

ADVANCING OUR SUSTAINABILITY GOALS

Our sustainability goals keep us focused on what we want to achieve and accountable for driving progress year over year. We have aligned each goal with one of our core tenets, in line with our sustainability approach.

GOAL	STATUS	PROGRESS TO DATE
<p>GROWING GREEN Achieve 100% zero carbon energy (Carbon Zero) for our operations by 2025, compared to our 2018 baseline.</p>		Furthered our path toward Carbon Zero by achieving a 22% absolute reduction in our Scope 1 and 2 emissions, and by gaining Board approval of our Scope 3 carbon reduction goal.
<p>LIVING WELL Achieve a total recordable injury rate (TRIR) of 0.8 by 2023.</p>		Reported a TRIR of 1.02 and increased safety training and engagement to drive continual improvement.
<p>GIVING BACK 100% of Southwire’s Giving Back communities will lead at least two annual events by 2025. (This should include one Southwire signature event and one event that aligns with Southwire’s Giving Back strands.)</p>		Engaged Project GIFT® volunteers to contribute 10,081 hours, including for our new Walk for Water signature event and for events related to disaster relief, community health, education and other Giving Back strands.
<p>DOING RIGHT Achieve recognition on Ethisphere’s World’s Most Ethical Companies list by 2025.</p>		Continuing to implement action plans to address improvement opportunities identified in the Ethical Culture Survey, Ethisphere benchmarking, investigation data and Compliance Risk Assessments.
<p>BUILDING WORTH Grow revenue from our portfolio of innovative products, solutions and packaging that drive sustainability to \$1 billion in 2025.</p>		Reached \$627 million in sales of sustainable products and solutions, with sustainability-focused projects representing 54% of our annual investment in R&D in 2022.



2022 HIGHLIGHTS

OUR SOLUTIONS

Generated \$627 million in revenue from solutions with sustainable attributes.

Improved customers' e-commerce experience by relaunching Southwire's Customer Hub.

Achieved our 2022 goal to reduce our year-over-year (YOY) non-conforming parts per million (NPPM) by 19%, with a 38% decrease for manufacturing and a 6% decrease for distribution.

Launched new solutions for grid hardening, electric transportation infrastructure, power efficiency and more.

Launched a virtual cable tying course and bi-monthly newsletter for our customers.

Sustainability-focused projects represented 54% of our annual investment in R&D.

SUSTAINABLE OPERATIONS

Achieved Board approval of our Scope 3 emissions reduction goal.

Announced modernization efforts to improve productivity and minimize waste at our Heflin, Ala., facility.

Introduced the use of Vanish® Stretch-film at our Carrollton Building Wire plant, resulting in \$16,900 in annual savings and 54,000 pounds of plastic diverted from landfills.

Launched a plastic reel recovery and reuse initiative at our 12 for Life® facility, resulting in over \$200,000 in annual savings and 78,000 pounds of plastic diverted from landfills.

Earned the inaugural Energy Matters Award for Best Sustainability by a Large Company and reduced our annual energy consumption by nearly 5%.

Reduced annual water usage at our El Paso, Texas, plant by 10% and kicked off a project to develop a water balance model across three Southwire sites.

TEAM MEMBERS & COMMUNITY

Launched our first-ever Diversity, Equity and Inclusion (DEI) website on southwire.com and set eight new DEI goals.

Announced a commitment to standardize safe, supportive, and sanitary spaces for nursing mothers across Southwire by 2025.

Launched new policies to increase workplace flexibility and improved predictable schedules.

Enhanced our onboarding experience to improve safety performance and set our new-hires up for success.

Conducted Inclusive Training for all career bands, with over 7,000 team members trained by end of year.

Achieved an overall team member engagement rate of 62%.

Achieved Employee Net Promoter Score of 45, a YOY increase of 10 points.

Continued to expand partnerships with Women in Manufacturing, Wounded Warrior Project, Historically Black Colleges and Universities, and more.

Engaged Project GIFT® volunteers to contribute 10,081 hours, nearly doubling our volunteer hours from the previous year.

Contributed a total of \$2.8 million in charitable contributions across our five charitable giving strands and increased our DEI-focused giving by \$175,000.

CORPORATE GOVERNANCE

Achieved both 2022 targets for our Supplier Diversity Program.

Achieved a total spend of \$672 million with small- and diverse-owned business, which made up 37% of our supply chain.

Completed an end-to-end risk assessment for non-metals suppliers.

Continued our partnership with BHP and advanced to phase two of a Carbon Neutral product pilot.

Celebrated our third-annual Ethics & Compliance Week.

Deployed a new Third-Party Compliance Risk Screening Policy.

Introduced new training, technologies, and services to enhance cybersecurity in a remote-work environment with 83% of team members completing our annual cybersecurity training — a YOY increase of 25%.

Began a partnership with The Copper Mark and advanced our participation in The Copper Mark's Fabricator pilot.

Completed an enterprise-wide compliance risk assessment.