



CORPORATE
SOCIAL
RESPONSIBILITY
REPORT

2020-2021

IMPROVING PEOPLE'S LIVES®



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A Message from Our President and CEO

The Sunrise Medical 2020-2021 Corporate Social Responsibility Report sets forth our responsibilities, purpose and operations as an international enterprise. The people, products and programs we have in place worldwide represent our efforts as a sustaining, socially responsible, environmentally conscious company.

Sunrise Medical’s products improve people’s lives worldwide. This proclamation delivers on the company’s mission and is our most important contribution to society. Our products become an extension of the people who use them. They are essential to the full participation in their daily lives.

The demand for our advanced assisted mobility solutions especially in complex rehabilitation continues to grow steadily, driven by rising life expectancy and associated prevalence of health conditions, as well as the increasing demand for people to maintain independence at home. To support this growth responsibly and sustainably, we strive to work on continuous improvement on all important aspects of our business that not only provide best possible solutions for our customers but also will ensure future sustainability for Sunrise Medical as an employer, a manufacturer, a solution provider and a dependable partner in the healthcare supply chain.

Some examples of our conduct include ethical sourcing and procurement, environmental initiatives, and industry-leading product quality, all of which translate into good business practice. Processes that demonstrate our commitment to social and environmental matters include:

Global Procurement: We work with the most trusted third-party manufacturers: those who strive to uphold the highest employment and environmental standards — the same standards we expect of ourselves.

Operations: The environmental initiatives across all our operations and locations are extensive and continually monitored. We regularly deploy vigorous energy efficiency initiatives, which have resulted in consistent declines in energy usage and costs. Some of our facilities have not sent any waste to landfill for several years.

Product Development: From project initiation to product launch, our product development process follows a strict guideline we call the Sunrise Product Development Process (“PDP”).

As a Management Team, we recognize that our standing as a responsible contributor to a better world relies on the integrity and efforts of our people and processes. By continuing to look for ways to improve and become an even more responsible and globally conscious business, we perform better in the key metrics that our stakeholders use to define success.

Our vision for Sunrise Medical is to continue to be a global leading advanced assistive mobility solution provider. Based on a foundation of ethical and social responsibility, we’re committed to providing exceptional mobility products and services solutions, thereby delivering on our mission to “Improve People’s Lives.”



Thomas Babacan
President & Chief Executive Officer



Our Company

Our Leadership Team



Thomas Babacan
President and Chief Executive Officer



Jim Barratt
Senior Vice President
Northern Europe & Asia Pacific



Roxane Cromwell
Chief Operating Officer



Thomas Hardt
Senior Vice President
Central Europe



Larry Jackson
President of Sunrise Medical
North America



Bernd Krebs
Chief Technology Officer



Carol Liu
Senior Vice President
Corporate Development &
Strategic Marketing



Ignacio Paredes
Senior Vice President
Southern Europe, Eastern Europe,
Middle East & Africa



Adrian Platt
Chief Financial Officer



Rohit Sathe
Chief Procurement Officer



Our Mission

Improving people's lives by creating innovative, high-quality products and services.

Sunrise Medical is a world leader in the development, design, manufacture and distribution of innovative, high-quality manual wheelchairs, power wheelchairs, motorized scooters, standard and modified seating and positioning systems, and daily living aids.

Our Values

Our five values are at the heart of everything that we do.

Our five values are Customer Focus, Excellence, Innovation, Commitment, and Teamwork, all of which are incorporated into everything we do.

These values underpin our commitment to being a socially responsible company where we strive to respect our customers, our business partners, our Associates, our communities, and the environment within which we operate, ensuring the highest ethical standards are adhered to.



Our customers come first! We expect to not only meet, but to exceed the expectations of both internal and external customers, through relationships based on trust. We maintain that trust with prompt and professional communication.



Our goal is to "Improve People's Lives!" We're committed to performing extraordinary efforts every day in what we do, both as individuals and as a company. That commitment extends to the highest level of quality.



Strive to continually improve! Sunrise Medical and its Associates continually redefine our business and are proactive in providing innovative, reliable and quality products, processes, and solutions. We encourage our Associates to be open to, and promote, new ideas that can improve our business and the lives of our customers.



We expect our Associates to take responsibility and ownership. Demonstrate determination and initiative and provide added value to Sunrise Medical. Get involved and do your best!



The principles of teamwork, sharing, and fostering information are crucial to achieving our business objectives. A positive and proactive team spirit leads to improved results. To our internal team, we offer support, guidance, motivation, and constructive feedback when and where needed.

Our People Deliver on Our Values

IMPROVING PEOPLE'S LIVES®



Our Company Profile

Sunrise Medical in numbers:

We have over 30 sites in 19 countries.

Distribution in over 130 countries and have a broad external distribution network in numerous other markets.

Employing over 2,600 Associates worldwide

Our Manufacturing & Assembly Sites:

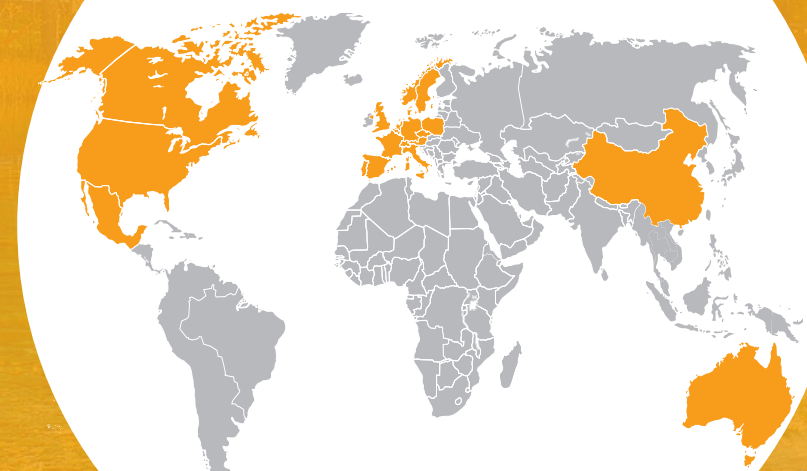
- Germany
- United States
- United Kingdom
- The Netherlands
- Spain
- Poland
- Mexico
- China
- Norway
- Australia

Our Sales & Distribution Sites:

- Canada
- France
- Italy
- Belgium
- Czech Republic
- Sweden
- Denmark
- Japan
- Switzerland

and have a broad agent and external distribution network in numerous other markets.

Over 2,600 Associates worldwide



We have R&D centers of excellence in:

- Germany
- United States
- United Kingdom
- Australia
- Holland

Heritage:

Sunrise Medical has a rich history that dates back to 1983. Find out some of the key points in our heritage at this link to our company website.

<https://www.sunrisemedical-group.com/about/heritage>



Customers Identify with Our Brands

Customers Identify with Our Brands, and the Sunrise Medical Family of Brands includes some of the most recognizable global mobility brands.



Our People Deliver
on Our Values





Our Corporate Responsibility Commitment

Social responsibility is fundamental to everything we do. We recognize that our standing as a responsible contributor to a better world relies on the integrity and efforts of our people and processes. By continuing to look for ways to improve and become an even more responsible and globally conscious business, we perform better in the key metrics that our stakeholders use to define success.

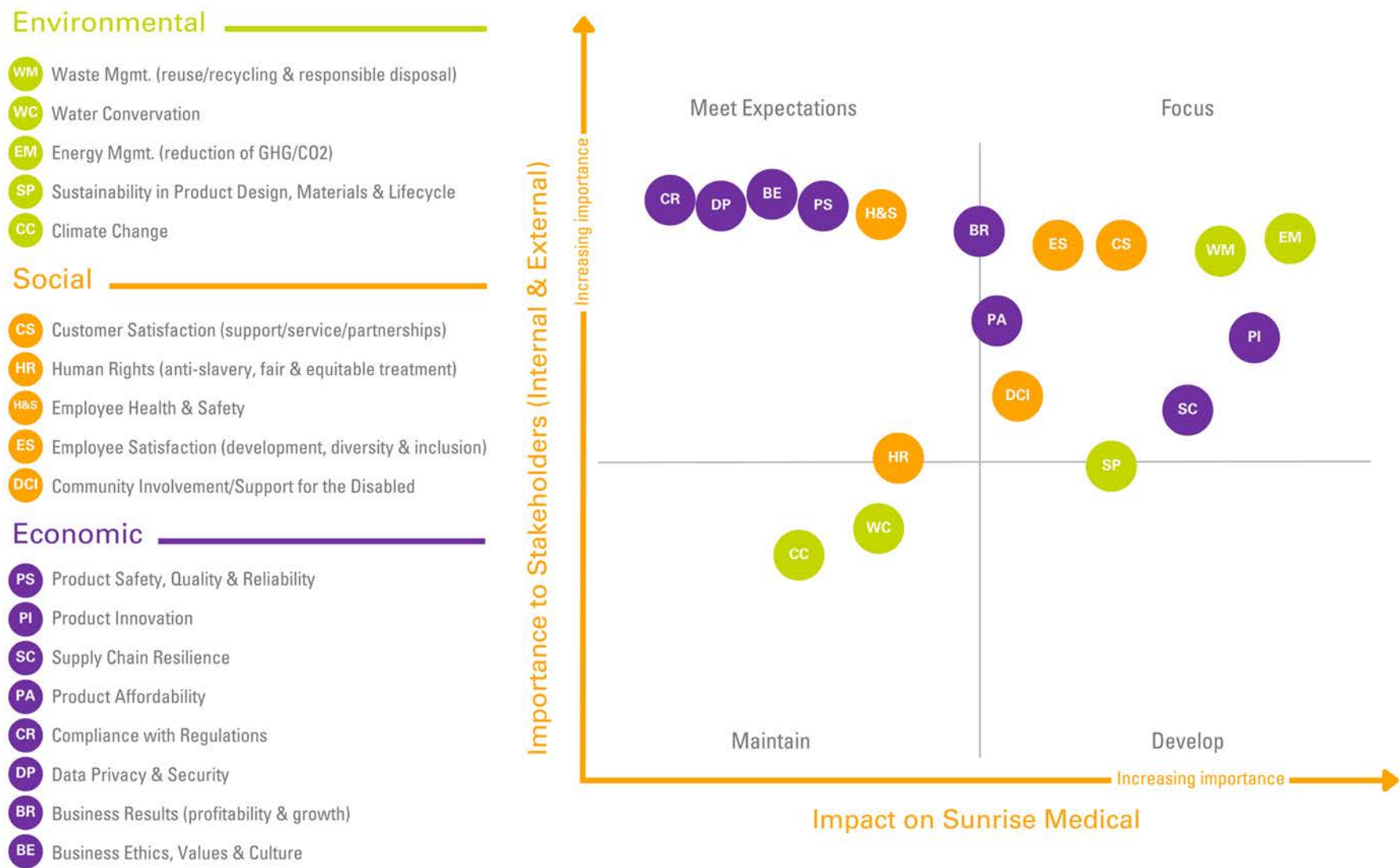
In order to help ensure we are focusing on the areas that matter to our key stakeholders, we surveyed both internal and external stakeholders to determine their key priorities. As a result of that survey we have been able to better refine our sustainability priorities, and we have developed our Sustainability Materiality Matrix which, in turn, led us to identify six key focus areas for sustainability.

These focus areas all support Sunrise Medical's mission of "Improving People's Lives" including our commitment to develop the highest quality of innovative products and services benefiting both end users and providers as well to support our employees with excellent working conditions, opportunities, and diversity. We also recognize our responsibility to reduce our environmental footprint in all our operations including our supply chain.

We have developed Key Performance Indicators (KPIs) in each of the focus areas and we will measure and report our progress regularly to our Advisory Board as well as annually in this Corporate Social Responsibility (CSR) Report.

Our Sustainability Materiality Matrix

This chart shows how our stakeholders ranked key elements of Environmental, Social and Economic activities. We used this information to refine our sustainability priorities, including Key Performance Indicators.



Sunrise Medical Sustainability Priorities

We have established 22 Key Performance Indicators (KPIs) in 6 different areas to track how well we are doing against our sustainability priorities. The 22 KPIs are listed below and then are also discussed in greater detail in the rest of this report.

Because these KPIs were recently developed, we are still finalizing our detailed plans to achieve the targets. We will report those detailed plans as well as how we are progressing towards our targets in future editions of this Corporate Social Responsibility Report.



Our 22 Sustainability Key Performance Indicators

Innovation in our Products & Services

1. New product revenue: Ratio of products within the first three year of its lifecycle to total revenue. This illustrates how up to date our overall portfolio is.
2. Minimum 50% target of components used in our products suitable for re-use, refurbishment and or remanufacture by 2030.
3. During each average product development cycle, we will implement at least one new innovation.



Our 22 Sustainability Key Performance Indicators

Reducing our Environmental Footprint:

1. Reduce absolute GHG emissions (Scopes 1,2 and 3) to net zero in support of the Paris agreement.
2. 75% recycled waste by 2030.
3. 50% of outbound packaging used / purchased is fully recyclable by 2030.
4. 75% of hybrid/electric company owned vehicles by 2030.
5. 100% of manufacturing sites ISO 14001 certified by 2030.





Our 22 Sustainability Key Performance Indicators

Commitment to Customer Satisfaction & Service:

1. Customer Satisfaction survey scores at minimum 85%.
2. 100% of products with a Quality Yield of minimum 99.97%.
3. Lead the industry with social media followers.
4. Clinical Hub value based selling approach (total cost of ownership):
Measure n° of interactions (training sessions, End User assessments...) our teams of Product Specialists perform around the globe to...
"Improving People's Lives"

Commitment to Our Employees:

1. Percentage of women in the workplace +40%.
2. Percentage of women in management +30%.
3. 100% compliance with local standards for employment of persons with disabilities.

Our 22 Sustainability Key Performance Indicators

Responsible Procurement & Logistics:

1. 90% of supplier spend covered by the Sunrise Medical Supplier "Code of Conduct/Code of Ethics" by 2030.
2. By 2030 at least 90% of our strategic suppliers will identify and set their own targets for GHG emissions reduction.
3. For every new product life cycle we will evaluate the feasibility of designing and sourcing recycled materials / components and implement wherever possible.





Our 22 Sustainability Key Performance Indicators

Ethical & Sustainable Business Practices

1. 100% of employees trained in the Sunrise Medical Code of Conduct ("Do The Right Thing").
2. Zero compliance citations from government agencies.
3. Zero reportable data privacy / security breaches.
4. Zero incidents of Modern Slavery in our operations and supply chain.



Additionally, for our initiatives in the Environmental area, Sunrise Medical has partnered with ZeroMission to use the Ecometric platform to measure our Scopes 1, 2 and 3 GHG emissions. We also use the platform to measure our waste and water.

We are also in the process of documentation of the product lifecycle of key product categories (power wheelchair, manual wheelchair, seating system and scooters) to determine the carbon footprint of our products. We are in the mid stages of this project to complete for inclusion in our 2023 Corporate Social Responsibility report. See additional information in the “Product Lifecycle Assessment” section.



Carbon Offset Projects

As noted in our Sustainability Priority labeled “Reducing our Environmental Footprint,” we have a goal to reduce absolute GHG emissions (Scopes 1,2 and 3) to net zero in support of the Paris Agreement.

Whilst we are working towards our goals of reducing our GHG emissions as much as possible, we will also be investing in high quality Carbon Offset projects. We have partnered with ZeroMission to help us select and invest in projects which meet the following criteria:

- The projects must make a clear contribution to social sustainability; for example, that people get an improved quality of life and health, new jobs, increased knowledge or technology transfer.
- The projects must be well established among local actors and project participants.
- The projects must have a high degree of additionality, which means that the climate benefit would not have taken place without the money invested in the project through the sale of carbon credits. Our funding of these projects “must make a difference.”
- The projects must provide verified, long-term climate benefits.

Note that these criteria are fully compatible with our company’s Mission to “Improve People’s Lives.”

In addition, ZeroMission requires that we sign a letter of intent aimed at ensuring that offsetting emissions is part of a broader strategy to reduce greenhouse gas emissions. The letter of intent also requires that our climate compensation claims must be done in a responsible way when it comes to measurement, follow-up and communication.

For our initial purchase of carbon credits, we have selected two projects which will each offset 2,110 tonnes of greenhouse gas emissions per year. These projects have been certified by the Gold Standard Foundation, a non-profit foundation headquartered in Geneva, Switzerland which verifies that carbon credits are real and verifiable and that projects make measurable contributions to sustainable development.

The 4,220 total tons that we are offsetting account for more than half (almost 55%) of our total Scope 1 and Scope 2 emissions in 2021. Our intent is to fully offset our emissions in this area in the future through both reduction activities and further carbon offset projects. We are also focused on reducing our Scope 3 emissions by working closely in the key impact areas of transportation and our supplier base.

Please refer to the “Reducing Our Environmental Footprint” section for a complete description of our carbon offset projects.

Our Sustainability Priorities are discussed in greater detail in the subsequent sections in this report, including data on current performance towards these priorities.

Supporting the United Nations Sustainable Development Goals

We are pleased to affirm our support for the United Nations Sustainable Development Goals (UN SDGs) and 2030 Agenda. These goals provide a global blueprint for achieving a more sustainable future. Here are the 17 SDGs

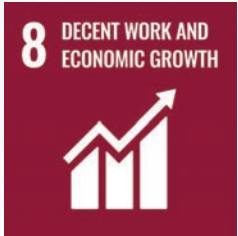
 <p>1 NO POVERTY</p>	 <p>2 ZERO HUNGER</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>4 QUALITY EDUCATION</p>	 <p>5 GENDER EQUALITY</p>	 <p>6 CLEAN WATER AND SANITATION</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	 <p>10 REDUCED INEQUALITIES</p>	 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>
 <p>13 CLIMATE ACTION</p>	 <p>14 LIFE BELOW WATER</p>	 <p>15 LIFE ON LAND</p>	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	 <p>17 PARTNERSHIPS FOR THE GOALS</p>	

Sunrise Medical SDG Focus Areas

Whilst our sustainability initiatives align with many of the UN SDGs, we focus especially on the SDGs noted below and have linked our priorities and actions to these goals. These are the areas where we believe we can have the greatest impact towards helping to achieve the goals. Please refer to the following sections for additional and specific information on what Sunrise Medical is doing to advance these goals.



As a medical device manufacturer and employer of people in many regions of the world, promoting good health and well-being is central to our mission.



Through our employment and business practices, Sunrise Medical is fully committed to promoting business growth and full and productive employment and decent work for all.



Sunrise Medical is committed to full participation and equal opportunities regardless of gender, both in our workplace and in our interactions with our business partners and customers.



Process and product innovation and sustainability are fundamental to Sunrise Medical’s business operations.



Through our products and workplace practices, Sunrise Medical seeks to empower and promote the inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.



Our products are designed to provide mobility, access and freedom for those with disabilities and special needs.



Efficient and responsible materials use is a key component of Sunrise Medical’s environmental footprint.



As this Corporate Social Responsibility report details, Sunrise Medical is integrating climate change measures into our policies, strategies and planning.



Sunrise Medical is a global enterprise with multi-stakeholder partnerships throughout all aspects of our business, working together towards achievement of the SDGs and a sustainable future.



Our Sustainability Commitment

Corporate Social Responsibility Board

In support of our Sustainability commitments and initiatives, and to help ensure that Sustainability stays at the forefront of all of our Company’s activities, we have a Corporate Social Responsibility Board that meets regularly to coordinate our sustainability activities. The CSR Board is chaired by our CEO and includes executive level representation from Operations, Human Resources, Commercial, Procurement, Marketing, Finance and Compliance.

Partnerships

We also work closely with our business partners to ensure they also have the appropriate level of commitment to sustainability. Our partnerships include the dealers we partner with to sell our products into more than 130 countries, all of our other business partners and customers, as well as groups such as industry associates and the Paralympic movement.



Support for the Paris Accord

Sunrise Medical whole heartedly supports the goals and objectives of the Paris Agreement which is designed to:

- Limit the average global temperature rise.
- Increase the ability to adapt to the adverse effects of climate change.
- Make financial flows consistent with a pathway toward low green house gas emissions and climate-resilient development.

Task Force on Climate-Related Financial Disclosures

Sunrise Medical is also beginning the process to implement theTCFD (Task Force on Climate-related Financial Disclosures) framework into our corporate reporting. This will help Sunrise Medical better assess, respond to, and report our climate change-related risks.



For Sunrise Medical, Sustainability is a means to fulfilling our Company Mission, which is to “Improve People’s Lives.”

- 1 **Bee Hives at our Germany factory**
At our factory in Malsch, Germany, our associates maintain two bee hives. When the Sunrise bees aren’t busy pollinating local flowers, fruits and vegetables, they are also busy making honey! That honey is harvested and given out to our associates as gifts.



Sunrise Medical is Making a Difference





Innovation in our products and services

Our products directly impact the quality of life – so our standards are high and we aim to improve at every opportunity.

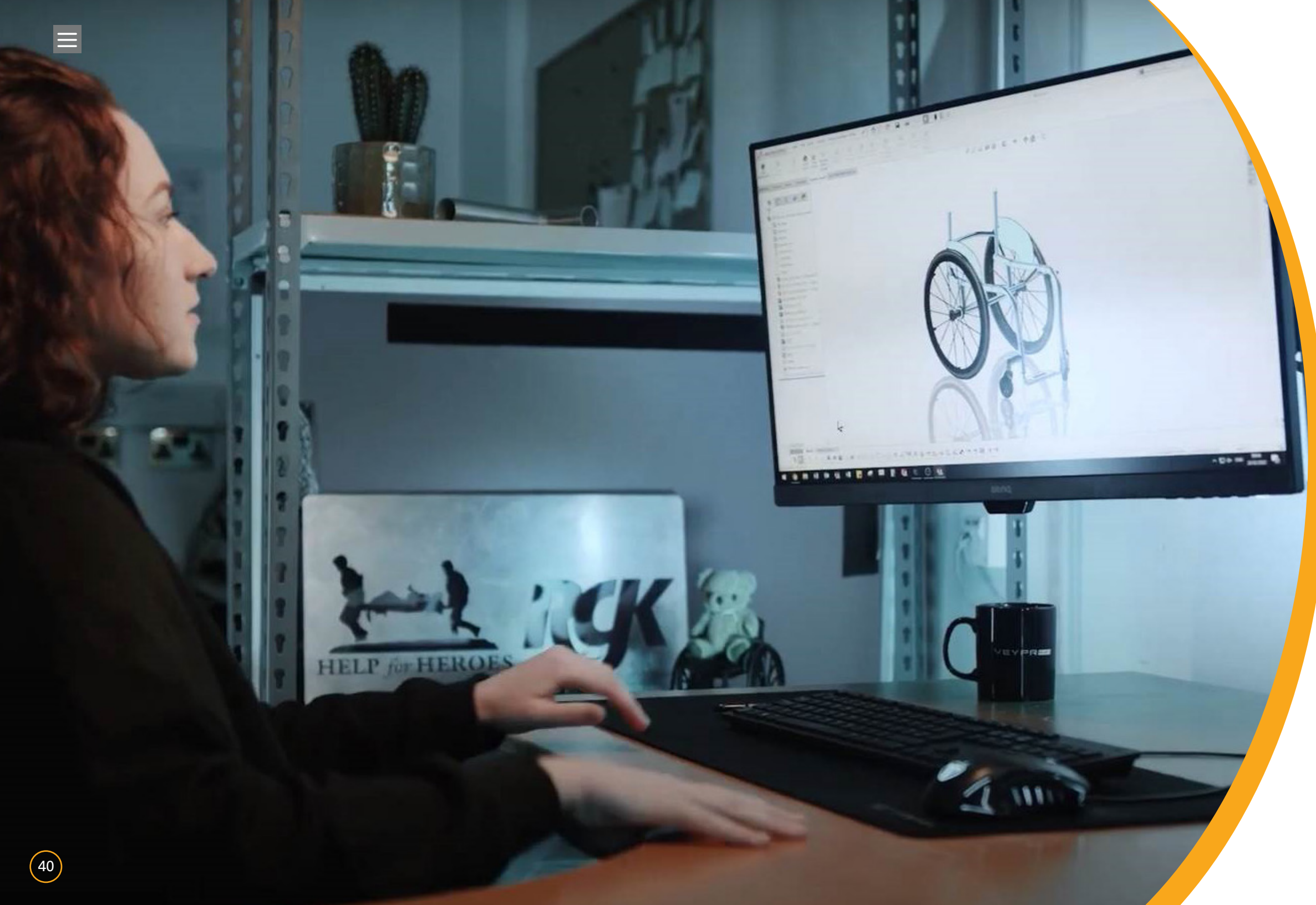
Our product portfolio covers nearly every mobility solution – for all stages of life, every moment of the day, helping people improve their lives all over the world.

Information on our products is available here:

<https://www.sunrisemedical-group.com/products>

Our product portfolio consists of Manual Wheelchairs; Power Wheelchairs; Pediatric; Power Assist; Seating and Positioning; Sports; Mobility Scooters; and Daily Living Aids.

We employ rigorous product design, development, testing and manufacturing processes to ensure that our products are of the highest quality, are safe and reliable to use and meet medical device regulatory requirements.



Quality Management System

Quality and safety of our products is our top priority - and we manage this through our Quality Management System (QMS). Our QMS ensures that our products are designed, developed, and manufactured to meet customer and regulatory requirements, and to reinforce customer satisfaction through product and service performance. Extensively tested before being released for production, only products that meet our safety requirements are released for distribution.

ISO Certification

To ensure that our QMS remains robust and is continually improving, the majority of our facilities have either ISO 13485 or ISO 9001 certification. These certifications demonstrate that we are committed to total quality management, to ongoing customer focus, and to a continually improving process approach throughout the organization. This also means that critical processes and their interactions are understood and documented, and that there is a strong management commitment to the elements of the ISO quality management standard.

Regulatory Compliance

Our products are classified as medical devices. As a result, they are subject to various medical device regulations throughout the world, such as the Medical Device Regulation (MDR) in the European Community and the Food and Drug Administration (FDA) in the United States. The exacting standards we apply throughout the design, development, testing, and manufacturing processes are there to ensure that we comply with all such regulations. We employ a specialized team of Regulatory Affairs Associates who work toward implementation of new rules within internal practices and processes.

Our Relevant SDGs in Products and Services



Our 3 Sustainability Priorities for Products and Services

1 New product revenue: Ratio of products within the first three year of its lifecycle to total revenue. This illustrates how up to date our overall portfolio is.

2021 Baseline

New products accounted for 19.60% of total revenue.

Activities and Actions

This percentage will be tracked over time as one factor to help us determine whether our product portfolio is as current and innovative as we and our customers want.

Impact on the UN SDGs

An up-to-date and innovative Sunrise Medical product portfolio positively contributes to these SDGs:

3 – Good Health and Well-Being: Our products help ensure healthy lives and promote well-being for all at all ages.

9 – Industry, Innovation and Infrastructure: Having an up-to-date product portfolio provides our customers with the most useful, cost-effective and innovative products.

10 – Reduced Inequalities: Sunrise Medical products provide improved mobility and access to our customers and thereby help to reduce inequalities.

11 – Sustainable Cities and Communities: The mobility and access improvements that our products provide to our customers help to make their cities and communities more inclusive and sustainable.

12 – Responsible Consumption and Production

13 – Climate Action: Our new products utilize the latest advancements in sustainable patterns of materials usage, production and consumption.



2 Minimum 50% target of components used in our products suitable for re-use, recycling, refurbishment and/or remanufacture by 2030.

2021 Baseline

We are still gathering our baseline information for this KPI and plan to publish it in the next update of this Corporate Social Responsibility report.

Activities and Actions

Our product design & development and manufacturing processes incorporate the principles of re-use, recycling, refurbishment and remanufacture throughout all phases of product life. We have a project underway (including trial runs with selected customers) to look for additional opportunities in these areas.

Impact on the UN SDGs

Re-use, recycling, refurbishment and remanufacture help create a cleaner environment, reduce the usage of scarce resources, and positively contribute to product innovation.

The applicable SDGs are:

3 - Good Health and Well-Being

9 - Industry, Innovation and Infrastructure

11 - Sustainable Cities and Communities

12 - Responsible Consumption and Production

13 - Climate Action



3 During each average product development cycle, we will implement at least one new innovation.

2021 Baseline

This KPI is being achieved. In the past three years there were 9 products launched that we termed to be “Innovation Products.” An example is the Q700-UP M standing power wheelchair, which was the first Modular Mid Wheel standing chair.

Activities and Actions

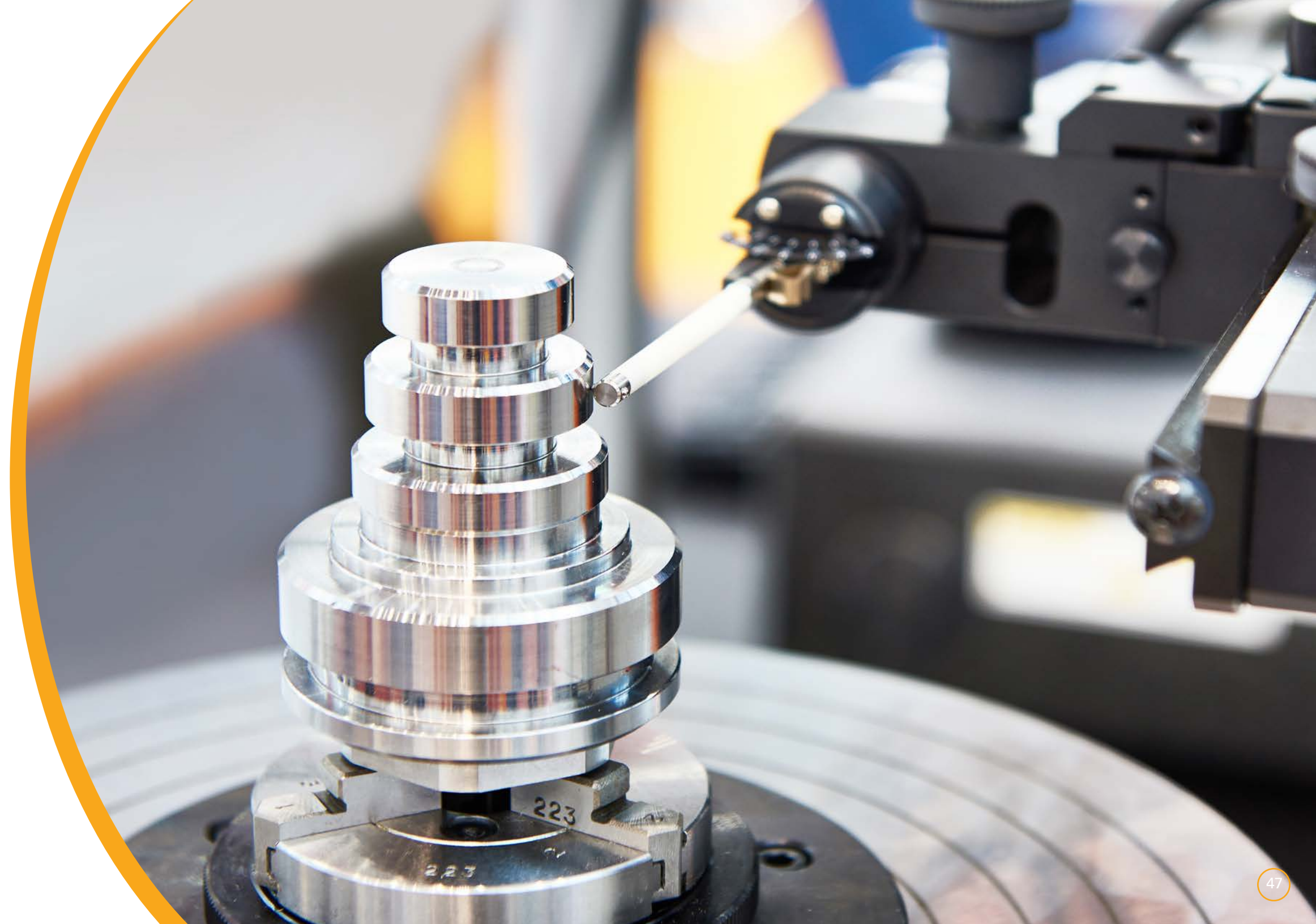
Innovation will continue to be a key focus area; it is one of the 5 Sunrise Medical Values: “Strive to continually improve! Sunrise Medical and its Associates continually redefine our business and are proactive in providing innovative, reliable and quality products, processes, and solutions. We encourage our Associates to be open to, and promote, new ideas that can improve our business and the lives of our customers.”

The sales and performance history of all new products including Innovation Products is closely monitored throughout their life cycle.

Impact on the UN SDGs

Innovative products from Sunrise Medical contribute to the following SDGs:

- 3 – Good Health and Well-Being
- 9 – Industry, Innovation and Infrastructure
- 10 – Reduced Inequalities
- 11 – Sustainable Cities and Communities
- 12 – Responsible Consumption and Production
- 13 – Climate Action



Award Winning Product Design



JAY® Cryo™ Technology - The first and only in the market that addresses ALL 4 risk factors for pressure injuries – a revolutionary wheelchair cushion material that actively cools a patient's seated skin surface for up to 8 hours while evenly distributing pressure, reducing shear, and lowering the risk of moisture.

- JAY Fluid with Cryo Technology wins a 2020 Mobility Product Award
- JAY Fusion Cushion with Cryo Technology wins a HME Business 2020 New Product



Quickie Q700-UP M

- Mobility Product Award 2021 winner in Standing wheelchairs category by Mobility Management Magazine (US)



Quickie Nitrum – Lightest in its class, strongest in its segment– a highly innovative rigid manual wheelchair with multiple new patents awarded; it's the lightest adjustable aluminium chair at just 4.9kg lifting weight; precision-engineered to maximise the performance. Nitrum has won multiple awards since its introduction to the market:

- THiS Magazine's 2020 The Retailers' Choice of the Year Award
- Mobility Product Award 2021 in the Manual Ultra Lightweight wheelchair category by the renowned Mobility Management magazine in the US

PLATINUM LEVEL INNOVATOR



James Leckey Design

James Leckey Design, a Sunrise Medical company located in Northern Ireland, has been honored as a Platinum Level Innovator in the Innovate Northern Ireland Innovation Accreditation programme.



Reducing our Environmental Footprint

We bring an environmental perspective to everything we do. This is expressed in our environmental mission statement:

“As a long-standing environmentally conscious organization, Sunrise Medical is committed to environmental responsibility and our mission is to further promote green thinking throughout the global organization and our supply base.”

Our commitment is expressed through our environmental principles noted below. We also work diligently to ensure our sites, and in particular our manufacturing plants, continually look for ways to minimize our impact on the environment through reduction of energy consumption, recycling and reuse, and reducing plastics consumption.

In addition, we have an Environmental Management System (EMS), which provides the framework to assist in the day-to-day operations from an environmental perspective. As part of our EMS, we expect our suppliers to implement and maintain appropriately scaled environmental processes too.

Key points include:

- Complying with local and international environmental regulations
- Minimizing waste and maximizing recyclability of production/shipping materials
- Reducing transportation and distribution costs
- Protecting and reducing reliance on natural resources

Our Environmental Principles

Our environmental commitment is expressed through the principles of our global environmental policy.



Management Commitment

All Management and Associates will take responsibility for ensuring that this environmental policy is implemented, maintained, and continually improved.



Regulations

As a minimum, we will comply fully with the requirements of all relevant environmental laws/ regulations and any other relevant requirements, seeking to exceed them wherever possible.



Training

We recognize the importance of education and communication. Therefore, we will undertake the necessary training in order to implement and sustain this policy.



Energy

We recognize that the waste of energy is an unnecessary cost and has an impact on the environment. Therefore, we will endeavor to pursue an ongoing program of energy efficiency.



Waste

We recognize that all waste is inefficient, adds cost, and has unnecessary environmental impacts. We will therefore endeavor to prevent and, if prevention is not possible, to recover, reuse, and recycle.



Biodiversity, Amenity, and Land Restoration

Wherever possible, we will aim to protect and conserve local biodiversity.



Reporting

Within our audit and review cycle, we will report on our environmental performance annually. We will set and review objectives and targets and use them as a base for year-on-year improvements.



New Site Development

Whenever there is a new process or site development, we will assess the impact this will have on the environment.



New Products

We are aware that there will be disposal implications associated with our products. Therefore, we will endeavor, wherever possible, to improve the product design in order to minimize the potential environmental impacts on disposal.



Our Relevant SDGs in Environmental

We whole heartedly support the goals and objectives of the Paris Agreement, and we are committed to fully engaging as a responsible and climate conscious company in this journey towards sustainability.





Our 5 Sustainability Priorities for Environmental Responsibility

1

Reduce absolute Greenhouse Gas (GHG) emissions (Scopes 1, 2 and 3) to net zero in support of the Paris agreement.

2021 Baseline

Our current GHG emissions are a net of 21,323 tons per year

Scope 1 = 4,502 tons
Scope 2 = 3,186 tons
Scope 3 = 17,855 tons
Carbon offsets = (4,220) tons

Activities and Actions

This is a significant area of focus for us, and our results, activities and plans are further detailed in the section below.

Impact on the UN SDGs

Reducing our GHG emissions will have clear benefits for a number of SDGs:



2

75% recycled waste by 2030.

2021 Baseline

Our baseline is 82%, so we are currently exceeding our target.

Activities and Actions

We have 4 sites that currently recycle 100% of their waste. That is the ultimate goals for all sites, but will depend on local recycling regulations and opportunities. Each of our sites have a local environmental plan that includes actions to maximum recycling.

Impact on the UN SDGs

Increasing the amount of waste that we recycle impacts a number of SDGs:



3

50% of outbound packaging used / purchased is fully recyclable by 2030.

2021 Baseline

We are currently at 5%.

Activities and Actions

Concurrent actions will include developing and implementing plans to (1) Utilize recyclable packaging wherever possible at all Sunrise sites; and (2) comprehensively measure and report progress towards the goal.

Impact on the UN SDGs

Utilizing more recyclable materials in outbound packaging will positively impact:



4

75% of hybrid/electric company owned vehicles by 2030.

2021 Baseline

6.8%.

Activities and Actions

Many of our company vehicles are vans that are used to carry products. As the carrying capacities and ranges of electric vehicles and especially vans increase over time, we will shift as much of our fleet to these vehicles as possible.

Impact on the UN SDGs

Removing our gasoline-powered vehicles from the roads and replacing them with electric vehicles will positively impact:



5

100% of manufacturing sites ISO 14001 certified by 2030.

2021 Baseline

10 of our 16 (63%) manufacturing sites are ISO 14001 certified. The other six sites are scheduled to be certified in 2024. ISO 14001 specifies requirements for an environmental management system that an organization can use to enhance its environmental performance.

Activities and Actions

Activities are on-going to prepare the six non-certified sites to be ready for certification in 2024, and to maintain and improve our Environmental Management Systems at the ten sites that are currently certified.

Impact on the UN SDGs

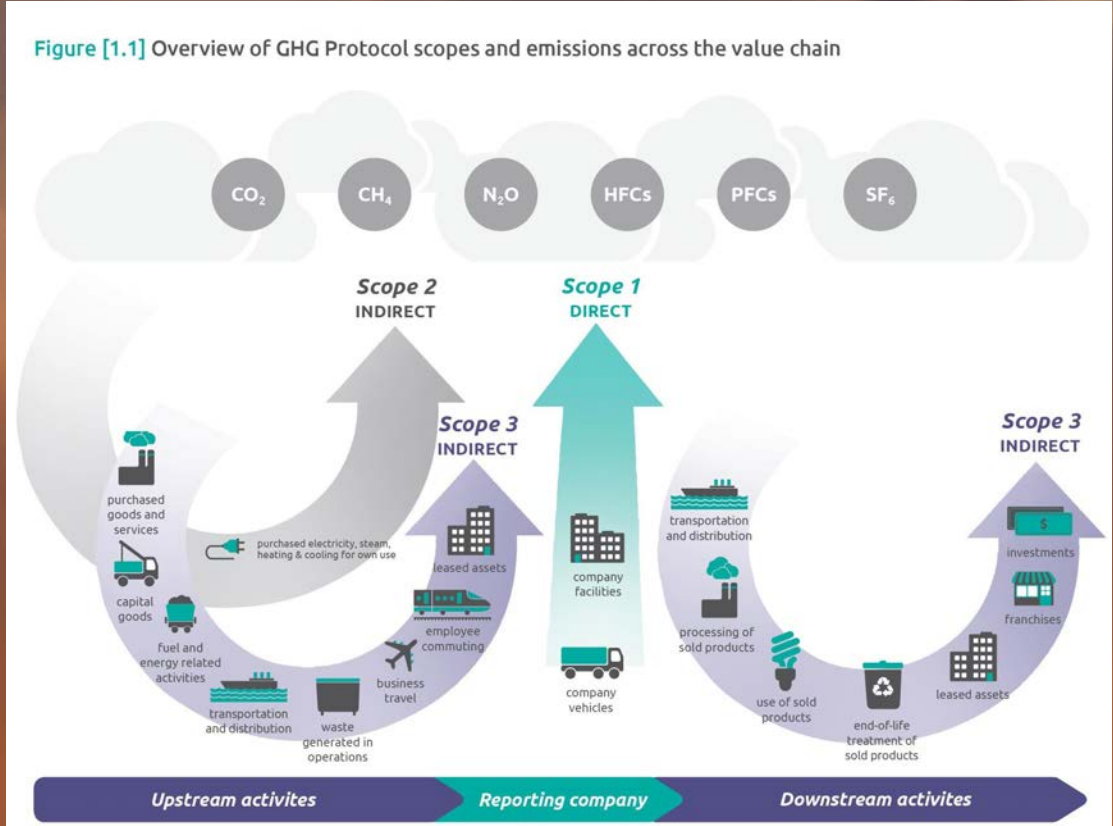
Having robust Environmental Management Systems that meet ISO 14001 requirements positively impacts:



Greenhouse Gas Emissions

Sunrise utilizes the Ecometrica Our Impacts Platform with ZeroMission for our GHG/CO2 emissions reporting for all locations globally. We use the data for reporting and to analyze improvement areas and feed our continuous improvement actions. GHG/CO2 emissions are categorized into 3 scopes:

GHG Protocol, international standard for carbon footprints:



Source: Greenhouse Gas Protocol. A Corporate Accounting and Reporting Standard

Question Group	Questions	Scope	Data to collect Prio 1	Prio 2	Prio 3	Other data requirements / comments
Business Travel	Air travel	Scope 3	Passenger kilometers	Number of flights		Grouped into short, medium and long flights
	Rail	Scope 3	Passenger kilometers			
	Hotel night stays	Scope 3	Number of nights			If possible, country
	Hired cars	Scope 3	Liters of fuel	Kilometers	Spend data	Type of car or fuel
	Employee owned cars	Scope 3	Liters of fuel	Kilometers	Spend data	Type of car or fuel
	Bus and coach	Scope 3	Passenger kilometers			
Transports (inbound and outbound)	Road freight, shared vehicle	Scope 3	Tonnekilometers	Total weight	Total distance	Type of truck
	Sea freight (basic options list)	Scope 3	Tonnekilometers	Total weight	Total distance	Type of ship
	Air freight	Scope 3	Tonnekilometers	Total weight	Total distance	
	Postal services	Scope 3				
	Car for deliveries	Scope 3	Tonnekilometers	Total weight	Total distance	Type of car
	Rail freight	Scope 3	Tonnekilometers	Total weight	Total distance	
Electricity and Heating	Electricity	Scope 2	kWh or MWh	Floor area		Green electricity certificate if you have purchased this
	Bioenergy (if used)	Scope 1	kWh or MWh			Type of biomass, biogas, etc
	Natural gas (if used)	Scope 1	kWh, m3, kg	Floor area		
	Other fuel(s) (if used)	Scope 1	kWh, liters, kg			Could be used in data centers possibly, in generators
	District heating	Scope 2	kWh, MWh	Floor area		Location of offices/facilities
Premises	Refrigerants and gas loss	Scope 1	kg of refrigerant filled			Type of refrigerant/gas
Company Owned Vehicles - Operations	Cars	Scope 1	Liters of fuel	Kilometers	Spend data	Type of car or fuel
Additional KPI	Water					
	Waste					
	Floor area (square meters)	No Scope				
	Full time equivalent employees	No Scope				
	Turnover (KSEK)	No Scope				

- A simple way to explain the 3 Scopes is:
- Scope 1 is emissions from a company's operations
 - Scope 2 is emissions from its use of electricity and similar resources
 - Scope 3 is emissions generated by third parties in a company's supply chain

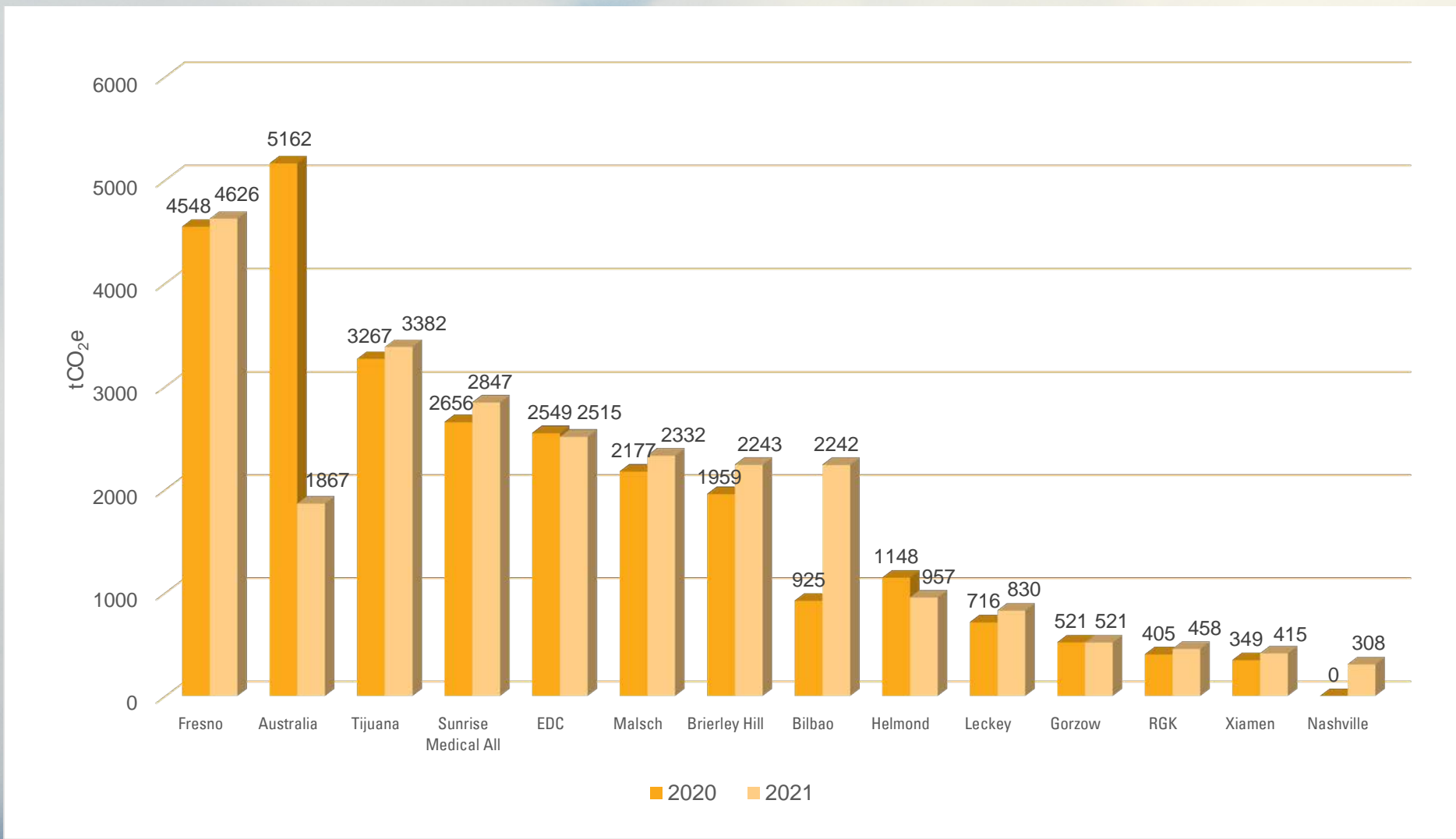
2020 and 2021 GHG/CO2 Emissions

We began collecting and reporting our GHG/CO2 emissions data beginning with 2020

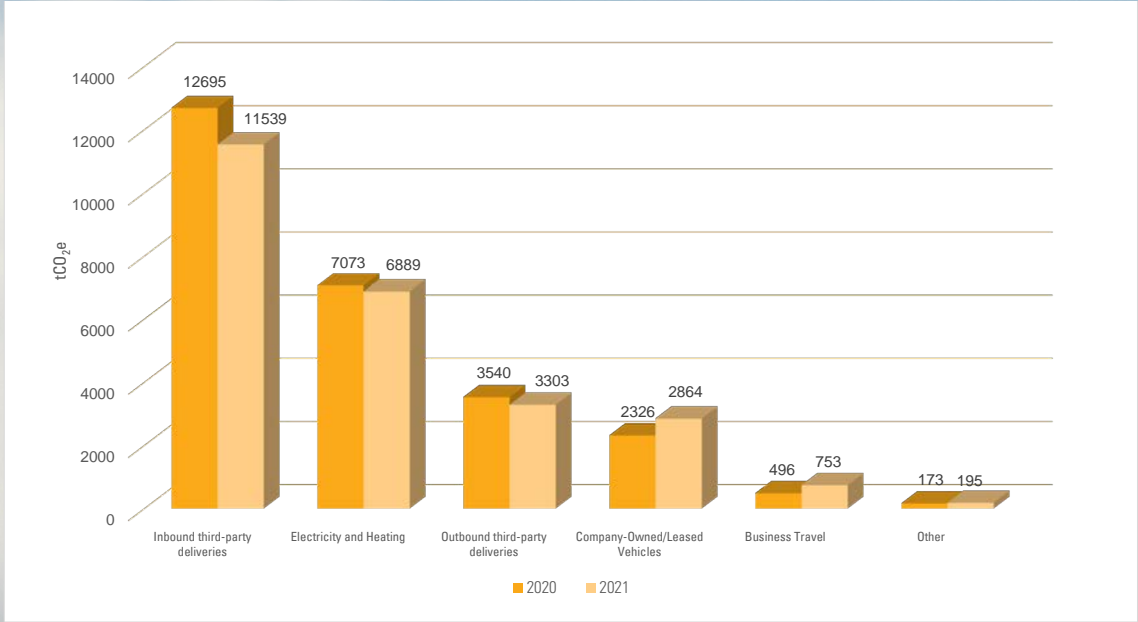
Total Emissions in 2020 and 2021



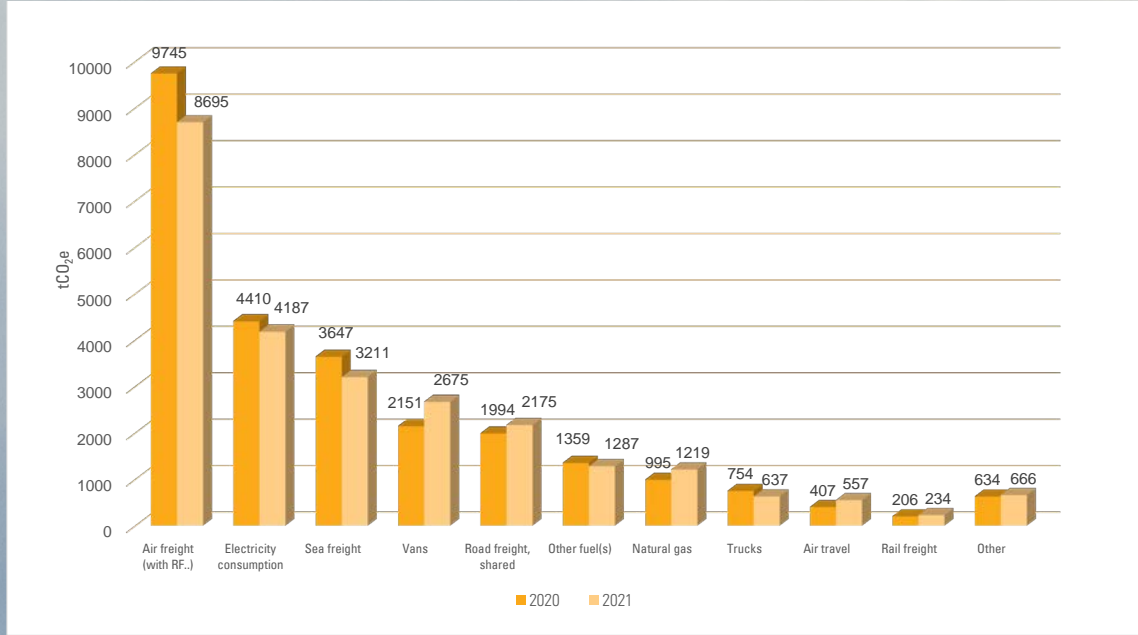
Emissions per Company Unit in 2020 and 2021



Emissions by Type in 2020 and 2021

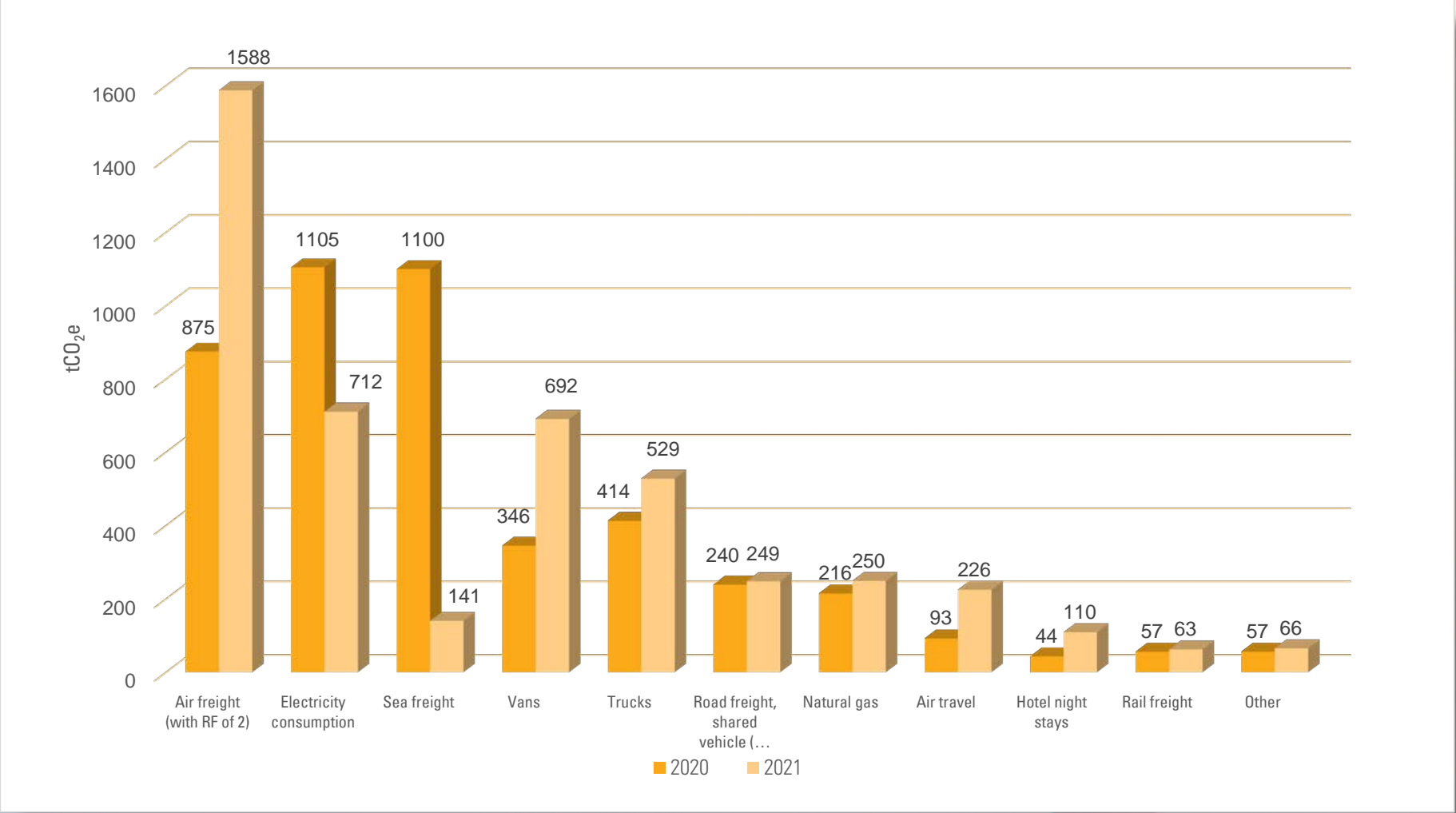


Emissions per Activity in 2020 and 2021



Emissions Per Site

We also collect, report and analyze emissions data by site so that we can determine the most effective ways to design and implement GHG/CO2 reduction activities. Here are the results from our largest site in Fresno, California USA.



Our Roadmap to Reduce Emissions

The Covid-19 pandemic significantly impacted our GHG emissions in both 2020 and 2021. Business disruptions caused by the pandemic, in particular materials shortages and supply chain disruptions, resulted in significant impacts to certain types of emissions such as:

- We increased the use of air freight to a significant degree to obtain critical materials. Air freight creates significantly more emissions than transporting the same items by ocean freight or ground transportation.
- Business travel was significantly curtailed.

Our plan to decrease our GHG/CO2 emissions in the future includes:

- Continue to comprehensively collect, report and analyze our GHG/CO2 data to quickly identify issue areas and opportunities for improvement.
- Reduce air freight as business conditions return to post-pandemic normalcy.
- Vertical integration and near-shoring, which will reduce our freight-in.
- New factory in the United States which is closer to many of our customers, which will reduce our freight-out.
- Request renewable fuels be used when transporting our items.
- Packaging optimization to reduce the shipping container volume our products take up during shipment.
- A comprehensive lifecycle analysis of our products is underway, which will identify opportunities for environmental-impact improvements. See further description below in the “Product Lifecycle Assessment” section.
- Energy conservation measures at our sites.
- Additional solar panel installations.
- Renewable electricity agreements.
- 75% of hybrid/electric company owned vehicles by 2030.
- Use video conferencing when feasible as an alternative to business travel.
- Carbon offsets.

We will report on our specific activities and progress towards our goals in future versions of this report.



Carbon Offset Certificates

Our Carbon Offset approach and program is described in the section titled “Our Corporate Responsibility Commitment.” We are very pleased to work with ZeroMission and the Gold Standard Foundation to select and invest in the following 2 certified carbon offset projects for our 2021 reporting year:

zero mission

Sunrise Medical

Hereby offsets 2110 tonnes of greenhouse gas emissions resulting from parts of scopes 1 and 2 emissions for 2021. The carbon credits used to offset the emissions originate from the Gold Standard, Clean Water Uganda project, project number 7192.

Consumption of wood for domestic firewood is one of the biggest causes of deforestation in Uganda, where over 40% of households boil their water before use. Through the financing of water purification systems, the need for firewood is reduced and forest carbon stocks are protected.

Certifikat: 212419

www.zeromission.se

Gold Standard for the Global Goals

zero mission

Sunrise Medical

hereby offset 2110 tonnes CO₂e deriving from parts of scope 1 and 2 emissions for 2021. The offsets occur in a project certified by Gold Standard in Siaya, Kenya, which installs efficient cook stoves in the home of rural families. The climate benefits arise when the stoves reduce the demand for wood and thus prevent deforestation. In addition, the project leads to great positive added value as the indoor environment is improved and gender equality is promoted. The project also works with micro-loan groups for women.

Certificate no: ZM212420

www.zeromission.se

Gold Standard for the Global Goals

Environmental Certifications

We direct all our major manufacturing sites to be certified to ISO 14001. This standard has requirements for an environmental management system designed to enhance an organization’s environmental performance. This provides value for the environment, Sunrise Medical itself and interested parties.

For all other Sunrise sites, we have an in-house program to achieve the Sunrise Medical Environmental Seal.



To achieve this internal certification, sites are mentored by a Sunrise ISO 14001 certified site and must set goals and targets for environmental impact reduction in the areas of GHG emissions, waste and water management.

Country	Site	ISO 14001: 2015 Environmental Mgmt
AU	Magic Mobility	Planned FY24
AU	Sydney	Planned FY24
DE	Malsch	✓
MX	Tijuana	✓
NL	Helmond	✓
NL	EDC- Nieuwegein	✓
NO	Lillehammer	✓
NO	Vestby	✓
PL	Gorzow Lodz	✓
SP	Bilbao	✓
UK	Brierley Hill	✓
UK	Helping Hand	Planned FY24
UK	Leckey	Planned FY24
UK	RGK	Planned FY24
US	Fresno	✓
US	Nashville	Planned FY24



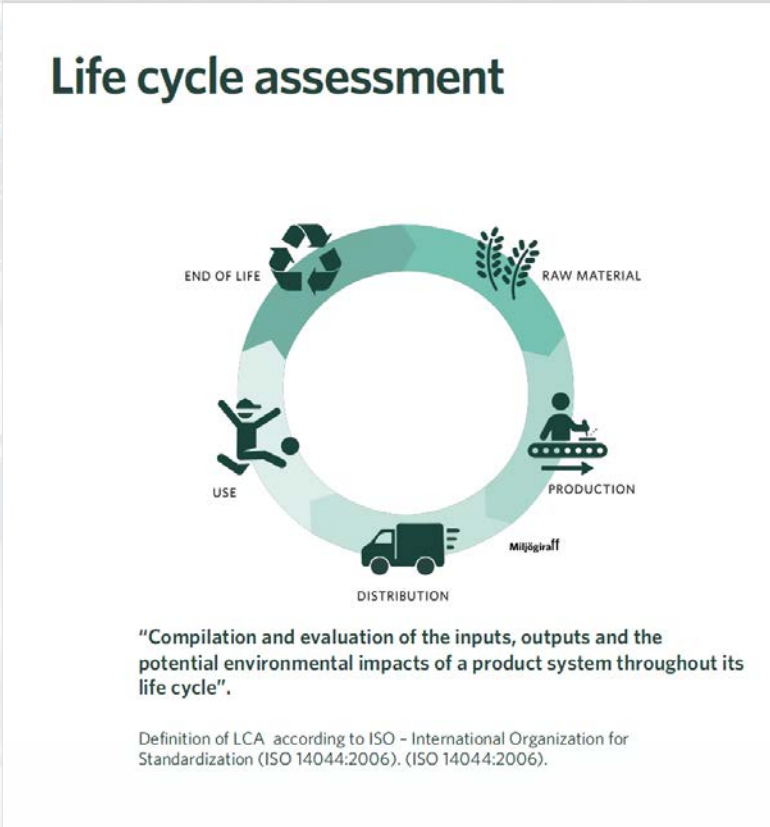
Product Lifecycle Assessment

Sunrise Medical is performing a lifecycle assessment of our products, in support of a “circular economy” to help us minimize waste and maximize resources.

We are performing a “cradle to grave” Life Cycle Assessment (LCA) calculation according to ISO 14040 in conjunction with Miljögiraff, an environmental consultant.

This will deliver a carbon footprint for each of our products. We are utilizing 5 key products from our Helmond (Netherlands) factory in the first phase.

- Q400/500M Base
- Easy Life Base
- Sedeo Pro Seating
- Elite 2 Scooter
- Ibis Base



Goal & scope

Miljögiraff helps the customer identify goal and scope of the study.

What is to be studied?
What will the result be used for?

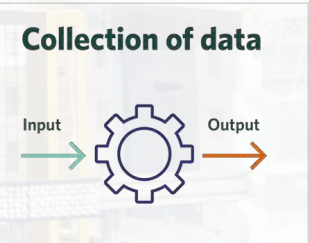


Inventory

Miljögiraff helps the customer understand what environmental aspects is to be studied.

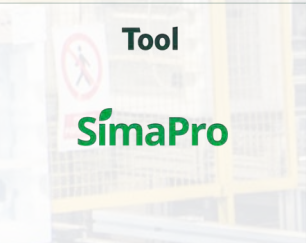
The customer is responsible for the data being collected and that it is the correct data

If data is missing, general data from Miljögiraff's third-party audited databases is used.



Modeling

The life cycle is modeled in SimaPro and the environmental impact are calculated from several environmental aspects.



Interpretation

The result is shared with the customer. Miljögiraff interprets and verifies the result.

The report is reviewed internally or by a third party and reconciled against standards.

Miljögiraff makes recommendations for improvements based on the results of the life cycle analysis.



Value

Miljögiraff helps the customer understand and activate the result through presentations and workshops.

We offer different communicative ways to take the results further as well as the opportunity to get support in deeper strategies around ecodesign adapted to the customer.



The results of these assessments will be used to determine the environmental impacts associated with all stages of our products’ life cycles. More importantly, this information will be used to help us improve our sustainability programs by designing and implementing process and product design improvements as well as setting appropriate targets for those improvements.

Sunrise Medical is Making a Difference

2 Wind Energy at our Helmond Factory in the Netherlands

Choosing sustainable sources of energy is essential to protecting the environment. At our Dutch plant in Helmond, we have switched to a certified energy provider offering 100% European wind energy.



4 Reducing CO2 Emissions

In Sunrise Medical UK we have changed the lighting in some areas of the warehouse from Fluorescent tubes to LED's with motion detection. They automatically switch off when not needed, saving a minimum of 1753.4 CO2 kg of carbon emissions.



3 Reducing Foam/Plastic Consumption

To reduce foam and plastic consumption in our facilities in Mexico, we have eliminated the use of 150,000 foam cups, lids, and spoons. This has reduced 395 kilos of waste.



5 Renewable Energy Resources

At our Italian facilities in Piacenza, Italy, we are now provided with energy only from renewable resources, from a supplier called Repower. The energy we get is from a hydraulic plant in Valtellina, northern Lombardy.



Sunrise Medical is Making a Difference

6 Reducing Water Consumption

To reduce water consumption and energy we are replacing sanitary equipment in our facilities in Mexico, the US, the Netherlands and Spain with water-saving models and installed touchless water faucets to control the temperature and the stream duration.



7 Protecting the Environment

At Sunrise Medical we recognize the vital connection between bees and the environment. Our Polish associates have been gifted flowers that are friendly to bees and other pollinators. They will be taking great care of them!



8 Cutting Energy Consumption

At our facilities in Australia, the UK, Mexico, and the Netherlands, we have completely replaced our existing lighting with LED's, in order to be more energy-efficient.



9 Reducing Energy Consumption

To conserve electrical usage, at our California facility in the United States we have cut back the hours of use of our lights, fans, and HVAC. The old process required building sections to remain on while only one small area required lighting. Breaking the facility up into 20 zones using a modular system, allows each department to control its system independently and save energy.



10 Recycling Waste

At Sunrise Medical we are committed to sorting our waste the right way. At several of our facilities, we collaborate with local organizations that help us recycle the used batteries and other electronic equipment and reprocess everything in specialized channels.



11 Solar Energy

At our Sunrise Spain facility in Bilbao, the installation of 150 solar panels provides more than 25% of the electricity on average during the year. Surplus energy produced during non-working hours and days such as weekends is sold to the electricity grid .





Commitment to Customer Satisfaction and Service





Serving Our Customers

Our customers drive what we do! The closer we are to our customers the more relevant and vibrant a business we can be.

Our company mission statement “Improving people’s lives” captures the reason Sunrise Medical exists.

We encourage customers to explain in detail what they want and even suggest drawing a diagram to assist the process. Following an assessment by one of our trained dealers, we will take on board what the customer wants and provide the best possible solution to the request.

Jay Your Way[®] and Built-4-Me[®]

Whatever customization is needed, we’ll identify it and hand-craft it to meet the independence, individuality, and ride experience our customer needs.

Examples of customizable products are: custom cushions and backs; arm troughs and foot boxes; size and cover modifications.

Built4 Me[®] is a customization offering where customers can request specific features, measurements and capabilities over and above our standard product range. Once the customizations have been agreed upon, we manufacture the product and deliver to a happy customer. The customizations can vary from color and styling specifications to adjustments for racing and other sports!



Sunrise Medical is Making a Difference

12 Helping customers make informed choices

Our **Education in Motion** blog series highlighted that manual and power mobility are not the only solutions, with information on identifying when a dependent mobility device is appropriate and tips for selecting the best style of dependent mobility base.



EDUCATION IN MOTION



Listening to Our Customers

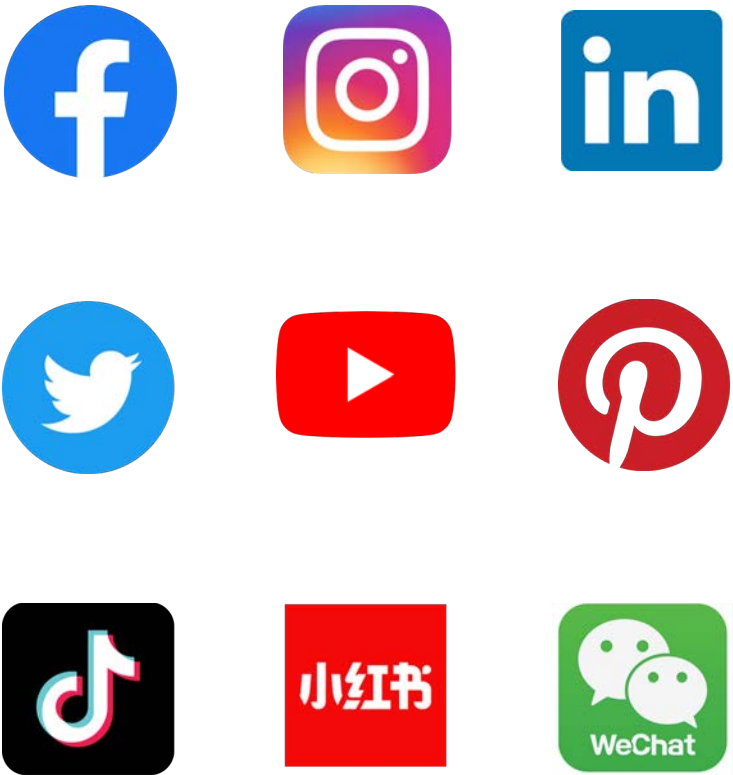
Social media is a powerful tool we use to connect with our customers and for them to connect with each other. We also encourage friends and family members of wheelchair users to get involved and build a true community!

Sunrise Medical is active on all the major platforms. Facebook is one of our most popular social media platforms and with over 498,000 followers, we lead the industry across these communication platforms!

We also have a dedicated blog for clinical educators: **Education in Motion**, which was created by clinicians for clinicians. Education in Motion provides the latest information in the complex rehabilitation technology industry. Through this blog we get to share what clinicians think about the world of seating and mobility.

Each country’s website has a blog page with articles of education and interest for our customer community. The blogs and videos contain lifestyle advice on topics as diverse as getting a job with a disability to information on wheelchair accessible beaches!

LiveQuickie.com is one of the platforms filled with news, comments, events, and an array of resources. The blog posts are one of the ways we encourage increased engagement throughout our community.



Sunrise Medical Social Media in Numbers:

Social presence in
21 countries
Over 94 social media pages
Over 600,000 social media followers

Links to our pages can be found at:
https://www.sunrisemedical-group.com/community/social_media

Sunrise Medical is Making a Difference

13 Education

Education in Motion is a set of resources on our website. Created by clinicians for clinicians, Education in Motion provides the latest information in the complex rehabilitation technology industry. Read blogs, articles, and industry resources as well as real life clinical applications and outcomes at this link:

<https://www.sunrisemedical.eu/education-in-motion>





Our Relevant SDGs in Customer Satisfaction and Service



Our 4 Sustainability Priorities for Customer Satisfaction and Service

1 Customer Satisfaction survey scores at minimum 85%

2021 Baseline
We are currently updating our survey and surveying process, which will then be rolled out globally and used to establish our baseline score.

Activities and Actions
Customer Focus is one of our 5 Company Values. At Sunrise Medical, our customers come first. We expect to not only meet, but to exceed the expectations of both internal and external customers, through relationships based on trust. We maintain that trust with prompt and professional communication.

Impact on the UN SDGs
3 - Good Health and Well Being: Sunrise Medical products significantly contribute to our customers’ good health and well-being.

9 - Industry, Innovation and Infrastructure: Feedback from our customers helps us to fulfill our Company’s Mission, which is to improve people’s lives by creating innovative, high quality products and services.

10 - Reduced Inequalities: Input from our customers helps us better design and provide products that provide mobility and access to persons living with disabilities.

17 - Partnerships for the Goals: Using feedback from our customers helps us to partner with them and better provide products and services that improve their lives.



2 100% of products with a Quality Yield of minimum 99.97%

2021 Baseline
Through CY2021 91% of our global products met this target .

Activities and Actions
The Sunrise Medical Quality Management System is designed to ensure that our products are of the highest-possible quality level. There are feedback loops that identify opportunities for improvement, and those opportunities are then acted upon to further improve the quality of our processes and products.

Impact on the UN SDGs
Continually improving our quality will provide positive benefits for a number of SDGs:

- 3 - Good Health and Well Being
- 9 - Industry, Innovation and Infrastructure
- 10 - Reduced Inequalities
- 12 - Responsible Consumption and Production
- 17 - Partnerships for the Goals



3 Lead the industry with social media followers

2021 Baseline
We are the industry leader in social media.

Activities and Actions
Social media helps us connect with our customers and for our customers to connect with each other. Facebook is one of our most popular platforms and with over 498,000 followers, we lead the industry across these communication channels. We have over 94 social media pages and over 600,000 social media followers.

Impact on the UN SDGs
Our social media activities positively impact our engagement with our customers and their engagement with us and other customers. The SDGs that are most impacted are:

- 3 - Good Health and Well Being
- 10 - Reduced Inequalities
- 17 - Partnerships for the Goals



4 Clinical Hub value based selling approach (total cost of ownership)

Measure the number of interactions (training sessions, End User assessments...) our teams of Product Specialists perform around the globe. These are designed to help fulfill our Mission of “Improving People’s Lives”.

2021 Baseline
We are currently gathering the information to allow us to establish a baseline.

Activities and Actions
Once we have a baseline established, we will establish improvement targets and actions to meet those targets.

Impact on the UN SDGs
The interactions that our Product Specialists have with customers helps us to provide better products and services and positively impacts these SDGs:

- 3 - Good Health and Well Being
- 9 - Industry, Innovation and Infrastructure
- 10 - Reduced Inequalities
- 12 - Responsible Consumption and Production
- 17 - Partnerships for the Goals





Real Life Stories

Real people. Real stories. Discover how people around the world have improved their lives with Sunrise Medical and see what motivates them.

<https://www.sunrisemedical-group.com/community/real-life-stories>

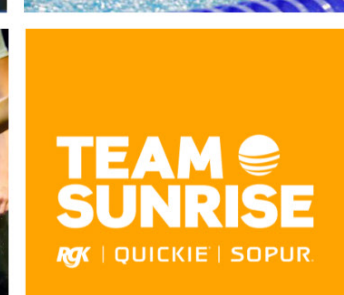
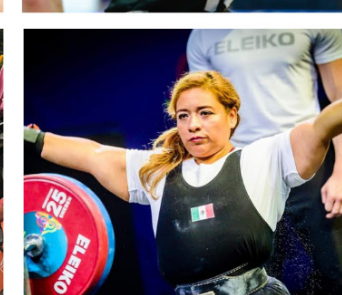
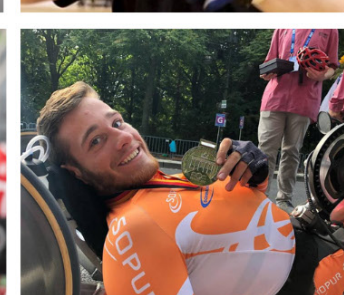
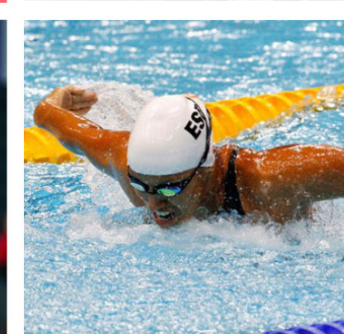
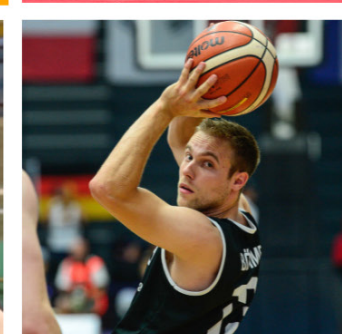
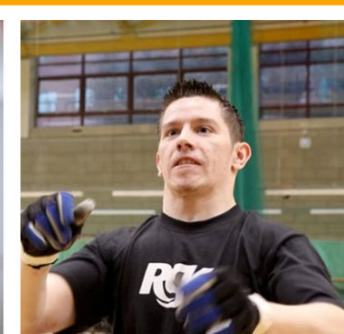
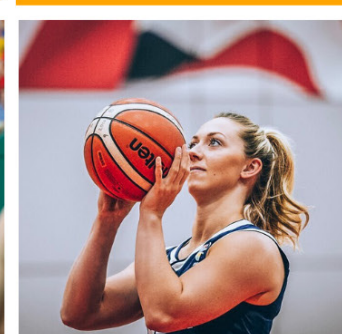
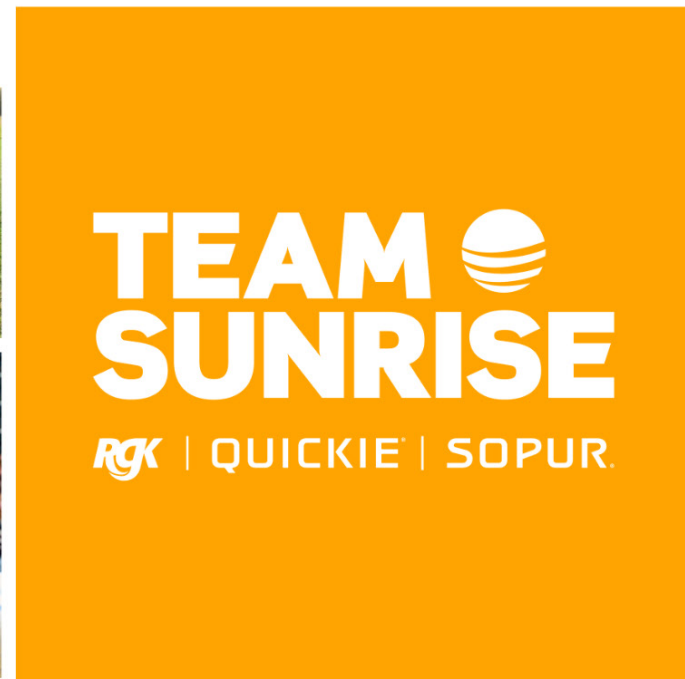
This link will take you to stories of how Sunrise Medical products have improved people's lives. Here is one of them.

"I didn't think I would be able to improve my seating position until I got into my new Octane FX. It fits me perfectly, and I feel so much more confident in myself. I never thought small changes would have such a big impact day to day. It's easier to push, lighter and now I can fold it up and take it everywhere! Plus it's so pretty... I honestly feel amazing in my Octane FX"

- Sophie Carrigill



OCTANEFX



14 Team Sunrise

Sunrise Medical is honored and proud to sponsor athletes, many of whom compete very successfully in the Paralympic Games and other athletic competitions. They are athletes from all over the world, in many different sports, with different backgrounds, sporting achievements and disabilities that have come together-united as #TeamSunrise with one goal... ONE TEAM ONE WILL - Live Without Limits.

15 Paralympic Games

Our Team Sunrise Ambassadors won a total of 25 medals at the Tokyo Paralympic Games in 2021: 10 gold medals, 9 silver medals and 6 bronze medals, along with numerous Paralympic diplomas.



Team Sunrise

The RGK, QUICKIE /SOPUR range of sports and everyday wheelchairs raise the bar for what a high performance wheelchair should be. Styled by designers and using ultra-light materials, they are wheelchairs that raise the bar for perfect driving ergonomics. Our TEAM SUNRISE athletes embody the power and spirit of “Live without Limits”.





Commitment to our Employees

Our Associates

Our people are more than employees, they are “Associates.” This has a specific relevance with the business being a collective effort and a calling for all of us to work in partnership.

Our Associates are partners in a common enterprise. We believe in the value of creating an overall environment of health and well-being as it supports our ongoing pursuit to ensure everyone associated with our Company is thriving.

Improving people’s lives starts on the factory floor and goes all the way to delivery and support of the products our customers rely on every day. Some key points about our team:

- We believe there should be no place for discrimination of any kind. We base our hiring decisions on business criteria such as qualifications, experience, and performance.

- Manufacturing is a traditionally male dominated environment; however, we have a strong female presence with an average of 33% female.

- Our Customer Support Teams respond to customer queries and support the sales Associates. Each Associate is responsible for a specific region and ‘buddies up’ with a Sales Manager to support their customers through both the sales and customer service efforts.

- We promote an open-door policy so our Associates can discuss their training or other personal needs with their managers.

The innovations that we create to support people with reduced mobility would not be possible without our Associates. Because it’s through their creativity, their commitment, and working together towards a common goal that enables us to reach our mission to improving people’s lives.

Associates' Health and Well-Being

The health and safety of our Associates is of paramount importance. We continually collect comprehensive metrics on incidents of workplace injury and globally report on accidents and lost time data to monitor our performance and encourage improvement and best practices.

The well-being of our Associates is not limited to workplace health and safety. We encourage Associates to look after their personal well-being through initiatives such as the Wellness Program in the US, where Associates can earn Wellness Points by taking part in healthy activities. Wellness Points

can be exchanged for health-related discounts and products. Also there are Wellness webinars to assist and educate staff at no cost.

Mutual respect doesn't end at our doors – we expect high standards from those we do business with. Our suppliers are evaluated for, among other things, a minimum standard of welfare and workers' rights.



Training and Development

We support and challenge our Associates to increase their knowledge, skills and capabilities throughout their career at Sunrise. From day 1, every Associate is given in-depth company training that covers topics such as Ethics and Code of Conduct, Environmental, Health and Safety, Human Resources and Quality. Our online training platform, the Sunrise Medical Academy helps Associates to keep track of their training and is an invaluable resource for refreshing or enhancing their knowledge.

Our medical devices help some of the most physically challenged members of our communities. To serve those customers with the most accurate and helpful advice for the specific product to meet their needs, our staff must be extremely knowledgeable about our products and the physical challenges faced by our customers. In particular, Associates in Sales, Marketing and other customer facing product roles are given regular product training. We also have Clinical Education Associates whose main responsibility is to provide training to our network of dealers and clinicians.



Our Relevant SDGs in Commitment to Employees



Our 3 Sustainability Priorities for Our Commitment to Our Employees

1

Percentage of women in the Sunrise workforce of greater than 40%

2021 Baseline

33%.

Activities and Actions

Manufacturing is a traditionally male-dominated environment. However, at Sunrise Medical we have a strong female presence which we are striving to increase. This will be accomplished through recruitment and retention strategies that promote gender diversity in our workforce.

Impact on the UN SDGs

Increasing the percentage of women in our workforce will positively impact:

3 - Good Health and Well Being: Providing additional opportunities for women in our workplaces with the corresponding income and benefits will promote good health and well-being for them and their families.

5 - Gender equality

8 - Decent Work and Economic Growth

10 - Reduced Inequalities



2

Percentage of women in management positions at Sunrise of greater than 30%

2021 Baseline

33% was our baseline at the end of 2021, but the percentage fluctuates and is not always above our target. So we know we have opportunities in this area.

Activities and Actions

In conjunction with our efforts to increase the gender diversity in our workforce, we will also be implementing actions to provide opportunities for more women to advance to and succeed in management roles within Sunrise. Sunrise sites are located in many different countries and regions of the world, and each site will be implementing strategies that are tailored to their local business environment and needs.

Impact on the UN SDGs

Increasing the participation of women in our management teams will positively impact:

3 - Good Health and Well Being

5 - Gender Equality

8 - Decent Work and Economic Growth

10 - Reduced Inequalities



3

100% compliance with all local diversity standards for employment of persons with disabilities.

2021 Baseline

100% currently.

Activities and Actions

As a global leader in the manufacture and distribution of mobility medical devices, having a diverse workforce that includes people with disabilities is paramount to our culture. We will continue to promote a culture that builds on strengths and focuses on abilities.

Impact on the UN SDGs

3 - Good Health and Well Being

8 - Decent Work and Economic Growth

10 - Reduced Inequalities

17 - Partnerships for the Goals: Our Associates are partners in a common enterprise. We believe in the value of creating an overall environment of health and well-being as it supports our ongoing pursuit to ensure everyone associated with our Company is thriving.





Our Response to the COVID-19 Pandemic

2020 and 2021 were difficult years for all of us. Whilst we all hope that the COVID-19 pandemic is mostly behind us now, we don't want to move forward without at least mentioning some of the actions that Sunrise Medical took in response to the pandemic.

The safety of everyone, from our associates to our customers to our business partners, was our first concern while we still endeavored to keep the supply of our necessary products and services flowing to our customers. We had some temporary situations where we reduced operations at some of our facilities, but for the most part we kept our operations running and we kept our associates employed during this difficult and challenging time.

We were able to do this through a number of means such as using social distancing, diligent sanitation procedures, providing masks and testing, requiring vaccinations for certain employees who interact with vulnerable members of the community, work-from-home arrangements wherever feasible, and significantly expanding the use of videoconferencing in lieu of business travel and face-to-face meetings.

Guidance and training was also provided to our associates to help them stay safe and to help ensure the safety of everyone they interacted with such as end users, guardians and care-givers, clinicians, medical device dealers, insurance company workers, government staff and all other stakeholders and business partners. We also helped Sunrise associates find child care solutions during school closures.

We also provided guidance to the users of our products for how to keep safe in a wheelchair during COVID-19 including how to disinfect their wheelchairs on a daily basis to prevent the transmission of the virus.

Throughout the pandemic we did our best to stay true to our Company's mission of "Improving people's lives."

Our Inclusive Environment

At Sunrise Medical, we celebrate individuality and we're committed to creating an inclusive environment where everyone can thrive and help to improve people's lives.

As a global leader in the industry, Sunrise Medical has always been passionate about promoting equality and embracing diversity. Diversity and inclusion are an integral part of our company's culture. Fostering an open and collaborative culture and environment, we bring together our people with their different backgrounds, experiences and expertise, and together we strive to create innovations and better solutions to improving people's lives.

Inclusion drives innovation

Exclusion happens when you solve problems using your own biases. That's why we've always been passionate about inclusion and actively encouraging representation. Having a diverse workforce that includes people with disabilities is paramount to this. For example, in Germany nearly all of the Product Management team for manual wheelchairs are wheelchair users themselves. By promoting a culture that builds on strengths and focuses on abilities, our Associates drive innovation and help us to improve people's lives.

Gender equality

Manufacturing is a traditionally male-dominated environment. However, at Sunrise Medical we have a strong female presence. Approximately 1/3 of our Associates worldwide are female, as are our managers.

Diverse representation

We always strive to be a better representation of the communities that we are a part of. For example, in the United States, Sunrise Medical Associates have a very diverse ethnic background, with over 50% from historically under-represented minorities.

Developing and retaining empowered Associates

Sunrise Medical is a multi-generational company. We have always been dedicated to encouraging and supporting our Associates development and treating everyone fairly and equally. We're proud that so many Associates choose to remain at Sunrise Medical. For example, at Sunrise UK, 40% of Associates have been a part of our family for over 10 years.

Diversity and inclusion in numbers:

33% Representation of women globally

Over 30% Representation of women in management positions globally

Over 50% Racial and ethnic minority representation in United States.

Sunrise Medical is Making a Difference

17 Charitable Donations

Some examples where Sunrise Medical has given donations to charitable organizations:

- Donations of masks to a children's doctor for use during the COVID-19 pandemic. This was during a period where there was a mask shortage and we had them in stock.
- Product donations to various charities, organizations, programs, impoverished countries and global relief projects (for example, Fundación Vicente Ferrer in India).
- Donations of funds (as well as Christmas gifts) to underprivileged children and disabled children's charities (examples, Whizzkids and Chris Westwood Charity).
- Donations to schools, and to a local organization that provides first-aid-services.
- Donations to special funds for the disabled and low-income persons.



18 Employees Giving Back to Their Communities

A number of Sunrise Medical associates participated in various events to support worthy causes in their communities. Some examples:

- Charity walks to raise money for worthy causes. An example was the Christopher & Dana Reeve Foundation Run, Walk & Roll fundraising event.
- Blood donations, and in the U.S they received credits for this in the company's Wellness program.
- Associates volunteering to help with activities such as: Special Olympics (athletic contests for youth with developmental and physical disabilities); Breast Cancer Walk; Wheelchair clinics in developing countries.





Responsible procurement and logistics

Our Sourcing Philosophy

True and sustainable relationships with our customers and our suppliers is a foundation for success.

To achieve this, we have implemented a set of guidelines supplier partners are expected to adhere to. Our purchased material and service costs are significant. It is therefore critical that we build a solid procurement function that sustainably delivers yearly bottom-line goals and leverages the strengths of our supply base.



Supplier Expectations

We audit our suppliers on a rotational basis. Specific criteria, including environmental and ethical criteria, are included in the audits for existing and potential suppliers. In the selection process, the sourcing team prioritizes the Ethical Supplier Policy requirements over commercial and operational aspects. The Ethical Supplier Policy is the minimum we expect from our supplier partners.

Ensuring Ongoing Compliance

Our supplier evaluation and audit procedure is a rigorous and practical method for ensuring suppliers we work with are of the highest social and ethical standards. During audits we make site visits, wherever possible, particularly prior to entering a supply agreement or issuing a purchase order. Key suppliers are audited on at least a 24-month cycle to ensure that they continue to adhere to our Ethical Suppliers Policy

Respecting Human Rights

Sunrise Medical fully supports the aims of the Modern Slavery Act 2015 and is committed to operating free from slavery and human trafficking. We have a zero tolerance approach to slavery and human trafficking in any form, in any part of our business or supply chain.

Our Relevant SDGs in Procurement and Logistics



Our 3 Sustainability Priorities for Responsible Procurement and Logistics

1 90% of supplier spend covered by the Supplier “Code of Conduct/Code of Ethics” by 2030.

2021 Baseline
Currently over 60% of our product material supplier spend is with suppliers who have signed our supplier terms and conditions that includes a set of ethical standards that they are expected to uphold.

Activities and Actions
There are two main concurrent actions to achieve this target: (1) Efforts continue to work with suppliers to fully agree to and to document their agreement to the Sunrise Medical Master Supply Agreement and Supplier Quality Manual which contain our “Ethical Supplier and Environmental Compliance Policy”; (2) We have an on-going supplier evaluation process which includes regular reviews and periodic on-site audits of suppliers to ensure their business practices continue to meet Sunrise Medical standards.

Impact on the UN SDGs
Making certain our suppliers are following sustainable and ethical business practices positively impacts all of the SDGs that are focus areas for Sunrise Medical, but especially:





2 By 2030 at least 90% of our strategic suppliers will identify and set their own targets for GHG emissions reduction.

2021 Baseline

We estimate that up to 20% of our strategic suppliers currently set targets for GHG emissions reduction.

Activities and Actions

We will work with our supplier base to: (1) help them understand the importance of establishing GHG emission reduction goals; (2) share best practices on how to reduce GHG emissions; and (3) help them where needed to better implement GHG emissions reduction actions and reporting.

Impact on the UN SDGs

Working with suppliers who have effective GHG reduction strategies will impact:



3 For every new product life cycle we will evaluate the feasibility of designing and sourcing recycled materials / components and implement wherever possible.

2021 Baseline

This is being done where currently feasible and possible, but we are in the process of designing and implementing a more formal process.

Activities and Actions

We are evaluating the best way to imbed this process into every new product life cycle and report on our progress.

Impact on the UN SDGs

Fully integrating recycled and recyclable materials into our new product design process will positively impact:



Sunrise Medical is Making a Difference

19 Packaging consolidation

Sunrise Medical is packaging Gemino rollators two to the box instead on one to the box, which reduces packaging, better optimizes freight, and thereby reduces carbon emissions. In this photo you can see that there are two product labels on each box.





Ethical and Sustainable Business Practices

Our Relevant SDGs in Ethical and Sustainable Business Practices





Our 4 Sustainability Priorities for Ethical and Sustainable Business Practices

1 100% of Sunrise employees trained in the Sunrise Medical Business Code of Conduct, “Do The Right Thing.”

2021 Baseline

This target is currently being met and has been for a number of years. 100% of Sunrise employees are trained annually in our Business Code of Conduct.

Activities and Actions

Great companies, like great individuals, always act with integrity and character. When faced with moral choices, they “Do the Right Thing.” That’s why we chose that title for our Business Code of Conduct. The Code encompasses our behaviour, products and compliance with laws and regulations.

All new Sunrise associates are given training on our Business Code of Conduct in their native language, and then all Sunrise associates are given refresher training (also in their native language) annually.

Impact on the UN SDGs

All 9 of our SDG focus areas: Our Business Code of Conduct is the foundation and roadmap for everything we do in the areas of sustainability, ESG, compliance and ethics. As a result, our overall actions and activities that positively impact the SDGs are guided by the Code.

2 Zero compliance citations from government agencies.

2021 Baseline

This target is currently being met.

Activities and Actions

Our Compliance, Regulatory and Quality programs are all designed to ensure compliance with the relevant laws and regulations throughout the Sunrise world.

Impact on the UN SDGs

Our SDG focus areas that are especially advanced by compliance are:

3 – Good Health and Well-Being: Always being mindful of our impact on the environment and compliance with environmental regulations to promote a healthy planet.

5 – Gender Equality: A workplace that is free from discrimination and promotes gender equality in full compliance with all employment statutes.

12 – Responsible Consumption and Production: Full compliance with all laws and regulations that impact our business activities to ensure careful and responsible usage of resources.



3 Zero reportable data privacy / security breaches.

2021 Baseline

This target is currently being met.

Activities and Actions

Sunrise Medical has a robust data security and privacy program including a Data Protection Officer who has the overall responsibility to oversee data security and privacy and ensure compliance. See additional information in the Data Security and Privacy section of this report.

Impact on the UN SDGs

Making certain that we properly handle and secure our data can impact any of our SDG focus areas, but in particular it impacts:

17 – Partnerships for the Goals: It is imperative that all of our business partners trust that we handle their data in a responsible and secure manner as we work towards successful implementation of the SDGs.



4 Zero incidents of Modern Slavery in our operations and supply chain.

2021 Baseline

This target is currently being met.

Activities and Actions

Sunrise Medical fully supports the aims of the Modern Slavery Act 2015 and is committed to operating free from slavery and human trafficking. We have a zero tolerance approach to slavery and human trafficking in any form, in any part of our business or supply chain.

See also KPI #1 in “Responsible Procurement and Logistics” for information on compliance by our suppliers.

Impact on the UN SDGs

Making certain that our operations and supply chain are free of modern slavery and that all participants are treated fairly and equally especially promote these SDGs:

3 – Good Health and Well-Being

5 – Gender Equality

8 – Decent Work and Economic Growth

10 – Reduced Inequalities





Our Commitment to Ethical and Sustainable Business Practices

Ethical and sustainable business practices are the cornerstones of our Corporate Governance approach. These help us effectively meet the diverse requirements of our various stakeholders and define the scope for our business activities. Sunrise Medical has an ongoing commitment to the highest standards of corporate governance and there are several key elements to our approach:

- Business Code of Conduct – “Do the Right Thing”
- Compliance Management System and Corporate Responsibility
- Data Security and Privacy

Business Code of Conduct – “Do the Right Thing”

Great companies, like great individuals, always act with integrity and character. When faced with moral choices, they “Do the Right Thing.” That’s why we chose that title for our Business Code of Conduct.

The Code is the foundation of our Corporate Governance program, and encompasses our **Behavior, Products, and Compliance** with laws and regulations. Examples of each are below. All Sunrise Medical Associates are trained on this Code when they’re hired - in their native language, and they all receive annual refresher training.

BEHAVIOR

Mutual Respect: We will treat everyone with respect. We value diversity and seek to provide a working environment free from intimidation, discrimination and harassment.

Protect the Environment: Sunrise Medical is committed to protecting the environment and complying with all applicable environmental laws.

Health & Safety: We’re committed to providing a clean, healthy, and safe place to work through local health & safety programs, as well as complying with all environmental, health and safety regulations.

PRODUCTS

Product Safety & Standards: We will ensure product quality, safety and compliance with all relevant medical device standards.

Fair Competition: We’re committed to following fair competitive practices when it comes to contracts, pricing, terms, customer promotions, competitor information, and all other aspects of our business.

Procurement Practices: Suppliers win Sunrise Medical business based on objective business reasons, such as quality, service, cost, performance and the maintenance of adequate supply.

COMPLIANCE

Observing Laws & Regulations: As a worldwide manufacturer of medical devices, we will comply with all applicable laws and regulations regardless of location. We will abide by these laws and fully cooperate with governmental agencies concerning our operations.

Since we operate in many different countries around the world, a different dimension of legal and compliance complexity exists for Sunrise Medical. Examples of this are compliance with Import-Export Control Laws and Trade Sanctions.

Anti-Corruption/Anti-Bribery Acts

We are committed to complying with all anti-corruption and anti- bribery laws. Examples include, but are not limited to, the U.S. Foreign Corrupt Practices Act (FCPA) and the U.K. Bribery Act 2010.

Anti-Trust Laws

We strive to comply fully with all laws so that any of our customers can purchase goods in the market place at competitive prices unrestricted by artificial restraints.





Compliance Management System and Corporate Responsibility

Our Compliance Management System is designed and structured to provide effective and comprehensive oversight to ensure that Sunrise Medical fulfills our corporate responsibility objectives and complies with applicable laws, regulations, directives, standards and agreements.

There are several groups which make up the Compliance Management System along with corresponding policies, procedures and operating guidelines.

Our **Board of Directors** meets regularly to oversee the activities and responsibilities of the company. Various oversight boards, committees, and functions ensure SunriseMedical remains committed to the principles and processes of corporate responsibility. Some examples of those committees, boards, and functions include:

Audit Committee meets regularly with the Group CFO, Group Controller, Chief Internal Auditor, Chief Compliance Officer, and Independent Auditors. They address topics such as financial reporting results and integrity, the internal control environment, the compliance management system, and independent audit results.

Senior Leadership Team meets regularly to discuss and make decisions on all aspects of running the company. See the “Our Leadership Team” section of this report for descriptions and photos of these members.

Corporate Social Responsibility Board meets regularly to oversee our environmental, social and governance activities. This Board is chaired by our Chief Executive Officer and includes the Chief Financial Officer, Chief Operations Officer, Chief Procurement Officer, Chief Compliance Officer as well as executives from Commercial, Marketing / Corporate Development, and Human Resources.

Compliance Committee has the overall responsibility to ensure that Sunrise Medical complies with applicable laws, regulations, directives, standards and agreements. The top executives in the company are designated as Risk Officers and they have the overall responsibility for compliance in their areas. The Committee meets regularly and the Risk Officers present their compliance and business risk assessments including actions being taken or planned to mitigate risks.

Global Regulatory Board oversees and helps ensure compliance with medical device regulations.

Global Quality Board has responsibility to oversee the Sunrise Medical Quality Management System.

Global Sourcing Committee meets bi-monthly to oversee the relationships with our suppliers.

We also have a **global whistleblowing service** whereby Associates and others can report their concerns, anonymously if they wish. All reports are thoroughly investigated and appropriate actions are taken. We have a strict non-retaliation policy so that anyone making a report in good faith is not subject to retaliation or retribution.

Sunrise Innovation Board meets regularly to discuss, review, and approve the various stages of all product projects. Their mission is to ensure that all products meet the highest level of product quality and product safety.

Quality Internal Audit team performs regular reviews of our quality management system and conducts audits of our suppliers.

Corporate Internal Audit team provides independent assurance that the Sunrise Medical risk management, governance, and internal control processes are operating effectively. They also perform surveys of the company’s sustainability processes, with a focus on governance, environmental and social responsibilities.



Data Security and Privacy

Sunrise Medical pays meticulous attention to the security and privacy of all collected and created data.

Examples of data security measures:

Compliance with the Europe General Data Protection Regulation (GDPR). This regulation mandates requirements for the collection, storage and processing of personal data. It is designed to give European citizens and residents control over their personal data.

In Europe, our Data Center operations are tightly controlled through the application of standard practices, policies and procedures to ensure the security, availability and integrity of our services and data. For example, our cyber protection standards include:

- Boundary firewalls and internet gateways
- Secure configuration
- Access control
- Malware protection
- Patch management

In the UK, we are 'Cyber Essentials Certified'. Cyber Essentials is a UK Government-backed, industry-supported scheme to help organisations protect themselves against common online threats.

In North America, our Data Center Facilities and data backups are Service Organization Control (SOC) Type 2 certified. This certification verifies that appropriate controls are in place for security, availability, processing integrity, confidentiality, and privacy.

Another example from North America is compliance with the California Consumer Privacy Act (effective in 2020). This act provides California residents with the right to know what personal data is being collected about them, as well as other rights.

Sunrise Medical is Making a Difference

20 Our Focus on Data Protection and Data Privacy

On 26 April 2006 the Council of Europe decided to launch a Data Protection Day to be celebrated each year on 28 January, the date on which the Council of Europe's data protection convention, known as "Convention 108", was opened for signature. Data Protection Day is now celebrated globally and is called Privacy Day outside Europe.

In support of this Day and data protection and privacy in general, we raise awareness with all of our associates through regular training and timely "tips" for what we all can and should be doing to protect our data and ensure customer confidence.





Appendix

Global Reporting Initiative (GRI) and UN Sustainable Development Goals Index

The Global Reporting Initiative (GRI) is an independent international organization that has pioneered sustainability reporting since 1997. The GRI Sustainability Reporting Standards (GRI Standards) are the first and most widely adopted global standards for sustainability reporting. Sunrise Medical has chosen to use the GRI framework to help us better identify, gather and report sustainability information in a clear and comparable manner. Sunrise Medical has reported the information cited in the GRI content index for the period 1 January 2020 to 31 December 2021 with reference to the GRI Standards.

We are also referencing the UN Sustainable Development Goals (SDGs) to highlight our sustainability priorities and how they contribute to the achievement of the SDGs.

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GRI 2: General Disclosures 2021			
2-1 Organizational details		Our Company	5 , 8-9
2-2 Entities included in the organization’s sustainability reporting		Our Company	8-9
2-3 Reporting period, frequency and contact point		Cover Page	1 , 147
2-6 Activities, value chain and other business relationships		Our Company	8-9
2-7 Employees		Our Company; Commitment to Our Employees	8 , 21 , 96-109
2-9 Governance structure and composition		Ethical and Sustainable Business Practices	130-131
2-12 Role of the highest governance body in overseeing the management of impacts		Ethical and Sustainable Business Practices	130-131
2-14 Role of the highest governance body in sustainability reporting		Ethical and Sustainable Business Practices	130-131
2-22 Statement on sustainable development strategy		A Message from Our President and CEO	3
2-23 Policy commitments		A Message from Our President and CEO; Our Corporate Responsibility Commitment	3 , 12-25
2-24 Embedding policy commitments		Our Corporate Responsibility Commitment	12-25
2-25 Processes to remediate negative impacts		Our Corporate Responsibility Commitment	12-25
2-26 Mechanisms for seeking advice and raising concerns		Ethical and Sustainable Business Practices	123-133
2-27 Compliance with laws and regulations		Ethical and Sustainable Business Practices	123-133
2-29 Approach to stakeholder engagement	17 – Partnerships for the Goals	Our Corporate Responsibility Commitment	13-15

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GRI 3: Material Topics 2021			
3-1 Process to determine material topics	17 – Partnerships for the Goals	Our Corporate Responsibility Commitment	13-25 , 33 , 35
3-2 List of material topics	3 - Good Health and Well-Being 5 - Gender Equity 8 - Decent Work and Economic Growth 9 - Industry, Innovation and Infrastructure 10 - Reduced Inequalities 11- Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action 17 - Partnership for the Goals	Our Corporate Responsibility Commitment; Innovation in Our Products and Services; Reducing Our Environmental Footprint; Commitment to Customer Satisfaction and Service; Commitment to Our Employees; Responsible Procurement and Logistics; Ethical and Sustainable Business Practices	14-25 , 32-35
3-3 Management of material topics	3 - Good Health and Well-Being 5 - Gender Equity 8 - Decent Work and Economic Growth 9 - Industry, Innovation and Infrastructure 10 - Reduced Inequalities 11- Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action 17 - Partnership for the Goals	Our Corporate Responsibility Commitment; Innovation in Our Products and Services; Reducing Our Environmental Footprint; Commitment to Customer Satisfaction and Service; Commitment to Our Employees; Responsible Procurement and Logistics; Ethical and Sustainable Business Practices	34-35 , 42 , 56-57 , 88-89 , 102-103 , 114 , 117-118 , 124-125 , 130-131
GRI 205: Anti-corruption 2016			
205-1 Operations assessed for risks related to corruption		Ethical and Sustainable Business Practices	124 , 127 , 128
205-2 Communication and training about anti-corruption policies and procedures		Ethical and Sustainable Business Practices	124 , 128
205-3 Confirmed incidents of corruption and actions taken		Ethical and Sustainable Business Practices	124 , 128 , 131

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GRI 206: Anti-competitive Behavior 2016

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		Ethical and Sustainable Business Practices	124 , 127 , 128 , 131
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GRI 301: Materials 2016

301-1 Materials used by weight or volume	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Innovation in Our Products and Services; Reducing Our Environmental Footprint; Responsible Procurement and Logistics	41 , 42 , 44 46 , 55-57 73-75 , 112-121
301-2 Recycled input materials used	3 – Good Health and Well-Being 9 – Industry, Innovation and Infrastructure 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Innovation in Our Products and Services; Reducing Our Environmental Footprint; Responsible Procurement and Logistics	17 , 22 , 44 , 51-53 , 56 , 75 , 118
301-3 Reclaimed products and their packaging materials	3 – Good Health and Well-Being 9 – Industry, Innovation and Infrastructure 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Innovation in Our Products and Services; Reducing Our Environmental Footprint; Responsible Procurement and Logistics	17 , 22 , 44 , 51-53 , 56 , 75 , 118

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GRI 302: Energy 2016

302-1 Energy consumption within the organization	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	51 , 52 , 64 , 73-75
302-2 Energy consumption outside of the organization	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action 17 - Partnerships for the Goals	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	22 , 52 , 59
302-4 Reduction of energy consumption	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	51 , 52 , 64 , 73-75
302-5 Reductions in energy requirements of products and services	3 – Good Health and Well-Being 9 - Industry, Innovation and Infrastructure 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	51 , 52 , 64 , 73-75

GRI 303: Water and Effluents 2018

303-1 Interactions with water as a shared resource	3 - Good Health and Well-Being 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	59 , 67 , 68 , 74
303-5 Water consumption	3 - Good Health and Well-Being 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	59 , 67 , 68 , 74



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GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	28 , 29 , 56 , 58-68
305-2 Energy indirect (Scope 2) GHG emissions	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	28 , 29 , 56 , 58-68
305-3 Other indirect (Scope 3) GHG emissions	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	28 , 29 , 56 , 58-68
305-5 Reduction of GHG emissions	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	28 , 29 , 56 , 58-68

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GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	51-53 , 56 , 59 , 68 , 70 , 73 , 75
306-2 Management of significant waste-related impacts	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	51-53 , 56 , 59 , 68 , 70 , 73 , 75
306-3 Waste generated	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	51-53 , 56 , 59 , 68 , 70 , 73 , 75
306-4 Waste diverted from disposal	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	51-53 , 56 , 59 , 68 , 70 , 73 , 75
306-5 Waste directed to disposal	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	51-53 , 56 , 59 , 68 , 70 , 73 , 75

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GRI 308: Supplier Environmental Assessment 2016			
308-1 New suppliers that were screened using environmental criteria	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Reducing Our Environmental Footprint Responsible Procurement and Logistics	22 , 111-117
308-2 Negative environmental impacts in the supply chain and actions taken	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Reducing Our Environmental Footprint Responsible Procurement and Logistics	111-117
GRI 401: Employment 2016			
401-1 New employee hires and employee turnover	5 - Gender Equality 8 - Decent Work and Economic Growth 10 - Reduced Inequalities	Commitment to Our Employees	97-109
GRI 403: Occupational Health and Safety 2018			
403-1 Occupational health and safety management system	3 - Good Health and Well-Being	Commitment to Our Employees	98, 99, 105
403-5 Worker training on occupational health and safety	3 - Good Health and Well-Being	Commitment to Our Employees	98, 99, 105
403-6 Promotion of worker health	3 - Good Health and Well-Being	Commitment to Our Employees	98
GRI 404: Training and Education 2016			
404-2 Programs for upgrading employee skills and transition assistance programs	5 - Gender Equality 8 - Decent Work and Economic Growth 9 – Industry, Innovation and Infrastructure 10 - Reduced Inequalities	Commitment to Our Employees	99

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GRI 405: Diversity and Equal Opportunity 2016			
405-1 Diversity of governance bodies and employees	5 - Gender Equality 10 - Reduced Inequalities	Commitment to Our Employees	97, 98, 103, 106, 107
GRI 408: Child Labor 2016			
408-1 Operations and suppliers at significant risk for incidents of child labor	3 - Good Health and Well-Being 8 - Decent Work and Economic Growth 10 - Reduced Inequalities 17 - Partnership for the Goals	Responsible Procurement and Logistics Ethical and Sustainable Business Practices	111-114
GRI 409: Forced or Compulsory Labor 2016			
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	3 - Good Health and Well-Being 8 - Decent Work and Economic Growth 10 - Reduced Inequalities 17 - Partnership for the Goals	Responsible Procurement and Logistics Ethical and Sustainable Business Practices	111-114, 124-131
GRI 413: Local Communities 2016			
413-1 Operations with local community engagement, impact assessments, and development programs	3 - Good Health and Well-Being 11 - Sustainable Cities and Communities 13 - Climate Action 14 - Life Below Water 15 - Life on Land 17 - Partnerships for the Goals	Reducing Our Environmental Footprint Commitment to Our Employees <i>Can also reference and link any of the ""blurbs"" in other CSR report sections that fit this Standard"</i>	64-68, 106-107, 109



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GRI 414: Supplier Social Assessment 2016			
414-1 New suppliers that were screened using social criteria	3 - Good Health and Well-Being 8 - Decent Work and Economic Growth 10 - Reduced Inequalities 12 - Responsible Consumption and Production 13 - Climate Action 17 - Partnership for the Goals	Responsible Procurement and Logistics	111-114
GRI 416: Customer Health and Safety 2016			
416-1 Assessment of the health and safety impacts of product and service categories	3 - Good Health and Well-Being 9 - Industry, Innovation and Infrastructure 12 - Responsible Consumption and Production	Innovation in Our Products and Services Ethical and Sustainable Business Practices	39, 41, 42, 46, 48-49, 124, 128
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	3 - Good Health and Well-Being 9 - Industry, Innovation and Infrastructure 12 - Responsible Consumption and Production	Innovation in Our Products and Services Ethical and Sustainable Business Practices	39, 41, 42, 88, 89, 124, 128
GRI 418: Customer Privacy 2016			
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Ethical and Sustainable Business Practices	125, 127, 133, 135



CORPORATE SOCIAL RESPONSIBILITY REPORT

2020-2021

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