

Corporate Social Responsibility

Corporate Social Responsibility (CSR) is Avery Dennison's commitment to strengthening the communities and environments where we operate.

Avery Dennison Foundation leads our CSR efforts and in 2022 focused our giving in these core areas:

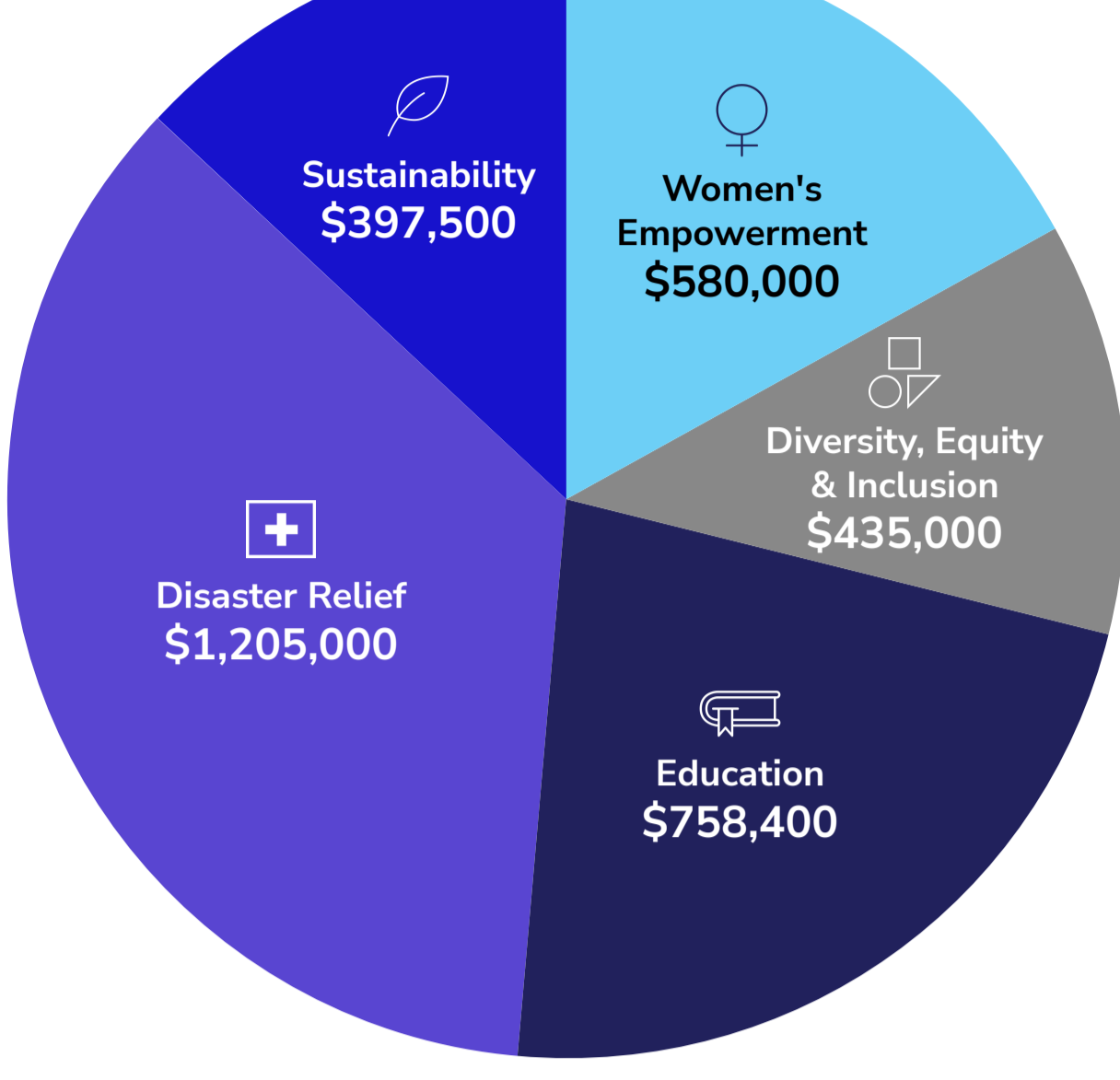
- Education
- Sustainability
- Women's Empowerment



commUnity

2022 contributions **\$5.1M**

Avery Dennison Foundation Grants



- Education**
 - HOLA Ohio
 - Institute of International Education
 - Scholarship America
 - Vitensenteret i Sogn og Fjordane AS
- Sustainability**
 - Beijing Roots & Shoots Community Youth Service Center
 - Global Fund for Children
 - Impact Hub Trust
- Women's Empowerment**
 - AAROHAN
 - Save the Children (Thailand)
 - UNICEF Bangladesh
 - Women Win

- Diversity, Equity & Inclusion**
 - Ascendance SDN BHD
 - Aviard Inspires
 - Beijing Qingyou Social Work Development Center
 - Campaign Against Homophobia
 - The Coalition for Humane Immigrant Rights
 - Cohesion de Diversidades para la Sustentabilidad
 - The Haven Home LLC
 - International Rescue Committee
 - Itacolomi Instituto de Apoio Social de Vinhedo
 - Leonard Cheshire
 - LGBT Lake County
 - Women in Manufacturing Education Foundation

- Disaster Relief**
 - Action Against Hunger
 - Global Foodbanking Network
 - Global Impact
 - International Medical Corps
 - Islamic Relief USA
 - KBFUS
 - Pakistan Red Crescent Society
 - United States Fund For UNICEF



“Avery Dennison Foundation contributions make such a difference in the work our Employee Resource Groups and community partners are doing to better our communities. I'm so proud that Avery Dennison is taking the lead to not only recognize the need but is putting funding behind these important needs.”

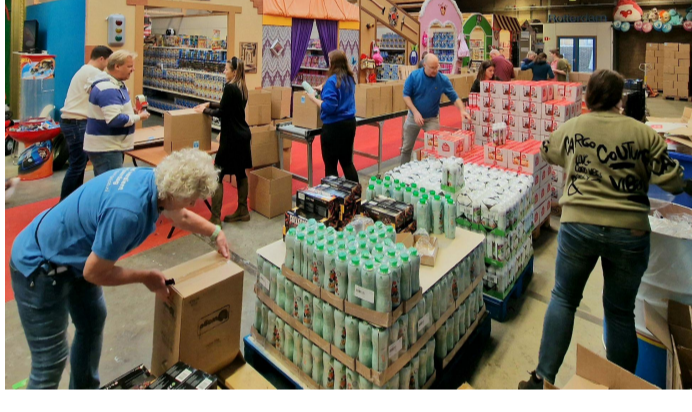
Tonya Horn, DEI Recruitment Manager and Black Employee Resource Group member, Avery Dennison

Regional Highlights

Employee activities are improving the quality of life for people in local communities.



United States
Responding to a wave of Afghan refugees in their community, employees partnered with a local organization in Massachusetts to provide food, clothing and even moving services to help the new community members start new lives in the United States.



Netherlands
Every child deserves a birthday celebration, and employees in the Netherlands packed nearly 400 "birthday boxes" with presents and treats so local families in need can celebrate their child's birthday.



China
With a goal of helping working parents, Avery Dennison China employees launched an After-School Class program, providing free tutoring and care for children at the end of the schoolday while their parents are still at work.



Brazil
Employees in Brazil rallied in support of a local NGO that provides after-school services to children in underserved communities, securing a Granting Wishes award that will enable the facility to expand.



India
In collaboration with the Connecting Dreams Foundation, Avery Dennison India launched Project Transformation, sponsoring skills development for the transgender community and helping promote inclusion and empowerment despite social biases.



Sri Lanka
During an unprecedented economic crisis in Sri Lanka, Avery Dennison supported employees by distributing monthly food packs, solar panels, and e-bikes to help ease financial strain and improve daily life.

Disaster Relief
\$175,000

GlobalGiving
The Foundation continued its partnership with **GlobalGiving** to make giving during disasters easier and more locally focused. Through GlobalGiving, employees are able to give to local organizations that know and understand the communities struck by a given disaster. All donations made through the GlobalGiving site are matched 1:1.



Ukraine
Grants totaling \$1M to support humanitarian relief for Ukraine were awarded to:

- King Baudouin Foundation United States
- UNICEF
- International Medical Corps

COVID Response: Food Insecurity Relief

As an additional response to the pandemic, ADF made a grant to Global Impact to address increasing food insecurity.

- Action Against Hunger:** Support to alleviate hunger in the Horn of Africa
- Islamic Relief USA:** Support for programs in Sri Lanka, South Sudan, Sudan, and Afghanistan
- The GlobalFoodbanking Network:** Support foodbanking and disaster response in Latin America and Asia Pacific regions



ADF Employee Assistance Fund

ADF launched an Employee Assistance Fund in 2020 to support employees globally who were significantly impacted by COVID-19. Applications were offered in 15 languages and recipients received the equivalent of \$1,500 USD in their local currency. As pandemic-related employment impacts largely diminish we reflect on the impact of the fund.

Total global impact:

~\$4.6M distributed to individuals globally	4,268 people across 27 countries have received funding	6 NGOs supported in India, Brazil, Vietnam and Sri Lanka
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Granting Wishes

Granting Wishes is an employee-driven giving and volunteer program that empowers employees globally to identify local NGOs to receive financial and employee volunteer support.

2022 global impact:

114 grants	5 continents	40 countries	\$800K awarded
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