



Press Release

For Immediate Release

AVERY DENNISON EARNS TOP SCORE ON HRC FOUNDATION'S 2022 CORPORATE EQUALITY INDEX, RANKS AS A BEST PLACE TO WORK FOR LGBTQ+ EQUALITY

Company achieves 100% score on HRC Corporate Equality Index – the nation's foremost national report measuring corporate policies and practices related to LGBTQ+ workplace equality.

Glendale, Calif., January 27, 2022 – Avery Dennison today announced that it has earned a score of 100 on the Human Rights Campaign (HRC) Foundation's 2022 Corporate Equality Index (CEI). By satisfying all CEI criteria, the company now also ranks among [HRC's Best Places to Work for LGBTQ+ Equality](#).

"We're proud to have earned a CEI score of 100% and honored to be included among the HRC Foundation's Best Places to Work for LGBTQ+ Equality. These achievements represent progress on our journey to create a more diverse, equitable and inclusive environment where employees can bring their full and authentic selves to work each day," said Deena Baker-Nel, vice president and chief human resources officer, Avery Dennison.

As the national benchmarking tool measuring policies, practices and benefits pertaining to lesbian, gay, bisexual, transgender and queer employees, the HRC Foundation's Corporate Equality Index rates companies on detailed criteria within the following four categories:

- Nondiscrimination policies across business entities
- Equitable benefits for LGBTQ+ employees and their families
- Supporting an inclusive culture
- Corporate social responsibility

Avery Dennison's high mark reflects its compliance with these criteria, including the recent equity-based extension of its U.S. healthcare coverage now for both same sex and opposite sex domestic partnerships.

“Avery Dennison continues to cultivate an inclusive culture through our Global and Regional Diversity, Equity & Inclusion (DE&I) Councils, and Employee Resource Groups (ERGs), including UNITE – a global ERG dedicated to the company’s LGBTQ+ community with chapters around the world,” said Michael Barton, vice president and general manager, Global Apparel Solutions, Avery Dennison and chair of the company’s North America DE&I Council.

Avery Dennison was recognized by Forbes as one of America’s Best Employers for Diversity in 2020 and is a proud supporter of PwC’s CEO Action for Diversity & Inclusion.

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About Avery Dennison

Avery Dennison Corporation (NYSE: AVY) is a global materials science and manufacturing company specializing in the design and manufacture of a wide variety of labeling and functional materials. The company’s products, which are used in nearly every major industry, include pressure-sensitive materials for labels and graphic applications; tapes and other bonding solutions for industrial, medical and retail applications; tags, labels and embellishments for apparel; and radio-frequency identification (RFID) solutions serving retail apparel and other markets. Headquartered in Glendale, California, the company employs approximately 32,000 employees in more than 50 countries. Reported sales in 2020 were \$7.0 billion. Learn more at www.averydennison.com.

About the HRC Foundation

The HRC Foundation – a tax-exempt 501(c)(3) organization – envisions a world where all LGBTQ+ people can participate fully in the systems that shape our daily lives. Through public education, research, and policy and practice change, the Foundation’s impact can be felt in schools, on factory floors and corporate suites, and in places of worship. It touches LGBTQ+ lives from childhood through end-of-life, people of all races, ethnicities, sexual orientations, gender identities, abilities and religious beliefs, in big cities and small towns, in the United States and across the globe. <https://www.thehrcfoundation.org/>

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