



together for good™



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**We believe the power of
human connection is infinite.
We exist to create more
moments of togetherness.**

Executive Team

Ben Gadbois
President & Chief Executive Officer

Bill Hess
Chief Operating Officer

Nick Hewitt
Chief Financial Officer

Cathy Landman
Chief Legal & Chief Human Resources Officer

Louise Ocasio
Chief Marketing Officer

Global Headquarters

Downers Grove, Illinois, USA

Global Operations

Instant Brands operates in Australia, Canada, China, Malaysia, Republic of Korea, Taiwan, United Kingdom, and United States of America

Brands

Instant, Corelle, Pyrex, CorningWare, Snapware, Chicago Cutlery, Visions, ZOID

Letter from our Leaders

Welcome to our inaugural Sustainable Development Report! We are proud to unveil a first formalized account of our actions and aspirations as we build and realize our sustainable development mission to impact the world through sustainable actions.

In many ways, sustainability is in our DNA. Over 100 years ago, Pyrex® launched its first heat-resistant products made from a recyclable material—glass. Corelle® plates made of revolutionary and enduring Vitrelle glass are so light and stackable, they save time and space in the kitchen when washing and organizing. Fast forward to the Instant Pot®, an energy-efficient, do-it-all appliance that transformed the way people cook and eat with its unparalleled speed and convenience.

Every product in our broad portfolio is thoughtfully designed and made, so it helps our consumers the world over feel good about the imprint we leave on this planet.

We see sustainable development as a natural extension of our Made for Together promise. As a company driven by our purpose of creating more moments of togetherness, we consider protecting the planet as important an ideal as nourishing bodies and connecting people over food. Our resolve to innovate solutions to deliver on our purpose sustainably and responsibly is unwavering.

Which brings us back to this report. In 2020, we adopted a Sustainable Development Plan. For guidance, we looked to the United Nations Sustainable Development Goals (UN SDGs), and our corporate goals, strategies and actions track back to their guidelines. For implementation, we looked to our teams. We are happy to report that we were met with enthusiastic support at every level, in every department, in every location. As you will read in the following pages, we focused our efforts on three main pillars of sustainable development: Planet, People and Prosperity. All delivered with Integrity and courage to do the right thing. Within each pillar, we brought together teams of employees from all ranks to identify meaningful, material opportunities to achieve our goals. Throughout the year, our

As a company driven by our purpose of creating more moments of togetherness, we consider protecting the planet as important an ideal as nourishing bodies and connecting people over food.

teams made incredible progress on those initiatives and a multiyear plan for continuous improvement. Their ideas, expertise, hard work, and passion brought this report to life.

We recognize that this report is just one of the many steps on our journey toward achieving our aspiration of becoming a global leader in sustainable development. We believe that by doing our part in global sustainable development, and by intentionally acting and operating in a manner that has a positive environmental, social and economic impact on the world, we will embody the change we want to see in the world.

We know there is lots more to be done, but in the meantime, we are so pleased to share this report with you.



Ben Gadbois
President & CEO



Bill Hess
COO



About this report

This is the inaugural Sustainable Development Report of Instant Brands Holdings Inc. In these pages you will find an explanation of our new Sustainable Development Plan and a review of the progress we've made in 2021. You'll see that it covers most material topics related to our goals, initiatives and targets. We are proud to deliver this report and hope that it clearly communicates the thoroughness with which we've created our plan and the passion of our intention behind it.

Unless otherwise indicated, the statements made in this report apply to Instant Brands and its affiliated subsidiaries. This report covers the calendar year 2021 unless otherwise noted. The content in this report has not yet been externally audited.

One global company

Instant Brands is home to iconic brands like Instant Pot®, Pyrex®, and Corelle®. Powered by a team of more than 2,000 employees strong, located across four continents, we are united behind one purpose: to create more moments of togetherness. Our thoughtfully designed products and services help people all over the world share and connect over delicious meals and moments.

made for together

Decades of products designed to meet consumer needs



pyrex



CHICAGO
CUTLERY



CORNINGWARE



CORELLE
HYDROWARE



VISIONS



Snapware



Instant



ZOID



Our values

Our global values make us who we are. Regardless of distance, time or language, we share an unwavering commitment to them. They drive all our actions.

We are **one team**. We drive results and create value together.

We love our consumers. We **wow** them!

We **challenge** each other, always have an **open mindset** and welcome **new ideas**.

We are a **global company** and we think **globally**.

We have **integrity** in all that we do.

We **impact** the world through **sustainable** actions.



Sustainability is in our roots

Sustainability is a part of our culture, making it an easy value for our people to rally behind and embrace. As one of the world's biggest challenges, it impacts everyone in critical and measurable ways—from changing weather patterns and fluctuating prices to unequal access to resources. Our mission is to translate our innate sustainability values into focused actions—big and small—daily.

Protecting the environment, innovating and delivering sustainable products, improving the health and safety of employees and customers, and contributing to the wellness and prosperity of communities are intrinsic to our identity.



**Some problems are too big for any one person or company to solve.
But that doesn't mean we shouldn't try.**

**We believe that if we work together as One Team we can address
the environmental, social and economic needs of people and living
things to positively impact future generations.**

**Together we
make amazing.
Together we
make change.**



Our approach

Beginning in 2020, we accelerated and elevated our sustainable development efforts by formalizing our Sustainable Development Mission and with it a Sustainable Development Plan.

Our sustainable development mission statement

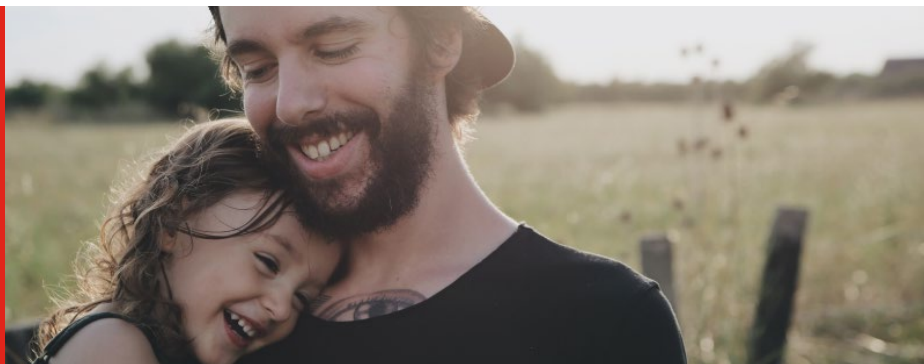
We believe that a sustainable company addresses the environmental, social and economic needs of people and living things today without adversely affecting the needs of future generations. We aspire to achieve this result by continuously seeking new opportunities to increase the positive impact that our operations and products have on the planet as well as improving the social and economic conditions of our customers, employees, business partners and members of the communities where they live and work. For us, sustainable development is more than just protecting the environment. It is promoting the health, safety, and well-being of people—including our employees and their families—through education, training, equal opportunities, fair pay and enforcement of basic human rights. It is also creating an environment where people can contribute their full range of talents and be their authentic selves. We do this not because we must, but because we have a responsibility and desire to act and operate in a manner that has a positive environmental, social and economic impact on our employees, consumers, business partners, communities and the world.

We believe that a sustainable company addresses the environmental, social and economic needs of all people and living things today without adversely affecting the needs of future generations.

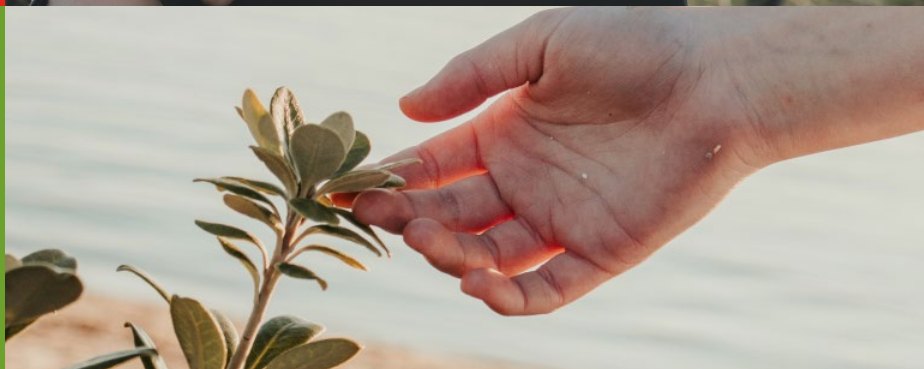
Using the UN Sustainable Development Goals as our blueprint, we designed our plan, established goals and executed initiatives across three main pillars—Planet, People and Prosperity. The UN SDGs are described in the Appendix.

We are made...


for people




for the planet




for prosperity




with integrity



We are Made for Together

Building a culture of **people-powered action**

We strongly believe that the success of our Sustainable Development Plan requires not just a culture of sustainability, but a system for measuring our progress toward the completion of our stated goals. That is why we've built our sustainable development strategy on a foundation of Culture, Accountability & Measurement.

The responsibility for our Sustainable Development Plan lies with its governing body, our Sustainable Development Council, which is comprised of our CEO, COO, CFO, CMO and CLO/CHRO, and reports to the Board of Directors.

When called to action, our employees embraced sustainable development and social responsibility as an inherent part of our culture. We naturally and quickly came together as One Team. Our leadership team prioritized sustainability and social responsibility as a corporate value—"We Impact the world through Sustainable actions"—and developed our Sustainable Development Plan. We began by prominently featuring our sustainable development initiatives throughout the company in CEO updates and town hall meetings. We engaged team members from every location and facility to participate in key initiatives, such as reducing the environmental impact of our packaging and eliminating the use of plastic at our locations. This created a sense of ownership and alignment with our company values.

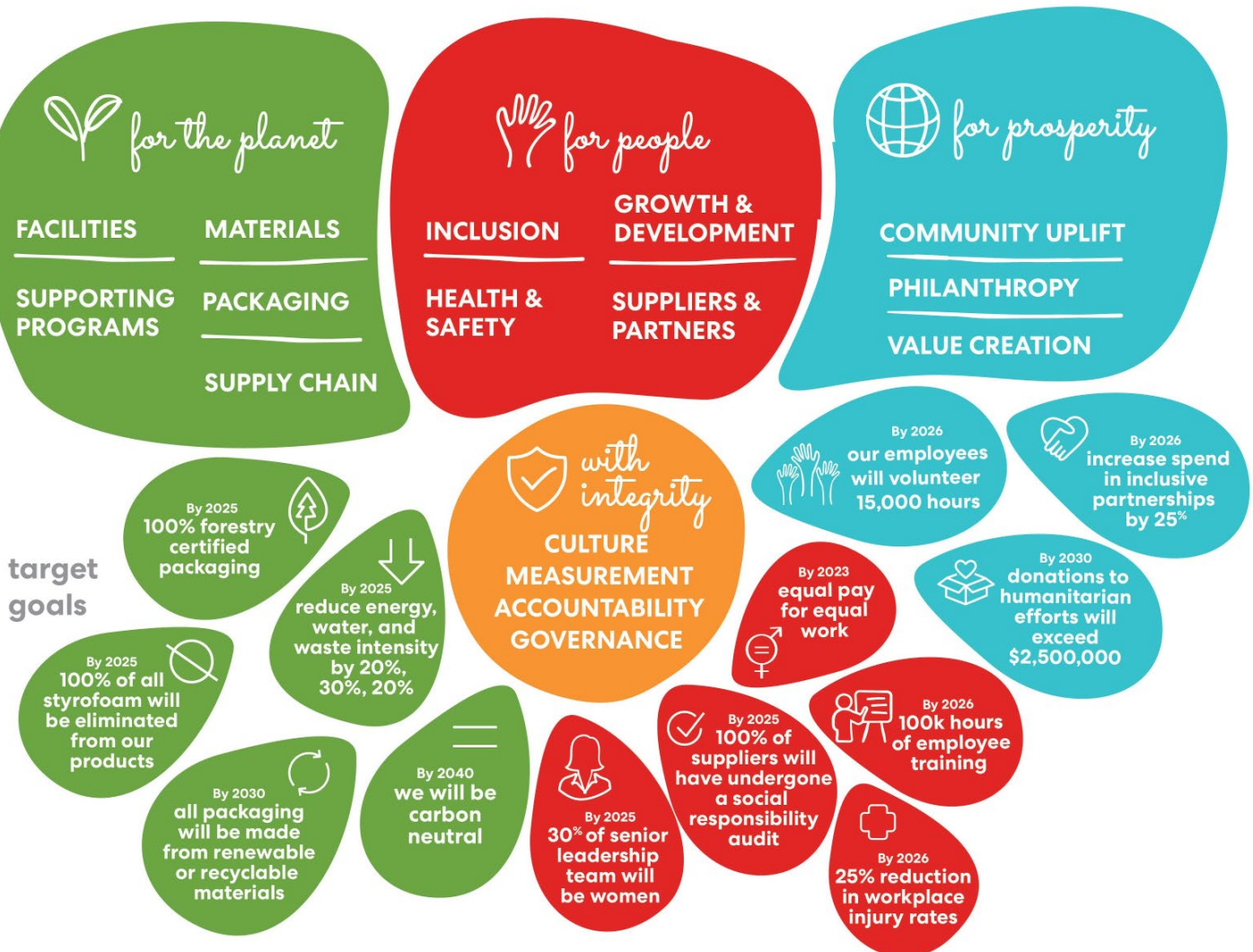
When called to action, our employees embraced sustainable development and social responsibility as an inherent part of our culture.

Our strategy for sparking change

To convert this intent into practical action for the company, we engaged with key stakeholders, from our employees to our customers and business partners, to identify the issues that would advance and improve our current sustainable business practices. These became the focus areas within each pillar that built out our sustainable development framework.

made for together

We believe the power of human connection is infinite.
We exist to create more moments of togetherness.



Laying the groundwork

While we have many accomplishments to be proud of in 2021, the true value of this year was that it served as a time to learn and benchmark. We developed measurement systems and collected data related to our operations, from the amount of energy and water we use, to the waste we produce and greenhouse gases we emit. In addition, we took an honest assessment of our diversity, equity and inclusion policies and programs, and a closer look at how we take care of our people—their safety and well-being.

We also looked at our place in the greater community. How can we have a positive impact in the towns and neighborhoods in which we work, live and play? With that data in hand, in 2022 and beyond, we will focus our efforts on those initiatives that will create the most meaningful impact toward accomplishing our sustainable development goals.

To that end, this year we prioritized immediate wins across the three pillars to energize our people with demonstrable forward momentum. We leaned into the Planet pillar, and specifically the Facilities and Packaging focus areas, because we knew that was where we could have an immediate impact. For example, we eliminated single-use plastic water bottles in all our facilities and removed Styrofoam from the Instant Pot packaging. In the People pillar we concentrated on the focus areas of diversity, equity and inclusion along with the safety of our employees.

The rigor put in this year helped us frame up longer-range goals, initiatives and targets that will challenge us to always find ways to improve our sustainable development efforts.

This year we prioritized immediate wins across the three pillars to energize our people with demonstrable forward momentum.



2021 Highlights



100%

carbon neutral shipping of finished goods

100%

of North American manufactured product uses forestry certified corrugate



IDEA

Created Instant Diversity, Equity and Awareness (IDEA) Council

IWIN

Launched first employee resource group—Instant Women's Initiative Network (IWIN)

1 million

Multiple facilities exceeded 1 million hours without a lost-time injury



\$600,000

Donated over \$600,000 of products to those in need of clean air

Partnerships

Established strategic partnerships with food banks to address food insecurity



99%

completion rate for Code of Business Conduct and Anti-Corruption training



We are made... for the planet

We are acutely aware of our place on the earth and the impact we have on it. We want to leave this world better than we found it for our children and future generations.

Consider this. Every choice we make has an impact on the planet. Walking rather than driving, printing on both sides of the paper, or drinking from a reusable water bottle—all these choices add up. With over two thousand employees and operations around the world, the number of choices we make multiplies and our influence grows exponentially.



2022 goals

- All distribution centers and the Australian office utilize 100% green energy
- 80% of electrical consumption utilizes clean or green energy
- 95% of finished good SKUs use chain of custody/certified corrugate
- 100% carbon neutral offset for distribution centers
- 50% carbon offset for global operations
- Development of two new products that improve sustainable development
- 100% LED lighting in all operations we control

2022 initiatives			
Define and deliver sustainability program supplier requirements	Establish global energy policy	Identify sellers of green and clean energy	Identify additional sellers of carbon offsets
Conduct energy and water consumption audits	Obtain chain of custody on sourced products	Install dishwashers and electric hand dryers	Provide filtered water refilling stations
Convert to LED lighting	Install motion activated lighting	Ensure end-of-life equipment recycling	Recycle non-organics



A culture vested in outcomes makes change happen.

Sustainability Vision 20/25

We call our five-year sustainability plan for the Planet pillar Sustainability Vision 20/25. It includes specific goals and key initiatives to reduce the environmental impact of Instant Brands and its business partners.

Measure. Define. Act. Measure Again. A culture vested in outcomes makes change happen. We focused on developing accounting and measurement tools to track our environmental impacts in energy and water use, waste production and greenhouse gas emissions. In addition, we began collecting data regarding the use of recycled materials in our operations. Our database of consumption information was built in 2021 with information collected from our manufacturing and distribution centers in the US and Malaysia. We will use this information to establish targets for reducing our environmental impacts in 2022 and beyond while we continue to expand our data collection across our other facilities.

With a solid foundation, we identified five environmental focus areas of Sustainability Vision 20/25:

- Facilities—Green Facilities
- Packaging—Reduce, Recycle & Reuse
- Materials—Environmentally Friendly Raw Materials
- Supporting Programs—Carbon Offsets
- Suppliers—Partners with Responsible, Sustainable Programs

Each focus area is important to accomplishing our plan, but we emphasized Facilities and Packaging in our first year.

Big goals. Big impact.

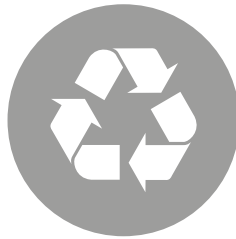
We established ambitious goals to kickstart the program. We established the following three core goals in 2021:

By 2025



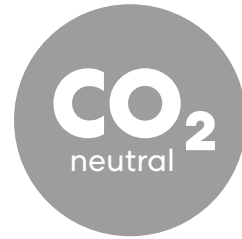
only forestry-certified packaging will be used in our products.

By 2030



all packaging will be made from renewable or recyclable materials.

By 2040



Instant Brands will be carbon neutral as a company.

We are happy to report that we are on track to accomplish each of these goals. In fact, we have made great progress in several respects.

100%

Today, all North American manufactured products use SFI Certified corrugate.

98%

Additionally, in 2021, we focused on removing Styrofoam from the packaging of our Instant Pots, and today over 98% has been removed.

100%

Finally, through a partnership with UPS, we offset 100% of our carbon emissions from shipping finished goods.

6.6 million

Removing Styrofoam from Instant Pot packaging will eliminate 6.6 million pounds of Styrofoam over the next 5 years.

Little steps. Big impact.

While we focused on our big picture goals, the teams at each plant and facility developed company-wide initiatives to reduce our environmental impact. In 2021, we accomplished each of the following:

- Eliminating single-use plastic items, including water bottles and plastic bottles in vending machines
- Implementing proper cardboard and paper recycling programs at our facilities
- Recycling batteries, electronics and printer toners used at our facilities

By making these changes, we will reduce our use of natural resources, waste that is disposed in landfills, and microplastics that pollute oceans and harm people and animals.

1.75 million

Single-use water bottle elimination efforts will eliminate in excess of 1.75 million single-use water bottles over the next 5 years.

19 million

New cardboard/paper recycling programs will divert in excess of 19 million pounds of waste from landfills over the next 5 years.

Materials

Our Pyrex® and Corelle® products consist primarily of glass—a raw material that can be recycled endlessly. Recycled glass is called cullet, and our cullet ratio was 52% in 2021. That means that over half of the raw material used in our glass products was made from recycled glass. The use of cullet has many benefits for the planet. According to the Glass Packaging Institute:

- Over one ton of natural resources are saved for each ton of glass recycled
- Energy costs drop 2-3% for every 10% cullet used
- One ton of carbon dioxide is reduced for every six tons of recycled glass used.



“The teams in our global corporate, manufacturing and distribution facilities embraced the elimination of single-use plastic items as a 2021 sustainability initiative. Reusable and renewable dinnerware and utensils replaced plastic dinnerware and utensils. Even the stir sticks in our canteens are now renewable. This is the first step in our journey of leaving the planet better for our children and their children.”

**Jason Kravik, Senior Director
Global EHS, Quality and
Sustainability**



Looking forward – 2022 and beyond

In our next report, we plan to disclose information regarding our energy and water use, waste and GHG emissions. In the meantime, what we learned this year allowed us to understand areas of improvement and frame the following goals to achieve by 2025:

**Reduce energy
intensity by**

20%

(compared 2021)

**Reduce water
intensity by**

30%

(compared 2021)

**Reduce waste
intensity**

20%

(compared 2021)

We also added to our longer-term goals. By 2025, we plan to eliminate Styrofoam from all product packaging.

And while this report focuses on Facilities and Packaging, we are making headway in other focus areas. See the discussion regarding Materials on the previous page and Food Waste below.

Food Waste

According to the United Nations Environment Programme, over 900 million tons of food were wasted in 2019 and the majority comes from household waste. In the U.S., food waste is estimated at between 30% to 40% of the entire food supply (source: USDA). Food waste adversely impacts the planet in a variety of ways, such as the water and energy used to produce food and the carbon emissions from transportation. In addition, food that is disposed in landfills emits methane—a powerful greenhouse gas—into the atmosphere.

Our Pyrex® and Instant® products can help reduce food waste. Pyrex offers the benefit of reusable storage, and the speed and convenience of the Instant Pot means stray vegetables in the fridge never have to go to waste. Forgotten cans in pantries can now be remembered in delicious new dishes made from one of our over 1,500 recipes. Our Instant Brands Connect app walks people through the cooking process and helps them maximize their time in the kitchen.





We are made... for people

Made for Together is all about people. At every touchpoint, through our products, policies, experiences and actions, we bring people together in an inclusive and supportive environment. We do our best to put people first.



Everything starts and stops with people. Building a vibrant culture of sustainable development requires that we also nurture a culture of social responsibility. Our priority is the health and well-being of people whether they're our employees, our consumers or our business partners.

For the people we work with, we believe that a safe, supportive, inclusive and positive work environment inspires everyone to do better and be better. The success of our Sustainable Development Plan relies on their commitment, creativity, passion and expertise.

For the people who use our products, we offer safe, high-quality products that meet their needs and improve their lives. Nothing less.

For the well-being of all people, we believe that human rights are just that, rights that are not optional. That's why we work with our suppliers to ensure that they adhere to the same high standards we set for ourselves.

Our priority is the health and well-being of people whether they're our employees, our consumers or our business partners.



Social Responsibility Vision 20/25: People

Similar to our Sustainability Vision 20/25, we have developed a social responsibility plan and created focus areas for our People and Prosperity pillars.

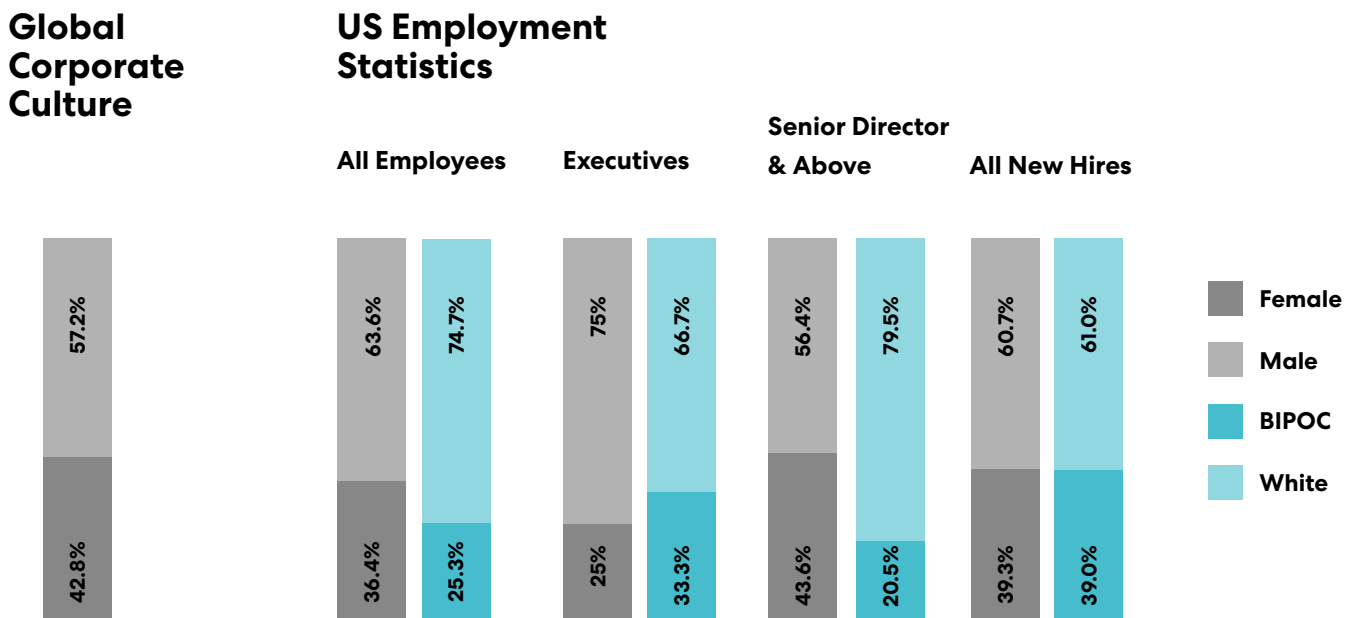


Nurturing a culture of sustainability

As a reflection of our global company values and in service of our sustainability agenda, we have put together a set of learning tools that educate and train new and current employees alike in the types of behaviors we encourage for our people. We share information regarding proper recycling, electronic waste disposal, and reducing the consumption of non-renewable resources. All these resources were made available in Connections, our employee portal. Further, we created a program to recognize individuals who exemplify our sustainability culture. The Green Leaf Awards will be given annually starting in 2022 to individuals or teams that have shown leadership in sustainable initiatives and led to significant sustainable development solutions.

Diversity, Equity & Inclusion

It is in diversity that we find our strength. Our inclusive workforce brings together people with a wide range of backgrounds, perspectives and skills—all focused on making togetherness easier for all.



December 31, 2021. This excludes US retail employees, temps, interns and contractors.

Our commitment to diversity, equity and inclusion starts at the top. The majority of our board and over 40% of our senior team consists of individuals from diverse backgrounds.

**US Director
& Above**

44%

female

**US New Hires—
approximately**

40%

**of 2021 new hires
were female**

Our senior leadership teams developed our current initiatives designed to create a diverse and inclusive culture that honors the dignity and contribution of every individual. As a first benchmark, we created Quarterly Diversity Snapshots to track progress on new hires and promotions. We want to know where we stand at regular intervals. To engage all levels of the company and get their valuable input, we formed the Instant Brands Inclusion, Diversity, Equity and Awareness Council.

A collaborative culture where people grow

With employees and operations on four continents and customers across the globe, we recognize and value diverse points of view. That's why we are committed to cultivating, supporting and promoting a high-performance, positive culture through inclusion and diverse strategies across our entire operation.

Instant Brands Diversity Council

The Instant Brands' Inclusion, Diversity, Equity, and Awareness (IDEA) Council is an employee-led committee created to build awareness and understanding of the similarities and differences between the many cultures and experiences of our employees. They also drive educational opportunities to better understand and manage implicit biases, and to establish a safe, inclusive environment for all Instant Brands employees.

Instant Women's Initiative Network

We support voluntary employee resource groups that foster a diverse, inclusive workplace that is aligned with our core values and diversity mission. The Instant Women's Initiative Network (IWIN), created in 2021, conducts various networking events. We believe employee resource groups like IWIN provide safe spaces, increase employee engagement, and help develop future leaders. We plan to add new employee resource groups in 2022.

Talent Recruitment

To make products for the world, we draw inspiration from all over the world. So, our talent acquisition strategy follows suit. Our leadership team demands that we cast a wide net to ensure our candidates represent the communities we serve. Our Hiring Managers receive training to ensure they are equipped to conduct fair, equal and unbiased interviews.



The past two years have created new workforce challenges for everyone. We accept those challenges as an opportunity to cast a wider net to bring in the best talent available, at all locations for all levels of employees. To recruit diverse candidates, we joined the Professional Diversity Network—America’s #1 Diversity Recruitment Platform. And we will continue to find such partners and alliances to broaden our horizons and open up new doors to talent of different backgrounds and life experiences.

Our E-Commerce and Commercial Engagement team provides an example of our commitment to recruit diverse candidates and build diverse teams. In 2021, new hires in the E-Commerce and Commercial Engagement team consisted of 40% women and 80% people of color. At year end, the team consisted of 50% women and 70% people of color.



“Our leadership team is committed to building an inclusive environment for a diverse workforce. We believe that this approach enhances our ability to attract the best talent, innovate, and deliver creative solutions for our consumers. More importantly, we believe that creating a place where everyone can be their authentic selves is the right thing to do.”

Louise Ocasio, Chief Marketing Officer



Training

In 2021, we made a commitment to employee training, particularly diversity, equity and inclusion training. Through our online learning management system, we provided our employees diversity and inclusion training. For our senior directors and above, we have also successfully conducted emotional intelligence workshops that are focused on self-awareness, empathy, and relationship management. To further minimize the impact of unconscious bias in the workplace, our IDEA Council members received additional training during the year.

Pay Equity

We are committed to equal pay for equal work. During 2021, we reviewed hourly compensation at various North American manufacturing and distribution centers, and we made adjustments during our traditional review period and as needed to address inequities. In 2022, we will engage a third party to review our job classifications and pay bands across the organization, and they will help us identify any gaps in our global compensation structure. In addition, our third-party consultant will help us develop reporting tools to continuously monitor our progress toward closing pay gaps. We anticipate this type of thorough review will be conducted regularly.

Inclusive Partnerships

We are committed to the goal of increasing diversity among our employees and providing an inclusive, supportive environment. In addition, we are committed to partnering with individuals who share our purpose, values and reflect our employees and consumers. In 2021, we collaborated with Rhuigi Villaseñor, the founder of Rhude, to create limited edition products for each of our global brands. Rhuigi was born in the Philippines and immigrated to the U.S. as a child. In his formative years, he learned the importance of cooking and family time from his mother. It was these experiences that drew him to collaborate on the Late Summer collection of products. His unparalleled approach to design and exploration of different mediums was applied to some of our most iconic brands, elevating the “wow” we want to create for all consumers. Through this collaboration, we hope to inspire a new generation of fans at the intersection of fashion, lifestyle and cooking to enjoy moments of togetherness.



Awareness

One of the tools we use to showcase the diversity among our employees and customers is our internal communications portal, Connections. Our Cultural Celebrations posts to Connections highlight different groups and celebrate their heritage by providing educational information about relevant events, such as Disability Pride Month, Juneteenth, Diwali, and National Hispanic Heritage Month. Our Values in Action page is where we recognize employees who demonstrate our core values, including One Team and an Open Mindset.

In addition, we hold town hall meetings, typically on a quarterly basis, where leaders share their strategies and perspectives on how to live up to our core values and create value at work and in our communities.

Health & Safety

TRIR (Total Recordable Incident Rate)
has declined by

81%
since 2015

LTIR (Lost Time Incident Rate)
has declined by

89%
since 2015

**Safety Always.
See Something,
Do Something**



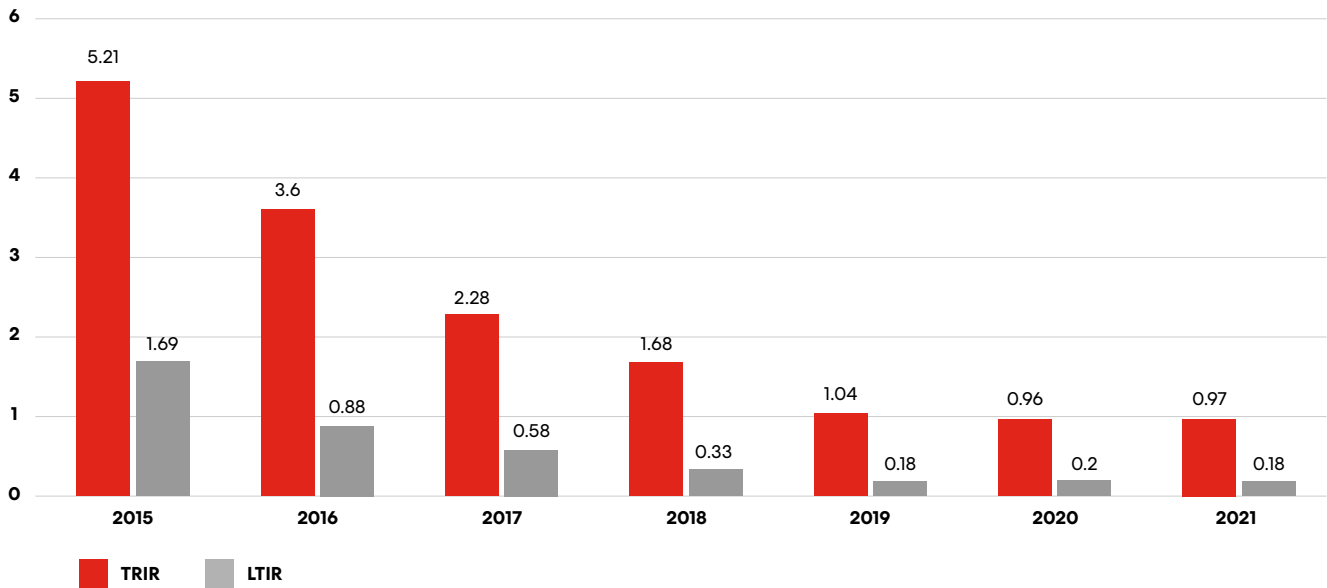
Our Commitment to Best-in-Class Employee Health & Safety

People are at the heart of everything we do. We create innovative products that make bringing people together easier. Likewise, we are committed to protecting the health and safety of our employees in the design, manufacturing and delivery of those products.

Our efforts to ensure employee health and safety are nothing new. Beginning in 2015, we made a meaningful investment in our staff and elevated global occupational health and safety across our portfolio of brands. At each manufacturing and distribution facility, we created a safety team that is supported by corporate resources. This group of health and safety professionals meets regularly to review safety incidents and compliance issues, develop policies, share best practices with respect to workplace safety, and conduct periodic safety training. By sharing this information among the core team, everyone benefits from lessons learned at individual locations. Together, this allowed us to build a healthy, safety-always culture throughout our company. Even as we

combined Corelle Brands with Instant Brands in 2019, our focus on employee health and safety never wavered. We continue to refine our program to promote a culture of zero incidents and operational excellence. The results speak for themselves. As shown in the table below, we have reduced the total recordable incident rate (TRIR) and the lost time incident rate (LTIR) by 81% and 89% over the past six years. The result is that our injury rate makes Instant Brands one of the safest glass manufacturers in the world to work for.

TRIR / LTIR Rates



We developed the CEO Safety Award to recognize the facilities that reach certain milestones (hours or years) for zero lost time injuries. In 2021, three facilities had not experienced a lost time injury in over one million hours of work, one of which had gone more than four million hours without an injury.

COVID-19 Response

The global pandemic affected all of us and our priority has remained the same—protect our employees. We immediately established a COVID-19 working group that consisted of our Health & Safety, HR and Legal teams to review the ever-changing landscape of new information and federal, state and local regulations. We acted swiftly to minimize infections and to protect our people and support them through this difficult time. Across all of our facilities, we adopted new safety protocols, such as modifying workspaces to physically distance our employees, installing plexiglass dividers, requiring temperature checks before entering facilities, providing personal protective equipment (masks and hand sanitizer), and increasing the cleaning schedule. Our HR and Health & Safety teams conducted specialized COVID-19 training for employees and through Connections, our internal employee site, we provided employees additional safety and wellness tips to respond to the challenges of COVID-19.

For those employees who were exposed to the virus or had loved ones who were exposed, we supported them with paid time off. As vaccines became available, we extended this benefit and compensated employees for their time away getting vaccinated.

Where possible, we modified our standard work schedule to permit employees to work from home for their safety and to care for their family members. We continue to have a hybrid work schedule in our corporate offices. We embraced technology and implemented communication platforms, such as Microsoft Teams, to enable employees to work from home when possible.

It is not possible for many of our employees to work from home. For instance, certain facilities were initially forced to shut down during the pandemic, and when they re-opened, they were operating on a 24 hours x 7 day a week schedule to meet consumer demand. In order to protect these employees, we implemented the safety protocols described above with particular care to reconfigured work spaces to allow greater social distancing and implemented hybrid work schedules to reduce the likelihood of transmission.



“In the face of the global pandemic, we felt a deep responsibility to address a major concern facing our customers—air quality. In 2020, our teams engineered the Instant® Air Purifier, a revolutionary innovation to improve air quality while still offering an affordable solution for homes, workspaces, or where our Instant families need us.”

Sameer Garg, SVP, Instant Home Solutions GBU



Wellness & Benefits

The pandemic placed a focus on employee health and wellness, but our wellness program extends beyond our COVID-19 response. Our benefits program is designed to provide meaningful choices and competitive programs that encourage preventative care and healthy lifestyles. The program also promotes shared responsibility between Instant Brands and its workforce for healthcare costs and wellness and to share in both the costs and savings generated by our initiatives. Our North American full-time employees receive health insurance, dental and vision coverage, and access to a retirement plan. All employees have access to our Employee Assistance Program (EAP), which provides access to resources to resolve work, health and life challenges.

In 2021, we implemented a Wellness Thursday newsletter, which is accessible to our employees via Connections. Several times a month, our HR team distributed information that addressed physical and mental wellness. Topics that have been covered include healthy eating, COVID safety, best practices for video conferencing, exercise, meditation and mindfulness, and managing the demands of work and home.

We believe that employee wellness extends to their educational opportunities, which in turn creates opportunities for personal and professional growth and development. For that reason, we offer employees in good standing the opportunity to receive tuition reimbursement for training that will enhance their job-related knowledge or advance their careers.

Product Quality & Safety

Ensuring product quality and consumer safety has always been paramount. We have established procedures for testing the quality of our products and ensuring they meet or exceed applicable safety requirements. We work closely with our suppliers and manufacturing partners to ensure products meet our strict tolerances. In addition, we work closely with accredited third-party laboratories that conduct rigorous testing of our products.

Our testing and safety review processes involve members from various departments, including engineering, product development, quality, compliance and legal. Our team members are located around the globe, with product quality teams in Asia, Canada and the U.S. Bringing these individuals together as one team, we are able to identify and address potential safety risks before our products are delivered to our consumers.

Safety education does not end when the products are delivered to our consumers. Our Customer Care team frequently engages with consumers regarding the care and use of their products. Our goal is to provide thorough instructions regarding the use of our products through multiple channels, including our website, phone lines, email and social media. For example, we have created How-To videos that are posted on the Instant Brands YouTube channel to help our consumers use their products safely.

Safety education does not end when the products are delivered to our consumers. Our Customer Care team frequently engages with consumers regarding the care and use of their products.

We are proud to report that there were no product recalls during 2021.

Responsible sourcing

We are committed to corporate responsibility and promoting human rights in our own operations and across our global supply chain. We hold ourselves to high standards in this regard, and it is important that our suppliers and business partners follow the same standards that we expect for ourselves regarding human rights, ethical behavior and legal compliance.

Supplier Social Code of Conduct

Through the Supplier Code of Conduct, we've established our expectations regarding paying fair wages for reasonable time worked, not using underage workers, prohibiting harassment and discrimination, allowing free association and collective bargaining, and complying with relevant laws including anti-bribery and anti-corruption laws. Suppliers are subject to inspection and audit by our internal staff and third parties. Deficiencies are addressed through corrective action plans and continued violations will result in termination of the relationship.

We updated our Supplier Social Code of Conduct in 2021 and incorporated it into our supplier contracts. In addition, we made it available to our business partners via our corporate website: <https://corporate.instantbrands.com>.

Conflict Minerals

In parts of the world, the mining and trade of certain valuable minerals may be controlled by groups that violate basic human rights of laborers or use the proceeds to finance armed conflicts. We strive to eliminate the use of "conflict minerals"—which is defined in US legislation as tin, tungsten, tantalum and gold—in our products, which directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo ("DRC") or adjoining countries. Engagement with our suppliers is a fundamental element of eliminating the use of conflict minerals in our products.

To support our commitment to eliminating conflict minerals, we adopted a policy in 2021 that requires our suppliers and business partners to:

- Exclude conflict minerals and rely exclusively on conflict-free minerals that have been sourced to countries other than the DRC or an adjoining country, are produced from scrap or recycled materials, or have not been connected to the armed groups;
- Establish policies and procedures, implement diligence frameworks and management systems, to ensure compliance with the law and our policy;
- Require their suppliers of any tier to do the same;
- Identify materials or products they sell to us and the smelter that provided the original conflict minerals; and
- Permit us to audit their conflict minerals policies and procedures.



We are made... for prosperity

Made for Together is about uplifting people and communities. It's about making sure there's more than enough for everybody, and room at the table for everyone. That is why we find different ways to give back and positively impact the circumstances of those around us.

Social Responsibility Vision 20/25: Prosperity

Our growth cannot come at the expense of others. Instead, we are committed to uplifting people and communities to greater levels of health, opportunity and economic security. In ways, big and small, from education, to resources, to human kindness we’ve made creating prosperity for others another essential pillar in our overall social responsibility plan—Social Responsibility Vision 20/25.

for prosperity
vision 20/25 goals



2022 goals

- Establish global program to address food insecurity
- Establish Instant Brands foundation
- Donate cash and products with value of \$300,000
- Donate more than 1,000 pounds of food
- Donate 1,000 products to food banks and pantries
- Publish training regarding sustainable development
- Start or support a community garden
- Establish mentorship program

2022 initiatives

- Identify diverse business partners
- Create sustainable development training materials for stakeholders
- Expand relationships with humanitarian organizations
- Create mechanism for tracking volunteer hours
- Expand recipe library and educational tools to help eliminate food waste
- Build relationship with leading non-profit & NGOs fighting food insecurity
- Create mechanism for tracking donations
- Donate retired laptops, monitors, keyboards
- Conduct at least five food drives
- Donate school supplies to schools in need

In 2021, our Prosperity focus areas were Community Uplift and Philanthropy. We sought opportunities to alleviate the incredibly damaging impacts of natural disasters, food insecurity and disease. Within our own communities, our team members volunteered and raised donations for those in need. Through all of these efforts, we recognized the need to raise awareness of amazing individuals who constantly strive to make the world a better place.

Giving back

Natural Disasters

Our focus on sustainable development has heightened our awareness of the impact that natural disasters can have on people and communities. In 2021, wildfires caused the air quality in Winthrop, Washington and the surrounding Methow Valley to be compared to Mordor in *The Lord of the Rings*. Our hearts went out to the residents of the community, and we decided to help by delivering 2,000 Instant® Air Purifiers and 2,000 filter replacements to the residents of Winthrop and the Methow Valley. We created Instant Air Purifiers to help people breathe a little bit easier, and we wanted to get the Air Purifier in the hands of those that could use it the most. Our total product donation was valued at more than \$600,000.





Food Insecurity

Food insecurity is a global problem that we care deeply about. The UN estimates close to 12% of the global population was severely food insecure in 2020. In the U.S., Feeding America projects 42 million people (1 in 8 people) may experience food insecurity in 2021. While we can't solve the global problem on our own, we can make an impact at the local level. We have partnered with a local food pantry and food bank in the Chicago and San Francisco areas. For example, West Suburban Community Pantry serves food to over 500 families in several collar counties around Chicago where 1 in 10 residents needs food assistance.

In 2021, inflation and rising food prices hit food pantries hard, and we entered a partnership with West Suburban Community Pantry to help them carry out their mission. This included donating Pyrex® glass food storage solutions during the annual Harvest Week leading into Thanksgiving and more than 440 pounds of food via an employee-led food drive during the year-end holidays. We will continue to explore deepening our relationship and developing a model program to address food insecurity across the country.

Childhood Cancer

Another partnership that we entered in 2021 is with Cal's Angels, a Chicago-area nonprofit organization that is focused on granting wishes, raising awareness, and funding clinical trial research for pediatric cancer. Our partnership with Cal's Angels included a commitment to drive awareness of pediatric cancer and research efforts and offered employees volunteer opportunities. We supported their fundraising efforts in 2021 through sponsorship of the Glow Walk for Pediatric Cancer and the Santa Hustle, a family 5K run. As part of our commitment to our communities, we donated pallets of Instant® Air Purifiers to families helped by Cal's Angels. Immunocompromised patients and a global pandemic are a challenging one-two punch, and we are grateful to have the opportunity to help them inhale cleaner air.

A Team Effort

In addition to our corporate initiatives, our individual manufacturing and distribution facilities found opportunities during the year to uplift their local communities. In Greencastle and Charleroi, Pennsylvania, we donated product to help local churches and domestic abuse programs. Our team in Byhalia, Mississippi conducted a variety of events to help schools and families, including a toy drive for Porter-Leath, an organization whose purpose is to employ children and families to achieve a healthy, optimal and independent lifestyle. Our Riverside, California distribution center celebrated Earth Day by providing employees plants to grow in their home gardens so more clean, fresh air would be produced in Southern California. These activities exemplify our belief that sustainability and social responsibility is a team effort, and we can impact the world through sustainable actions.

We are particularly excited for the opportunity to showcase individuals who embody the spirit of giving back in the surrounding communities in which we work and live.



Raising Awareness within our Communities

An important part of our sustainability strategy is building awareness of the challenges within a community and the opportunities for assistance. We are particularly excited for the opportunity to showcase individuals who embody the spirit of giving back in the surrounding communities in which we work and live. In 2021, we launched the Discover Amazing Heroes podcast series to meet and celebrate a variety of incredible people making a difference in the world through their work in their towns and neighborhoods. During these podcasts, our CEO, Ben Gadbois, is getting to know members of our community whose contributions inspire us—people like Stacey Wahlberg, President and Co-Founder of Cal's Angels. These individuals make a significant impact and remind us that we are all connected in some way. Episodes air regularly on LinkedIn and are available at our website.



Modern Energy Cooking

Using electricity to cook our food is something many of us take for granted, but that's not true for everyone. In those parts of the world, local residents use biomass fuels, such as wood and coal, to cook their food. In an effort to address the harmful effects of using biomass fuels, both to the planet and people, Loughborough University launched Modern Energy Cooking Services. This five-year program is funded by UK Aid and it works with local communities to transition from unsafe biofuel cooking to clean cooking with renewable resources and new technologies. As part of this program, we donated Instant Pots to a community in Africa. Our team helped teach the residents in this community how to use electric cooking to make their local cuisine.

Looking Forward

Our plans for 2022 are more ambitious than ever before. We have established a company-wide goal of 15,000 volunteer hours over the next five years.



We are made... with integrity

To be a truly sustainable company, we must act in an ethical manner and with integrity, even when nobody is watching. That philosophy permeates our entire process, from the quality choices we make in manufacturing all the way to how we treat our consumers.

As good corporate citizens we abide by all of the governance laid out—not just because we must, but because we believe in it. Holding each other to the highest of standards is the only way we will all move far enough forward to make a difference.

Code of Business Conduct

Our Code of Business Conduct is one of the ways we put our values into practice at each company within Instant Brands' portfolio. It is built around the recognition that everything we do in connection with our work will be, and should be, measured against the highest possible standards of ethical business conduct. Our commitment to the highest standards helps us hire great people, innovate and design great products and attract loyal consumers. Respect for our consumers, for the opportunity to delight, and for each other, is foundational to our success, and is something we must support every day.

Employees and business partners are expected to act in accordance with our Code of Business Conduct. Our Code requires all such individuals to treat others fairly and provide equal opportunity for all people, identify conflicts of interest and act in the best interests of the company and its consumers, comply with applicable laws, and avoid unduly influencing government officials through bribes or other means of coercion.

Anti-Bribery and Anti-Corruption

While our Code of Business Conduct addresses multiple topics, our Anti-Corruption Compliance Policy reinforces the obligation for all employees, directors, officers, and consultants to conduct business with integrity and in an ethical manner. Specifically, our policies prohibit improper payments to government officials or other individuals who may influence the purchase of our goods and services.

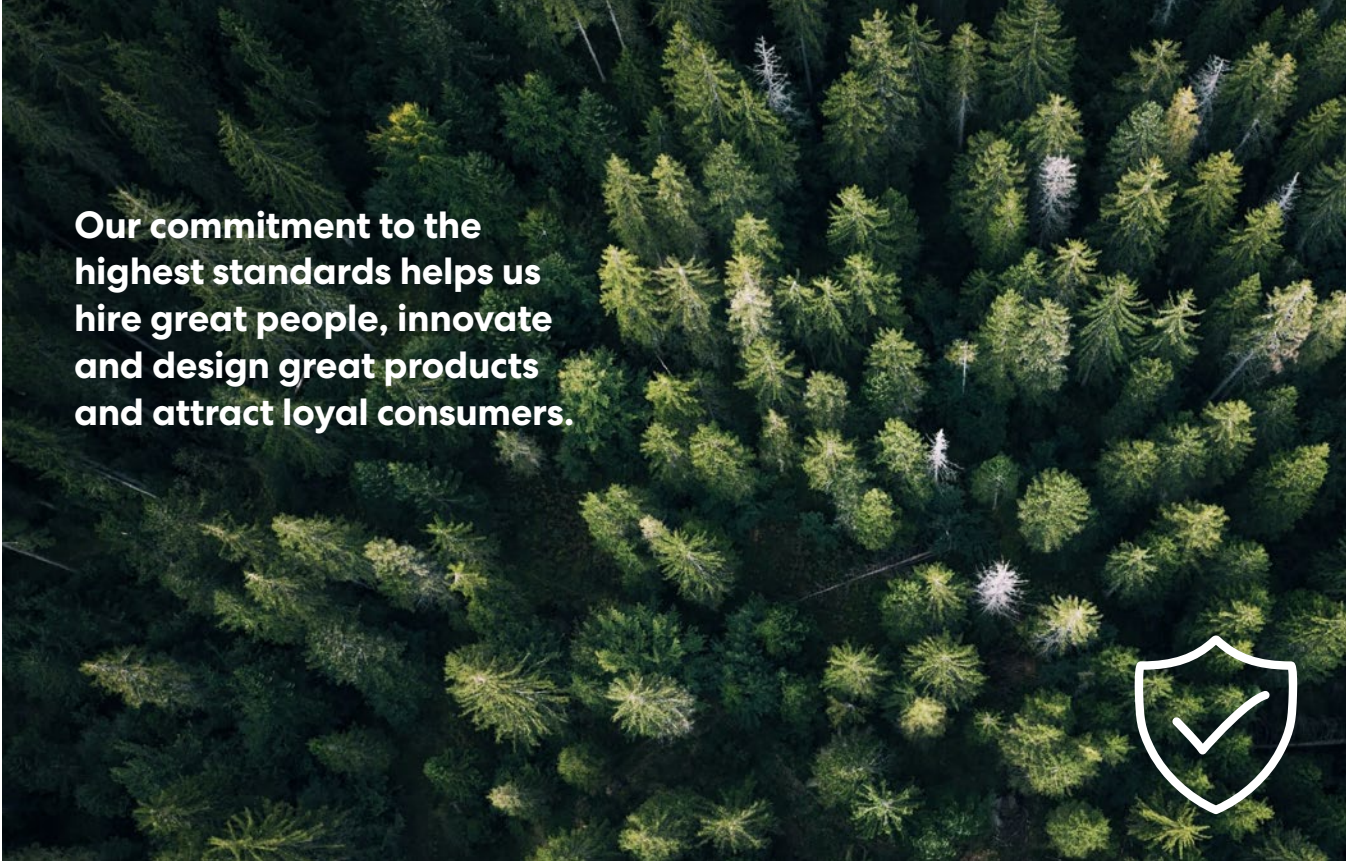
Training

Our standards for ethical behavior are reinforced by our global employee training program, which is offered in multiple languages for our global workforce. Upon hire, new employees are required to attend online training regarding our Code of Business Conduct and Anti-Corruption Compliance Policy. In addition, our annual compliance training program includes sessions on our Code and Anti-Corruption Compliance Policy. Employees are required to attend these sessions and attest that they have received, reviewed and complied with obligations identified in each document. In 2021, the completion rate was 99% for each of these policies.

99%

**Completion
of training**

Our Code and ethical policies are available on our corporate website: <https://corporate.instantbrands.com>.



Our commitment to the highest standards helps us hire great people, innovate and design great products and attract loyal consumers.

Ethics Hotline

We are committed to preventing violations of laws and unethical conduct, but we recognize they may occur. We will address those situations promptly when they are reported to us. Employees, consumers, and business partners may report potential violations of our Code of Business Conduct or law on an anonymous basis by emailing our third-party Ethics Hotline provider at reports@lighthouse-services.com (identify Instant Brands). Each report is promptly investigated by our Legal department.

Data Privacy & Protection

Threats to data security are a fact of life in the modern world. We take these threats seriously and we have invested and continue to invest considerable resources to protect the confidential and proprietary information of our consumer, employees, and business partners.

- We provide each employee over an hour and a half of online training regarding data privacy and information security.
- We conduct real-time scanning to prevent malicious actors from entering our network, sending harmful emails, or penetrating our systems through fake websites. Real-time scanning allows us to respond rapidly in the event of a breach.
- We implement policies, such as multi-factor authentication and aggressive patch management, to defend against unwanted intrusions.
- We segregate networks at our manufacturing plants to mitigate the harm if one facility is attacked. Similarly, we isolate the network associated with our consumer-facing payment systems.
- We create immutable backups to reduce or eliminate the loss of data from ransomware attacks.
- We test ourselves monthly and we engage third parties to test us on a semi-annual basis by simulating attacks from within and outside of our network.

Customs & Trade

We are a global company with consumers and business partners throughout the world. We are committed to complying with international trade laws, including import/export laws and governmental economic sanctions.

We are proud to be a member of the U.S. Customs and Border Protection's Customs Trade Partnership against Terrorism (CTPAT) program. This public-private partnership is dedicated to protecting the supply chain through a broad range of security measures. To be eligible for CTPAT membership, Instant Brands had to meet certain requirements for governance and supervision of its supply chain (including risk assessments); transportation security; cybersecurity; documentation, storage and handling; physical access controls; and personnel security. Additionally, the suppliers from which Instant Brands imports goods must be vetted for compliance with the same requirements.

**We are a global
company with
consumers and
business partners
throughout the
world.**










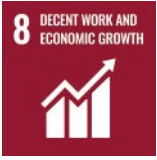




Appendix






UN Sustainable Development Goals

In 2015, the United Nations adopted the 2030 Agenda for Sustainable Development (2030 Agenda), which “provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.” Central to the 2030 Agenda are the 17 Sustainable Development Goals (SDGs) and the 169 Targets that call on governments, companies and other organizations to take action to address the significant issues outlined in the 2030 Agenda.

Instant Brands is committed to sustainable development, and we used the SDGs as a blueprint to develop our Sustainable Development Plan. In the table below, we have mapped the relevant SDGs to the corresponding material in this Sustainable Development Report.

SDG	Description	Location in Report
	End poverty in all its forms everywhere	for People—Wellness for People—Responsible Sourcing
	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	for the Planet for Prosperity—Giving Back
	Ensure healthy lives and promote well-being for all at all ages	for People—Health & Safety for Prosperity—Giving Back
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	for People—Diversity, Equity & Inclusion for Prosperity—Wellness

SDG	Description	Location in Report
	Achieve gender equality and empower all women and girls	for People—Responsible Sourcing for People—Diversity, Equity & Inclusion
	Ensure availability and sustainable management of water and sanitation for all	for the Planet
	Ensure access to affordable, reliable, sustainable and modern energy for all	for the Planet
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	for People—Diversity, Equity & Inclusion for People—Responsible Sourcing for People—Health & Safety
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	for the Planet
	Reduce inequality within and among countries	for People—Diversity, Equity & Inclusion
	Make cities and human settlements inclusive, safe, resilient and sustainable	for Prosperity—Giving Back
	Ensure sustainable consumption and production patterns	for the Planet

SDG	Description	Location in Report
	Take urgent action to combat climate change and its impacts	Letter from our Leaders for the Planet
	Conserve and sustainably use the oceans, seas and marine resources for sustainable development	for the Planet
	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	for the Planet
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	with Integrity for People—Responsible Sourcing
	Strengthen the means of implementation and vitalize the Global Partnership for Sustainable Development	Letter from our Leaders Our Approach



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