**Employee Health & Safety**

- **TRIR**: 0.67
- **Near Miss Frequency Rate**: 3.81
- 63% of manufacturing plants and warehouses have gone at least 1 year without a recordable injury.

**Diversity, Equity & Inclusion**

- 81 leaders trained in inclusiveness.
- 81% of new leaders hired were diverse.
- 42% of global FY23 hires were diverse.
- Launched DEI newsletter.

**Engagement**

- 78% of employees provided feedback.
- 75% feel we treat our employees with dignity and respect.
- 79% are comfortable being themselves.

**Employee Development**

- 78% say they trust their supervisor/manager.
- Launched CMCO Cares.
- Launched "Learning in Motion" leadership development program, which included 2,432 hours of training.
ENVIROMENTAL STEWARDSHIP

First time reporting to CDP and TCFD.

Scored an impressive B- CDP rating

62%
Of sites with warehouse and production areas have converted to 100% LED lighting.

28%
REDUCTION IN SCOPE 1 EMISSIONS FROM FY21.

Full emissions profile:
Scope 1: 6,754 Metric Tons CO2e
Scope 2: 15,477 Metric Tons CO2e
Scope 3: 152,416 Metric Tons CO2e

14%
Of capital expenditure projects contained a sustainability component.

91%
Waste diverted from landfill.

6,169
Equivalent of trees saved through recycling cardboard.

GOVERNANCE

Appointed 1 new Director of 9 Directors standing for reelection
8 Independent
3 Females
2 Ethnically diverse

Updated ERM Process to include comprehensive survey to executive leaders and direct reports.

Reorganized to a regional structure.