

Corporate Social Responsibility

We strive to make a positive social impact by enhancing the livelihood of our people and communities. 2020 was a year that challenged the Avery Dennison Foundation (ADF) and our businesses to think innovatively, while shifting resources and funds. We are proud of our collective response to the COVID-19 pandemic, and capture some highlights in this special edition of our CSR Report.

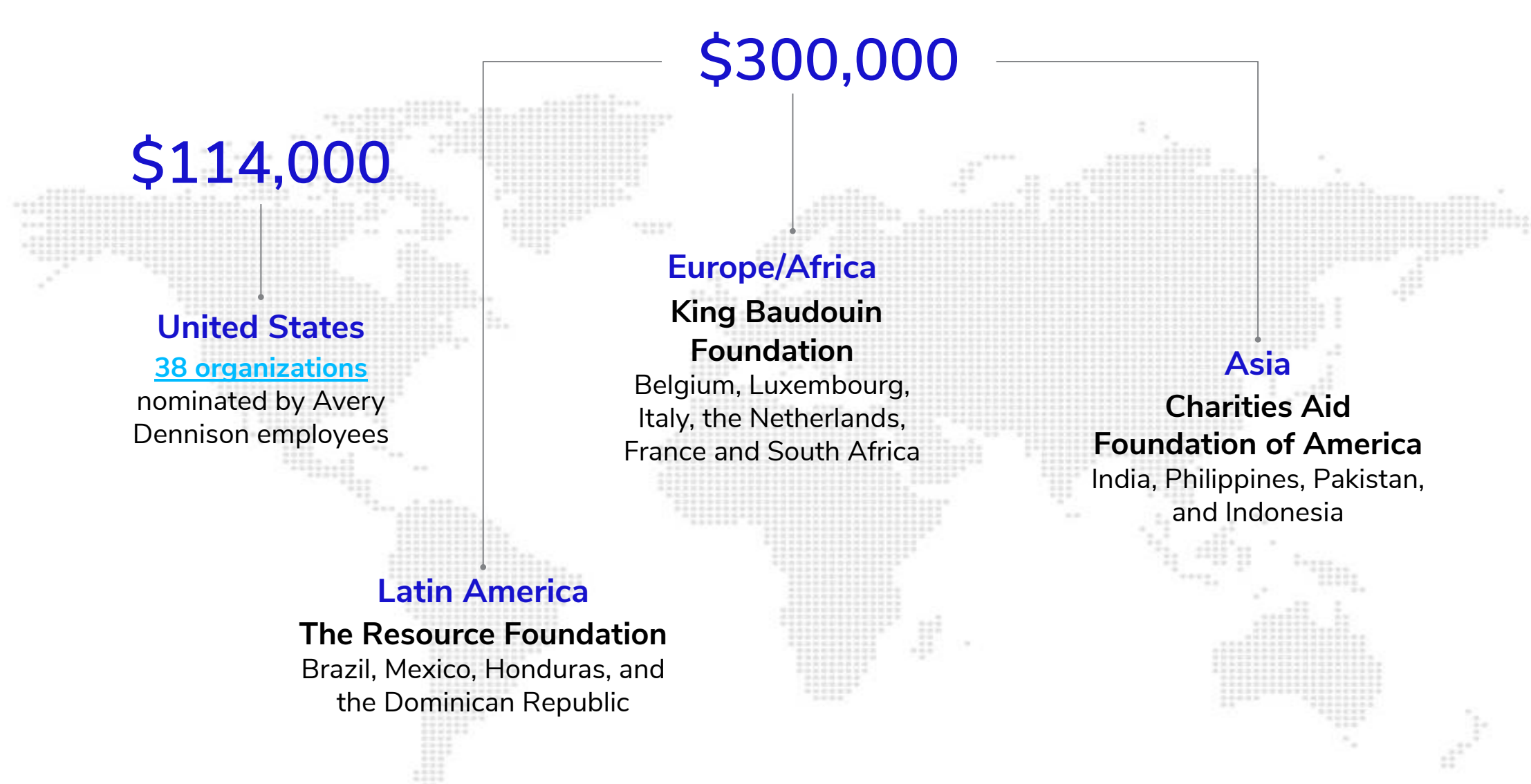


commUnity

ADF 2020 contributions \$2.93M

COVID-19 Response

Organizations in various countries (where Avery Dennison has a footprint) were awarded grants to address basic needs during the pandemic, such as food, shelter, education, and child care. Here are how the funds were distributed globally:

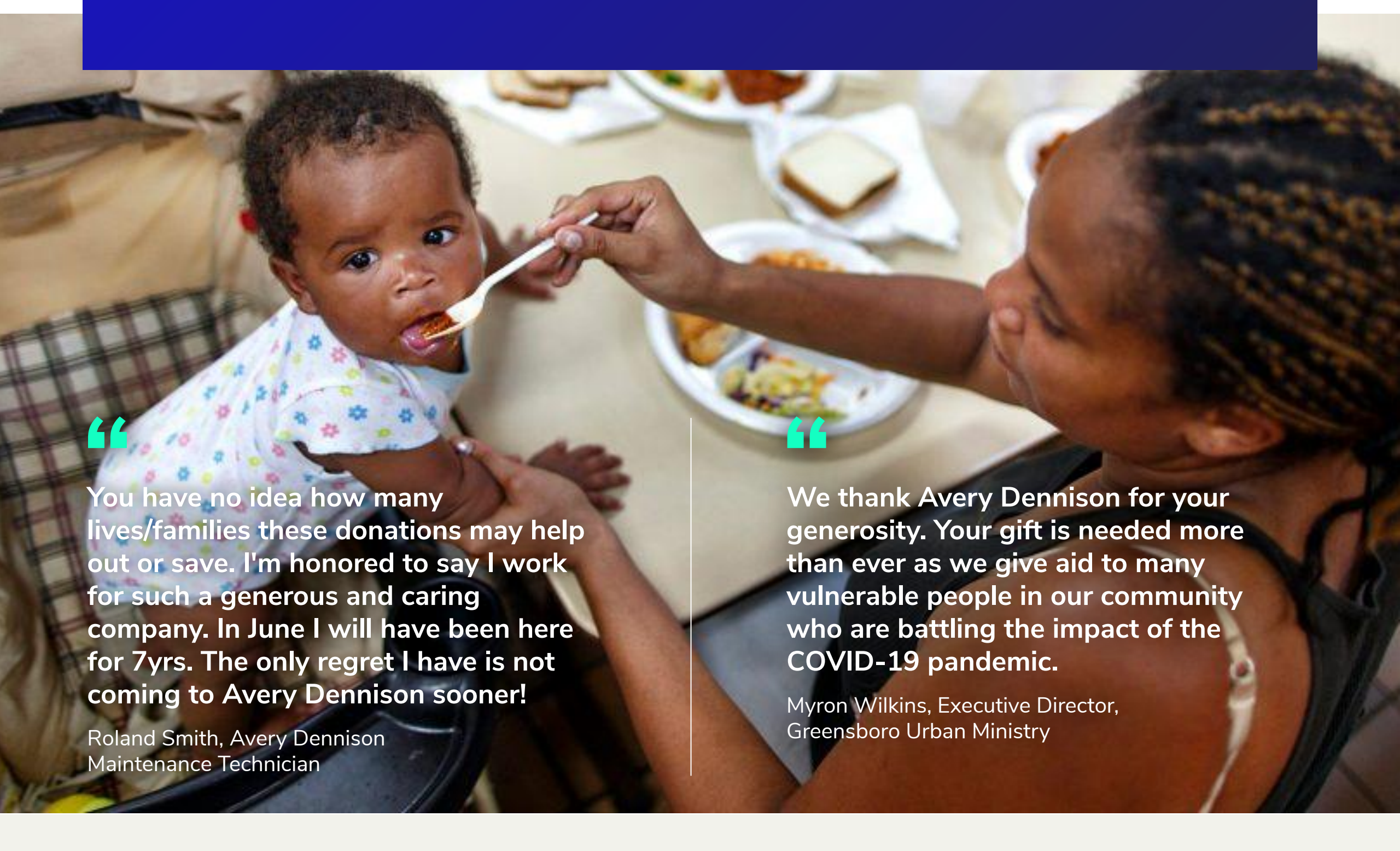


1,500+

employees have been assisted through the EAF Fund

ADF Employee Assistance Fund

The **Employee Assistance Fund (EAF)** was created to provide financial support for employees significantly impacted by COVID-19. A contribution up to **\$5M** was committed from the Avery Dennison Foundation and to-date employees have contributed an additional **\$335,000+**. The fund is being administered by Global Impact.



Granting Wishes

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

In 2020, we modified our program by recommending 48 organizations that were former grantees of Granting Wishes that remain in good standing, have the capacity to receive USD funds quickly, and have a stated COVID-19 response.

2020 global impact:

48 grants | **29** countries | **\$300K** awarded



Employee Engagement Highlights

We are pleased to highlight our employees' efforts dedicated to improving the quality of life for people in our communities.



Ohio, United States

Avery Dennison Medical adapted manufacturing lines to produce vital disposable plastic face shields for healthcare professionals. They have donated **500,000 face shields** to medical and healthcare facilities around the country most in need.

Vietnam

The RBIS Vietnam team launched the We Share campaign and has collected over **1,500 essential goods**, including rice, noodles, milk and reusable items to support Avery Dennison colleagues in need.



Global

Avery Dennison launched **Patched Together**, which features limited edition iron-on patches designed to celebrate healthcare and frontline workers, and promote health and safety. **100% of the net proceeds benefit Doctors Without Borders/Médecins Sans Frontières.**

Honduras

Hurricane ETA and Hurricane IOTA caused widespread flooding and significant damage to infrastructure across Central America. Avery Dennison Honduras helped to ensure the safety of employees and their families, providing funds to purchase and distribute critical essential items, including food, water and clothing.



Argentina

Avery Dennison joined forces with leaders in the Wine and Spirits industry in Argentina to help health entities and hospitals with the donation of alcohol disinfectant. Avery Dennison donated approximately **60,000 units** of the paper to create the labels.



Europe

Employees rallied together to support UNICEF for their 'Month of Giving' campaign. Our teams hosted a series of virtual events to gather funds for children and families impacted by COVID-19. We collected a total of **€100,000**.



Switzerland

The Kreuzlingen team was asked for help to procure sanitizing liquid by a local hospital and quickly adapted a manufacturing, testing, supply chain, and the delivery chain to ramp up production from 200 litres per batch to **4 tons of sanitizer**.

Non COVID-19 Funding



China
School renovations
Habitat for Humanity Hong Kong
\$40,000



United States
Scholarships for children of employees
Scholarship America
\$50,000



India
Spirit of Invention Scholarship
Institute of International Education
\$50,000



Australia & United States
Bushfire relief & Hurricane Laura Response
American Red Cross
\$12,000