

Sustainability Report 2022





Protect.



Care.



Sustain.

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“Throughout our history, our commitment to sustainability hasn’t changed. It is deeply embedded in the culture of our company. It defines who we are and what we stand for. I am very proud of our people and their dedication to our business.”



A letter from our CEO

In our first year as a publicly traded company, we witnessed social, geopolitical, environmental, and supply chain challenges that illustrate the importance of our sustainability commitments. Our strategy, “Protect. Care. Sustain.” is designed to make Diversey a resilient and sustainable solutions provider that adapts to global issues and delivers on our promises to customers, investors, and other stakeholders.

Sustainability helps guide innovation and efficiency in our operations by identifying and eliminating waste. The supply chain disruptions and raw material cost increases we saw over the past year required new levels of efficiency to execute our plans, win new customers, deliver for our shareholders, grow, and continue to have a positive impact on the world.

As new COVID strains emerged, the need for infection prevention solutions remained paramount as we played our role in the fight against a global pandemic. Delivering sanitizers, disinfectants, and hygiene solutions for customers in a responsible manner that continues our commitment to sustainability is deeply integrated in the Diversey business.

I’m excited that we were able to expand our positive impact on cleaning and hygiene with some exciting acquisitions and partnerships. The new solutions we are bringing to the market ensure that our value propositions go beyond cleaning. Our global partnership with Solenis adds water and process treatment chemicals, expanding the value to our food and beverage customers. We signed an exclusive license agreement for the HaloFilm™ technology for institutional and food and beverage markets. We acquired Birko Corporation to grow our food safety chemical solutions for the food and beverage industry. Diversey also acquired certain assets of Avmor Ltd, a Canadian-based supplier of specialist hygiene solutions for the institutional industry. Sustainability continues to be a common thread across these new solutions as we amplify the value we bring customers by saving water, preventing waste, conserving energy, and improving safety.

Throughout our history, our commitment to sustainability hasn’t changed. It is deeply embedded in the culture of our company. It defines who we are and what we stand for. I am very proud of our people and their dedication to our business.

I want to thank you for taking the time to read this report.

Sincerely,

A handwritten signature in black ink, appearing to read 'RW', written in a cursive style.

Phil Wieland,
Chief Executive Officer

95+

**YEARS OF INNOVATION
AND SERVICE**

96

OFFICES

26

MANUFACTURING FACILITIES

85K+

CUSTOMERS WORLDWIDE

*Leading Global
Market Positions*

80+

**COUNTRIES WHERE
PRODUCTS ARE SOLD**

~9K

EMPLOYEES

4

LABORATORIES

1.4K

PATENTS

About Diversey

Diversey's mission is to protect and care for people through leading hygiene, infection prevention, and cleaning solutions. We develop and deliver innovative products, services, and technologies that save lives and protect our environment. Our fully integrated suite of solutions combines patented chemicals, dosing and dispensing equipment, cleaning machines, services, and digital analysis.

For nearly 100 years, we have provided customers in the institutional and food and beverage markets peace of mind by helping them maintain their brand integrity while they focus on growing their business. Today, Diversey is a diverse and inclusive global workplace, centered on safety and innovation.

Diversey is a trusted partner to more than 85,000 customers worldwide who rely on its expertise to develop, customize, and deliver sustainable products, services, and technologies that maximize hygiene and efficiency.



Our Business

While each of our customers is unique, their desire for quality, sustainable, cost-effective products that raise the bar on safety and customer experience is constant. We focus on achieving the following customer outcomes:

- Improved hygiene, infection prevention, and cleaning results
- Improved operational efficiency and environmental sustainability
- Reduced costs
- Consistency and high standards across locations and geographies

The strength of our product portfolio and customized service is evidenced by our deep customer relationships. In 2021, we had a 99% retention rate of our top 100 customers.

Growing Our Business in 2021

From hospitals and hotels to schools and restaurants, we pioneer revolutionary cleaning technologies and offer customized cleaning solutions that meet the needs of today's customers. We constantly seek ways to expand our services in order to meet the needs of customers around the world. Here are some of the ways we grew our business in 2021:

- Diversey entered into a strategic alliance with Halomine Inc. relating to their HaloFilm™ technology which offers a suite of game-changing, novel, long-acting, anti-microbial products that deliver residual disinfection efficacy for up to 30 days [when used in combination with a chlorine-based disinfectant].
- Diversey entered into a global partnership with Solenis, a leading manufacturer of specialty chemicals which provided Diversey access to a complete portfolio of water and process treatment chemicals, adding value to our food and beverage customers.
- Diversey acquired Birko Corporation and Chad Equipment LLC, manufacturers of food safety chemical solutions for the food and beverage and protein industries. This acquisition strengthened our market presence in the U.S. and Canada, enhancing our scale, service, and product offering.
- Diversey acquired the business of Avmor Ltd, a Canadian-based supplier of specialist hygiene solutions for the institutional industry with over 70 years of experience in the market. This acquisition strengthens our market presence in Quebec and Canada and enhances service and product offerings for distributors and direct customers.
- Diversey acquired Tasman Chemicals, an Australian manufacturer of professional hygiene and cleaning solutions for the institutional and food and beverage sectors. The acquisition strengthened our operational presence and customer experience in Australia and New Zealand.

Industry-Leading Products and Solutions

Institutional Products

Our high-performance institutional solutions are designed to enhance cleanliness, safety, environmental sustainability, and efficiency needed to serve our customers in the healthcare, education, food service, retail and grocery, hospitality, and building service contractor industries. We also offer engineering, consulting, and training services.

Our Range of Offerings Include:

- Infection prevention products (hard surface and personal care)
- Floor and building care chemicals
- Kitchen and mechanical warewash chemicals and machines
- Laundry (fabric care products)
- Dosing and dispensing equipment
- Floor care machines

Food and Beverage Products

We design our food and beverage solutions to maximize food safety, operational excellence, and sustainability for our customers in the brewing, beverage, dairy, processed foods, pharmaceutical, and agriculture industries.

Our range of offerings includes:

- Chemical products
- Engineering and equipment solutions
- Water treatment
- Training through our Diversey Hygiene Academy
- Knowledge-based services

Consulting Services

Diversey consulting is a dedicated food safety and risk management group. Our consultants work with customers to set up their food safety, health, and hygiene guidelines and develop risk-based management systems along with training, monitoring, and auditing. We offer a range of engineering, consulting, and training services related to productivity management, water and energy management, and risk management. These services are supported by data provided through our digital solutions with a broad network of experts, including veterinarians, food engineers, microbiologists, and food technologists serving 1,000+ clients around the world. Diversey Consulting integrates local regulations and business realities with Diversey's global guidelines to ensure holistic solutions are developed.

Proven Products and Services for the Fight Against Viruses

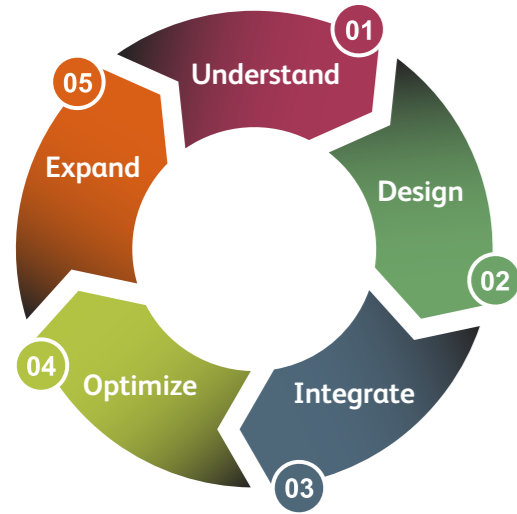
Through innovative products and services, Diversey is helping our customers—and their customers—stay healthy during the COVID-19 pandemic.

- Our Oxivir® Excel® Wipes and Oxivir Excel® Foam, one-step Accelerated Hydrogen Peroxide®- (AHP®) based disinfectants, quickly passed the EN14476 test when tested on SARS-CoV-2, the coronavirus that causes COVID-19. The outstanding results confirmed that, due to AHP technology, Oxivir not only neutralizes coronaviruses in one step, but it also cleans and disinfects rapidly.
- Through our Diversey COVID-19 Safety Shield, we provide safety audits for our customers so they can maintain the highest level of COVID-19 prevention, keeping their employees and guests safe. Individual sites receive the approved COVID-19 Shield upon completion of a successful audit, which communicates they are guarded and ready for business.
- Diversey's Clax® Advanced Low Temperature Laundry Program was also proven to be effective against SARS-CoV-2. The testing protocol we followed is European Norm EN14476 and was performed by an independent, ISO/IEC 17025:2017 accredited laboratory. Hundreds of hotels and professional laundries around the world use Clax® Advanced because they're able to reduce their environmental footprint while still protecting their customers and employees against COVID-19 and ensuring clean, crisp linens.



Delivering Customized Solutions

Using our unique customer engagement model, we help our customers to achieve exceptional business results by understanding their goals and working together to achieve them.



1. Understand Customer Needs and Goals

We partner with customers to determine what matters most to them, with a focus on outcomes rather than specific products.

2. Design Custom Solutions

We design custom solutions, leveraging our 1,400 patents and patent applications from our library of more than 2,000 unique chemical formulations.

3. Integrate Solutions with Customer Workflows

Our customers are trained in the use of our equipment and solutions. With a specific focus on health and safety considerations, sustainability, and service requirements.

4. Optimize Performance

We remain engaged with our customers, leveraging our digital monitoring capabilities to ensure their equipment are operating properly, workforce is fully trained, and solutions are optimized.

5. Expand the Value Proposition

We continually review our performance and work to identify ways to expand or enhance our services through new products and innovations, creating win-win solutions for our customers and us.

In 2021, Diversey opened the Innovation Zone Research and Development Center, a state-of-the-art R&D facility located at our corporate headquarters in Fort Mill, South Carolina.

Our commitment to sustainable innovation

The combination of our more than 1,400 patents and patent applications, more than 2,000 unique chemical formulations and our extensive and differentiated suite of dosing and dispensing equipment and floor care machines, means we are perfectly positioned to continually innovate to provide customers with sustainable solutions. We also maintain a robust pipeline of new product development projects, which are in various stages of discovery and development.

To ensure that our products, services, and technology portfolio remain cutting edge for customers, in September 2021, we opened the doors to our Innovation Zone Research and Development Center in Fort Mill, SC, USA, a state-of-the-art R&D facility where our robust R&D and engineering teams develop the next generation of cleaning and hygiene solutions. Housing all our North American R&D specialists together will allow for greater collaboration, more efficient product improvement, and innovative product advancements.



At Diversey, collaborating with our customers to help them reach their goals drives us. Here are a few ways we collaborated with customers:

- Long-term partner Eurostars Hotels worked with Diversey Consulting to design and implement our 'Clean and Safe' program, a rigorous COVID-19 Safety Protocol to further strengthen their existing Food Safety program. The Clean and Safe program optimizes cleaning and disinfection using specific Diversey products and application methods. Diversey consultants externally verified and validated the COVID-19 safety measures of each hotel with an onsite audit.
- We worked with the five-star Minoa Palace Resort & Spa to implement IntelliLinen™—a sophisticated smart laundry dispenser that tracks energy, water, and chemical consumption in real-time and makes it easy for operators to manage inefficiencies at a glance, all without losing quality or performance. The resort had already implemented Diversey's low-temperature Clax® Advanced Program, which had successfully lowered their environmental impact.
- We partnered with Creature Comforts Brewing Co. in Athens, Georgia, to provide industry-leading chemistry, innovative dosing and cleaning equipment, and extensive training on proper chemical use and safe chemical handling when they expanded their operations. According to their cellar manager, Creature Comforts saw drastic improvements in their chemical department and now maintains a cleaner, safer environment using Diversey's foaming cleaners and chemical dispensing systems.

Approach to Sustainability

The implications of the climate crisis and increased resource scarcity are felt across the planet, and these in turn create new, complex challenges for business and society. In this dynamic world, businesses must ensure that they operate in a way that continually minimizes their environmental impact while at the same time delivering value to society.

As a leading provider of hygiene, infection prevention, and cleaning solutions, Diversey believes that the greatest opportunity for positive environmental and social impact does not lie solely in its own operations, but also through the delivery of products and services that enable our customers to minimize their environmental footprint and operate more efficiently.

As a result, sustainability is central to everything we do. It's inherent in our business model: we develop innovative sustainable solutions that protect and care for people and the planet, resulting in a virtuous cycle of benefits for Diversey and all our stakeholders.

Our ESG Strategy

The three pillars of our sustainability strategy - **"Protect. Care. Sustain."** - guide our environmental, social, and governance (ESG) priorities and actions. Our strategy builds upon Diversey's long-standing sustainability mission:

We **protect** our planet and conserve natural resources.

We **care** about our people, our partnerships, and our customers and are committed to addressing critical social challenges and reducing risk in our operations.

We work tirelessly to **sustain** the highest standards in responsible business practices and transparency.

The strategy is supported by both 2030 goals and near-term targets, which will further reduce our environmental footprint, address social inequality, and deliver solutions to help our customers reach their own sustainability goals.

Our Green Cleaning Philosophy

Underpinning the development of our goods and services is a commitment to protecting and caring for people and the planet through sustainable cleaning solutions. Diversy designs and produces the building blocks to safer and more responsible cleaning—green cleaning. Attributes of green cleaning include:

- Products, tools, equipment, and methods that protect the health of building occupants, lower the total cost of cleaning, and prevent environmental damage.
- Effective removal of pollutants and pathogens from the building without introducing new risks to occupants.
- Lower total cost to clean by reducing waste, saving water, and/or conserving energy.
- Consideration of chemicals and materials end-of-life so as not to harm the environment.

Our Diversy Sustainability Scorecard evaluates our products according to their environmental attributes, which reinforces our commitment to identifying ways to decrease the footprint of our products.

We recognize that customers want transparent health, safety, and sustainability information about the products they buy. In addition to our own clear labeling and instructions, we undertake rigorous third-party certification for our products, including:



Protect. Care. Sustain.

ESG is core to how we create value and drive growth



Protect
Environmental Stewardship
Growing Benefits in Partnership with Customers.



Care
Social Responsibility
Care for Employees. Care for Communities.



Sustain
Effective Governance
Ensuring We Achieve Our Goals.

Our goal is to reduce energy, water, waste, and greenhouse gas emissions in our operations as we seek to improve on manufacturing efficiency.



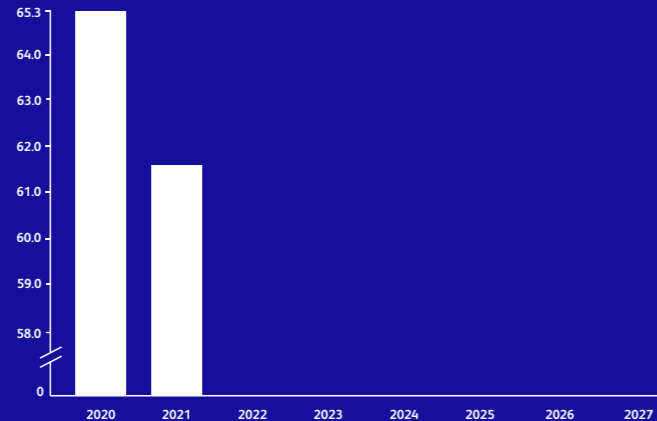
Protect.

**ENVIRONMENTAL
STEWARDSHIP**

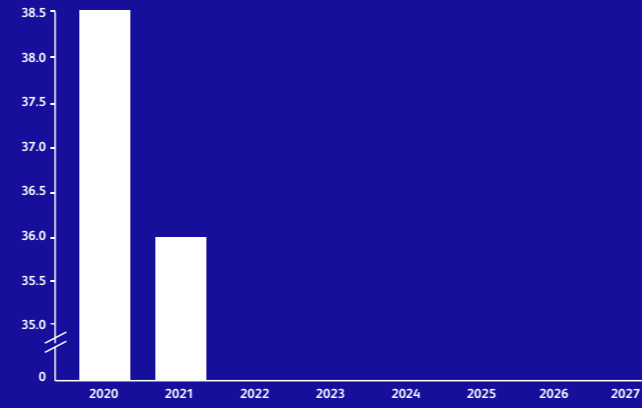
Diversey tracks and reports on four environmental KPI across our manufacturing sites. Our goal is to reduce energy, water, waste, and greenhouse gas emissions in our operations as we seek to improve on manufacturing efficiency. Normalized by metric tons of production, these metrics show improvements made since the launch of our ‘Protect. Care. Sustain.’ strategy.

Our biggest contribution towards environmental improvement is with our products and solutions, which help our customers. One key objective across all Diversey business units is a keen focus on sustainable solutions that prevent waste, conserve water, save energy, and protect health. Diversey’s customers rely on cleaning, hygiene & infection prevention solutions, technologies, equipment innovations, and services that help lower their environmental footprint.

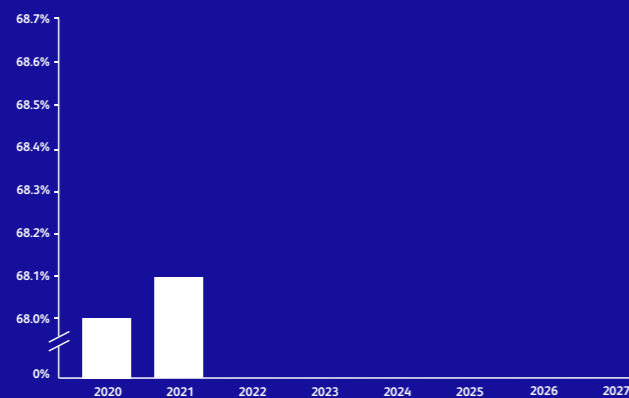
Our goal is to measure the energy, water, waste, and greenhouse gas reductions we deliver to our customers and more than offset the resources we consume in our operations across the same four KPIs. With Diversey’s products and solutions, we contribute to making the world a better place when we collaborate with our customers.



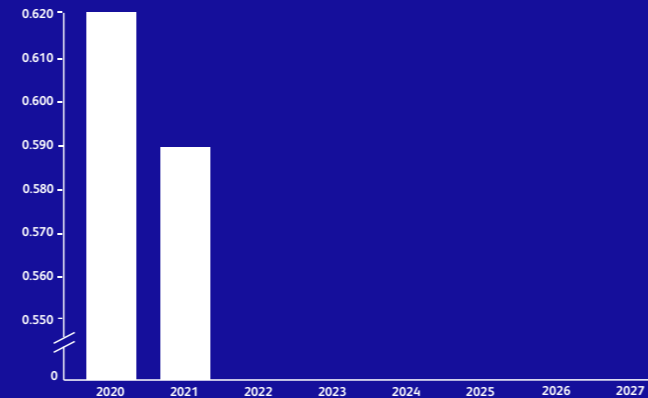
Energy Intensity (kWh/ton production)



GHG Intensity (Kg a CO₂eq/metric ton production)



Landfill Avoidance (%)



Net Water Consumption (cubic meters/metric ton production)

Annual Customer Savings

- Eliminate 100** metric tons of waste
- Conserve 10B** gallons of water
- Save 1.1M** kWh of energy
- Save 290K** metric tonnes of CO₂-eq

Committed to net zero carbon by 2050

We will be finalizing our science-based target (SBT) by the end of 2024 as a key milestone in our journey. A SBT represents the amount of greenhouse gas emissions an organization must reduce, as their part of the global economy, to prevent the temperature from warming more than 2° C. Diversey’s SBT is our allocated amount of GHG emissions based on the portion of the chemical industry that we represent. Some of the actions we take to reduce our GHG emissions and energy usage today include:

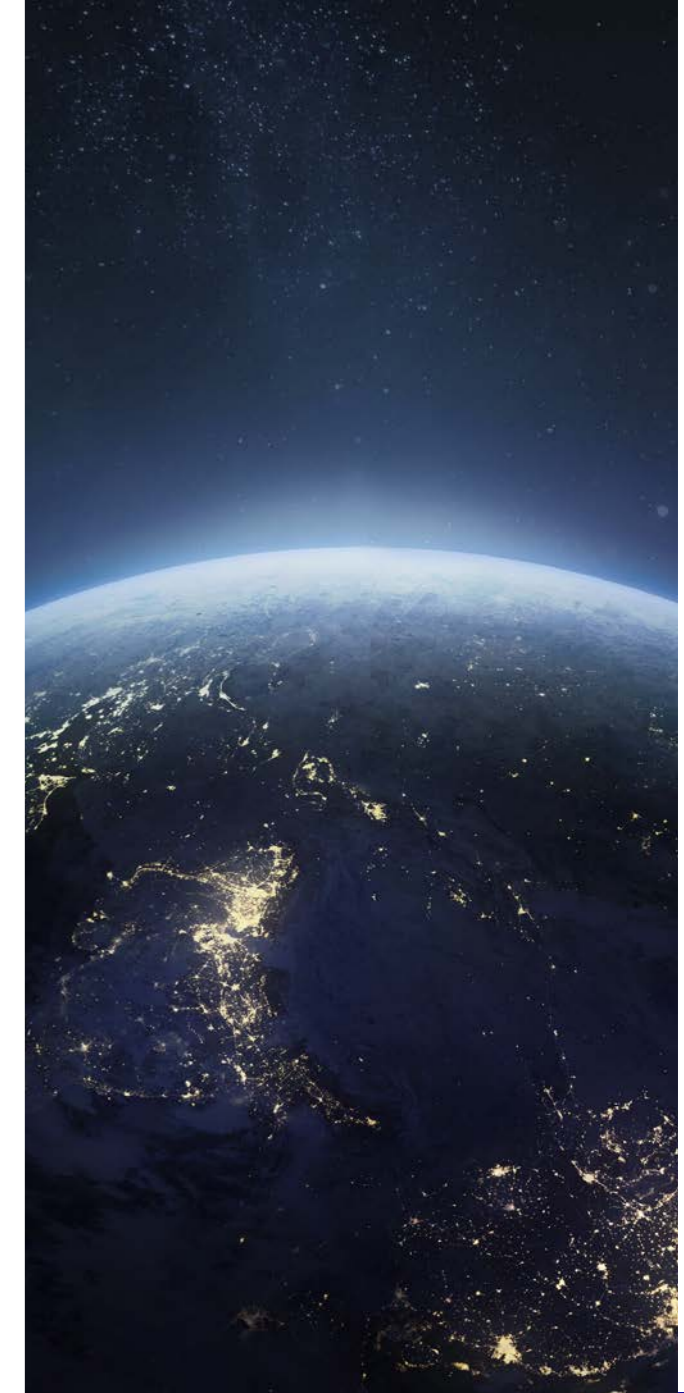
- Renewable energy production
- Implement cost effective and energy efficient equipment
- Eliminate wasteful energy consumption

The biggest opportunities as Diversey sets our SBT will be associated with our Scope 3 emissions and setting targets for reduction. The Scope 3 assessment will give Diversey a tremendous amount of information on our enterprise that we can use to understand our total carbon footprint. As we move towards our Net Zero goal we will also target those categories that are the most impactful.

Diversey’s goal is to for 100% of its packaging to contribute to the circular economy by 2030. Diversey is committed to advancing a circular economy: one that closes the loop on waste, keeps materials in use and regenerates natural resources. We continue to innovate to reduce our overall waste and help others do the same, with a focus on using materials and resources efficiently. This can be accomplished by increasing packaging efficiency (e.g., higher concentrations), light-weighting packaging, increasing recycled content, or increasing recyclability. In 2020 Diversey found a way to combine all these levers into a single metric to measure success. The method is a modification of the Material Circularity Index (MCI) introduced by the Ellen MacArthur Foundation and Granta Design. We will announce our baseline MCI score in 2023.

2021 Highlights

- In recognition of our long-standing commitment to sustainability excellence, Diversey received a Silver Sustainability rating from EcoVadis. We improved our EcoVadis score, from 46 to 57, a testament to the work being done around the company to improve our environmental footprint, adhere to our Code of Conduct, and create sustainability value for our customers.
- Our R&D team achieved a of 50% reduction in virgin plastic and added 50% post-consumer recycled plastic (PCR) to the packaging of six SKUs in the SURE® portfolio while meeting all quality requirements.
- Our team in Turkey developed an integrated automation system to monitor energy consumption in our Gebeze factory to increase efficiency. The team made significant improvements, leading to a 21% reduction in energy use and \$36K (USD) in savings.
- One hundred percent of our Innovation Projects have Sustainability Scorecards that evaluate their environmental attributes, and 89% are delivering sustainability benefits over their replacements.
- We outperformed the industry average of recordable workplace safety incidents. Our global total recordable incident rate (TRIR) for 2021 was 0.45, which was a slight increase over 2020, but well under the industry average of 1.6.
- Our Socorro plant in Brazil achieved nine years without lost-time accidents.
- Together with our partners in Diversey’s Soap for Hope creating shared value (CSV) program, we diverted 5,952 tons of solid soap waste from landfills, produced 49.6 million bars of soap, and distributed new bars of soap to 1M+ people.
- Diversey Vietnam won Best Country Award (Platinum Level) for Overall CSR Excellence at the combined 12th and 13th Annual Global CSR Virtual Summit and Awards 2021.



We support an inclusive and diverse work environment where talent feels welcome and valued, each employee's voice is heard, and their strengths are leveraged.



Care.

CREATING SHARED VALUE
(CSV)

As we endeavor to be a great place to work across our global footprint, we invest in a variety of programs that put employee safety first and support our employees' success—inside and outside the workplace. We also strengthen the communities around us through our Creating Shared Value (CSV) programs.

Safety

A focus on safety, which includes ensuring that our products are manufactured under the highest safety standards, is deeply embedded in our business. We are committed to continuous improvement; providing safe working conditions for our employees; promoting safe design, use, and handling of our products; as well as conducting our business in compliance with all applicable health, safety, and environmental laws.

To continuously improve safety and strive for zero workplace injuries, we focus on four core areas:

- Safe Working Surfaces
- Safe Driving
- Ergonomics
- Personal Protective Equipment

Goal: Achieve 100% employee safety, with zero workplace injuries.

Safety Governance

Diversey's Global Safety Council is responsible for setting global safety standards and for ensuring that best practices are followed locally. Representing employees from all regions, the council brings people together to share ideas and suggestions on how to further enhance our safety culture. The following Safety Commitments govern our work each day:

I Plan My Work So That I Can Do My Job Safely

I Work With Others To Improve Safety

I Look Out For My Co-Workers

I Focus On Prevention

I Believe In Safety First, All The Time And Every Day

Our R&D department has systematically implemented Diversey's Safety Commitments into all R&D labs around the world. As a result, they have created environments that are safer, more organized and more efficient.

Doing Business Safely

At Diversey, continuously improving our safety performance is a top priority. We collect and report safety data and take action on our findings to make our workplace safer for everyone. For safety incidents, we track:

- Fatalities
- Lost-Time Incidents (LTI)
- First Aid Incidents (FAI)
- Near Misses: unplanned events that did not result in injury, illness, or damage—but could have
- Behavior Based Safety (BBS): designed to influence employee actions toward safer outcomes, ideally by preventing accidents or injuries before they occur

We strive for zero workplace injuries, and we continue to outperform the industry average of recordable incidents. Our global total recordable incident rate (TRIR) for 2021 was 0.45 which was a slight increase over 2020. This is slightly above the target of 0.35 but well under the industry average of 1.6.

Diversey Global Total Recordable Incident Rate (TRIR) Target	TRIR Industry Average	Diversey TRIR 2019	Diversey TRIR 2020	Diversey TRIR 2021
0.35	1.6	0.45	0.39	0.45



Diversey Brazil celebrates nine years without lost-time accidents

In 2021, the Socorro plant in Brazil achieved nine years without lost-time accidents. Starting in 2010, management and employees focused on how to make operations increasingly safer each year. Care and respect for each other underpins this safety strategy: "I take care of myself but I also take care of you, so everyone will go home safely at the end of the day." They have had measurable success with the company-wide "Near Misses" program, which encourages everyone to report risk conditions and turns them into teachable moments. Safety KPIs are tracked, shared, and recognized.

Our facility in Germany installed a new processing platform designed to substantially increase process safety.

Promoting Health and Safety During COVID-19

Throughout the COVID-19 pandemic, we worked to ensure safe working environments for those employees who need to be on-site at our facilities, and enabled employees who can work remotely to do so. We continue to prioritize safety through the following workplace procedures:

- Implemented a "Return to Work Playbook," which serves as a guide to ensure that our factories, laboratories, customer-facing teams, and office personnel have a consistent approach across all countries to keep our employees healthy.
- Utilized guidance from the World Health Organization, the U.S. Centers for Disease Control & Prevention, and local medical professionals to inform our decisions. This included promoting recommended personal hygiene practices, workplace disinfection, and visitor screenings for facility access.
- Limited the population density at our sites and facilities.
- Launched several mental health and wellness initiatives.
- Provided resources to set up work-from-home capabilities for employees working remotely.



Diversey’s regulatory department classifies all formulations produced for compliant and accurate safety data sheets and labels. This process adheres to all regulatory frameworks in Diversey’s regions of operation. This information is available on our [Safety Data Sheets Portal](#), searchable by country/region and product name.

Safe Transport of Hazardous Goods and Substances

Diversey has built an internal network of Dangerous Goods Safety Advisors (DGSA) to support our logistics networks. They ensure that the movement of all hazardous goods is in compliance with the relevant regulatory bodies and issue annual safety reports.



Safety Training

As part of our commitment to continuous improvement in safety, we prioritize safety training for all employees.

In 2021 we:

- All employees participated in our “Think Safe. Work Safe. Home Safe.” safety training. This global program focuses on everyday employee safety, providing more than nine hours of safety-related training throughout the year.
- We provided safe driving training modules to employees who drive a Diversey fleet vehicle or any of their own vehicles for their role on a regular basis.



Diversity, Equity, and Inclusion

Our DEI vision:

Protect and care for our people by creating a diverse, equitable and inclusive work environment where everyone feels free to be themselves

At Diversey, we are committed to fostering an inclusive and diverse workforce, celebrating people of different backgrounds, experiences, and ways of thinking. This enhances our ability to innovate and serve diverse customers, strengthens our understanding of the communities we serve, and makes Diversey a great place to work.

We take steps to embed diversity, equity, and inclusion (DEI) principles into our recruitment, talent development, and company culture to create a workplace where all employees can thrive and reach their full potential. In 2021, we identified five DEI priority areas and began to implement new initiatives to activate these priorities globally and locally. We also maintain practices that have already led to success, such as our unconscious bias training and requiring at least two diverse candidates in interview slates in the U.S. and Europe.

Goal: Gender* and ethnic diversity to 40% and 25% by 2030**

*Globally **U.S. operations only

Progress Against DEI Goals

In 2020, we set goals to increase diverse representation in our workforce, starting with achieving gender diversity in our leadership population of 40% globally, and ethnic diversity of 25% in the U.S. by 2030. In 2021, we increased our gender diversity globally from 17.5% to 20.5% and our ethnic diversity in the U.S. from 15% to 15.3%.

DEI Governance

Diversey’s Global DEI Council, representing employees from across our business units and geographies, meets regularly to ensure DEI principles are followed at the global level. Our Chief Human Resources Officer is the executive sponsor of our Global DEI Council, and its progress is reported to the People Resources Committee of our Board on a regular basis. We also support regional DEI councils that activate DEI locally, in a way that reflects and represents our 8,500 employees in 55 countries around the world.

Driving Change Across Our Five DEI Priorities

1. Educate our leaders to embrace the value of DEI to our business.
2. Promote Employee Resource Groups that provide “safe spaces” for employees to connect and discuss challenges and solutions, including:
 - Promoting gender equity
 - Accommodating people with disabilities
 - Supporting our LGBTQIA+ community
 - Promoting ethnic and racial diversity in the workplace
 - Prioritizing mental health and wellness
 - Taking action against racism
3. Increase awareness of the importance of DEI through training, such as unconscious bias and improving internal communications.
4. Update our existing HR policies to ensure inclusivity and launch new inclusive policies.
5. Benchmark and position Diversey’s activities externally, including campaigns and partnerships.



Promoting DEI Across Diversey



China

- Our China DEI Council organized cross-level and cross-team informal employee social groups, including New Hire Sailing, Elite Champion, Manager Roundtable, and Trainer Committee. Through them, we shared information and knowledge, collected front-line feedback, and recognized exemplary behavior.
- Diversey China set up a private, comfortable nursing room for new mothers and organized workshops on psychology and relaxation, to ease their transition back into the workplace.

Europe, Middle East, and Africa (EMEA)

- Implemented Diversity & Inclusion teams in Europe and in the various European countries to review the status on DE&I related topics and promote a diverse workforce and equal treatment.
- Throughout EMEA, Diversey is deepening engagement and promoting awareness at all levels through our Employee Resource Groups and regular communications.
- We continued our virtual coffee breaks with 1,000+ interactions among colleagues within the region.

India

- Diversey India is focusing on building gender representation in its workforce, including undertaking a gender gap assessment to rework policies and processes. As a result, overall representation of women rose to 10% in 2021 from 7% in 2020.
- We joined the India Chapter of the United Nations Women Empowerment Forum.

Latin America

- Diversey has joined forces with a specialized consultant to bring workshops, podcasts, toolkits, videos, and special events to raise awareness around challenging DEI themes and encourage commitment from our employees.
- Diversey Brazil received an award from Fundação Instituto de Administração (FIA) recognizing our employees for building a great place to work.

North America

- Diversey partnered with a leading consultant to survey employees about their inclusion and employee experience and used these insights to inform our 2022 priorities and strategy.
- We launched the Origins Podcast Series to highlight and celebrate the diversity in our organization, giving employees an opportunity to share their unique perspectives and experiences.
- We continued to partner with organizations including Circa, Goodwill, National Association of Women Sales Professionals, and Urban League to increase our pipeline of diverse candidates.



Benefits

Diversey offers an array of healthcare, financial, and insurance benefits to help promote employee health & wellbeing. We also have benefits that support employees and their unique situations, including paid parental leave, flexible time off, and solutions for nursing mothers. Our benefit offerings are designed and implemented locally to respond to country regulations and markets.

Pay Equity

Diversey is committed to creating a workplace where all employees are treated fairly and respectfully. We have developed processes to ensure we pay fairly, competitively, and in line with country regulations, and to ensure that there are no pay discrepancies related to gender, race, or other personal demographics. We have engaged in a gender pay equity assessment across our company, which reviews:

- Annual pay
- Bonus payments

We are reviewing the results of the assessment and will address any discrepancies.



Employee Engagement

We strive to create an environment where our employees care about their work, our customers, suppliers, and each other.

We continually look for ways to improve our employees' experience—from the moment they join the company and throughout their career with us. Our approach is holistic and long-term, with the understanding that work culture is driven by all employees.

We strive to provide meaningful work, growth opportunities, fair and equitable treatment, training and education, comprehensive benefits, and volunteer opportunities. As part of our commitment, we have a goal to improve our employee engagement score to the top quartile by 2030.

Each Diversey region approaches employee engagement in a way that is culturally relevant for that location. For example, in North America, Human Resources facilitates monthly manager community sessions to provide a venue to discuss challenges and share best practices. In Latin America, we have a program called “Fly Hummingbird” which aims to increase engagement by creating a culture of working smarter, not harder. The program consists of enabling employees with best practices through master classes that focus on improving productivity, effective communication and priority setting, one-on-one calls with senior leaders and front-line employees, and alignment of guidelines for a better work-life balance. In our Emerging Markets region, a dedicated work stream called “Culture Stream” rolls out customized initiatives to blend diverse elements of a multicultural geography via focused group discussions and coffee sessions to break the barriers and create an inclusive work environment.

In China, Diversey organized cross-level and cross-team communication networks and grouped employees into informal social groups such as “New Hire Sailing”, “Elite Champion”, “Manager Roundtable”, “Trainer Committee”, and “Reading Club”. By utilizing communication and digital tools, we cascaded information, collected front-line feedback, shared knowledge, recognized best behaviors, and created a transparent, respectful, and energetic atmosphere.



Community Impact

Diversey is committed to making a positive impact to the lives of people in the communities where we live and operate. Employee volunteerism, disaster relief, and product donations are ways we make a difference. We also team up with customers and NGOs to tackle shared social and environmental challenges, working together to “Create Shared Value” (CSV). Our portfolio of CSV programs—including Soap For Hope, Linens For Life, CoffeeBriques and PlasticShreds —touches all three parts of sustainability with social, environmental, and financial benefits.



2021 Highlights

- Soap For Hope launched in 2 new countries – Albania and Saudi Arabia, partnering 31 hotel customers
- Multiple Soap For Hope trainings conducted with new partner NGOs across the globe
- Soap For Hope and Linens For Life trademarks renewed in Cambodia, Maldives, Timor Leste, Seychelles, Sri Lanka, and Argentina
- Soap For Hope soaps and Linens For Life products distributed to National Lung Hospital, Bac Giang Province, Vietnam with partner Movenpick Hotel Hanoi during third wave of COVID-19 pandemic
- Multiple hotel and NGO partners distributed Soap For Hope soaps and Linens for Life pillows to foreign workers in Singapore

Soap For Hope

Nearly 10 years ago, we started Soap For Hope with the simple idea to transform the used soap of our hotel customers into new soap that could be distributed for free to communities in need.

Our Soap For Hope program focuses on three core objectives:

- Saving lives—enabling hygiene through providing access to soap to communities in need
- Enhancing livelihoods for local communities through soap recycling and reprocessing
- Helping hotels reduce waste by turning used soap into something useful

We start by recovering soap from Diversey hotel partners, which is then transported to a local site to be repurposed using an innovative - but simple - cold-press method. No electricity or running water is needed and the process is quick. The new soap is then distributed locally, or transported to communities in need, thereby eliminating waste, improving hygiene, and creating new jobs.

Projects are run by local nonprofits and underprivileged community members are employed, to make a small livelihood and give their communities access to free soap. The program includes education about the benefits of proper handwashing in preventing life-threatening illnesses such as diarrhea, pneumonia, and COVID-19.



What we've accomplished with Soap for Hope since 2013



190 cities



45 countries



1000+ participating hotels



5,952 TONS
Diverted 5,952 tons of solid soap waste from landfills



49.6 MIL
Produced 49.6 million bars of soap



1M+
Improve the lives of 1 million+ people annually

Linens For Life

We started Linens for Life over 11 years ago to combat multiple social and environmental problems with a simple solution—reusing hotel linens that were destined for the landfill. Together with our hotel and local NGO partners, we collect and clean tons of used linens, which are converted into clothing, blankets, and other necessities by people in need for communities in need. A typical 400-room hotel generates two to three metric tons of used linen per year.

Converting discarded linens into new, useful items that can be re-sold, gives people the opportunity to earn small livelihoods, helping their families and communities. Simultaneously, hotels are upcycling their unwanted linens and diverting tons from landfills. Local charities operate the program, and participants receive basic sewing training and use sewing machines donated by Diversey.

When the COVID-19 pandemic struck, and there were shortages of face masks in many places, we added a new program—Linens for Life Face Masks (L4LFM). The L4LFM program was launched in 33 cities in 17 countries and has produced and distributed 1.7 million face masks from April 2020 to June 2021.



What we've accomplished with Linens For Life since 2011



80 projects



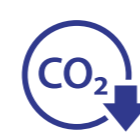
33 cities



Diverted 3,800+ tons end-of-life linens from landfills



Saved 18.49 billion liters of water



Reduced carbon emissions by 46.7 million kg

Impacted **three million** people, including those who have been affected by natural disasters, geopolitical forces, COVID-19, those who receive items, and those who earn income by making items

The L4L program has been launched in 33 cities in 17 countries and has produced and distributed 1.7 million face masks from April 2020 to June 2021.

Educating students and workforce in sustainability

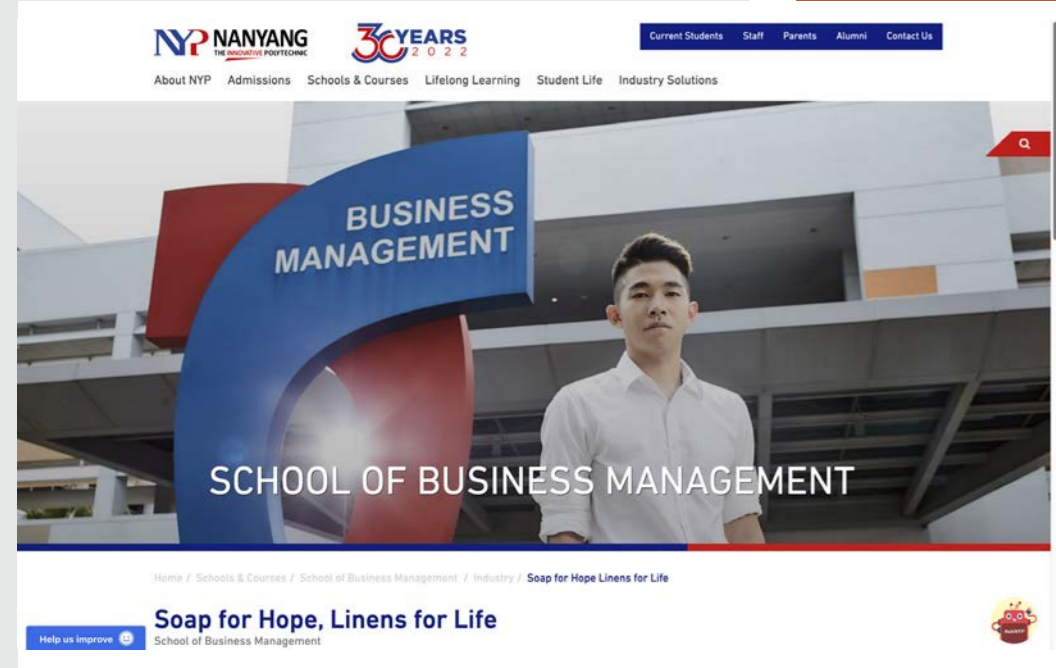
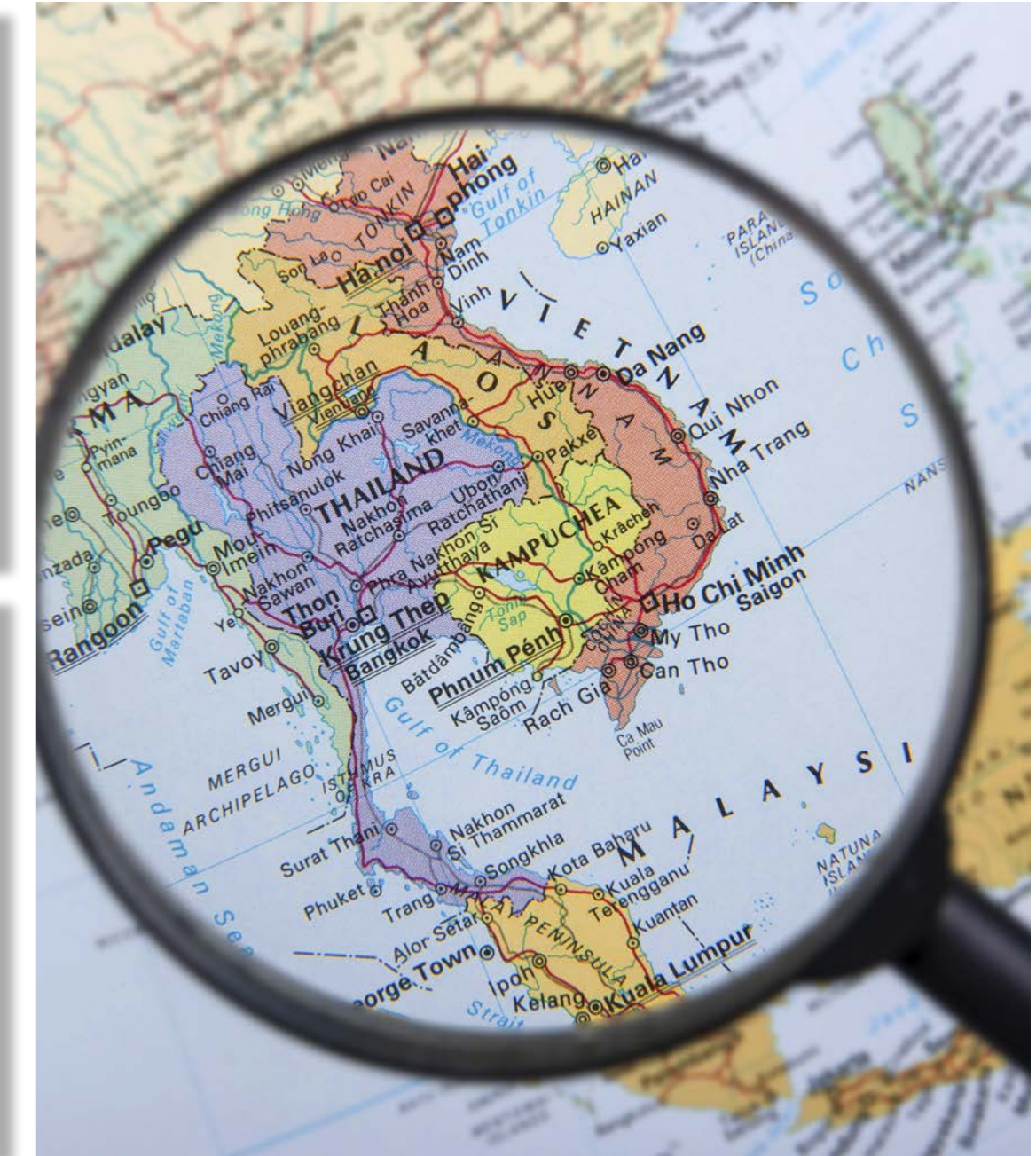
Diversey partners with Nanyang Polytechnic in Singapore to strengthen environmental and social sustainability education for students and the hospitality & tourism workforce. The partnership will enable students to undertake R&D projects and leverage opportunities in their communities to promote environmental sustainability. Diversey will also co-develop appropriate sustainability courses for the hospitality & tourism industry.

Recognitions for Our CSV Programs

Our CoffeeBriques program was a finalist in the category of Best Recycling/Circularity Initiative in the Chemical Week Sustainability Awards 2021. CoffeeBriques are converted from used coffee grounds into eco-friendly fuel for cooking and heating. They are cheaper than other fuels, protect the environment by reducing or eliminating deforestation resulting from using wood or charcoal as the primary energy source, and enable people to earn livelihoods.

Diversey Vietnam won Best Country Award (Platinum Level) for Overall CSR Excellence at the combined 12th and 13th Annual Global CSR Virtual Summit and Awards 2021. The award recognized our CSV programs and read: "Diversey Vietnam is not a large corporation, but your community engagement impact is huge. Your programs are implemented from Sapa and Hanoi in the North to Hoi An, Danang and Nha Trang in Central, all the way to Ho Chi Minh City, Ho Tram, and Phu Quoc in the South. Your programs are innovative. For example, your Linens For Life for Newborns that provided sets of baby pajamas, swaddling cloths and linen diapers for thousands of newborn babies in the rural villages in North Vietnam has not only provided clean linens for newborns and their mothers, it has also generated income for several disabled people who were unable to find work prior to being enrolled in this program."

For the third year in a row, the American Chamber of Commerce in Thailand (AmCham) honored Diversey Thailand with the AmCham CSR Excellence Award (Silver). We were recognized for our Soap For Hope, Linens For Life, and Linens For Life Face Masks programs, which helped several disadvantaged communities in the Bangkok area, including a shelter for Sri Lankan refugees.



Operating with a high degree of integrity and responsibility is fundamental at Diversey.



Sustain

SUSTAINING STRONG
GOVERNANCE

We work tirelessly to sustain the highest standards in responsible business practices and transparency, which is reflected in our corporate governance structure, risk management and compliance practices, and security protocols.

We apply our ethos of continuous improvement to our governance practices and strive to go beyond basic compliance on behalf of all of our stakeholders.

Corporate Governance

Diversey's Board of Directors provides management oversight for the organization with three standing committees

- Audit
- People Resources
- Nominating and Corporate Governance

Diversey's Board Committees and Key ESG Responsibilities



Audit Committee	People Resources Committee	Nominating and Corporate Governance Committee
<ul style="list-style-type: none"> • Review our policies on risk assessments and risk management, including financial exposures, cyber security and climate risk • Monitor our Code of Ethics and compliance with legal and regulatory requirements designed to promote compliance and sustainability 	<ul style="list-style-type: none"> • Develop incentive compensation goals related to ESG topics • Oversee senior leadership talent, development, and diversity • Review and monitor corporate diversity, equity, and inclusion programs 	<ul style="list-style-type: none"> • Develop and recommend best practices and corporate governance principles to our Board of Directors • Monitor significant ESG trends and board and committee oversight of relevant ESG issues • Oversee political and charitable contributions • Conduct shareholder outreach efforts on ESG issues

The Board of Directors follows several procedures and standards, including a Code of Conduct, Corporate Governance Policy, and Code of Ethics for Senior Financial Officers. For more information on these guidelines and our board committees, visit Diversey's [IR website](#).

Our Approach to Public Policy

Diversey's approach public policymaking and lobbying activities is by working with industry trade groups, including membership in the American Cleaning Institute (ACI) and the Household and Commercial Products Association (HCPA) in the U.S., and International Association for Soaps, Detergents and Maintenance Products (AISE) in Europe.



Sustainability Governance

Transparency, engagement, and collaboration define how we approach sustainability at Diversey. Sustainability is not one person's job or a standalone activity; it is integrated into our business model and the performance of every team member and business unit across our global operations.

Our Vice President of Corporate Sustainability has oversight of the company's overall ESG performance, which is reported to the Chief Executive Officer and full Board of Directors on an annual basis. The Nominating and Governance Committee receives ESG updates on a quarterly basis. Diversey's Sustainability Advisory Team (SAT) advises the business on sustainability issues and consists of at least one member each from R&D, Portfolio and/or Marketing, Regulatory Affairs, and Product Stewardship.

Additionally, we use a Sustainability Scorecard to track and assess our progress against key sustainability performance indicators.

Ethics and Compliance

To achieve our mission to develop leading hygiene, infection prevention, and cleaning solutions that protect and care for people and the planet, we must always operate with integrity and responsibility.

Our Code of Conduct establishes expectations to guide ethical decision-making by our employees, while our Supplier Code of Conduct communicates our expectations of ethical behavior by our supplier partners. Our employees participate in annual training through a mixture of on-line and in person training sessions.

We have an ongoing commitment to monitor and address any violations to our Code of Conduct or other policies. Our global Ethics Hotline is operated by a third party and available 24/7, so anyone can anonymously report concerns or violations. All complaints are reported to and reviewed by Diversey's Chief Human Resources Officer and General Counsel and the Audit Committee of our Board of Directors.

Diversey began the rollout of a global anti-bribery and corruption (ABC) training in 2021. We expect this training to be completed by all employees bi-annually. Diversey employees are also required to follow all applicable laws and other corporate policies that address areas such as diversity and inclusion, fair business practices, and data security. Diversey's Modern Slavery and Human Trafficking Policy outlines our approach to eliminating risks in our own operations as well as in our supply chain. The policies and procedures include our own approach to hiring, verification checks with existing and new suppliers, clear reporting mechanisms, awareness training, and annual statements.

Privacy and Cybersecurity

Diversey is committed to adhering to best practices in privacy and cybersecurity in our operations. We support continual learning of privacy and cybersecurity protocols for our employees, which include annual privacy training, cybersecurity tips, phishing simulation exercises and training, and monthly cybersecurity newsletters to help employees protect themselves at work and at home. We also continue to mature our cybersecurity program based on the ISO 27001 framework. All new Diversey vendors are evaluated through a privacy impact assessment, which helps us identify and manage the privacy risks of any new partner.

Governance in R&D

Part of our commitment to sustain effective governance is to focus on key R&D activities to ensure we continue to innovate with sustainability in mind. In addition to compliance with our Responsible Chemistry Policy, Diversey uses a sustainability scorecard for 100% of innovation projects. As part of the Protect. Care. Sustain. strategy, we and we have also committed to finding ways for 100% of innovation projects to improve sustainability attributes compared to the product or technology being replaced.

The IDP Sustainability Scorecard includes criteria for the full product life cycle, compelling our development teams to not limit to product design and use only, but to consider upstream and downstream opportunities. In 2021, we were able to improve the sustainability attributes of 89.5% of the projects in our innovation funnel. Scorecard improvements ranged from 2 to 39% compared to the baseline, signaling a bright future for new solutions that will continue to deliver value to our customers.

Related Links

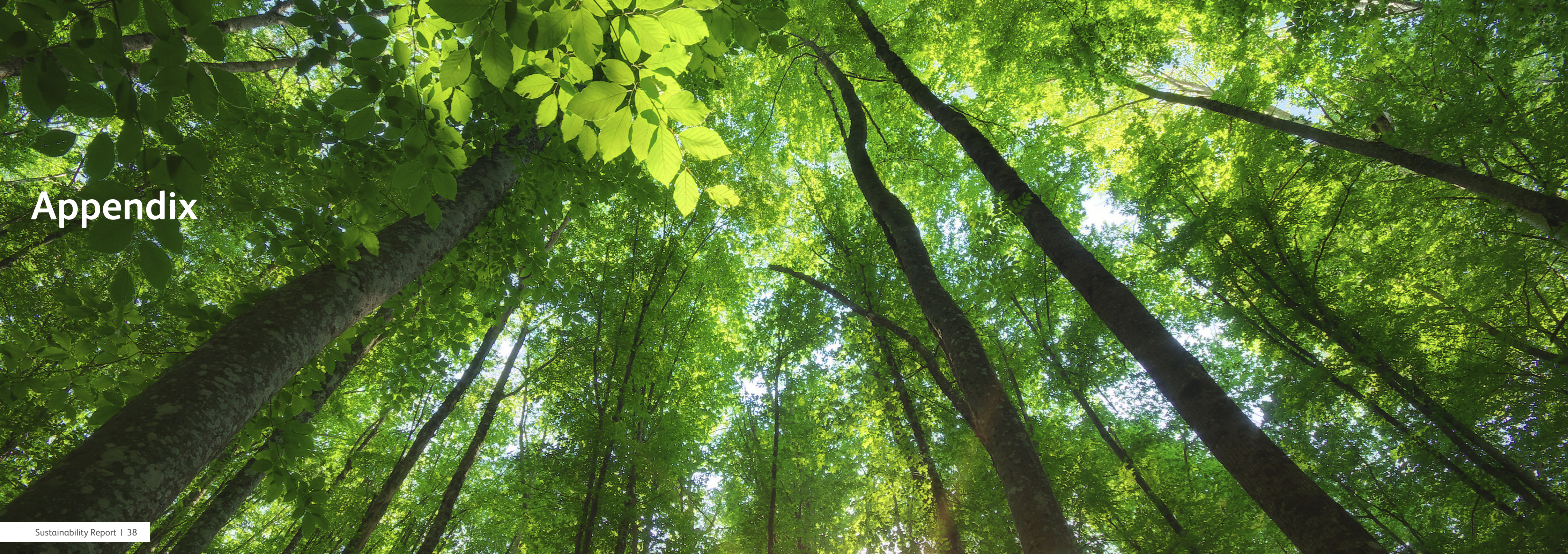
Related Links

- [Employee Code of Conduct](#)
- [Supplier Code of Conduct](#)
- [Corporate Governance Policy](#)
- [Code of Ethics for Senior Financial Officers](#)
- [Sustainability, Environmental, Health, and Safety Policy](#)
- [Modern Slavery and Human Trafficking Policy](#)

Compliance Council

Our global Compliance Council consists of representatives from each business area at Diversey. The council convenes regularly to:

- Provide a company-level view of Diversey's various compliance programs
- Identify any gaps and overlaps between our various compliance programs
- Collaboratively learn from each other to further ensure we are all following the right actions to help proactively detect and prevent violations of laws and regulations



Appendix

About This Report

Diversey continues to seek ways to enhance disclosures that are meaningful to our business and stakeholders.

The Diversey 2021 Sustainability Report provides a detailed look at Diversey’s environmental, social, and governance (ESG) performance from 1 January – 31 December 2021. This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. It also includes material Sustainability Disclosure Topics and Accounting Metrics from the Sustainability Accounting Standards Board (SASB) Chemicals Standard and references our contributions to the United Nations Sustainable Development Goals (SDGs).

For additional information regarding Diversey, please see our filings and our corporate website.

We strive to respond to all stakeholder inquiries and to be transparent about our ESG performance. To share your thoughts and suggestions, please contact us at ir@diversey.com.

Materiality

Materiality assessments and stakeholder engagement help us identify and prioritize the issues across our value chain that matter most to our business and stakeholders. Material issues either impact Diversey in terms of growth, risk, or opportunity and/or are deemed important by our stakeholders.

To update our material issues, in 2021 we hosted a series of discussions with stakeholders that included customers and the investment community. On an ongoing basis, we keep apprised of the most relevant issues to our company and industry through engagements such as customer business review meetings, industry networking groups, and NGO partnerships.

Stakeholder Engagement

The decisions we make as a company impact a variety of people around the world—from the employees who develop and manufacture our products to the customers that use our products each day. It’s important that we understand their perspectives and take their voices into account. Partnerships, collaboration, and engagement with our stakeholders are also key to driving innovation and delivering positive impact at scale.

Here’s a snapshot of some of our largest stakeholder groups, their primary interests, and how we engage with them.



Membership Associations

- A.I.S.E.
- American Cleaning Institute
- American Hotel and Lodging Association
- American Society of Quality
- Association for Professionals in Infection Control and Epidemiology
- Association for the Healthcare Environment
- Association of periOperative Registered Nurses
- Building Service Contractors Association International
- Catalan Water Partnership
- Campden BRI
- European Hygienic Engineering & Design Group
- Facilities Management Institute
- Global Food Safety Initiative
- Healthy Green Schools & Universities
- Household & Commercial Products Association
- Infection Prevention and Control
- Institute of Food Technologies
- International Association for Food Protection
- International Dairy Federation
- International Dairy Food Association
- International Sanitary Supply Association
- North American Meat Institute
- Refrigerated Foods Association
- Restaurants Canada
- World Federation of Building Service Contractors

Diversey’s Approach To Stakeholder Engagement		
Stakeholder Group	ESG Topics of Interest	How We Engage
Customers	<input type="checkbox"/> Circular economy <input type="checkbox"/> Shared value programs <input type="checkbox"/> GHG emissions reductions <input type="checkbox"/> Health and safety <input type="checkbox"/> Materials and packaging <input type="checkbox"/> Product safety <input type="checkbox"/> Product sustainability	<input checked="" type="checkbox"/> Quarterly business review meetings <input checked="" type="checkbox"/> Industry conferences
Employees	<input type="checkbox"/> Competitive wages and benefits <input type="checkbox"/> Shared value programs <input type="checkbox"/> Diversity, equity, and inclusion <input type="checkbox"/> Environmental and social impacts <input type="checkbox"/> Health and well-being <input type="checkbox"/> Learning and development <input type="checkbox"/> Pay equity <input type="checkbox"/> Safety	<input checked="" type="checkbox"/> Annual survey <input checked="" type="checkbox"/> Annual performance reviews <input checked="" type="checkbox"/> Employee representation groups <input checked="" type="checkbox"/> Ongoing professional development opportunities
Investors	<input type="checkbox"/> Climate risk <input type="checkbox"/> Corporate governance <input type="checkbox"/> Environmental and social impacts <input type="checkbox"/> Executive compensation <input type="checkbox"/> GHG emissions reductions <input type="checkbox"/> Human capital management <input type="checkbox"/> Materials and packaging <input type="checkbox"/> Supply chain management	<input checked="" type="checkbox"/> Annual meeting of shareholders <input checked="" type="checkbox"/> Meetings as requested <input checked="" type="checkbox"/> Participation in conferences and forums <input checked="" type="checkbox"/> Quarterly earnings conference calls <input checked="" type="checkbox"/> Regular calls and in-person meetings
NGOs and Community Organizations	<input type="checkbox"/> Climate and energy <input type="checkbox"/> Community engagement and philanthropy <input type="checkbox"/> Diversity, equity, and inclusion <input type="checkbox"/> Environmental and social impacts <input type="checkbox"/> Materials and packaging <input type="checkbox"/> Safety <input type="checkbox"/> Supply chain management	<input checked="" type="checkbox"/> Community dialogues <input checked="" type="checkbox"/> Interactions through community partnerships, creating shared value programs, and volunteerism <input checked="" type="checkbox"/> Participation in conferences and forums <input checked="" type="checkbox"/> Partnerships to advance shared priorities <input checked="" type="checkbox"/> Philanthropic investments <input checked="" type="checkbox"/> Select topical engagement <input checked="" type="checkbox"/> Strategic partnerships and consultation on material issues
Regulators	<input type="checkbox"/> Data security and privacy <input type="checkbox"/> Environmental regulations and violations <input type="checkbox"/> Health and safety <input type="checkbox"/> Product safety <input type="checkbox"/> Product sustainability	<input checked="" type="checkbox"/> Trade organizations such as the American Cleaning Institute and the International Association for Soaps, Detergents and Maintenance Products
Suppliers	<input type="checkbox"/> Environmental impacts <input type="checkbox"/> Human rights and labor practices <input type="checkbox"/> Materials and packaging <input type="checkbox"/> Supplier diversity <input type="checkbox"/> Supply chain management <input type="checkbox"/> Transparency and disclosure	<input checked="" type="checkbox"/> Annual meetings <input checked="" type="checkbox"/> External partner website <input checked="" type="checkbox"/> Vendor code of conduct

Sustainability Accounting Standards Board (SASB) Chemicals Standard

ACCOUNTING METRICS					
Topic	Accounting Metric	Category	Unit of Measure	Code	Response/Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	"Metric tons (t) CO ₂ -e, Percentage (%)"	RT-CH-110a.1	13,600
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	N/A	RT-CH-110a.2	
Air Quality	Air emissions of the following pollutants: (1) NOX (excluding N ₂ O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Quantitative	Metric tons (t)	RT-CH-120a.1	Diversey monitors and reports all air emissions from operations as required by air permits, where applicable
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Quantitative	"Gigajoules (GJ), Percentage (%)"	RT-CH-130a.1	"Total = 142,000 Gigajoules 57% Grid Energy <5% Renewable <5% Self-Generated"
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress"	Quantitative	"Thousand cubic meters (m ³), Percentage (%)"	RT-CH-140a.1	"Total = 700,000 cubic meters Water Consumed = 322,000 cubic meters"
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	RT-CH-140a.2	None
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	N/A	RT-CH-140a.3	PG 14
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	RT-CH-150a.1	2,150 MT
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests"	Discussion and Analysis"	N/A	RT-CH-210a.1	PG 25

Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees"	Quantitative	Rate	RT-CH-320a.1	TRIR = 0.45 No fatalities
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Discussion and Analysis	N/A	RT-CH-320a.2	
Product Design for Use-Phase Efficiency	Revenue from products designed for use phase resource efficiency	Quantitative	"Reporting currency"	RT-CH-410a.1	>25% of revenue expected from products that contribute to Net Positive ratio described on pages 12-13
Safety & Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment"	Quantitative	"Percentage (%) by revenue, Percentage (%)"	RT-CH-410b.1	All Diversey products undergo a hazard assessment.
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact"	Discussion and Analysis	N/A	RT-CH-410b.2	PG 10 & 37
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)"	Quantitative	"Percentage (%) by revenue"	RT-CH-410c.1	Not relevant to our business
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry"	"Discussion and Analysis"	N/A	RT-CH-530a.1	PG 36
Operational Safety, Emergency Preparedness & Response	"Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Quantitative	Number, Rate	RT-CH-540a.1	Diversey treats process safety incidents as reported above (RT-CH-320a.1)
	Number of transport incidents	Quantitative	Number	RT-CH-540a.2	
ACTIVITY METRIC					
Production by reportable segment		Quantitative	Cubic meters (m ³) and/or metric tons (t)"	RT-CH-000.A	640,000 MT

Global Reporting Initiative (GRI) Standards: Core option

Disclosure Number	Disclosure Title	Location in this report with additional information (page)	Response
GRI 102: General Disclosures			
Organizational profile			
			Location in Diversey's Form S-1 https://ir.diversey.com/sec-filings/sec-filing/s-1/0001104659-21-029667
102-1	Name of the organization	5	Diversey Holdings, Ltd.
102-2	Activities, brands, products, and services	4-8	U.S. SEC Filing Form S-1 pp. 94-102
102-3	Location of headquarters		Pyramid Close, Weston Favell, Northampton, England
102-4	Location of operations		U.S. SEC Filing Form S-1 pp. 110
102-5	Ownership and legal form		Diversey is a publicly traded company listing as Diversey Holdings, Ltd. (DSEY)
102-6	Markets served	7	U.S. SEC Filing Form S-1 pp. 110"
102-7	Scale of the organization	4	U.S. SEC Filing Form S-1 pp. 109"
102-8	Information on employees and other workers	4	U.S. SEC Filing Form S-1 pp. 106-107"
102-9	Supply chain		U.S. SEC Filing Form S-1 pp. 109
102-10	Significant changes to the organization and its supply chain	6	On March 25, 2021, Diversey became a publicly traded company.
102-11	Precautionary Principle or approach	36-37	Diversey does not follow the precautionary approach, but has a comprehensive risk management plan in place.
102-12	External initiatives	40	U.S. SEC Filing Form S-1 pp. 10
102-13	Membership of associations	40	
Strategy			
102-14	Statement from senior decision-maker	3	
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	5	U.S. SEC Filing Form S-1 pp. 109

Governance			
102-18	Governance structure	36	U.S. SEC Filing Form S-1 pp. 112-118
Stakeholder Engagement			
102-40	List of stakeholder groups	41	
102-41	Collective bargaining agreements		https://diversey.com/en/code-conduct
102-42	Identifying and selecting stakeholders	41	
102-43	Approach to stakeholder engagement	40-41	
102-44	Key topics and concerns raised	40-41	
Reporting Practice			
102-45	Entities included in the consolidated financial statements		U.S. SEC Filing Form S-1 pp. ii
102-46	Defining report content and topic Boundaries	40	
102-47	List of material topics	1	
102-48	Restatements of information	Not Applicable	
102-49	Changes in reporting	Not Applicable	
102-50	Reporting period	40	
102-51	Date of most recent report	40	
102-52	Reporting cycle	40	
102-53	Contact point for questions regarding the report	36	
102-54	Claims of reporting in accordance with the GRI Standards	40	
102-55	GRI content index	44-51	
102-56	External assurance	Not Applicable	

Global Reporting Initiative (GRI) Standards: Core option

GRI 200: Economic			
GRI 205: Anti-corruption			
103-1	Explanation of the material topic and its Boundary	36	
103-2	The management approach and its components	36	
103-3	Evaluation of the management approach	36	
205-2	Communication and training about anti-corruption policies and procedures	36	
GRI 300: Environmental			
GRI 301: Materials			
103-1	Explanation of the material topic and its Boundary	37	
103-2	The management approach and its components	37	
103-3	Evaluation of the management approach	37	
301-2	Recycled input materials used	37	
GRI 302: Energy			
103-1	Explanation of the material topic and its Boundary	14-15	
103-2	The management approach and its components	14-15	
103-3	Evaluation of the management approach	14-15	
302-3	Energy intensity	14-15	
GRI 303: Water and Effluents			
103-1	Explanation of the material topic and its Boundary	14-15	
103-2	The management approach and its components	14-15	
103-3	Evaluation of the management approach	14-15	

303-1	Interactions with water as a shared resource	14-15	
303-2	Management of water discharge-related impacts	14-15	
303-3	Water withdrawal	14-15	
303-4	Water discharge	14-15	
303-5	Water consumption	14-15	
GRI 305: Emissions			
103-1	Explanation of the material topic and its Boundary	14-15	
103-2	The management approach and its components	14-15	
103-3	Evaluation of the management approach	14-15	
305-4	GHG emissions intensity	14-15	
305-5	Reduction of GHG emissions	14-15	
GRI 306: Waste			
103-1	Explanation of the material topic and its Boundary	14-15; 26	
103-2	The management approach and its components	14-15; 26	
103-3	Evaluation of the management approach	14-15; 26	
306-1	Waste generation and significant waste-related impacts	14-15; 26	
306-2	Management of significant waste-related impacts	14-15; 26	
306-4	Waste diverted from disposal	14-15; 26	
GRI 400: Social			
GRI 403: Occupational Health and Safety			
103-1	Explanation of the material topic and its Boundary	18-20	

Global Reporting Initiative (GRI) Standards: Core option

103-2	The management approach and its components	18-20	
103-3	Evaluation of the management approach	18-20	
403-1	Occupational health and safety management system	18-20	
403-2	Hazard identification, risk assessment, and incident investigation	18-20	
403-3	Occupational health services	18-20	
403-4	Worker participation, consultation, and communication on occupational health and safety	18-20	
403-5	Worker training on occupational health and safety	18-20	
403-6	Promotion of worker health	18-20	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	18-20	
403-9	Work-related injuries	18-20	
GRI 405: Diversity and Equal Opportunity			
103-1	Explanation of the material topic and its Boundary	21-22	
103-2	The management approach and its components	21-22	
103-3	Evaluation of the management approach	21-22	
405-1	Diversity of governance bodies and employees	21-22	

GRI 413: Local Communities			
103-1	Explanation of the material topic and its Boundary	25-31	
103-2	The management approach and its components	25-31	
103-3	Evaluation of the management approach	25-31	
405-1	Diversity of governance bodies and employees	25-31	
GRI 416: Customer Health and Safety			
103-1	Explanation of the material topic and its Boundary	8-10	
103-2	The management approach and its components	8-10	