

2023

Corporate Social Responsibility & Avery Dennison Foundation Report



Foundation

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Avery Dennison's commitment to Corporate Social Responsibility (CSR) is to strengthen the communities and environments where we operate. Most of the company's community investments are made through the Avery Dennison Foundation (ADF) and aided by employees worldwide who help identify deserving organizations.

In 2023, ADF launched a new global giving strategy and refreshed its vision, mission and pillars to have a deeper philanthropic impact. Key changes include prioritizing geographies and communities with the greatest need, and assessing how organizations incorporate diversity, equity, and inclusion principles in their internal and community practices.

Avery Dennison Foundation operates with the mission to support communities globally to address inequities through improved:



Education Access



Environmental Sustainability



Secure Livelihoods

2023 corporate and foundation contributions

\$5.5M

Avery Dennison Foundation 2023 Grant Awards



Secure Livelihoods

- Action Against Hunger
- Connecting Dreams Foundation
- Islamic Relief USA
- Sheltersuit
- Special Olympics Latin America
- Universal Access Project of the UN Foundation



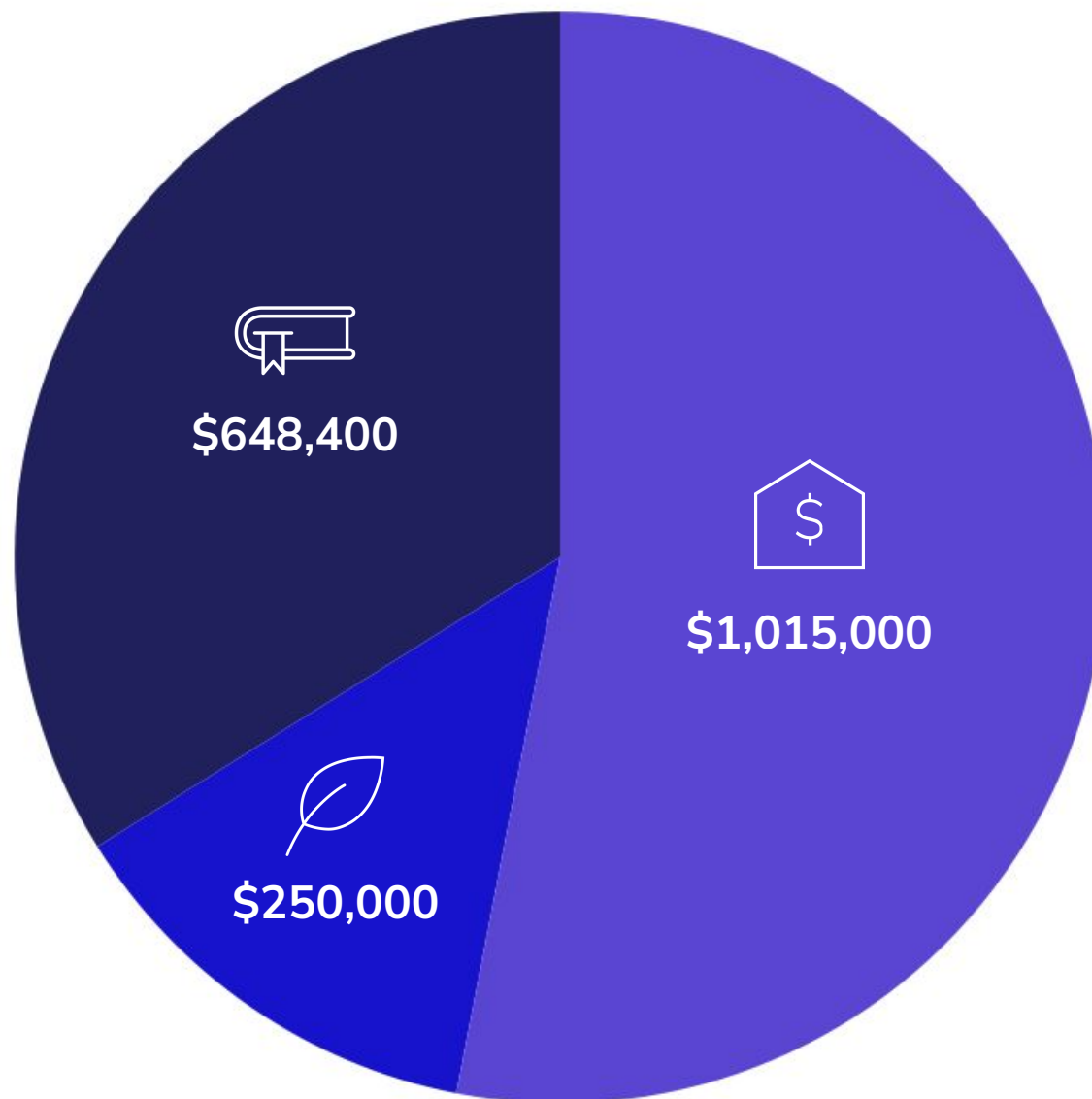
Education Access

- Ascendance SDN BHD
- Fundación Leer
- Institute of International Education
- Scholarship America



Environmental Sustainability

- Asheville Greenworks
- Gift of the Givers





Diversity, Equity and Inclusion

ADF supports organizations that align with Avery Dennison's global and regional Diversity, Equity and Inclusion Councils and Employee Resource Groups.

In 2023, ADF made 14 grants in 10 countries totaling

\$195,000

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.

2023 global impact:

100

grants

5

continents

37

countries

\$1M

awarded

ADF Employee Crisis Fund

ADF repurposed the Employee Assistance Fund, established in 2020 to respond to COVID-19, to the **Employee Crisis Fund (ECF)**. The fund supports employees directly impacted by natural disasters and humanitarian crises.

Extensive flooding in Zhuozhou, China, activated the fund for nearly 500 affected employees.



Disaster Relief

~\$25K in matching donations in 2023



ADF partners with **GlobalGiving**, to respond to natural and humanitarian disasters through donations to local organizations that are trusted in affected communities.

In 2023, ADF matched company and ~300 employee donations to organizations responding to the earthquake in Turkey and Syria, humanitarian relief in Israel and Gaza, and the war in Ukraine.

Regional Highlights

Employee volunteerism improves the quality of life for people in the communities where we operate.



Ireland

In addition to receiving a donation through ADF's Granting Wishes program, the AD Medical Team in Ireland helped paint the kitchen and workshop and restore the sensory garden at RehabCare.



China

ADF granted \$100,000 to Beijing Roots & Shoots to support their Young Compassionate Conservation Leader Development Project. Local employees have embraced the initiative and are supporting student learning and leadership development.



Mexico

In partnership with the local United Way, employees in Mexico helped improve a local elementary school through a mural project and installed a rain catchment system, improving the learning environment for 300 students.

Regional Highlights



Pakistan

Employees in Pakistan welcomed SOS Village students on-site to learn about AD operations, safety protocols and career opportunities. SOS Village is an NGO dedicated to providing a loving home and quality education to children facing challenging circumstances.



Honduras

With the support of a \$100,000 grant to the P.A.C.E. learning program, AD Honduras employees help empower women to take charge of their lives - both personally and professionally through an innovative, educational learning program.



United States

The Future Business Leaders of America (FBLA) mentorship program, which matches AD employees from Northeast Ohio with students from Harvey High School, aims to prepare students to become community-minded business leaders. Each year, students compete against other FBLA chapters in events ranging from business presentations and data analysis to graphic design. At the competition, the students are judged on their demonstration of college and career knowledge within each category.

Awards and Recognition

Avery Dennison was recognized with the **Corporate Impact Award** from Action Against Hunger at its biennial gala.



We are so appreciative of Avery Dennison's support of our work combating malnutrition in the Horn of Africa during the worst hunger crisis in a decade. Not only has your financial contribution saved lives, but the example Avery Dennison has set for others will truly help us create a world free from hunger, by encouraging many more companies to join the fight to end hunger, for everyone, for good."

-Charles E. Owubah, Ph.D., CEO, Action Against Hunger





Awards and Recognition

Avery Dennison India was recognized by CSR Times as **Team of the Year**. AD India's Serve Environment & Welfare Activities (SEWA) CSR team was honored for their impactful skill development initiatives in Gurgaon, Pune and Greater Noida. Over the past few years, the team has impacted over 10,500 lives directly and over 15,000 lives indirectly across the country.

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Our Skill Development initiatives have been instrumental in uplifting several marginalized segments of society, ranging from economically underprivileged children and women to the transgender community, as well as influencing positive shifts within the broader network that surrounds them.

-AD CSR SEWA Team



Foundation

Learn more at averydennison.com/foundation

Follow our hashtags on social to view more of our CSR efforts



#togetherAD #ADvolunteers