

*Updated May 18, 2020*

**What does the term ESG refer to?**

Environmental, Social and Governance (ESG) policies are those in which we incorporate and commit to an extra set of standards of social consciousness. It may bring to mind environmental issues such a climate change and resource scarcity, but the term stands for much more. The three parts of ESG are:

**Environmental:** Environmental criteria may include a company’s energy use, waste, pollution, natural resource conservation and treatment of animals. The criteria can also be used in evaluating any environmental risks a company might face and how the company is managing those risks.

**Social:** Social criteria look at a company’s relationships with its employees and other businesses. The criteria include unethical and unsafe employee or supply chain practices, product safety and data security.

**Governance:** Governance criteria includes accurate and transparent accounting methods, as well as ensures stockholders are given an opportunity to vote on important issues. Lack of appropriate Board oversight and decision-making structures can undermine investor confidence in management.

**Does the Matthews International disclose an enterprise-level human rights policy?**

Yes, Matthews International has a comprehensive enterprise-level human rights policy that is applied to all Company operations regardless of geographical location. The Board of Directors is responsible for Matthews International’s policy on human rights. We also are in accordance with the United Nations Global Compact and strictly follow their guidelines.

**How does Matthews International promote diversity and equality in the workplace?**

At Matthews International, we are committed to the protection of women’s rights and the rights of all minority groups. We fundamentally believe that inclusion and diversity fosters innovation and a positive work life. To us, this goes well beyond gender, race and ethnicity. We believe the protection of diversity must include diverse religious and political beliefs, education, socioeconomic backgrounds, sexual orientation, cultures and disabilities.

**What is Matthews International’s stance on the right to water?**

As a signatory to the United Nations Global Compact, we identify the right to water as a fundamental human right. This means, we believe everyone is entitled to have access to sufficient, safe, acceptable, physically accessible and affordable water for personal and domestic use.

### **How does Matthews International promote labor rights including health and safety in the workplace and beyond?**

At Matthews International, we have a [Code of Conduct](#) that goes into detail about our views on labor rights as well as health and safety. Some of the topics we want to highlight are as followed:

- We firmly stand against any form of forced and child labor including, but not limited to, slavery and human trafficking. We believe in this to the extent that we require all vendors and suppliers to take the same stance.
- We do not tolerate any form of harassment in the workplace.
- Health and safety are a primary concern at Matthews International and that is why our health and safety team track all incidents at every location globally as they constantly work on effective ways to reduce health and safety related incidences. Specifically, Matthews International has a robust occupational health and safety policy that covers all operations in every facility.
- Any misconduct observed in the workplace including vandalism, harassment, drug abuse, IT security, theft, discrimination and safety issues should be reported via [www.matw-ethics.com](http://www.matw-ethics.com).

### **What kind of training do Matthews International employees receive?**

Employees of Matthews International go through a standardized training program in which our goal is for them to learn everything necessary to be a successful employee. This includes, but is not limited to:

- Workstation and site familiarization.
- An introduction to each employee's role and team; such as general work processes, job specific training and weekly check-ins.
- A global business overview of Matthews International including our organization structure, commitment to safety and Matthews' values.
- Applicable business code of conduct and ethics training from Corpedia, anti-corruption training, safety training, lean training and human rights and IT security awareness training.
- HR system familiarization and business systems training.

### **How does Matthews International manage its Environmental, Social and Governance (ESG) responsibilities?**

- Matthews International has a Global Steering Committee dedicated to ESG with oversight by the Board of Directors. The Committee has administration of all policies and operational control in the areas of environmental, health and safety and social risks. The Committee meets once a quarter on a date when all members can be in 100% attendance, either in person or video conference. The Committee is led by corporate sponsor, Steve Nicola, Matthews International CFO, and reports directly to Joseph Bartolacci, Matthews International CEO.

**What does Matthews International do to positively impact the community?**

Matthews International is committed to being a good neighbor in the communities we work and service. Matthews International has its own charity, Matthews Children's Foundation, that has supported numerous children's charities across the United States by donating over \$4 million since its inception. We partner with United Way and the Leukemia Lymphoma Society and participate in numerous events with them throughout the year.