

2024

Corporate Social Responsibility & Avery Dennison Foundation Report



Our world faces many diverse challenges, yet one thing remains consistent—the desire to help. At Avery Dennison, we believe in Making Possible—not just for business but also for the people around us and the planet we share.

This belief fuels our commitment to Corporate Social Responsibility (CSR). It inspires our company and employees to generously give their time, talent, and resources to uplift those in need and create a more just and sustainable world. Through the Avery Dennison Foundation (ADF), we go even further. We invest in education, empower communities, and champion environmental sustainability. We support those working tirelessly to address inequities and unlock potential around the globe.

This report reflects the collective passion and dedication of our employees, partners, and the Avery Dennison Foundation. Together, we are Making Possible a brighter future for generations to come.

2024 Company and
Foundation contributions

\$4.9M

Avery Dennison Foundation

2024 Grant Awards

Avery Dennison Foundation envisions a diverse, equitable, sustainable global community where people and the planet thrive. We operate with the mission to support communities globally to address inequities through improved:



Education
Access

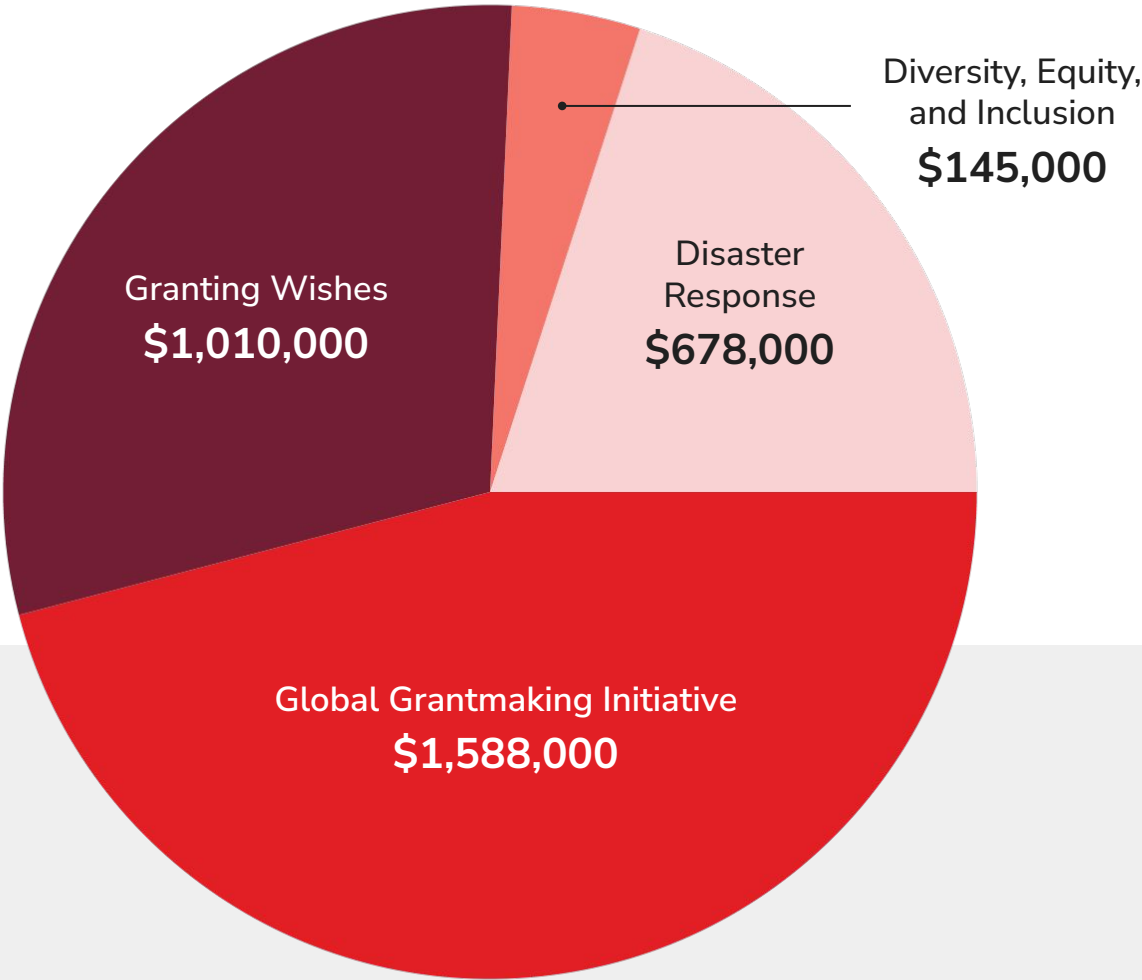


Environmental
Sustainability



Secure
Livelihoods

To advance these guiding principles, ADF offers several grantmaking programs including: Global Grantmaking Initiative; Diversity, Equity, and Inclusion; Granting Wishes; and Disaster Response.





Global Grantmaking Initiative

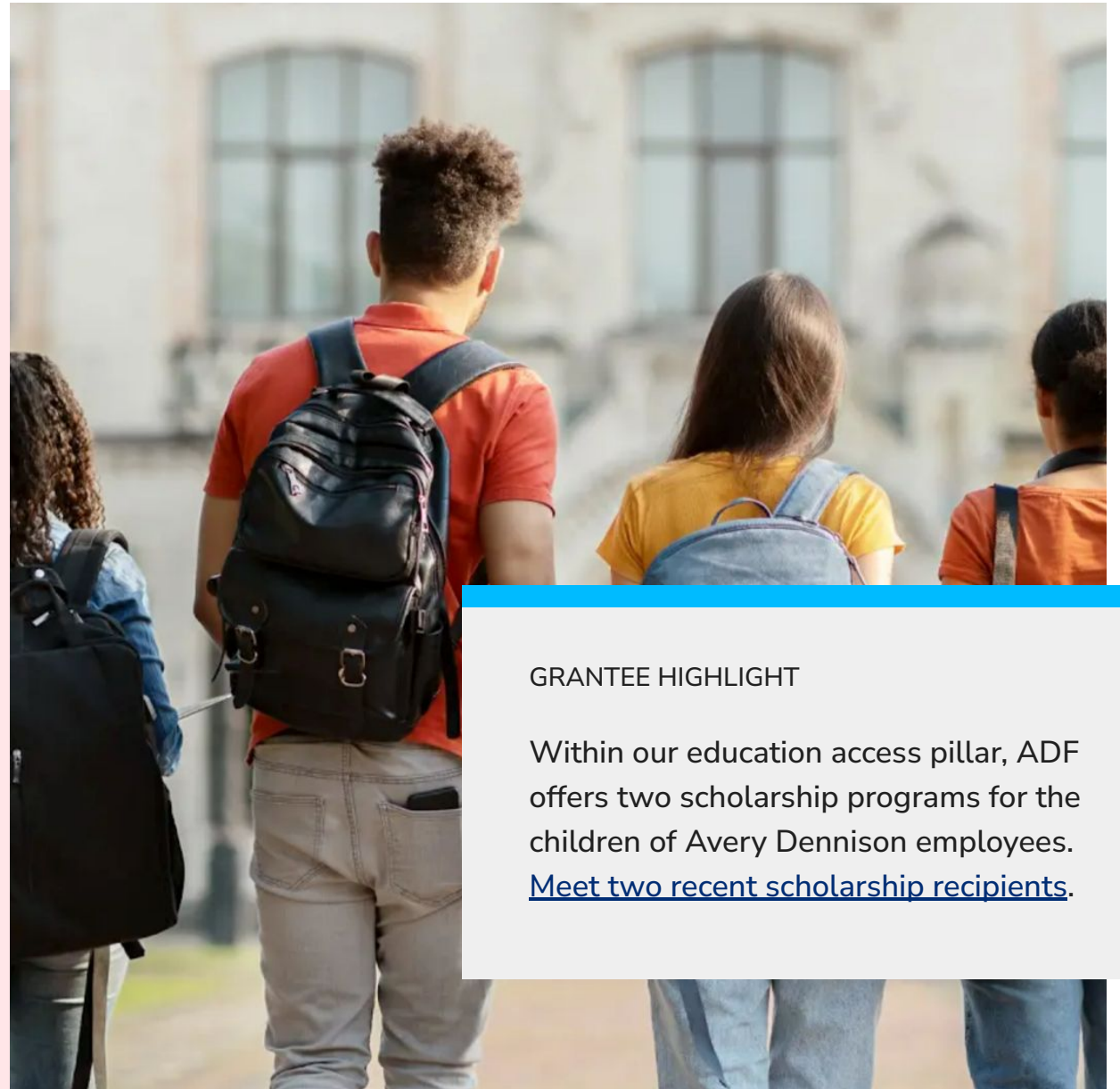
2024 Education Access Grants

We support organizations addressing inequitable access to educational opportunities. Examples include:

- Associação Beneficente ABID (Brazil)
- Minds Matter Cleveland (United States)
- The Womanity Foundation (Afghanistan)

We support scholarship opportunities globally in partnership with:

- Institute of International Education (Multiple)
- Scholarship America (United States & Canada)



GRANTEE HIGHLIGHT

Within our education access pillar, ADF offers two scholarship programs for the children of Avery Dennison employees. [Meet two recent scholarship recipients.](#)



Global Grantmaking Initiative

2024 Environmental Sustainability Grants

We support efforts to improve environmental sustainability through climate resilience, mitigation and adaptation.

Examples include:

- Avina Americas (Brazil & Mexico)
- Beijing Roots & Shoots (China)
- Global Forest Generation (South America)
- Quang Binh Community Development (Vietnam)

GRANTEE HIGHLIGHT

ADF Grantee, Global Fund for Children, empowers youth to lead climate action in Southeast Asia. [Learn more.](#)





Global Grantmaking Initiative

2024 Secure Livelihoods Grants

We support causes that increase access to economic opportunities for marginalized populations.

Examples include:

- Building Markets (Colombia)
- Czechitas z.u. (Czechia)
- Defence for Children International (Greece)
- The Hunar Foundation (Pakistan)

GRANTEE HIGHLIGHT

[Learn how ADF grantee](#) Women Win is changing gender norms, boosting confidence and enabling entrepreneurship for girls, women, transgender and non-binary people.

“Thanks to this grant, we supported 19 previously FREE-funded grantees with renewal funding focused on increasing the long-term sustainability of their projects and strengthening their organizational capacity.”

Yvonne Henry, Director of Brands at Women Win



Global Disaster Relief

Disaster Relief

The Foundation continued its partnership with [GlobalGiving](#) to make giving during disasters faster and more locally focused.

Through GlobalGiving, ADF and company employees donate to local organizations that know and understand the communities struck by natural and humanitarian disasters. In 2024, funds supported affected communities in Brazil, Japan, Spain, US and others.



ADF Employee Crisis Fund

The ADF Employee Crisis Fund (ECF), administered by [Global Impact](#), supports employees directly impacted by natural disasters and humanitarian crises.

In 2024, the fund was activated in response to crises in Bangladesh, Brazil, and North Carolina, supporting 1554 affected employees.

“I am so grateful we work for a company that cares... I appreciate this effort and the relief fund is definitely a great surprise that will take some stress off all our backs.”

AD employee impacted by Hurricane Helene & ECF Recipient

Diversity, Equity and Inclusion

ADF works with Avery Dennison's global and regional Diversity, Equity and Inclusion Councils and Employee Resource Groups to make these employee-driven grants. Learn more about how ADF supports LGBTQ+ equity and inclusion globally [here](#).



In 2024, ADF made eight grants to support diversity, equity and inclusion programs in six countries.

North America

- American Civil Liberties Union of Ohio (United States)
- Hispanic Heritage Foundation (United States)
- United Negro College Fund (United States)

Europe

- Association MaMaMa (France)
- Fondation Le Refuge (France)
- Special Olympics Europe Eurasia Foundation (Netherlands & Poland)

Asia Pacific

- APCOM Foundation (Thailand)
- Network of Organizations Working for People with Disabilities Pakistan (NOWPDP)

Granting Wishes

Granting Wishes is an employee-driven giving and volunteer program that empowers employees globally (except in China due to government regulations) to identify local NGOs to receive financial and employee volunteer support.



2024 GLOBAL IMPACT:

101
grants

5
continents

34
countries

\$1M+
awarded

Granting Wishes



Avery Dennison in Community



Sri Lanka

Employees in Sri Lanka volunteered at the opening of HandTech's showroom. HandTech empowers rural, traditional artisans by connecting with technology to showcase and sell their products.



Africa

A team of employees organized an online fundraiser to support JustdiggIt, an NGO that serves multiple African nations. JustdiggIt is committed to regreening African landscapes over the next 10 years to combat climate change.



United States

In Ohio, employees volunteered for The Miracle League of Lake County's baseball opening day event. Volunteers helped people with disabilities experience the joy and excitement of a day at the ballpark.

Avery Dennison in Community



Honduras

Following a fire in Las Minas, Villanueva; local employees volunteered to plant 150 trees to help the area recover and support the local water supply.



Netherlands

On National Girls' Day, employees worked with the local NGO, VHTO, to welcome students and educators to our European main office to highlight STEM professions for girls and women.



Hong Kong

The local law department continued its support for HER Fund, an organization that mobilizes resources for women's empowerment, social change and gender equality.

Grantees in Action



Fundación Avina is a global NGO that promotes large-scale systemic change with three focus areas: climate action, a fair and regenerative economy, and democratic innovation. The organization hosted Avery Dennison and Foundation staff in Mexico to learn about their recycling work with local municipalities.



Dutch NGO, **Sheltersuit** recycles textiles into convertible clothing and shelter for people experiencing homelessness. In addition, their factory serves as a training facility to help refugees and newcomers to the Netherlands gain employment and adapt to life in their new country. Avery Dennison and Foundation staff helped produce Shelterbags and learn more about Sheltersuit's impact.



Beijing Roots & Shoots, part of the Jane Goodall Institute's global network, is focused on empowering youth to influence and lead environmentally responsible change in their communities. The NGO hosted Avery Dennison and Foundation staff in China to meet with students engaged in their environmental leadership programming.

MAKING POSSIBLE™



Foundation

averydennison.com/foundation

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



#togetherAD #ADvolunteers