



2022

# Sustainability Impact Report



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# Message from Leadership

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Thank you for  
supporting us in  
our journey towards  
a future that is safe  
and prosperous  
for our society  
and our planet.

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We are pleased to present our inaugural sustainability report.

We have taken a multitude of steps to embed sustainability into our culture and our operational processes.

During 2022, we formalized our Sustainability Committee, completed our first materiality assessment, and began forming and executing a strategic action plan to embrace sustainability.

As we emerge from the pandemic, the past year has reminded us of the vulnerability of nature and the growing importance of effectively managing our natural resources. Global supply chains have increasingly been impacted by severe weather, energy prices have soared, and our customers face challenges due to climate change and geopolitical uncertainty.

We recognize that our products and our operations have both direct impacts and opportunities to contribute positively to our fragile ecosystems. We know it is our responsibility to grow sustainably.

We began to collect environmental, social, and governance metrics across our organization so that we can put in place a foundation for creating meaningful goals and measuring progress.

It is our desire to raise our voice in the sustainability conversations within our industry, and to do so effectively, we recognize that we must be transparent with our actions and impact. This report represents our sustainability journey, our progress, our goals, and our commitment to a more sustainable future.





About Us

# Organizational Overview

Electronics for Imaging, Inc. (EFI) was incorporated in 1988 and began operation in 1989. In 2019, EFI™ was acquired by an affiliate of private equity firm Siris Capital. EFI's corporate headquarters are in Fremont, California. As of March 1, 2023, the company employed approximately 2,100 employees. EFI has significant operations in 10 countries, including eight primary manufacturing facilities located in the United States, Israel, Italy, Spain, Turkey, and the United Kingdom.

EFI is a global technology company, leading the worldwide transformation from analog to digital imaging. As an innovator in the digital inkjet printing and ink technology space, and a leading provider of digital font ends and workflow solutions for the industrial and graphic arts print industries, EFI is driven by a passion to help its customers save energy, reduce costs, enable new digital applications, and minimize waste.



**10**  
major  
countries



**2,100**  
employees

# Value Chain

EFI products and services are grouped into two business units: Industrial Inkjet and Fiery®.

## Industrial Inkjet

Industrial Inkjet products address high-growth digital inkjet markets where significant conversion of production from analog to digital printing is occurring. The Industrial Inkjet operating segments consist of our digital inkjet printers, solvent, UV LED and water-based inks, digital inkjet printer parts, and professional services. Our products enable printing on paper, vinyl, corrugated, textile, glass, plastic, aluminum composite, ceramic tile, wood, and countless other flexible and rigid substrates.

EFI Industrial Inkjet products are sold primarily through our direct sales team, augmented by select distributors and resellers. Our Nozomi single-pass industrial digital inkjet platforms and inks are sold into the corrugated and paper packaging, display graphics, and other markets. We also market a broad portfolio of flatbed, roll-to-roll, and hybrid UV LED wide- and superwide-format digital inkjet printers and inks for sign and display graphics printing. Our dye-sublimation fabric printers are marketed to display graphics soft signage producers and the hospitality and home furnishings markets. EFI textile printers, equipment and inks are marketed to the global textile industry. Our ceramic tile decoration and building materials single-pass, digital inkjet printers and inks are marketed to the ceramic tile industry and building materials manufacturing industries (e.g., wood flooring).

Most components used to manufacture our printers and ink are available from multiple suppliers, except for certain key components that are sourced from single vendors.

## Fiery

Fiery products include (i) stand-alone digital front ends “DFEs,” which are connected to digital printers, copiers, and other peripheral devices, (ii) embedded DFEs and design-licensed solutions used in digital copiers and multi-functional devices, (iii) optional software integrated into our DFE solutions, (iv) Fiery Self Serve, our self-service and payment solution, and (v) stand-alone software-based solutions, such as our proofing and textile solutions. The primary distribution channel for our Fiery products is through our direct relationships with several leading printer manufacturers. We work closely together to design, develop, and integrate Fiery DFE and software technology to maximize the capability of each print engine. The printer manufacturers act as distributors and sell Fiery products to end customers through reseller channels.

# Our Approach

## Governance of Sustainability Topics

Over the past few years, we have integrated oversight of sustainability considerations throughout all levels of our organization.

Sustainability oversight is within the responsibility of our executive leadership team and is managed by EFI's Sustainability Committee. EFI's sustainability committee is chaired by the Senior Vice President, Global Supply Chain and Operations and includes representatives from all functional areas of the business. The Sustainability Committee responsibilities relate primarily to the company's environmental impacts and include the development and execution of a sustainability program and action plan. Primary oversight of social topics, such as Diversity, Equity, and Inclusion (DE&I), management of the employee experience, labor relation management, along with philanthropic and community initiatives, fall within the responsibility of EFI's Chief Human Resource Officer. Governance topics, such as Ethics and Compliance and Cybersecurity, are managed by EFI's Chief Legal Officer and Chief Technology Officer, respectively.

The EFI Board of Director's Audit and Risk Committee oversees the company's environmental and sustainability policies, initiatives and risks related to the company's operations, supply chain and customer engagement. This committee also oversees and monitors the company's policies, initiatives and risks relating to corporate social responsibility, including human rights, health and safety, ethical business practices, and corporate governance.

The Audit and Risk Committee assesses and reviews EFI's cybersecurity and other information technology risks, incidents, investigations, controls, and procedures. In the event of any cybersecurity or information technology incidents, the committee is responsible for reviewing investigative findings as well as recovery and communication plans. The committee has the authority to initiate and review third party independent assessments of EFI's cybersecurity programs.

The EFI Board of Director's Human Capital Committee oversees EFI's compensations policies, plans and programs; reviews and recommends compensation for EFI's executive officers and directors; and provides strategic direction and oversight with respect to performance management, talent development and succession, talent acquisition, employee engagement, and diversity and inclusion initiatives and programs. Additionally, the committee approves and oversees EFI's employee benefits plans, such as employee medical plans, retirement plans, 401(k) plans, and other benefits.

# Process to Determine Material Topics

To identify material issues, we conducted a series of internal workshops. During these workshops, we identified key internal and external stakeholders who could provide perspectives on risk and opportunities for EFI’s business. We reviewed relevant Sustainability Accounting Standards Board (SASB) standards, Global Reporting Initiative (GRI) standards, and other indices/pertinent standards to EFI. We also reviewed peer companies’ priorities and conducted a high-level review of industry sustainability-related trends and topics.

Semi-structured interviews were conducted with EFI staff and key external stakeholders to obtain additional perspectives on material topics. The result of the workshops and interviews was a list of material topics with EFI’s operations, services, and products. The material topics were ranked according to the impact of the topic to external stakeholder, the impact to internal stakeholders, the risks associated with the topics, the likelihood and potential severity of the topic risks, and the impact of the topic on human rights. The output of the ranking exercise was reviewed for team consensus by EFI’s leadership team. Finally, utilizing a scoring matrix, the topics were prioritized by the business model urgency and the potential risk associated with the topic.

## Material Topics

Based on this analysis, a total of eight ESG topics were identified as material for EFI. These topics were prioritized as follows:





<div><b>HIGH</b></div> <div></div>	<div><b>MEDIUM</b></div> <div></div>	<div><b>LOW</b></div> <div></div>
<div>Supply Chain Management</div> <div>Employee Experience</div> <div>Ethics and Compliance</div> <div>Water and Effluents</div> <div>Circular Economy</div>	<div>Occupational Health and Safety</div> <div>Energy and Emissions</div> <div>Economic Performance</div>	








# Our Commitment to the UN Sustainable Development Goals

In 2015, the United Nations officially adopted a set of 17 goals, referred to as the Sustainable Development Goals (SDGs). The SDGs provide a global framework for the peaceful, economic development of a sustainable future.

The following goals reflect our sustainable impacts related to our operations and products. Our actions and commitments to support these goals are outlined below:

GOAL	DESCRIPTION	ACTIONS AND COMMITMENTS
	<b>Ensure healthy lives and promote well-being for all at all ages</b>	EFI's robust health and safety programs for our manufacturing facilities and field service teams help ensure the well-being of our employees and our customers.
	<b>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</b>	EFI offers curriculum-based training activities for our employees on technical and leadership topics. We also offer employee tuition reimbursement program to encourage professional development.
	<b>Achieve gender equality and empower all women and girls</b>	EFI promotes Diversity, Equity, and Inclusion through it's "Everybody Feels Included" employee campaign. The campaign communicates the organizations values: "As a global organization, we believe the diversity of our employees, clients, products and operations is what distinguishes EFI. As part of our winning strategy, EFI is committed to nurturing an environment where Diversity, Equity, and Inclusion is at the core of who we are. We work together to ensure all individuals' voices are respected and heard."
	<b>Ensure availability and sustainable management of water and sanitation for all</b>	EFI uses certified GMP (Good Manufacturing Practice) at its ink manufacturing facilities, which optimize resources and reduce water used in our manufacturing processes. Additionally, EFI is currently developing programs to more effectively manage water within our operations.  Our water-based inks do not use solvents during the manufacturing process and contribute to a more sustainable production process when utilized by our customers, as emission are reduced during the printing process.

GOAL	DESCRIPTION	ACTIONS AND COMMITMENTS
	<b>Ensure access to affordable, reliable, sustainable and modern energy for all</b>	EFI conducts energy efficiency audits at our facilities. We have established control plans in our principal facilities, detailing actions and investments to reduce and optimize the energy consumption.
	<b>Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation</b>	EFI has transitioned its printer ink curing technology from mercury vapor UV lamps to LED UV lamps. EFI Reggiani's textile business is "Green Label" certified. "Green Label" is an eco-certification issued by the Association of Italian Textile Machinery Manufacturers. EFI's facility in Turkey is certified to ISO 9000 and ISO 14001.
	<b>Ensure sustainable consumption and production patterns</b>	EFI's Supplier Code of Conduct establishes expectations for environmental performance within its supply chain. EFI is committed to continuous improvement regarding its operational environmental impacts, including the elimination of waste from our processes. EFI has implemented a waste management plan to maximize reduce, reuse and recycle opportunities.
	<b>Take urgent action to combat climate change and its impacts</b>	During 2022, we began the process of developing our first carbon footprint with the ultimate goal of establishing targeted improvements to energy and emissions.
	<b>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</b>	EFI inks and printing technologies can help customers eliminate waste and utilize substrates that are more easily recycled.
	<b>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation, and halt biodiversity loss</b>	EFI partners with "Bosques Sostenibles," an environmental company in Spain, to support reforestation initiatives.
	<b>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</b>	EFI is committed to complying with all applicable laws, rules, and regulations against official corruption and commercial bribery ("Anti-Bribery Laws") and maintaining the highest ethical standards in all of its activities. Fulfilling this commitment is the responsibility of everyone at EFI.

# About this Report

This is our inaugural annual sustainability report and contains data that pertains to our 2022 calendar year performance, reflective of the sustainability performance across all EFI locations, unless otherwise noted. The data contained in this report was vetted by internal subject matter experts and reviewed by our Leadership Team. We believe this information accurately represents our environmental, social and economic impacts in 2022. We prepared this report referencing reporting principles and disclosures from the GRI Standards as detailed in the GRI Index on page 44.







Our Employees

# Our Employees

EFI's culture enables our success. We work hard to make sure that our team of over 2,100 employees, spread out over 10 major countries and operates as a single unified community. Our efforts to create a welcoming and inclusive workplace environment are led by our Chief Human Resources Officer (CHRO), whose role is to drive people strategies to enable growth, help EFI to maximize our human capital, and ensure we are an employer of choice. The CHRO function of EFI oversees recruitment, employee engagement, development, compensation, and benefits as well as the overarching culture of the organization. The CHRO has oversight of EFI's Diversity, Equity, and Inclusion programs and is responsible for providing reporting on DE&I and other employee programs to the Human Capital Committee (see Our Approach).



The following is a summary of our employee diversity for all permanent employees across the globe:

Effective 3/1/2023					
	FEMALE	% FEMALE	MALE	% MALE	TOTAL
Number of permanent employees (head count / FTE)	495	23%	1,620	76%	2,115

\*Gender as specified by the employees themselves

The following reflects our new employee hires globally:

Effective 3/1/2023		
Number of New Employees	Total (in percent)	19.5
Number of New Employees	Total	412
	Male	318
	Female	94
	Under 30 years old	128
	30 – 50 years old	205



# Employee Experience

## DE&I

As a global organization, we believe the diversity of our employees, clients, products and operations is what distinguishes EFI. As part of our winning strategy, EFI is committed to nurturing an environment where Diversity, Equity, and Inclusion is at the core of who we are. We work together to ensure all individuals' voices are respected and heard. EFI's goal is to attract and retain a talented and diverse workforce that is reflective of the communities in which we operate. Our DEI strategy consists of five pillars, as outlined in the graphic to the right.

EFI's goal is to ensure adequate and documented processes, mechanisms, and policies so that all employees are treated equal irrespective of race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices.



Below is the gender and age breakdown of our employees (effective 3/1/2023):

AGE GROUP	GENDER*	EMPLOYEES GLOBALLY	% OF OUR POPULATION
under 30 years old	Male	209	68.3%
	Female	97	31.7%
30-50 years old	Male	875	75.7%
	Female	281	24.3%
over 50 years old	Male	536	82.1%
	Female	117	17.9%

\*Gender as specified by the employee

# Engagement, Training and Education

The CHRO function of EFI is responsible for employee training, performance management and employee engagement activities.

EFI's communication programs are an essential element of employee engagement and training. Each quarter we offer our Quarterly Update Meetings, where we provide our employees presentations on issues of interest within the company or marketplace and address any concerns or question our employees may have. These sessions are open to all employees and everyone is encouraged to attend and to voice their opinions or thoughts directly with our executive team.

As part of employee's training and professional development opportunities, we recognize the importance of communicating expectations and obtaining feedback through a formalized annual employee review process. All employees participate in this process annually.



# Benefits and Compensation

EFI offers a comprehensive and competitive suite of employee benefits designed to attract and retain talented employees. These employee benefit programs vary by country and facility, and are fully aligned to regulatory compliance in each of the countries we operate in.

EFI adheres to all minimum wage laws for the geographics in which we operate. The EFI employee base consists of technical and skilled employees. Because we typically are not hiring unskilled labor, EFI pays wages and salaries that are determined by local relevant competitive market conditions rather than legally defined minimum wages. As such, we do not track wage data in proportion to minimum wages.

At EFI we are committed to supporting the markets in which we operate, and our leadership team is reflective of this. EFI's Leadership team is publicly available on our website and consists of our c-suite executives, general counsel and the vice presidents that lead our primary business functions.

## Executive Compensation

Executive Compensation and remuneration policies are determined by EFI's Board of Director's Human Capital Committee. The Human Capital Committee reviews executive and director compensation and remuneration programs on an annual basis. EFI's goal is provide compensation in line with the competitive landscape to support our attainment of our organizational strategies. EFI utilizes an independent third-party consultant to help us outline compensation programs that are consistent with our organizational strategies.





# Human Rights and Labor

EFI's policies commit us to uphold the human rights of workers and to treat them with dignity and respect as understood by the international community. We do not consider any of our operations to be at risk for child labor, forced or compulsory labor, or limits to freedom of association or collective bargaining.

As of December 31, 2022, some of our employees were represented by a labor union or covered by a collective bargaining agreement. EFI has not experienced any work stoppages, and we consider our relations with our employees to be good.



# Occupational Health and Safety

## Safety Standards

Providing a safe work environment is one of EFI's top priorities. EFI is committed to managing health and safety effectively to protect our employees, customers and other people with whom we interact. Our employees are our greatest asset, and we have both a moral and legal duty to protect them. In addition to the Global Health, Safety and Environment ("HSE") Management, regional HSE Managers are coordinating, planning and organizing HSE compliance topics and implementing measures across all EFI locations.

## Hazards and Risk Identification

Contained within our comprehensive Health and Safety Manuals, the Health and Safety Policies Statement sets out our commitments and the objectives we aspire to in managing health and safety. This policy is signed by the General Manager or HR Manager and overseen by our senior management team, with ultimate oversight with the Human Capital Committee of our Board of Directors. Practical execution of our Health and Safety communications, activities and actions are executed through our HSE (Health, Safety and Environmental) Committee.

Each EFI site is responsible for the oversight of their health and safety goals and programs. Management at each site determines site goals in accordance with local laws and requirements. It is the responsibility of each site to provide programs and trainings that reduce the risk of accidents, identify and proactively manage risk, and implement appropriate initiatives and controls.

## Reducing Accident Risk

As it is stated within our health and safety policies, our approach to managing health and safety will be pragmatic and proportionate and will be prioritized according to risk with the objective of maintaining continuous improvement. We accept that we cannot eliminate risk from everything we do but we can manage risk in such a way that exposure to hazards is controlled as far as is practical. Wherever possible we eliminate risk through selection and design of buildings, facilities, equipment, and processes. Where risks cannot be eliminated, they are minimized by physical controls or, as a last resort, through systems of work and personal protection. Our health and safety policies include oversight for all EFI employees and contractors that work at our facilities.

## Communication and Training

EFI's HSE Committee facilitates communication and consultation on health and safety issues across the organization. The committee ensures regular communication on health and safety issues throughout the organization. Additionally, the committee is responsible for: ensuring that health and safety issues raised by employees are discussed and considered for action; health and safety standards are monitored; trends in accident statistics across the company are identified and recommendations for improvement are outlined; health and safety is promoted and new initiatives are considered to progressively improve standards in all areas; and employees are aware of significant changes to our health and safety policy documentation.

During EFI's onboarding process, employees receive basic safety training based on the requirements of their specific site and job duties.

## Accident Prevention and Reporting

We recognize that improvement in health and safety will not happen by chance and improvement must be managed using a systematic approach and an ongoing metric driven process. We also recognize the importance of establishing performance standards against which we can monitor progress and identify future actions. With these goals in mind, in 2022, EFI implemented an occupational health and safety management system, known as our HSE portal to facilitate internal reporting of accidents (reportable and non-reportable) incidents, near misses, ill health (work related) and relapses (return of illness). Our HSE portal governs reporting of health and safety metrics for all EFI's employees, across all facilities and including reporting for temporary workers. Reporting from our HSE portal is reviewed periodically and presented to our Board of Directors Human Capital Committee on an annual basis.



## 2022 Safety Metrics







Operations



# Operations

EFI manufactures our printers at our facilities located in Londonderry, New Hampshire, USA; Rosh Haayin, Israel; Bergamo, Italy; and Castellón, Spain. Our EFI Industrial Inkjet digital UV ink products are manufactured at our facilities in Ypsilanti, Michigan, USA and Bradford, UK; and our Textile inks are manufactured in Bedford, UK and Bursa, Turkey. EFI has company owned datacenter locations in Santa Clara, California, USA and in Bangalore, India.

## Raw Materials

The primary raw materials used by EFI in its manufacturing processes include electronic products, metal, plastic for our printers and pigments, binders and solvents for our ink products. Additionally, EFI purchases paper and plastic packaging materials.

## Chemicals of Concern

We believe that our products are currently compliant with RoHS, WEEE, REACH and other regulations for the European Union as well as with China RoHS and other applicable international, US state and local environmental regulations. EFI requires Certificates of Analysis and Safety Data Sheets to accompany all chemical deliveries. EFI’s Supply and Quality Assurance functions are responsible for ensuring the integrity of EFI’s raw materials. EFI has a defined Supplier Code of Conduct and Supplier Improvement Program policy to govern and verify supplier performance (see Supply Chain Management section).

## Waste

EFI has implemented a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste across our facilities. Primary waste streams for our manufacturing facilities include corrugated fiberboard, cardboard, paper, plastic and toners. Hazardous waste includes inks, coatings, and cleaners. Primary waste streams for our office locations and R&D facilities consist of corrugated fiberboard, cardboard, paper, plastic and toners. EFI systematically works to identify opportunities to recycle waste materials in order to limit the number of materials landfilled or disposed of through waste-to-energy.

In metric tons <sup>1</sup>	2022
Hazardous waste generated	184.26
Waste to energy disposal	6.78
Recycled	171.97
Landfilled (special waste)	5.51
Non-hazardous waste generated	643.65
Waste to energy disposal	568.54
Recycled	22.67
Landfilled	52.44
Total Waste Generated	827.91

<sup>1</sup> Waste metrics represents waste for EFI’s manufacturing sites. Waste collected at office sites are not included.

# Product Innovation

Product innovation has always been central to the EFI business model. We believe that development of new products and enhancement of existing products is essential to our continued success. We employ considerable resources to support our innovation efforts. Nearly a third of our full-time employees are involved in research and development. As the industry continues its transition from analog to digital technology, from solvent-based printing to UV curable ink printing and adopts digital textile printing due to the growth of “fast fashion,” innovation will remain a key growth driver for our company.

During 2022, EFI commercialized two printers: the EFI Reggiani ecoTERRA and the EFI VUTEk® PaperPro printer, both of which offer sustainable printing solutions. Both printers utilize water-based inks, which reduce both carbon emissions and volatile organic compounds (VOCs). Water based inks do not require solvent cleaning, which results in a more sustainable manufacturing process.

The EFI Reggiani ecoTERRA printer is an all-in-one solution for water-based pigment printing and requires no ancillary equipment for pre- and post-treatment. The Reggiani ecoTERRA eliminates the need for steaming or washing textiles prior to printing. As a result, users can achieve superior printing results while using less time, water and energy.

The EFI VUTEk PaperPro printer, designed for high volume paper-based printing applications, utilizes an ink recirculation system that reduces purging, maintenance needs and stoppages, saving costs associated with ink and media waste. The VUTEk PaperPro allows users to create large scale signage, such as billboards and posters that are recyclable.





# Circular Economy

A circular economy, as defined by the US EPA, is an economy that reduces material use, redesigns material, products and services to be less resource intensive, and recaptures “waste” as a resource to manufacture new materials and products.<sup>2</sup> EFI’s printers and printing inks offer certain attributes that contribute to the goal of achieving a circular economy.

Water based ink technology is an area that EFI strives for continuing excellence in the market, and we continue to invest considerable resources in the development of water-based inks and water-based ink printers. Compared to traditional petroleum-based ink products, water-based inks have lower VOCs. The reduction or elimination of VOCs means that these inks release significantly less emissions into the atmosphere during our customers’ printing process. There are benefits during the manufacturing process as well – the manufacturing of water-based inks results in fewer emissions during the manufacturing process and reduces or eliminates hazardous wastes from the manufacturing process. Water-based inks also require fewer chemical solvents used for cleaning. The reduced need for solvents reduces the waste created by our customers and improves the quality of the effluents discharged in our manufacturing process.

As part of EFI’s ongoing efforts to provide products with lower environmental impacts, EFI has secured GREENGUARD Certification on several UV inks for display graphics. GREENGUARD Certification helps identify healthier products by ensuring that a product has met some of the world’s most rigorous and comprehensive standards for low emissions of VOCs into indoor air. The GREENGUARD Gold standard includes health-based criteria for additional chemicals and requires lower total VOC emissions levels to ensure that products are acceptable for use in environments such as schools and healthcare facilities. The packaging and labels for the certified EFI inks include the GREENGUARD and GREENGUARD Gold Certification marks.

EFI has demonstrated market leadership with energy efficient “Cool Cure” LED printing technologies.

In 2012, EFI’s research and development team in Ypsilanti, Michigan combined new higher-power UV LED lamps with nitrogen blanketing systems on an inkjet printing system. Since that time, EFI has continued to innovate on this technology, and EFI UV LED printers have earned major printing technology awards.

EFI has  
demonstrated  
market  
leadership with  
energy efficient  
“Cool Cure”  
LED printing  
technologies.

<sup>2</sup> <https://www.epa.gov/recyclingstrategy/what-circular-economy>

EFI's LED curing technology results in a significant reduction in energy usage for its wide- and superwide-format inkjet printers and enables customers to realize material reductions as well, as this technology can print on thinner and lighter substrates. Additionally, UV LED lamps can last for years, reducing waste and replacement costs for customers. The use of UV LED lamps in EFI's printers positively impacts our customers' waste streams. UV LED lamps generally last about 16,000 hours before replacement, compared to traditional mercury vapor UV lamps, which typically only last about 1000 hours before replacement. Additionally, using UV LED lamps in place of mercury vapor lamps eliminates the disposal of mercury – an element that has been classified by the World Health organization as “one of the top ten chemicals or groups of chemicals of major public health concern.”<sup>3</sup>

EFI continues to focus on incremental innovations that contribute to the goal of a circular economy. As is noted in the Innovation section of this report, EFI has recently received industry recognition for printing technologies that reduce waste through the recirculation of ink and reduce the use of water for textile printing.



3 <https://www.who.int/news-room/fact-sheets/detail/mercury-and-health#:~:text=Mercury%20is%20considered%20by%20WHO,is%20very%20different%20to%20ethylmercury.>



# Economic Performance



# Economic Performance

EFI aspires to reduce our impacts and engage in business activities that allow our stakeholders to realize prosperous and fulfilling lives. EFI's financial reporting is audited and reported in accordance with the standards of the Public Company Accounting Oversight Board (United States). EFI is a portfolio company of Siris Capital Group, LLC, a private equity firm that invests in technology and telecommunications companies. EFI does not publicly disclose financial results.

Innovation is a central element of EFI's success. In 2021 and 2022, EFI received grants from the Spanish government, specifically from Industrial Technological Development Center (CDTI) and from Spanish Trade Institute (ICEX) through the promotion of R&D activities. Collectively, EFI expects to receive €6,294,000 in Spain from ICEX and Strategic Projects for Recovery and Economic Transformation (PERTE ) programs in 2023. Additional details about these awards can be found on the EFI website.

## Climate Change Risks and Opportunities

At EFI we recognize that climate change can cause significant operational and market risks, and also create avenues of opportunity for our business. A goal of forming EFI's Sustainability Committee in 2022 was to help us better understand and manage both our risk and opportunities. As is mentioned in the "Our

Approach" section of this report, our Materiality study identified eight topics. Each of these topics is impacted by climate change risk. We recognize that as we plan to manage our material topics, mitigate negative impacts, and identify opportunities, we must do so through the lens of understanding our climate change risks.

For example, Economic Performance and Occupational Health and Safety are material topics to EFI. As we evaluate these topics from a climate change risk perspective, we recognize that a loss of one or more of our manufacturing facilities, due to extreme weather conditions or a natural disaster, could materially impact our business. We also recognize the importance of planning for the safety and security of our employees, should such a disaster occur. During 2022, European droughts have impacted the ability to transport goods via water and our global supply chains have also been impacted by both climate related energy costs and energy constraints. Consequently, as we evaluate our material topics of Water and Effluents and Supply Chain management, we do so having experienced supply chain impacts over the past year due to these extreme weather events. Climate changes impacts to our supply chain continues to cause fundamental shifts for both EFI and our customers. Another impact we have seen is an ongoing shift from global supply chains to more in-country or regional sourcing.

We are aware of the impact of energy constraints, as well as water constraints, on the lives and safety of our employees and that resulting impact on availability of labor in the markets in which we operate. With regards to the material topic of Ethics and Compliance, climate change and environmental concerns may drive regulatory and legislative changes for our business. It is our expectation that regulatory demands and environmental legislation related to our business will continue to increase.

We also expect climate change to drive shifts in the behavior of our customers. As is described in the Circular Economy section of this report, EFI recognizes that our customers are seeking solutions to help reduce the environmental impacts of their operations. As we move forward, it is our goal to support innovation that will provide solutions for our customers to create a more sustainable future.

## EFI Material Topics



The background of the slide is a high-contrast, blue-toned image of water ripples. A large, central ripple dominates the frame, with several smaller ripples scattered around it. The water's surface is textured with fine lines and reflections, creating a sense of movement and depth. The overall color palette is a range of blues, from light cyan to deep navy.

# Supply Chain Management



# Supply Chain Management

With approximately 8,000 suppliers globally, EFI's supply chain is both extensive and diverse. EFI procures electronic products, metal, plastic for our printers, and pigments, binders and solvents for our ink products from manufacturers located in Asia, North America, Middle East and Europe.

In 2022, EFI Implemented a Supplier Code of Conduct, maintained on the EFI website, which communicates the requirements and expectations that apply to our supply chain partners with respect to labor standards and social responsibility, protection of the environment, ethics and business integrity. Suppliers are also expected to adhere to EFI's Modern Slavery Act Transparency Notice. EFI's suppliers are expected to comply with Supplier Code of Conduct and are prohibited from the use of any forms of child labor, forced labor, modern slavery, and any form of human trafficking as outlined in EFI's Modern Slavery Act Transparency Notice.

## Supplier Environmental Considerations

As is outlined within EFI's Supplier Code of Conduct, EFI expects its suppliers to "identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources within their manufacturing operations, while safeguarding the health and safety of the public." Other expectations within the policy include: adherence to all required environmental laws, permitting and reporting; minimization of emissions and waste; conservation of natural resources; responsible management of hazardous materials; implementation of a water management program; and the establishment of corporate-wide greenhouse gas (GHG) reduction goals accompanied by public reporting of Scope 1 and 2 emissions.



## Supplier Social Considerations and Conflict Minerals

EFI's printers contain electronic components, some of which contain Conflict Minerals as defined by the US Securities and Exchange Commission. Conflict Minerals include materials such as cassiterite, columbite-tantalite (coltan), gold, wolframite, and their derivatives, tin, tantalum, and tungsten (3TG). Conflict minerals may be sourced from the Democratic Republic of the Congo (DRC) and surrounding geographies, and the revenue from the sales of these minerals may be used to finance activities linked to violence and human rights abuses.

Procurement of products that contain Conflict Minerals is governed by EFI's Conflict Minerals Corporate Policy. This policy states that EFI will not knowingly purchase raw materials, subassemblies, or supplies that are known to contain Conflict Minerals that directly or indirectly finance or benefit armed groups in any of the DRC or surrounding geographics (defined as "Covered Countries" within the policy). The policy further states that EFI will exercise due diligence with relevant suppliers consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and encourage our suppliers to do likewise with their suppliers.

## Supplier Performance

EFI expects that our direct and indirect suppliers will undertake reasonable due diligence in connection with the materials supplied to us and will provide reasonable assurance that products sold to us are in compliance with our Conflict Minerals Corporate Policy. Proof of such due diligence we require from our suppliers may include providing documentation showing that raw materials used to produce 3TG in the components and products supplied to us originate from outside of the Covered Countries or are from recycled or scrap sources. In instances in which the 3TG used to produce components or products that are supplied to us originate from the Covered Countries, the mines or smelters used to produce such 3TG are required to be certified as "conflict free" by an independent third party. We rely on our direct suppliers to provide information on the origin of the Conflict Minerals contained in components and materials supplied to us including sources of Conflict Minerals that are supplied to them from lower tier suppliers.







Natural Resources

# Natural Resources

EFI's operational facilities have oversight for their respective energy, emissions, and water management initiatives. During 2022, the Sustainability Committee implemented a process to establish a carbon footprint baseline using 2021 data. This initial carbon footprint will serve as the basis for future reporting and goal setting. During 2023, EFI plans to formalize its approach to energy and emissions management.

Additionally, during 2022, the Sustainability Committee began internal reporting of water metrics with the intent to evolve oversight of this material topic. Out of EFI's manufacturing locations globally, approximately 25% of manufacturing plants are operating in locations with extremely high or high baseline water stress.<sup>4</sup> Baseline water stress measures the ratio of total water withdrawals to available renewable surface and groundwater supplier. Extremely high or high baseline water stress values mean that the gap between available water supply and demand is narrow and is indicative of increased competition amongst users. Locations in areas of high baseline water stress face greater vulnerability to water risks such as water scarcity or drought. EFI's manufacturing plants that are vulnerable to water stress are in Israel and Turkey. As EFI progresses its sustainability strategy, the Sustainability Committee plans to develop a comprehensive water strategy and initiatives, focusing initially on our facilities in water stressed areas.



<sup>4</sup> Source: WRI Aqueduct ([wri.org/aqueduct](http://wri.org/aqueduct))



# Energy and Emissions

In the past year, EFI has witnessed firsthand the devastating effects of climate change. We have seen our supply chains impacted as transport waterways withered from drought and our local communities experience the effects of extreme temperatures. To mitigate the effects of climate change, we believe we must do all we can to conserve energy and minimize GHG emissions across our business operations.

## EFI Energy and Emissions Calculations

This is EFI's inaugural year providing energy and emissions data for its business operations. In this year's disclosure, we have calculated 2021 energy and emissions data for 20 of our facilities.<sup>5</sup>

## Energy and Emissions Calculation Methodology

EFI's Scope 1 and Scope 2 emission calculations were completed using primary data directly provided by 20 facilities (offices, warehouses, and manufacturing plants). This primary data consisted of reported monthly energy consumption in some cases and annual energy consumption in other cases. Secondary data was leveraged where energy consumption data was not available. Reliable sources were utilized.

Specific EFI natural gas and electricity averages (by square footage) were determined based on data received from 20 office spaces, warehouses and manufacturing plants, and these averages were then utilized to calculate emissions for the remaining percentage of our total rented square footage.

Our calculations are in accordance with the GHG Protocol. The emission factors for fuel combustion come from US EPA and UK DEFRA 2021. The emission factors for electricity consumption vary by country and come from International Energy Agency (IEA), and eGrid2021.

EFI's business operations in Spain (manufacturing as well as office locations) run on 46.8% renewable energy and 53.2% from the grid. EFI's other facilities run on 100% grid electricity.

<sup>5</sup> EFI facilities that were excluded from the carbon footprint analysis were office spaces in Japan, New Zealand, and Russia, an Inkjet office in Italy and manufacturing facility in United Kingdom. A new Fiery office site in Ottawa, Canada was also excluded from this analysis.

## EFI's 2021 Carbon Footprint

<b>Direct (Scope 1) GHG emissions <sup>6</sup></b>	
Gross direct emissions	596.97 MTCO <sub>2</sub> e
Gases included	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, AR <sub>4</sub> , AR <sub>5</sub> , HFCs, NF <sub>3</sub> , SF <sub>6</sub> , PFCs (as applicable)
Inaugural year for calculation	2021
Consolidation approach	Operational control
<b>Energy indirect (Scope 2) GHG emissions <sup>7</sup></b>	
Gross location-based indirect emissions	3,307.86 MTCO <sub>2</sub> e
Gases include	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, AR <sub>4</sub> , AR <sub>5</sub>
Inaugural year for calculation	2021
Consolidation approach	Operational control
<b>Total Scope 1 and Scope 2 emissions</b>	<b>3,904.83 MTCO<sub>2</sub>e</b>

<sup>6</sup> Scope 1 mobile combustion and refrigerants data were not available for United Kingdom, Canada, India, Turkey, China, and Germany. Fugitive emissions for US locations were calculated using the Screening Method by estimating default lifetimes, assembly emission factors, annual leakage rates, and recycling efficiency values from IPCC Good Practice for refrigerators and air conditioners.

<sup>7</sup> Scope 2 emissions data were not available for the Netherlands, Israel, and Turkey.

# Water and Effluents

EFI's water footprint begins with the water that is consumed by our suppliers as they produce and transport our raw materials. Once these raw materials are received, EFI's water footprint is inextricably tied to our energy footprint as water consumption is a significant input to the electricity production used to support our operations. EFI's operations consume water directly in our processes and utilize water as a raw material for our water-based inks. Our processes create wastewater, and EFI manages wastewater in accordance with all applicable permits, discharge limitations, and regulations of the locations in which we operate.

Once our printers are in place at our customers' locations, those printers contribute to the water consumption of our customers' operations and to the indirect water consumption of the electricity production consumed in our customers' operations.

Our printers are designed to print in a wide variety of mediums, from textiles to packaging. At the end of their life, these printed products are disposed for through disposal methods such as landfilling, waste-to-energy, or are recycled and become

inputs for other products. Depending on the recycling technology deployed, water consumption can be a significant input in the recycling process for these products. We recognize that the materials used in the production of our ink products can impact the quality of wastewater at our customers' operations, and the recycling operations that ultimately recycle the products created by our customers.

As stated previously, water is an essential element for EFI operations. However, the availability of clean water is also critical to our workforce. The health of our employees is dependent upon access to safe drinking water, sanitation and hygiene.

Looking forward, EFI recognizes that our strategies to reduce water consumption must comprehensively address our water footprint and must also provide for the continued health and safety of employees.



The background of the slide is a close-up, high-resolution image of a wood grain. The grain consists of numerous concentric, wavy rings of varying shades of brown, from light tan to dark chocolate and near-black tones, creating a complex, organic pattern. In the bottom right corner, the wood-grain image is folded over, revealing a white surface underneath, which serves as the background for the text.

# Ethics and Compliance



# Ethics and Compliance

EFI's Code of Business Conduct and Ethics ("Code") is published on EFI's website and is referenced within EFI's employee handbook. All new employees must review and sign the Code during their onboarding process. All members of the Board of Directors, officers, employees, agents, contractors and consultants (collectively known as "Service Providers") of EFI are expected to read and understand EFI's Code and uphold the standards within this policy in day-to-day activities. Employees are expected to ensure that all agents and contractors are aware of, understand and adhere to the standards within the Code.

The Code provides specific guidance on conflicts of interest and prohibits parties from engaging in any activity that interferes with their performance or responsibilities to the Company or which is otherwise in conflict with or prejudicial to the Company. These activities include outside employment, outside directorships, conflicting business interests, related party transactions and other situations, as defined within the Code.

Violations of law, the Code, or other EFI policies or procedures should be reported to EFI's Human Resources Department, EFI's Legal Department. EFI also maintains a separate Whistleblower Policy, which is contained within its employee handbook. EFI utilizes a third party to host its whistleblower portal and manage the process, thus protecting the employees. Through this process, concerns can be reported

through a confidential hotline or online portal. The anonymity of the reporting employee is protected, thereby assuring protection from retaliation. Concerns submitted through EFI's whistleblower process are investigated by EFI's Business Risk Services Director and are reported to the Audit and Risk Committee.

## Corruption and Anti-Competitive Behavior

EFI's Anti-Bribery Policy requires all EFI Service Providers, whether located in the U.S. or abroad, to fully comply with the U.S. Foreign Corrupt Practices Act (FCPA) and any applicable anti-bribery or anti-corruption law. EFI's Chief Legal Officer is responsible for overseeing anti-corruption efforts, including communicating reporting any confirmed incidents of corruption to the Audit & Risk Committee. During 2022, EFI had no confirmed incidents of corruption.

EFI's Code provides oversight of activities relating to anti-competitive behavior. Expectations and guidelines for the following activities are included with the Code: handling of confidential information; use of competitive information; free and fair competition guidelines; government contracts and industrial espionage. During 2022, EFI was not involved in any legal actions regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.

## Supplier Code of Conduct

EFI's Supplier Code of Conduct outlines expectations for its Suppliers with regards to applicable laws, regulations, conventions, and ethics and business principles in the management of their own companies. The Supplier Code of Conduct specifically requires that Suppliers uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. Please see the Supply Chain Management section of this report for additional details on performance monitoring of suppliers related to human rights. Other expectations defined within this policy include freely chosen employment, abolition of child labor, reasonable working hours, appropriate compensation, humane treatment, non-discrimination/non-harassment, and freedom of association.

## Product Disclosure

Responsibility for labeling requirements related to the sourcing of components, chemicals of concern, safe product use, and product disposal is managed by EFI's SVP Global Supply Chain and Operations. Product communications are managed by EFI's Marketing Department by EFI's Vice President, Worldwide Marketing, with oversight for regulatory compliance by EFI's Legal Department. During 2022, EFI did not experience any incidents of non-compliance with product labeling requirements.

## Customer Privacy

EFI's business model requires that the company abide by a number of cyber and privacy regulatory requirements. These regulations include GDPR, CCPA, and HIPAA. EFI has several management policies in place to govern adherence to these regulations. Additionally, EFI follows the Center for Internet Security (CIS) methodology and industry best practices for cyber security management including conducting annual employee training, routine phishing campaigns and testing, maintaining requisite employee attested policies (password policy, etc.), and EFI undergoes annual third-party assessments and penetration testing. During 2022, EFI experienced no complaints concerning breaches of customer privacy or losses of customer data.

## Compliance with Laws and Regulations

Ethical business conduct is critical to our business. It is our expectation that all Service Providers conduct business with integrity and comply with all applicable laws, regulations, rules and regulatory orders. During 2022 EFI did not experience any material instances of non-compliance with laws and regulations that resulted in fines or non-monetary sanctions. Furthermore, EFI did not experience any material fines or non-monetary sanctions related to non-compliance with laws and/or regulations regarding social or economic areas.





Community

# Community

EFI is committed to using our resources to increase opportunity and enrich the world around us. EFI's community activities are generally managed on a local level through the human resources contact at our facilities and locations. Our organization takes social responsibility seriously and we encourage all locations to participate in local charities and community services initiatives in particular when linked with our SDG commitments.

EFI is a member of a number of industry associations. Membership in these associations helps us understand the needs of our customers and stay abreast of industry changes. EFI does participate in some leadership roles within these industry organizations, and we do not make any contributions to these organizations beyond membership fees. Additionally, we do not make corporate contributions to individual candidates or political committees supporting candidates in federal, state, or local elections or other political activity.



# Memberships of Associations

EFI is proud to be a gold patron of the Sustainable Green Printing Partnership (SGP), the leading certification authority in sustainable printing. EFI supports SGP's mission to promote and advance the sustainability of the printing industry. The SGP provides the printing industry a valuable network to share expertise and best practices with their certified printers and as well as other industry participants.

In addition to SGP, EFI is a member of the following industry associations:





# Philanthropy and Industry Awards

## Print and Graphics Scholarship Foundation

The Print and Graphics Scholarship Foundation (PGSF) is a private not-for-profit, industry-directed organization providing undergraduate college and technical school scholarships and graduate fellowship assistance to talented men and women pursuing graphic communications careers. Scholarship recipients include full time students as well as industry workers who seek additional education.

## The Mariano Rivera Foundation

The Mariano Rivera Foundation brings mentorship, life skills, STEM education, and vocational training to at-risk youth. Supported by EFI and other industry vendors in the printing industry, the Foundation is helping create a valuable pipeline for much-needed talent. This year, the Foundation began offering vocational training in their PDPD (Print, Design and Package Development) program and in September graduated their first class of students. Among the graduates – six students had completed the full set of EFI Fiery Professional Certifications!

## Industry Awards & Recognition

Industry Awards and recognition received during 2022 include:

- 2022 Pinnacle Product Awards
- 2022 Pinnacle Product Awards - EFI Ultra ClearCoat (Digital Inks – UV)
- 2022 Pinnacle Product Awards - EFI Fiery Prep-it software (Prepress and Premedia)
- 2022 Pinnacle Product Awards - EFI IQ for Display Graphics (Software - Workflow / MIS / CRM)
- 2022 Pinnacle Product Awards - EFI Fiery integration to the Konica Minolta TU-510 finisher (Multi-Function Finishing (slit/score/perf))
- EDP Awards category for best software automation tool

# GRI Index

Statement of use      EFI has reported the information cited in this GRI content index for the period January 1, 2022 through December 31, 2022 with reference to the GRI Standards.

GRI 1 used              GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Organizational Overview
	2-2 Entities included in the organization's sustainability reporting	About this Report
	2-3 Reporting period, frequency and contact point	About this Report
	2-5 External assurance	About this Report
	2-6 Activities, value chain and other business relationships	Organizational Overview Supply Chain Management
	2-7 Employees	About this Report
	2-9 Governance structure and composition	Our Approach
	2-11 Chair of the highest governance body	Our Approach
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Approach
	2-13 Delegation of responsibility for managing impacts	Our Approach
	2-14 Role of the highest governance body in sustainability reporting	Our Approach
	2-15 Conflicts of interest	Ethics and Compliance
	2-16 Communication of critical concerns	Ethics and Compliance
	2-19 Remuneration policies	Benefits and Compensation
	2-20 Process to determine remuneration	Benefits and Compensation
	2-22 Statement on sustainable development strategy	Message from Leadership
	2-23 Policy commitments	Human Rights and Labor Ethics and Compliance
	2-24 Embedding policy commitments	Ethics and Compliance
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance

GRI STANDARD	DISCLOSURE	LOCATION
	2-27 Compliance with laws and regulations	Ethics and Compliance
	2-28 Membership associations	Memberships of Associations
	2-30 Collective bargaining agreements	Human Rights and Labor
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Our Approach
	3-2 List of material topics	Our Approach
	3-3 Management of material topics	Our Employees Occupational Health and Safety Circular Economy Economic Performance Supply Chain Management Natural Resources Ethics and Compliance
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Economic Performance
	201-2 Financial implications and other risks and opportunities due to climate change	Economic Performance
	201-4 Financial assistance received from government	Economic Performance
<b>GRI 202: Market Presence 2016</b>	202-2 Proportion of senior management hired from the local community	Benefits and Compensation
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-2 Significant indirect economic impacts	Economic Performance
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Ethics and Compliance
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance
	205-3 Confirmed incidents of corruption and actions taken	Ethics and Compliance
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and Compliance
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Water and Effluents
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Energy and Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emissions



GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Operations Circular Economy
	306-2 Management of significant waste-related impacts	Operations Circular Economy
	306-3 Waste generated	Operations
	306-4 Waste diverted from disposal	Operations
	306-5 Waste directed to disposal	Operations
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Our Employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits and Compensation
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Occupational Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
	403-3 Occupational health services	Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
	403-5 Worker training on occupational health and safety	Occupational Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety
	403-9 Work-related injuries	Occupational Health and Safety
	403-10 Work-related ill health	Occupational Health and Safety
<b>GRI 404: Training and Education 2016</b>	404-2 Programs for upgrading employee skills and transition assistance programs	Engagement, Training and Education
	404-3 Percentage of employees receiving regular performance and career development reviews	Engagement, Training and Education
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Employee Experience

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labor
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Supply Chain Management
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain Management
<b>GRI 414: Supplier Social Assessment 2016</b>	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	Community
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Operations
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	Circular Economy
	417-2 Incidents of non-compliance concerning product and service information and labeling	Ethics and Compliance
	417-3 Incidents of non-compliance concerning marketing communications	Ethics and Compliance
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethics and Compliance

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## Follow us on social



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