

2030+ CORPORATE SUSTAINABILITY FOCUS AREAS AND COMMITMENTS:



Together We Advance—our companywide sustainability strategy—enables us to unlock new opportunities for growth and value creation by identifying and mitigating the right risks and embedding our sustainability goals into our core business strategy. No one person or team can enact change alone. In order to ensure our business remains resilient, it takes the work of our collective organization and working with our value chain partners.”

Maureen Mazurek

Chief Sustainability and Environmental Health and Safety (EHS) Officer



Established in FY 2021, under our Together We Advance corporate sustainability strategy, we’ve made commitments in specific areas where we see the most opportunity for BD to create meaningful, measurable change over the next decade. These areas are Climate Change, Product Impact, Responsible Supply Chain, Healthy Workforce and Communities and Transparency, all of which have the potential to create lasting positive impact on our company, our planet, our communities and human health.

● CLIMATE CHANGE:

- *Commitment:* Minimize our contribution to global emissions and utilize our capabilities to address unmet health needs for climate-vulnerable populations.
 - *Goal:* We will commit to setting science-based emissions reduction targets across all scopes, in line with the Science Based Targets initiative.
- Reduce Scope 1 and 2 emissions by 50% by 2030 (from a 2019 baseline, absolute)
- Scope 3 emissions targets for material Scope 3 categories expected to be set in near future
 - *Goal:* We will advocate for net-zero emissions.
 - *Goal:* We will achieve additional environmental efficient targets in our direct operations.
- Reduce energy consumption by 25% by 2030

(from 2019 baseline, normalized to Cost of Products Sold [COPS])

- Reduce water consumption by 40% by 2030 (from a 2019 baseline, normalized to COPS)
- Reduce nonhazardous waste by 50% by 2030 (from a 2019 baseline, normalized to COPS)
- Increase landfill diversion to 90% by 2030 (from a 2019 baseline, absolute)
- Reduce hazardous waste by 50% by 2030 (from a 2019 baseline, normalized to COPS)
- Reduce volatile organic compounds (VOCs) and hazardous air pollutants (HAPS) by 30% by 2030 (from a 2019 baseline, normalized to COPS)
- Eliminate use of R22 by 2030 (absolute)

- *Goal:* We will use our capabilities to contribute to solutions that address unmet climate-related health needs

- **PRODUCT IMPACT:**

- *Commitment:* Reduce the environmental impact of our portfolio and address the sustainability needs of our customers.
 - *Goal:* We will address plastic and packaging material consumption in our product portfolio through considerations in product design, including:
 - Chemical elimination/replacement
 - Material reduction
 - Safe product reuse models
 - Closed-loop recovery and/or open-loop recovery
 - *Goal:* We will apply minimum environmental and human health criteria (based on customer EPP standards) to new products and product changes to ensure meaningful and sustainable product improvements across the life cycle
 - Publish BD minimum environmental standards for products by end of FY 2022
 - Establish medium- and long-term targets for products to meet minimum environmental standards within 6 months of publication of the standard
 - *Goal:* we will work to address the impact of plastics through existing and new strategic partnership that work across the value chain.

- **RESPONSIBLE SUPPLY CHAIN:**

- *Commitment:* Create a supply chain adaptable to disruption and able to contribute to strong environmental and social performance.
 - *Goal:* We will strengthen engagement with supply chain partners on their labor and environmental practices and performance by completing ESG desktop audits for strategic, preferred and critical suppliers by 2023.
 - *Goal:* We will partner with strategic/preferred/critical suppliers to evaluate risk in Tier 2 by 2030
 - *Goal:* We will seek to have 90% of total eligible spend reflected in completed supplier ESG desktop audits by 2025*
 - *Goal:* We will incorporate climate risk into supply chain and network architecture strategies.

**Eligible spend is defined internally to prioritize suppliers for assessment; for instance, those that are considered strategic and critical*

- **HEALTHY WORKFORCE AND COMMUNITIES:**

- *Commitment:* Maintain a healthy and thriving workforce that cultivates our culture of inclusion, safety and wellbeing and contribute to advancing equitable health around the world.
 - *Goal:* We will provide tools and resources to empower our workforce in managing their physical, mental and financial health
 - *Goal:* We will proactively manage the needs of our future workforce through training, development and reskilling strategies.
 - *Goal:* We will foster our culture of inclusion, safety and well-being, and contribute to the global communities in which we operate and serve by:
 - Developing servant leaders and exemplifying The BD WAY
 - Ensuring equal pay (by gender) worldwide
 - Paying competitive market rates and utilizing living-wage assessments in key regions or countries to inform wage strategies

- **TRANSPARENCY:**

- *Commitment:* Invite trust across stakeholder groups through transparent performance reporting on environmental, social and governance (ESG) issues relevant to our business.

- *Goal:* We will provide our stakeholders with clear information about our 2030+ performance and programs, aligned with relevant and recognized external 2030+ reporting frameworks, via:
 - Our annual corporate sustainability report
 - Issue-specific disclosures (Climate change – aligned with TCFD; ID&E – U.S. Federal Employment Information Report [EEO-1])