

Newell Brands Policy on Diverse Slates

At Newell Brands, we take seriously our responsibility to attract, develop and retain a diverse workforce and foster an environment of inclusion and belonging. We are committed to significantly improving the representation of women and POC in leadership roles and have already made meaningful strides in 2020 as we continue to look for ways to strengthen our diversity throughout the Company.

As our ongoing assessment and diagnostic work continues, **casting a wide net for candidates, to ensure access to the best, brightest and most qualified candidates, is an important step toward developing a more diverse population.** Therefore, our new Policy on Diverse Slates is part of our first set of quantitative diversity goals publicized internally and externally.

Specifically, as we have been doing for more than a year, **we will not move forward with making a job offer on a US new or open role posted externally at the Director level (or higher) unless the hiring manager has been presented for serious consideration with at least two candidates who are (i) women and/or (ii) candidates of color (i.e., a candidate who identifies other than as white/ Caucasian) and/or (iii) openly LGBTQ.** We will apply the same policy to filling vacancies on our Board of Directors as well, should the opportunity arise.

We take this exercise seriously and see it as a business imperative. After further diagnostic work, we anticipate we may identify other areas on which to focus to ensure that our employees have equal opportunity for advancement. Diverse people, voices and ideas result in a dynamic company culture, business innovation and engaged employees. We strive to create an environment where our team members can bring their authentic selves to work, experience a strong sense of belonging and flourish and prosper based on their merit, talent and performance. Our diagnostic work will guide our efforts to build a best-in-class, winning culture.

We look forward to presenting our findings and progress each year in our Corporate Citizenship Report.