GRI
ENVIRONMENTAL					
Total Energy Use	Thousand GJ	1,608	1,649	1,713	302-1
Electricity	Thousand kWh	154,746	158,968	161,261	302-1
Natural Gas	DecaTherms (US)	857,959	824,550	848,502	302-1
Propane	Pounds	302,640	381,565	371,134	302-1
Gasoline	Gallons	3,847	3,842	4,241	302-1
Diesel	Gallons	111,751	90,066	77,831	302-1
Purchased Steam	Short Tons	48,102	72,365	84,493	302-1
Energy Intensity	GJ/MM LBS SHP	263	291	309	302-3
Direct (Scope 1) GHG Emissions	Metric Tons CO ₂ e	93,161	87,540	89,402	305-1
Energy indirect (Scope 2) [location based] GHG Emissions	Metric Tons CO ₂ e	72,640	78,157	80,808	305-2
Energy indirect (Scope 2) [market based] GHG Emissions	Metric Tons CO ₂ e	7,825	11,659	13,608	305-2
Total (Scope 1 and Location based Scope 2) GHG Emissions	Metric Tons CO ₂ e	165,801	165,697	170,210	
Other indirect (Scope 3) GHG Emissions- transport only	Metric Tons CO ₂ e	225,956	213,892	224,579	305-3
Total GHG Emissions (Scope 1+ 2 + 3)	Metric Tons CO ₂ e	391,756	379,590	394,788	
GHG Emissions Intensity (Scope 1 + 2)/product shipped	Metric Tons CO ₂ e /MM LBS SHP	27	29	31	305-4
Total GHG Emissions Intensity (Scope 1 + 2 + 3)/product shipped	Metric Tons CO ₂ e /MM LBS SHP	64	67	71	305-4
Total GHG Emissions Intensity (Scope 1 + 2 + 3)/sales	Metric Tons CO ₂ e /MM US\$ Sales	80	87	95	305-4
Net Water Consumption	Thousand Gallons	298,350	291,643	292,033	303-5
Water Intake (Withdrawal)	Thousand Gallons	495,187	508,841	506,564	303-3
Water Effluent (Discharge)	Thousand Gallons	196,837	217,198	214,531	303-4

SUSTAINABILITY PERFORMANCE DATA (CONTINUED)

INDICATOR	UNIT	2020	2019	2018	GRI
ENVIRONMENTAL					
Water Intake Intensity/product shipped	Thousand Gallons/MM LBS SHP	81.1	90.0	91.3	303-3
Total Waste Produced	Tons	59,769	57,758	61,960	306-2
Hazardous Waste Produced	Tons	411	1,130	910	306-2
Non-hazardous Solid Waste Produced	Tons	17,643	19,211	20,041	306-2
Wastewater Trucked for Offsite Disposal	Tons	25,322	23,745	29,444	306-1
Recycled Non-hazardous Waste Produced	Tons	16,392	13,673	11,565	306-2
Waste Produced Intensity/product shipped	Tons/MM LBS SHP	9.8	10.2	11.2	
Environmental Penalties	US \$	\$3,375	\$6,500	\$22,500	307-1
Total Reported Releases	Total	1	4	3	
Accidental Releases	Total	0	3	2	
Continuous Releases	Total	1	1	1	
SOCIAL					
Total Employees	Total	5,108	4,831	4,727	102-7
Employees – Domestic (Within U.S.)	Total	4,098	3,833	3,766	102-7
Employees – International (Outside of U.S.)	Total	1,010	998	961	102-8
Total Female Employees	Percent	41	40	41	405-1
Female Employees – Domestic (Within U.S.)	Percent	39	39	39	405-1
Female Employees – International (Outside of U.S.)	Percent	49	47	48	405-1
Total Male Employees	Percent	59	60	59	405-1
Male Employees – Domestic (Within U.S.)	Percent	61	61	61	405-1
Male Employees – International (Outside of U.S.)	Percent	51	53	52	405-1
Non-binary Employees	Total	0	0	1	405-1
Days Away, Restricted, or Transferred (DART) Rate (Global)	Recordable Incidents/100 FTE	0.7	0.5	0.8	403-9

SUSTAINABILITY PERFORMANCE DATA (CONTINUED)

INDICATOR	UNIT	2020	2019	2018	GRI
ECONOMIC					
Net Sales	Billions	\$4.90	\$4.36	\$4.15	102-7
Consumer Domestic Sales	Millions	\$3,767.6	\$3,302.6	\$3,129.9	102-7
Consumer International Sales	Millions	\$828.2	\$756.3	\$709.5	102-7
Specialty Products Sales	Millions	\$300	\$298.8	\$306.5	102-7
Employee Giving Fund Distributions	Millions	\$1.1	\$1.2	\$1.2	201-1

GRI INDEX

We align our sustainability reporting with the Global Reporting Initiative (GRI) Standards, an internationally recognized guidance for transparency in sustainability performance.

The Index below lists the GRI indicators addressed in this Report, and either includes the information directly or provides a reference to the relevant section(s) within this Report.

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
GENERAL DISCLOSURES		
102-1	Name of organization	Church & Dwight Co., Inc.
102-2	Activities, brands, products and services	About Church & Dwight
102-3	Location of headquarters	Ewing, New Jersey, US
102-4	Location of operations	About Church & Dwight
102-5	Nature of ownership and legal form	About Church & Dwight
102-6	Markets served	About Church & Dwight
102-7	Scale of the organization	About Church & Dwight
102-8	Total workforce	Sustainability Performance Data
102-9	Supply chain	Responsible Sourcing See pp.81 of Annual Report (available at investor.churchdwight.com)

GRI INDEX (CONTINUED)

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
GENERAL DISCLOSURES		
102-10	Significant changes to the organizations and its supply chain	About Church & Dwight: Acquisitions/Divestitures
102-11	Precautionary approach	Product Safety Products
102-12	External initiatives	How We Engage Stakeholders Responsible Sourcing
102-13	Membership in associations	How We Engage Stakeholders
102-14	Statement from senior decision-maker	CEO Letter
102-16	Values, principles, standards and norms of behavior	Sustainability Approach How We Engage Stakeholders Responsible Sourcing
102-18	Governance structure	See the Corporate Governance section of our website
102-40	List of stakeholder groups	How We Engage Stakeholders
102-41	Collective bargaining agreements	Internationally, we employ union employees in France, Mexico and New Zealand. Employees covered by collective bargaining agreements represent less than 1% of our total workforce. We believe our relations with both our union and non-union employees are satisfactory.
102-42	Selection of stakeholders	About This Report
102-43	Approach to engagement	How We Engage Stakeholders About This Report
102-45	Entities included in the report	Our data includes all operations under Church & Dwight control. We have one joint venture (JV), The ARMAKLEEN Company, that is included in our reported data. A second JV, Armand Products Company, is not included because we do not have operational control. See p. 7 of our 2020 Form 10-K.

GRI INDEX (CONTINUED)

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
GENERAL DISCLOSURES		
102-46	Defining report content	Sustainability Approach About This Report
102-47	List of material topics	How We Assess Material Issues
102-48	Restatements of information	Climate Change – Metrics and Targets Sustainability Performance Data
102-49	Significant changes in material topics and boundaries	There were no significant changes in the topics and boundaries of our reporting for 2020.
102-50	Reporting period	About This Report
102-51	Date of previous report	Our previous report was published in 2020 and included performance data for calendar year 2019.
102-52	Reporting cycle	Annual
102-53	Contact point	About This Report
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards, Core option.
102-55	GRI index	GRI Index
102-56	External assurance	Climate Change – Metrics and Targets

GRI INDEX (CONTINUED)

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
MANAGEMENT APPROACH		
103	Management approach for each material issue	
	Our Brands: Engaging with customers and consumers; integrating sustainability	Our Brands
	Products: Safe ingredients; disclosure	Products
	Packaging: Consumer-friendly and environmentally responsible	Packaging
	Employees & Communities: Diversity & inclusion, gender equality, employee health	Employees and Communities Workplace Safety & Health
	Employees & Communities: Community-enhancing philanthropy and outreach	Employees and Communities Our Brands
	Responsible Sourcing: Suppliers' environmental, labor, health & safety and ethical practices	Responsible Sourcing
	Environment: Energy and GHGs; water and waste	Climate Change Environment
ECONOMIC PERFORMANCE		
201-1	Direct economic value	About Church & Dwight Our Brands Employees and Communities Sustainability Performance Data
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change – Strategy CDP Climate Change Response
205-2	Communication and training about anti-corruption policies and procedures	Responsible Sourcing

GRI INDEX (CONTINUED)

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
ENVIRONMENTAL PERFORMANCE		
301-2	Recycled input materials used	Packaging
302-1	Energy consumption within the organization	Energy Sustainability Performance Data
302-3	Energy intensity	Energy Sustainability Performance Data
302-4	Reduction of energy consumption	Energy
303-1	Interactions with water as a shared resource	Water
303-2	Management of water discharge-related impacts	Water
303-3	Water withdrawal	Water Sustainability Performance Data
303-4	Water discharge	Water Sustainability Performance Data
303-5	Water consumption	Water Sustainability Performance Data
305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	Climate Change – Metrics and Targets Sustainability Performance Data
305-2	Indirect (Scope 2) GHG emissions	Climate Change – Metrics and Targets Sustainability Performance Data
305-3	Other indirect (Scope 3) GHG emissions	Climate Change – Metrics and Targets Sustainability Performance Data
305-4	GHG emissions intensity	Climate Change – Metrics and Targets Sustainability Performance Data
305-5	Initiatives to reduce GHG emissions	Climate Change – Metrics and Targets

GRI INDEX (CONTINUED)

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
ENVIRONMENTAL PERFORMANCE		
305-7	SOx, NOx, and other air emissions	Air Emissions
306-1	Water discharge by quality and destination	Water Sustainability Performance Data
306-2	Waste by type and disposal method	Waste Sustainability Performance Data
306-3	Significant spills	Spills/Releases to the Environment Sustainability Performance Data
306-4	Transport of hazardous waste	Waste
306-5	Water bodies affected by water discharges and/or runoff	Water
307-1	Environmental fines and sanctions	2020 Citations & Penalties/Surcharges Sustainability Performance Data
308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Sourcing – Palm Oil Conflict Minerals
SOCIAL PERFORMANCE		
403-1	Occupational health and safety management system	Workplace Safety & Health
403-2	Hazard identification, risk assessment and incident investigation	Workplace Safety & Health
403-3	Occupational health services	Workplace Safety & Health
403-4	Worker participation, consultation and communication on occupational health and safety	Workplace Safety & Health
403-5	Worker training on occupational health and safety	Workplace Safety Training
403-6	Promotion of worker health	Workplace Safety & Health

GRI INDEX (CONTINUED)

GRI STANDARD		SECTION (OR DIRECT INFORMATION)
SOCIAL PERFORMANCE		
403-7	Prevention and mitigation of occupational health & safety impacts directly linked by business relationships	Responsible Sourcing
403-9	Work-related injuries	Workplace Safety – Metrics Sustainability Performance Data
404-2	Programs for upgrading employee skills and transition assistance programs	Employees and Communities: Talent and Development
404-3	Percentage of employees receiving regular performance and career development reviews	All Church & Dwight employees receive an annual performance review.
412-2	Employee training on human rights policies or procedures	Responsible Sourcing
413-1	Community engagement	Our Brands Employees and Communities
414-1	New suppliers that were screened using social criteria	Responsible Sourcing
414-2	Negative social impacts in the supply chain	Responsible Sourcing
416-1	Assessment of the health and safety impacts of products and services	Product Safety
417-2	Product and service information and labeling	Product Safety
417-3	Marketing communications	Church & Dwight experienced no incidents of non-compliance with regulations or voluntary codes regarding marketing communications in 2020

SASB INDEX

We are referencing the Sustainability Accounting Standards Board (SASB) industry-specific sustainability accounting standards covering financially material issues. The table below summarizes our disclosures related to the SASB indicators for the Household and Personal Care Products category.

Many of these issues have been included in our CDP Responses and in previous years' sustainability reports. The table below provides company-wide quantitative data where available, as well as references to those report sections where we address relevant sustainability topics. We are working to improve our systems to allow greater transparency around products and packaging data in the future.

SASB CODE	METRIC/UNIT OF MEASURE	REPORT SECTION (OR DIRECT INFORMATION)
WATER MANAGEMENT		
CG-HP-140a.1	Total water withdrawn: Thousand cubic meters (m ³)	1,875 thousand cubic meters
CG-HP-140a.1	Total water consumed: Percentage (%)	60 %
CG-HP-140a.1	Percentage of each in regions with High or Extremely High Baseline Water Stress	Water, pages 98-104
CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water, pages 98-104
PRODUCT ENVIRONMENTAL, HEALTH, AND SAFETY PERFORMANCE		
CG-HP-250a.1	Revenue from products that contain REACH substances of very high concern (SVHC)	We maintain systems and processes in place to ensure human and environmental safety of our products. For detailed information on how we specifically manage the safety of our products and ingredients, see our disclosures beginning on page 56 of this Report.
CG-HP-250a.2	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	We maintain systems and processes in place to ensure human and environmental safety of our products. For detailed information on how we specifically manage the safety of our products and ingredients, see our disclosures beginning on page 56 of this Report.
CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	Product Safety, page 56 Products, page 54
CG-HP-250a.4	Revenue from products designed with green chemistry principles	We embrace many of the principles of green chemistry across our product innovation/development and processing efforts and continue to make progress. Further information and insights on these areas can be found beginning on page 56 of this Report.

SASB INDEX (CONTINUED)

WATER MANAGEMENT		
PACKAGING LIFECYCLE MANAGEMENT		
CG-HP-410a.1	Total weight of packaging: Metric tons	Approximately 182,000 metric tonnes
CG-HP-410a.1	Percentage made from recycled and/or renewable materials: Percent (%)	Paperboard Sourcing, page 62
CG-HP-410a.1	Percentage that is recyclable, reusable, and/or compostable: Percent (%)	85%
CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Packaging, pages 58-63
ENVIRONMENTAL & SOCIAL IMPACTS OF PALM OIL SUPPLY CHAIN		
CG-HP-430a.1	Amount of palm oil sourced: Metric tons	35,000 metric tons
CG-HP-430a.1	Percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book & claim: Percent (%)	See also Palm Oil section, pages 84-85
ACTIVITY METRICS		
CG-HP-000.A	Total weight of products sold: Metric tons	Approximately 2,770,000 metric tonnes
CG-HP-000.B	Number of manufacturing facilities	23

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES - INDEX

The Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information. The information below is our first reporting of these metrics in this Report.

TCFD REPORTING		SECTION REFERENCED	
Governance	(a) Describe the board's oversight of climate-related risks and opportunities.	Climate Change: Governance	CDP C1.1
	(b) Describe management's role in assessing and managing climate-related risks and opportunities.	Climate Change: Governance	CDP C1.2
Strategy	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate Change: Strategy	CDP C2.2, C2.3
	(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate Change: Strategy	CDP C2.3, C2.4
	(c) Describe the resilience of the organization's strategy, taking into consideration different climate scenarios, including a 2-degree C or lower scenario.	Climate Change: Strategy	CDP C3.1
Risk Management	(a) Describe the organization's processes for identifying and assessing climate-related risks.	Climate Change: Risk Management	CDP C2.2
	(b) Describe the organization's processes for managing climate-related risks.	Climate Change: Risk Management	CDP C2.2
	(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate Change: Risk Management	CDP C1.1, C2.2
Metrics and Targets	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate Change: Metrics and Targets	CDP C4.1, C4.2
	(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	Climate Change: Metrics and Targets	CDP C6, C2.2, C2.3
	(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate Change: Metrics and Targets	CDP C4.1, C4.2



2020

**SUSTAINABILITY
REPORT**
