

Corporate Social Responsibility

Avery Dennison's commitment to strengthening the communities and environments where we operate.

Avery Dennison Foundation leads these efforts and last year focused its giving in these core areas:

- Education
- Women's Empowerment
- Sustainability
- Diversity, Equity & Inclusion (DE&I)



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2021 Avery Dennison Foundation \$5.1M

Avery Dennison Foundation Grants Issued January – December 2021

<p>USA Mentor Schools Foundation 15 year commitment \$10,000</p>	<p>India IIE InvEnt India 9th Spirit of Invention and Innovation \$100,000</p>	<p>USA Scholarship America Scholarships for employees' children in the U.S. \$50,400</p>
<p>Argentina Fundación Leer A literacy program in Buenos Aires, Argentina \$17,000</p>	<p>Brazil Associação Beneficente ABID Enhance foster care services in São Paulo, Brazil \$132,000</p>	
<p>India Smile Foundation Female empowerment in two Delhi villages \$124,000</p>	<p>Honduras World Vision Life skills programs for at-risk women in Honduras \$200,000</p>	<p>Burundi & Pakistan Right to Play USA Education programs for girls in Burundi and Pakistan \$100,000</p>
<p>Global Universal Access Project of the United Nations Foundation The Resilience Fund for Women in Global Value Chains \$250,000</p>	<p>China Gesanghua Education Foundation Hygiene care packages for girls in Qinghai, China \$88,000</p>	
<p>Indonesia WRAP FLAWLESS Project Reduce food waste in Indonesia \$200,000</p>	<p>USA Lake-Geauga Habitat for Humanity Housing for low income families in Painesville, Ohio \$50,000</p>	
<p>USA Cleveland Contemporary Chinese Culture Association Enhance Chinese language and culture in Northeast Ohio \$10,000</p>	<p>USA Westlake Chinese Culture Association Enhance Chinese language and culture in Northeast Ohio \$10,000</p>	<p>USA LGBT Community Center of Greater Cleveland LGBTQ+ awareness and programming in Northeast Ohio \$25,000</p>
<p>USA Youth Opportunities Unlimited Job readiness and training to youth in Cleveland, Ohio \$50,000</p>	<p>Brazil Pro-Saber SP Institute Literacy through play in São Paulo, Brazil \$25,000</p>	<p>USA HOLA Ohio Support a new Hispanic Community Center in Painesville, Ohio \$200,000</p>
<p>USA Wounded Warrior Project Mental Health Initiative Support for veterans living with post-traumatic stress disorder \$25,000</p>	<p>The Netherlands Stichting VHTO Gender diversity in STEM programs in The Netherlands \$10,000</p>	<p>Latin America Special Olympics Latin America Support for people with intellectual disabilities in Latin America \$60,000</p>
<p>USA The Diversity Center of Northeast Ohio School & Youth DE&I Programming in Northeast Ohio \$50,000</p>		

“The American India Foundation is so grateful to Avery Dennison for being a partner in this work at this crucial moment in India. The ability to address the shortage of hospital beds has been instrumental in providing relief.”

– AIF's CEO Nishant Pandey



\$3.7M

ADF Employee Assistance Fund

The Employee Assistance Fund 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, \$3.7M has supported individuals and charitable organizations globally. The fund is administered by Global Impact.

<p>COVID Response</p>	<p>India American India Foundation Support a health infrastructure to meet the acute shortage of portable hospital beds \$230,658</p>	<p>India American India Foundation Sourcing of COVID vaccines, supply diagnostic and medical emergency equipment and kits to hospitals; create vaccination awareness; and mitigate nutrition gaps due to COVID-19 among women and children. \$235,000</p>	<p>Sri Lanka Rotary Club Kandy Provide ICU beds, ventilators and other equipment at a rural hospital in the country's Central Province \$50,000</p>
	<p>Brazil Médecins Sans Frontières Overall response to COVID in-country including vaccine coordination and medical supplies \$100,000</p>	<p>Vietnam Red Cross Long An Support COVID response through the Red Cross Vietnam in Long An \$60,000</p>	<p>Vietnam Red Cross Bac Ninh Support COVID response through the Red Cross Vietnam in Bac Ninh \$10,000</p>

Disaster Relief

\$60,000

GlobalGiving

The Foundation partnered 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.

Employee Engagement Highlights

Highlighting employees' activities to improve the quality of life for people in local communities.



India

Avery Dennison India supported the Smile Foundation's 'Health Cannot Wait' campaign, to boost the distribution of oxygen concentrators and life saving ventilators to government health institutions and 1 million front line workers.



Ireland

Avery Dennison Medical Longford showed their support for International Women's Day by donating proceeds from a staff-driven competition to Longford Women's Link, a local organization that provides education and training opportunities for women in the community.



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 benefited **Doctors Without Borders/Médecins Sans Frontières**.



DE&I Partnerships

- Avery Dennison Foundation Funding and Business Partnerships:**
- INROADS
 - HOLA
 - Harvey High School Mentoring Program (Mentor, OH)
- Internships**
- The company has recently hired interns from community partners such as Esperanza, the National Society of Black Engineers (NSBE) and Black Professionals Association Charitable Foundation (BPACF).

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.

2021 global impact:

80 grants	5 continents	33 countries	\$800K awarded
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2021 **LEADERSHIP EXCELLENCE AWARDS**

AVERY DENNISON FOUNDATION AWARD

The Avery Dennison Foundation Award was created to spotlight employees who demonstrate a sustained personal commitment to community service. The award recognizes individual employees or teams that have made outstanding efforts in championing to community globally and volunteerism to enhance the quality of life in communities at the local, national or global level. In 2021, we recognized 3 teams and 2 individuals.