

GRI 2: GENERAL DISCLOSURES 2021W

The organization and its reporting		
2-1	Organizational details -Company name and location	Newell Brands, Atlanta, GA
2-2	Entities included in the organization's sustainability reporting	media@newellco.com , p. 1
2-3	Reporting period, frequency and contact point	Annual Year ended December 31, 2023 media@newellco.com
2-4	Restatements of information	Restatements are noted where applicable throughout this report.
2-5	External assurance	Sustainable Futures was engaged by Newell Brands to provide a third-party review and verification statement as to whether selected GHG/energy consumption, water intake and non-hazardous-disposed waste data for 2023 calendar year as reported by facilities are reliable for corporate social responsibility reporting purposes.
Activities and workers		
2-6	Activities, value chain and other business relationships	Form 2023 10-K , Business, p. 1 Corporate Citizenship Report > At Newell Brands, we're building today for a better tomorrow. > pg. 3
2-7	Employees	Form 2023 10-K , Human Capital Management, p. 5
2-8	Workers who are not employees	We do not report on number of contractors.
Governance		
2-9	Governance structure and composition	Newell Brands Inc. Corporate Governance Guidelines, pgs. 1-4
2-10	Nomination and selection of the highest governance body	Newell Brands Inc. Corporate Governance Guidelines, pgs. 1-2 Nominating/Governance Committee Charter
2-11	Chair of the highest governance body	Newell Brands Inc. Corporate Governance Guidelines, pg. 2
2-12	Role of the highest governance body in overseeing the management of impacts	Newell Brands Inc. Corporate Governance Guidelines, pgs. 4-5
2-13	Delegation of responsibility for managing impacts	Newell Brands Inc. Corporate Governance Guidelines Nominating/Governance Committee Charter
2-14	Role of the highest governance body in sustainability reporting	Nominating/Governance Committee Charter
2-15	Conflicts of interest	Corporate Citizenship Report > Ethics & Compliance, p. 11 Employee Code of Conduct
2-16	Communication of critical concerns	Communication with the Board of Directors
2-17	Collective knowledge of the highest governance body about sustainable development	2023 Proxy Statement > Board and Management Roles in Risk Oversight, p. 23
2-18	Evaluation of the performance of the highest governance body	Newell Brands Inc. Corporate Governance Guidelines, pg. 7 Nominating/Governance Committee Charter
2-19	Remuneration policies	2023 Proxy Statement > Executive Compensation, p. 35
2-20	Process to determine remuneration	2023 Proxy Statement > Executive Compensation, p. 35
2-21	Annual total compensation ratio	2023 Proxy Statement > Pay Ratio, p. 97

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2023
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Corporate Citizenship Report > A Message from Our President & CEO, p.. 4
2-23	Policy commitments	Government Affairs Policy Code of Conduct Vendor Code of Conduct Speak Up and Anti-Retaliation Policy Conflict Minerals Conduct Responsible Chemical Management Policy Privacy Policy
2-24	Embedding policy commitments	Corporate Citizenship Report > Ethics & Compliance, p. 11 Corporate Citizenship Report > Responsible Sourcing and Social Compliance, p. 18
2-25	Processes to remediate negative impacts	Corporate Citizenship Report > Ethics & Compliance, p. 11
2-26	Mechanisms for seeking advice and raising concerns	Corporate Citizenship Report > Ethics & Compliance, p. 11 Ethics Hotline
2-27	Compliance with laws and regulations	Form 2023 10-K , Environmental Matters, pg. 5
2-28	Membership associations	Not currently tracked by Newell Brands
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Corporate Citizenship Report > Stakeholder Engagement, p. 42
2-30	Collective bargaining agreements	Newell Brands maintains strong partnerships with its collective organizations around the world, including unions, trade unions, local works councils and our European employee forum.
GRI 3: MATERIAL TOPICS 2021		
Material topics		
3-1	Process to determine material topics	Corporate Citizenship Focus Areas > Corporate Citizenship Report 2021 > Materiality Assessmet & Approach to Corporate Citizenship, p. 11-12
3-2	List of material topics	Corporate Citizenship Focus Areas > Corporate Citizenship Report 2021 > Materiality Assessmet & Approach to Corporate Citizenship, p. 11-12
GRI 300: ENVIRONMENTAL		
GRI 301: Materials		
3-3	Management of material topic	Corporate Citizenship Report > Product and Packaging Sustainability, p. 14
301-1	Materials used by weight or volume	Not currently tracked by Newell Brands
301-2	Recycled input materials used	Corporate Citizenship Report > Product and Packaging Sustainability, p. 14
301-3	Reclaimed products and their packaging materials	Corporate Citizenship Report > Product and Packaging Sustainability > Making Recycling Easier for Consumers, p. 16
GRI 302: Energy		
3-3	Management of material topic	Corporate Citizenship Report > Environmental Sustainability > Building lower-carbon operations and reducing emissions, p. 24
302-1	Energy consumption within the organization	CDP Climate Change 2023, C8.2a
302-2	Energy consumption outside of the organization	Not currently tracked by Newell Brands
302-3	Energy intensity	Not currently tracked by Newell Brands
302-4	Reduction of energy consumption	Corporate Citizenship Report > Environmental Sustainability > Building lower-carbon operations and reducing emissions, p. 24
302-5	Reductions in energy requirements of products and services	Corporate Citizenship Report > Environmental Sustainability > Building lower-carbon operations and reducing emissions, p. 24

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2023
GRI 303: Water and Effluents		
3-3	Management of material topic	Corporate Citizenship Report > Environmental Sustainability > Preserving natural resources, p. 26 CDP Water Security 2023 W1.1, W1.2
303-1	Interactions with water as a shared resource	Not material to Newell Brands
303-2	Management of water discharge-related impacts	Not material to Newell Brands
303-3	Water withdrawal	CDP Water Security 2023 W1.2b
303-5	Water consumption	CDP Water Security 2023 W1.2b
GRI 305: Emissions		
3-3	Management of material topic	Corporate Citizenship Report > Environmental Sustainability > Building lower-carbon operations and reducing emissions, p. 24
305-1	Direct (Scope 1) GHG emissions	Corporate Citizenship Report > Environmental Sustainability > Building lower-carbon operations and reducing emissions, p. 24
305-2	Energy indirect (Scope 2) GHG emissions	Corporate Citizenship Report > Environmental Sustainability > Building lower-carbon operations and reducing emissions, p. 24
305-3	Other indirect (Scope 3) GHG emissions	Newell is undertaking an analysis of our Scope 3 emissions in 2024
305-4	GHG emissions intensity	CDP Climate Change 2023, C6.10
305-5	Reduction of GHG emissions	Corporate Citizenship Report > Environmental Sustainability > Building lower-carbon operations and reducing emissions, p. 24
305-6	Emissions of ozone-depleting substances (ODS)	Not currently tracked by Newell Brands
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Not currently tracked by Newell Brands
GRI 306: Waste		
3-3	Management of material topics	Corporate Citizenship Report > Environmental Sustainability > Preserving natural resources, p. 26
306-1	Waste generation and significant waste-related impacts	Corporate Citizenship Report > Environmental Sustainability > Preserving natural resources, p. 26
306-2	Management of significant waste-related impacts	Corporate Citizenship Report > Environmental Sustainability > Preserving natural resources, p. 26
306-3	Waste generated	Corporate Citizenship Report > Environmental Sustainability > Preserving natural resources, p. 26
306-4	Waste diverted from disposal	Corporate Citizenship Report > Environmental Sustainability > Preserving natural resources, p. 26
306-5	Waste directed to disposal	34% of waste was directed to disposal in 2023
305-6	Emissions of ozone-depleting substances (ODS)	Not currently tracked by Newell Brands
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic	Vendor Code of Conduct, p. 4
308-1	New suppliers that were screened using environmental criteria	Not currently tracked by Newell Brands
308-2	Negative environmental impacts in the supply chain and actions taken	Not currently tracked by Newell Brands

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2023
GRI 400: SOCIAL		
GRI 401: Employment		
3-3	Management of material topic	Corporate Citizenship Report > People > Talent Engagement and Development, p. 28
401-1	New employee hires and employee turnover	Not currently tracked by Newell Brands
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Corporate Citizenship Report > People > Employee Health and Wellbeing, p. 33
401-3	Parental leave	Corporate Citizenship Report > People > Employee Health and Wellbeing, p. 33
GRI 403: Occupational Health and Safety		
3-3	Management of material topics	Corporate Citizenship Report > Supporting Our Frontline Workforce > Promoting safety on the job, p. 23
403-1	Occupational health and safety management system	Corporate Citizenship Report > Supporting Our Frontline Workforce > Promoting safety on the job, p. 23
403-2	Hazard identification, risk assessment, and incident investigation	Corporate Citizenship Report > Supporting Our Frontline Workforce > Promoting safety on the job, p. 23
403-3	Occupational health services	Corporate Citizenship Report > People > Employee Health and Wellbeing, p. 33
403-4	Worker participation, consultation, and communication on occupational health and safety	Corporate Citizenship Report > Supporting Our Frontline Workforce, p. 22
403-5	Worker training on occupational health and safety	Corporate Citizenship Report > Supporting Our Frontline Workforce, p. 22
403-6	Promotion of worker health	Corporate Citizenship Report > People > Employee Health and Wellbeing, p. 33
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Corporate Citizenship Report > Supporting Our Frontline Workforce, p. 22
403-8	Workers covered by an occupational health and safety management system	Corporate Citizenship Report > Supporting Our Frontline Workforce > Promoting safety on the job, p. 23
403-9	Work-related injuries	Corporate Citizenship Report > Supporting Our Frontline Workforce > Promoting safety on the job, p. 23
403-10	Work-related ill health	Not currently tracked by Newell Brands
GRI 404: Training and Education		
3-3	Management of material topics	Corporate Citizenship Report > People > Talent Engagement and Development > Building Capabilities to Win, p. 28 Corporate Citizenship Report > Supporting Our Frontline Workforce, p. 22
404-1	Average hours of training per year per employee	Not currently tracked by Newell Brands
404-2	Programs for upgrading employee skills and transition assistance programs	Corporate Citizenship Report > People > Talent Engagement and Development > Building Capabilities to Win, p. 28
404-3	Percentage of employees receiving regular performance and career development reviews	Not currently tracked by Newell Brands
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topics	Corporate Citizenship Report > People > Talent Engagement and Development > Diversity & Inclusion, p. 30
405-1	Diversity of governance bodies and employees	Corporate Citizenship Report > Governance and Ethics > Board of Directors, p. 10 Corporate Citizenship Report > People > Talent Engagement and Development > Employee Demographics, p. 32
405-2	Ratio of basic salary and remuneration of women to men	Corporate Citizenship Report > People > Talent Engagement and Development > Promoting Pay Equity, p. 33

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2023
GRI 414: Supplier Social Assessment		
3-3	Management of material topics	Corporate Citizenship Report > Responsible Sourcing and Social Compliance, p. 18
414-1	New suppliers that were screened using social criteria	Not currently tracked by Newell Brands
414-2	Negative social impacts in the supply chain and actions taken	Not currently tracked by Newell Brands
GRI 416: Customer Health and Safety		
3-3	Management of material topics	Corporate Citizenship Report > Consumer Safety and Satisfaction, p. 17
416-1	Assessment of the health and safety impacts of product and service categories	Corporate Citizenship Report > Consumer Safety and Satisfaction, p. 17
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Corporate Citizenship Report > Consumer Safety and Satisfaction, p. 17