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# Environmental, Social, and Governance Report

Responsible Corporate Stewardship for a Connected World

**PANDUIT™**

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## About This Report

Panduit is committed to Environmental, Social, and Governance (ESG). Our ESG report highlights our progress and demonstrates transparency, as we establish and meet critical performance benchmarks in the key areas of environmental stewardship, community support, diversity and inclusion, and ethics and compliance.

Our ESG commitments will help shape our journey as we continue to innovate and enable our customers to create more meaningful connections.





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# Panduit at a Glance

For more than 65 years, Panduit has been providing innovative infrastructure solutions to help connect our world. That innovation continues today with Panduit's delivery of dependable, scalable network connectivity and robust, reliable electrical infrastructure. Each product and solution we create helps modern enterprises make more meaningful connections and thrive.

## Core Values

Panduit is committed to our core values, which guide how we do business.



**QUALITY**  
In all we do



**CUSTOMERS**  
Get our best



**INNOVATION**  
Everywhere, every day

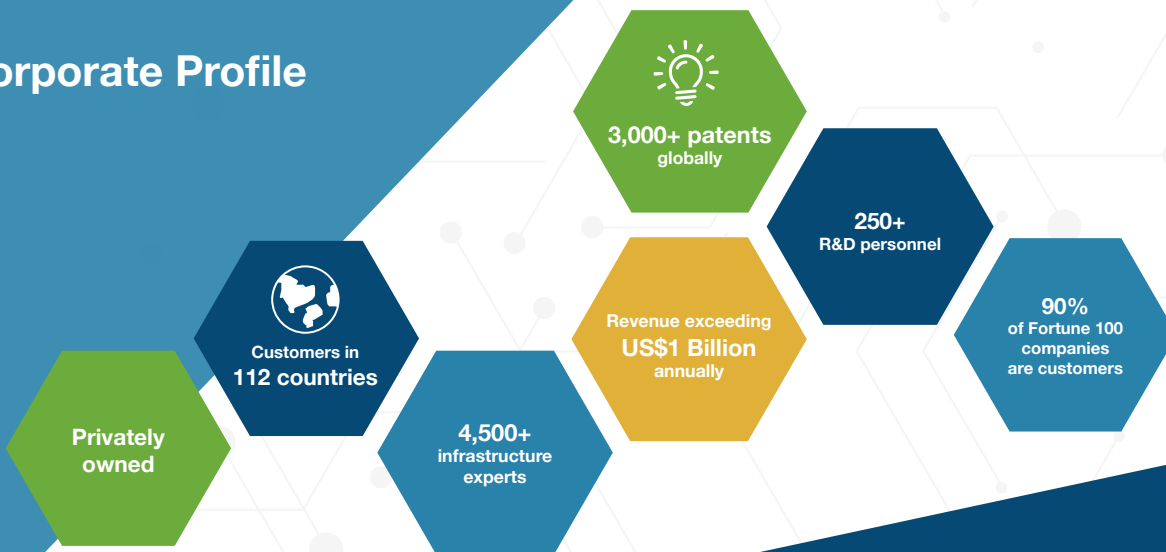


**OUR PEOPLE**  
Make the difference

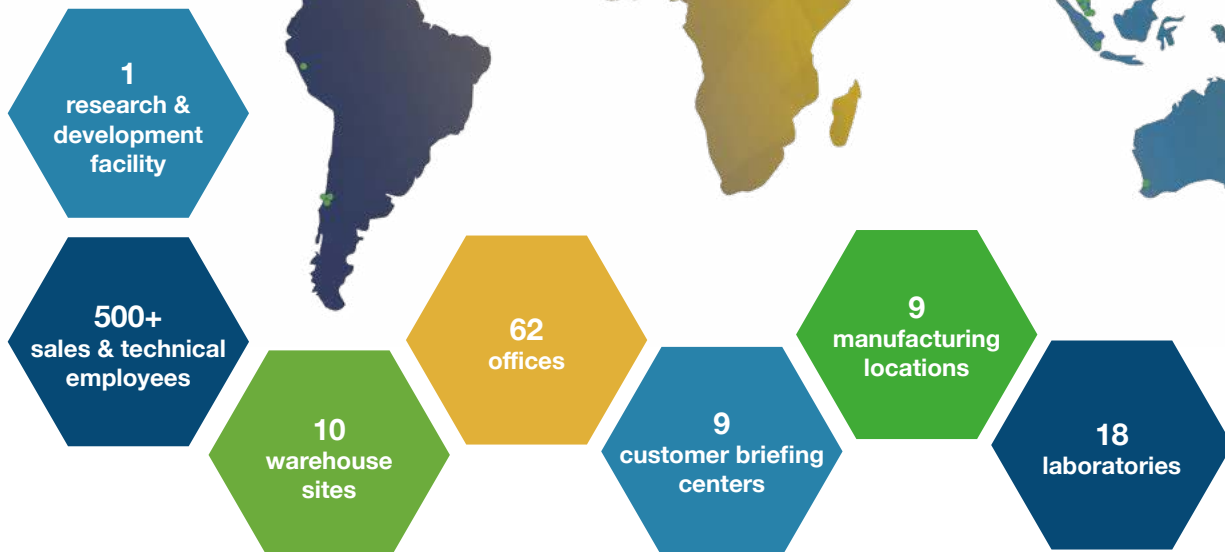


**INTEGRITY**  
Always

## Corporate Profile



## A World of Connections



# From Our Executive Chairman and Our CEO

2020 was the most challenging year in recent history, bringing a global pandemic and, with it, new business challenges. Through it all, Panduit continued its business operations uninterrupted, while focusing on employee safety as a top priority.

One thing that became increasingly clear this past year was that connectivity is more important than ever. We are focused on bringing our community closer together while we achieve business goals through enduring innovation and increased efficiencies—working smarter to deliver infrastructure solutions to our customers.

Critical to that is sustainability, a key driver for future growth. Our customers recognize this as well, and they want to partner with companies that are committed to sustainable business practices and to making a positive social impact in the workplace and in the communities they serve around the globe. With this in mind, Panduit has created its first Environmental, Social, and Governance (ESG) Report, which highlights our ESG commitments and initiatives that are aligned to our company mission and core values.

These initiatives were developed by our dynamic team of business professionals, and we recognize

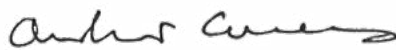
that our employees are key to our success, and we strive to cultivate a diverse and inclusive work environment. This is always a work in progress; our goal is to build on our strong foundation, making improvements in priority areas addressed in this report.

Our corporate values also guide us to give back to the communities in which we live, work, and do business, and we have created programs and an infrastructure that allow us to do just that.

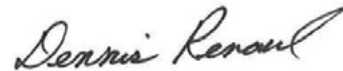
A critical element of our ESG efforts is reflected in all that we do—operating with integrity by striving to make ethical business decisions. Integrity is an integral part of our corporate culture and the foundation for all our activities and business functions.

Our ESG goals will empower our customers, partners, and employees to succeed in a sustainable and connected world.

Sincerely,



Andrew Caveney  
Panduit Executive Chairman



Dennis Renaud  
Panduit Chief Executive Officer





Panduit is committed to our core values, which serve as our guide to how we do business. Our Environmental, Social, and Governance initiatives also reflect our core values with the goal to empower our customers, partners, and employees to succeed in a sustainable and connected world.

— **Andrew Caveney, Panduit Executive Chairman**



There is a new accountability for ESG principles—from how we develop sustainable business practices, to how we give back to the communities we live and work in, to how we support an increasingly diverse workforce and how we govern ourselves. It is our responsibility as a company operating in a global community to deliver on each and every one of these ESG pillars.

— **Dennis Renaud, Panduit Chief Executive Officer**

# Environmental Stewardship

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**Mobilize the talent and resources of Panduit to achieve our environmental stewardship goals and build a sustainable business for our customers and our world.**

*-Panduit Environmental Stewardship Pledge*

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The climate crisis is the existential question of our time, and climate protection is not a task for the future—it is now. Climate neutrality is a great opportunity for a higher quality of life, more social justice, and climate-friendly prosperity. Panduit has started the journey.

— Moritz Aichmann, Strategic Account Manager - Europe

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## A Holistic Approach to Environmental Stewardship

Panduit is constantly exploring ways to minimize its ecological footprint—from sustainable manufacturing processes and energy savings initiatives at our facilities, to the use of environmentally friendly materials in our products, to our world headquarters being recognized as a LEED Gold certified building.

Our customers and partners are increasingly committed to working with companies that care about environmental sustainability. Panduit's commitment to corporate citizenship extends to our pledge to be a good steward to the environment by providing customers with superior, high-performance electrical and network infrastructure solutions while following responsible environmental practices around the globe.

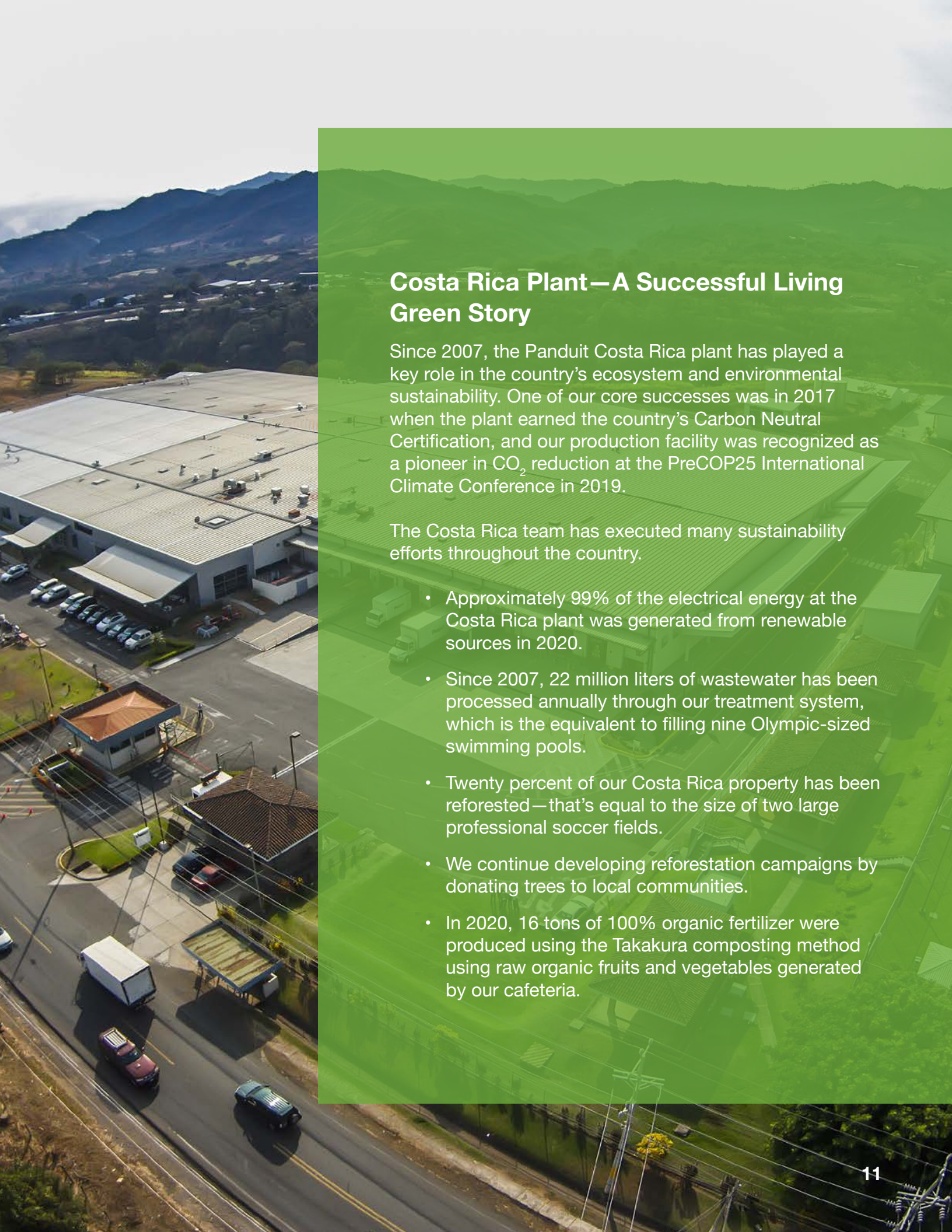
## Building by Example: Panduit's LEED Gold Certified Headquarters

The Panduit headquarters is an example of sustainability in action. Our Leadership in Energy and Environmental Design (LEED) Gold Certified headquarters is a commitment to a healthy, energy-efficient, and sustainable business environment with state-of-the-art features.

- Our high-density, flexible physical layer data center maximizes space utilization and optimizes power consumption. The data center is also cooled by filtered rainwater collected from the roof drainage system.
- Grounds feature plants native to the area that are drought and disease resistant.
- Harvesting light shelves bounce natural light off the ceiling to maximize light distribution.
- The building's green roof helps regulate the temperature of the rooms below.

We continue to evaluate, document, and improve the operation of our building systems with the goal of conserving energy, improving comfort, maximizing productivity, and enhancing operations.





## Costa Rica Plant—A Successful Living Green Story

Since 2007, the Panduit Costa Rica plant has played a key role in the country's ecosystem and environmental sustainability. One of our core successes was in 2017 when the plant earned the country's Carbon Neutral Certification, and our production facility was recognized as a pioneer in CO<sub>2</sub> reduction at the PreCOP25 International Climate Conference in 2019.

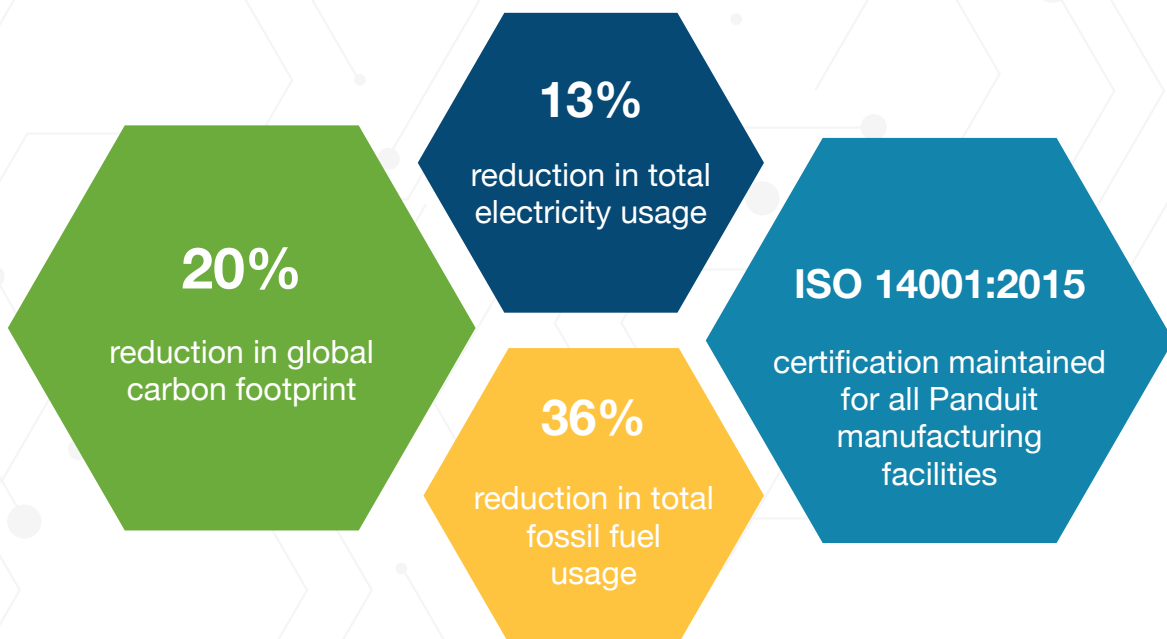
The Costa Rica team has executed many sustainability efforts throughout the country.

- Approximately 99% of the electrical energy at the Costa Rica plant was generated from renewable sources in 2020.
- Since 2007, 22 million liters of wastewater has been processed annually through our treatment system, which is the equivalent to filling nine Olympic-sized swimming pools.
- Twenty percent of our Costa Rica property has been reforested—that's equal to the size of two large professional soccer fields.
- We continue developing reforestation campaigns by donating trees to local communities.
- In 2020, 16 tons of 100% organic fertilizer were produced using the Takakura composting method using raw organic fruits and vegetables generated by our cafeteria.

## Environmental Stewardship Priorities

Panduit supports our customers in their sustainability commitment by pursuing environmental stewardship opportunities that will help us achieve carbon footprint reduction, support the circular economy, eliminate waste, and drive sustainable product innovation.

- **Carbon Footprint Reduction:** Move to renewable energy sources and carbon neutrality
- **Support the Circular Economy:** Convert to post-consumer materials for products and packaging
- **Eliminate Waste:** Attain zero waste to landfill
- **Drive Sustainable Product Innovation:** Increase offering of products designed and developed with sustainability in mind



NOTE: results reflect the past four years (2017-2020)



## Additional Environmental Stewardship Highlights

- Development of innovative products in the data center, intelligent building, and industrial environments, as well as the alternative energy, education, and healthcare sectors.
- Environmental Product Declarations (EPD) are now offered for Panduit copper connectors and cabling, making us the first manufacturer to offer EPDs on both connectors and cabling.
- Panduit instituted a Packaging Council to identify emerging domestic and global packaging trends, improve recycling of packaging materials, identify reusable packaging options, and keep up with changes in global packaging requirements.
- Improved manufacturing processes such as replacement of rotary saws with hot knives to reduce scrap, electricity consumption, noise, and labor maintenance costs.
- Panduit's Category 6A UTP and F/UTP cable are UL-LP certified for use with high-power PoE systems.
- Focus on continued compliance with global and regional environmental standards, including Restriction of Hazardous Substances Directive (RoHS) in Europe and the U.S. and Waste Electrical and Electronic Equipment Directive (WEEE) in Europe.



# Community Support

We partner with our communities to achieve our philanthropic goals and support charitable organizations across the world.



I feel tremendous pride in our community support efforts as they grow, evolve, and make a positive impact in the world around us. Our employees are engaged, enthusiastic, and feel a sense of community while driving positive cultural change through charitable giving and volunteering.

— Wendy Niemiec, Internal Communications  
& Change Specialist



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## Social Responsibility Through Community Outreach and Employee Volunteerism

Panduit lives our commitment to make a positive impact on the lives of our employees, customers, partners, and communities around the world through charitable giving, community outreach, and volunteerism.

Our commitment goes beyond words into consistent action through policies and opportunities for employees and teams to actively participate in community service efforts. For example, Panduit employees have volunteered more than 3,000 hours in their communities since 2019. We also focus teambuilding efforts on community service. We have received positive feedback from our employees and the organizations they support reinforcing our decision to formalize and support this program.

Our service projects also span many sectors—health and human services, education, environmental, and beyond. Their reach and impact extend to the global community where our employees, partners, and customers live and work.

## Panduit's Charitable Efforts Span the Globe

Our philanthropy approach is a blended and inclusive program, offering more than one way to get involved. Panduit's employee community engagement efforts are making a difference around the world.



### Costa Rica Panduit Employees Run for Charity

A group of Panduit Costa Rica employees started a team for those interested in participating in annual races with the goal of supporting local charities. Since that time, the co-ed running team has participated in a number of 10km, 21km, and 42km races and has raised thousands of dollars for local charities.



### Germany Panduit Creates a Special Day for the Homeless

Panduit organized a special day for a social center in Frankfurt that welcomes homeless people and those in need. The team prepared traditional German food but also entertained the guests with singing, watching dog shows, and telling stories and fun facts about other countries. The experience was rewarding for the Panduit team, who enjoyed putting a smile on the faces of people facing daily difficulties and lacking access to a warm meal.



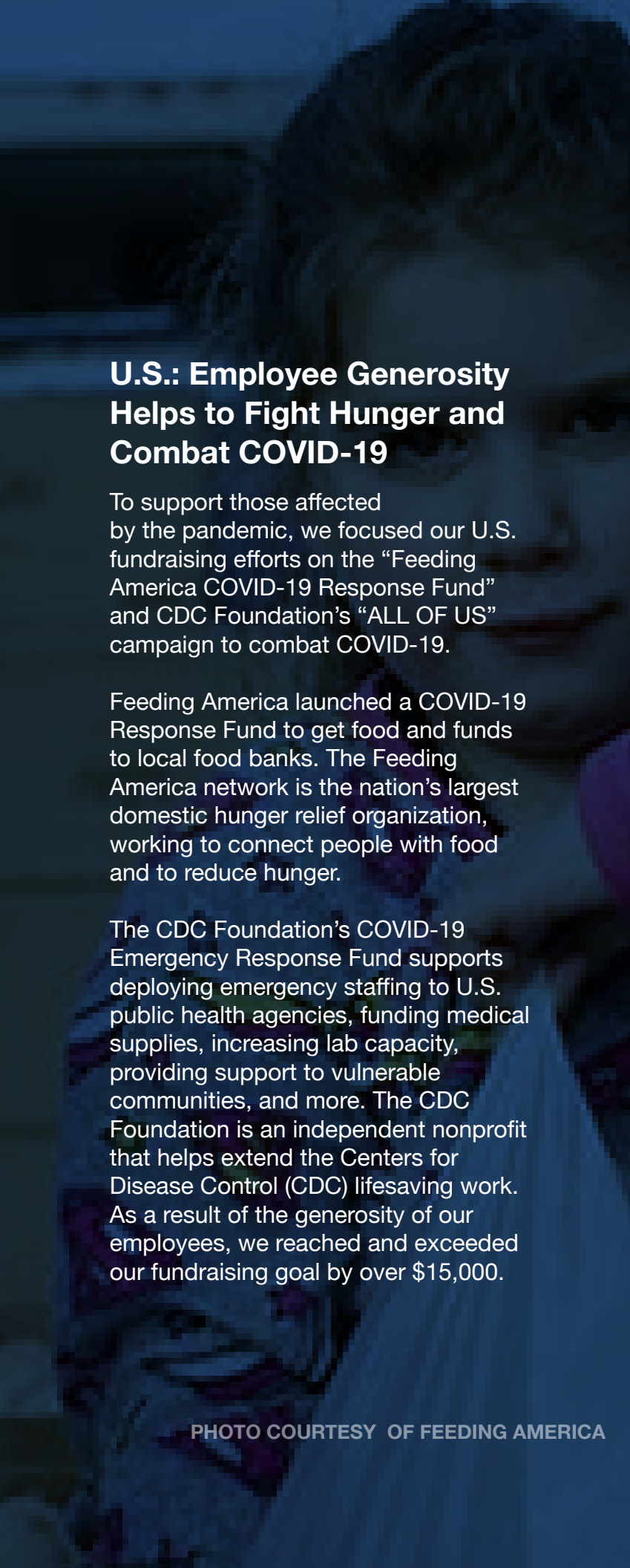
### Australia Supporting a Mission for Homeless Youth

Panduit donated mobile phones and SIM cards loaded with phone credit to the Melbourne City Mission for displaced and homeless young people.



### Relay for Life Activities Support American Cancer Society

In the U.S., Panduit annually chooses a charitable cause or organization to sponsor based on business and community relations. In 2019, we partnered with the American Cancer Society and their Relay for Life program. Employees participated in three regional events as well as corporate sponsorships and company donation, raising almost \$80,000.



## **U.S.: Employee Generosity Helps to Fight Hunger and Combat COVID-19**

To support those affected by the pandemic, we focused our U.S. fundraising efforts on the “Feeding America COVID-19 Response Fund” and CDC Foundation’s “ALL OF US” campaign to combat COVID-19.

Feeding America launched a COVID-19 Response Fund to get food and funds to local food banks. The Feeding America network is the nation’s largest domestic hunger relief organization, working to connect people with food and to reduce hunger.

The CDC Foundation’s COVID-19 Emergency Response Fund supports deploying emergency staffing to U.S. public health agencies, funding medical supplies, increasing lab capacity, providing support to vulnerable communities, and more. The CDC Foundation is an independent nonprofit that helps extend the Centers for Disease Control (CDC) lifesaving work. As a result of the generosity of our employees, we reached and exceeded our fundraising goal by over \$15,000.

PHOTO COURTESY OF FEEDING AMERICA

## **Employees Around the World Support Pandemic Community Efforts**

Beyond our commitment to the continued operation of our customers’ essential businesses and to the health and safety of our employees during this unprecedented time of global crisis, our efforts also extended into the communities where our employees live and work around the globe.

### **China: Donation Supports Back-to-School Student Safety**

To help protect students and teachers headed back to Wangjian Primary School following the pandemic, Panduit donated 180 health packages to the school.

### **U.S.: N95 Masks Donated to Local Chicago Hospitals**

We donated N95 masks to five local area hospitals and healthcare facilities in Chicago.

### **Japan: Donation Provides Surgical Masks for Frontline Workers**

Along with a generous donation through an NGO, Peace Winds Japan, Panduit provided surgical masks to 526 medical institutions.

### **Global: Manufacturing Employees Support Pandemic Response**

Panduit manufacturing employees directly supported pandemic response efforts globally by producing Panduit products that were donated to help others supply critical components for hospitals, testing sites, and call centers.



# Diversity and Inclusion

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We want our employees to know they are valued and experience a sense of belonging.

I've found that, no matter how successful a company has been in the past, creating sustainable customer value hinges on its ability to innovate and tap into a new element of perspectives that will fuel innovation and drive stronger business results. I am encouraged in Panduit's long-term future because of the company's commitment to listen to employees, celebrate employee differences, and foster a more collaborative workplace environment.

— Ronald Greaves, Alternative Energy Business Lead

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## Diversity and Inclusion

We believe a culture of inclusion and diversity is critical to our ability to deliver industry leading infrastructure solutions for a connected world. Our goal is to increase the value we bring our customers by reimagining our culture, programs, initiatives, policies, and talent practices. This inclusive culture empowers Panduit to access the best mix of talent, value employees' unique insights and perspectives, innovate, and deliver exceptional customer service.

Panduit's diversity and inclusion initiatives are CEO-led, and an example of this is our CEO joining nearly 2,000 other CEOs to take an action pledge that demonstrates our commitment while sharing best practices with other leaders. This commitment extends from words into actions through a D&I strategic plan and working to create an inclusive environment where employees can freely have conversations around diversity.

Inclusion and belonging have always been important in the workplace, and there is a need for even greater awareness and action today as our world faces the need for racial justice and equality. With a demonstrated need for companies and individuals to rise to the challenge, it is clear that no company can be insular; we operate within a broader, diverse society.

Our journey has just begun. For diversity and inclusion initiatives to be successful, we must challenge ourselves to embed D&I even more deeply into our culture and systems while we expand our efforts globally.



## Diversity + Inclusion, a Winning Combination

Diversity and inclusion are inextricably connected, but also unique concepts. Diversity is the collective mixture of individual and organizational characteristics, values, beliefs, experiences, abilities, background, preferences, and behaviors that shape our insight and perspective.

The goal of inclusion is to create an environment in which all individuals are valued for their unique perspectives, everyone feels like an important part of everything they do, and each individual feels a sense of belonging. It's not only good for morale, but good for our collective performance. For inclusion to be successful, we must be open to different points of view and allow employees to express their individuality.



## Panduit Diversity and Inclusion Vision

Panduit aspires to be recognized by our employees, our community, and our customers as a company that embraces diversity and inclusion. We want to leverage an expanded pool of talent, seek out and attract diverse candidates, increase employee engagement, and bring unique perspectives to our decision making and innovation.

## Our D&I Priorities: Workforce, Workplace, Marketplace

Throughout the past year, Panduit has made much headway in creating an infrastructure for diversity and inclusion, including developing a vision statement, focusing on D&I priorities, creating a D&I Council, and executing a variety of Employee Resource Groups activities.

### Workforce

- **Recruitment Awareness and Sourcing**

We have built recruitment strategies and systems to source, market, hire, monitor, measure, and onboard the acquisition of diverse talent for Panduit's workforce. We have a commitment to broadening our talent pipeline and are taking action.

### Workplace

- **CEO Action**

In signing a pledge along with 2,000 other CEOs, Panduit has committed to advancing diversity and inclusiveness with these goals in mind: making it safe to have D&I conversations; implementing unconscious bias education; sharing best practices with other leaders; and creating a D&I strategic plan. Employees are also encouraged to sign their own I ACT ON Pledge, a personal commitment any individual can make to help drive inclusive behavior in everyday life. Along with the CEO Pledge, this enables all employees to be able to bring their best selves to work and unleash their full potential.



### The I ACT ON Pledge

I pledge to check my bias, speak up for others, and show up for all.

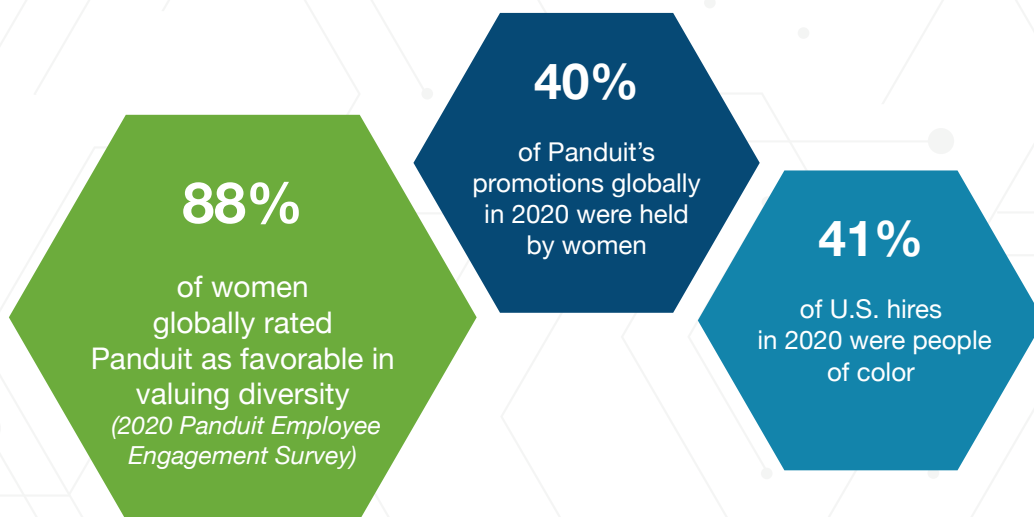
— CEO Action for Diversity & Inclusion™

- **Day of Understanding**

All employees contribute to our progress in diversity and inclusion, and the annual Day of Understanding brings employees together for courageous conversations that build greater relationships and help us all recognize our abilities in bringing about change. We discuss, learn, and appreciate differences as we grow together to build an inclusive workplace.

- **Employee Engagement**

Panduit has experienced a steady rise in employee engagement with increases in all engagement factors so we have top quartile results for our industry benchmark.



- **Manager D&I Training**  
Panduit provided unconscious bias training to U.S. managers and will be extending training to employees globally as well as emphasizing education of inclusive recruitment practices for managers.
- **Internal Communications**  
Panduit is spreading the word about the importance of D&I throughout the organization via Global Town Hall meetings, employee videos, coffee break activities, and listening sessions. We also communicate global holidays and celebrations.
- **Diversity and Inclusion Council**  
Panduit's Diversity and Inclusion Council, led by our CEO, is active in identifying annual priorities aligned to the Panduit strategy to help us achieve business results and employee engagement.

## Marketplace

- **Communication**  
Through this report, internal and external D&I websites and portals, social media, and participation in D&I associations, Panduit is strengthening its communications about our efforts to the market.
- **Supplier**  
Panduit is dedicated to giving small businesses and women- and minority-owned organizations growth opportunities to provide us with the quality products and services that meet our high standards.



## A Day of Understanding Leads to More Open Conversations

The Diversity and Inclusion Council held its first “Day of Understanding” event on May 8, 2020. Hosted by D&I Manager Jill Sheehan, Council Communications Chair Ronald Greaves, and CEO Dennis Renaud, the goal of the day was to begin having candid conversations around important topics that are often uncomfortable to address.

Approximately 150 employees participated in the event, which featured breakout sessions focused on creating open conversations and provided an opportunity to know people on a more personal level. “This is a step forward in encouraging us to be bolder in our daily interactions and provide a venue where it is safe for all of us to examine our biases that we bring into the office every day,” said Greaves. The Council will continue hosting Day of Understanding events annually, with two scheduled in 2021.

## Employee Resource Groups Elevate Diversity

Recognizing a need to establish a strong foundation for diverse workforce members, we created our first three Employee Resource Groups (ERGs):



Formed through a grassroots network of Panduit staff volunteers, the ERGs provide insights to the Diversity and Inclusion Council regarding specific needs of the workforce. The ERGs are open to all employees; more than 500 members are enrolled in these U.S.-based groups.

In addition to each group's distinct mission and activities, they often partner on collaborative efforts, including networking and product innovation efforts such as the Panduit Shark Tank Ideas event.

Future plans include creation of new ERGs and expansion to the global Panduit communities.



## Panduit Ethics and Compliance

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To maintain an ethics and compliance program that can identify, prevent, detect, and correct illegal and unethical behavior.

- *Panduit Ethics & Compliance Mission*

“ Panduit’s commitment to integrity—one of its core values—is especially critical as the world determines what the new post-pandemic “normal” is. I am proud to work for a company that does not compromise on its principles and always demonstrates an unwavering commitment toward performing business ethically and within the bounds of the law. ”

— Michelle Brooks, Assistant General Counsel  
& Chief Compliance Officer

## Performing with Integrity

Panduit has always demonstrated an unwavering commitment to performance with integrity—one of our core values. As we have grown, our reputation for lawful and ethical conduct has grown with us. To maintain this reputation, every employee must make not only the right decisions, but take the right actions. We continuously monitor the ever-changing regulatory and social landscape, making necessary improvements to our business processes and our ethics and compliance program. This presents an ongoing commitment for us to develop, review, and monitor policies, continually communicate them to our employees and partners, and train them in our best practices.

We strive to conduct business ethically, honestly, and in accordance with the law and the Panduit Code of Ethics and Business Conduct. Our Code and associated policies outline what each of us should do to develop and maintain an open and accountable culture where employees conduct business ethically and freely speak up against unethical conduct without fear of retaliation.

### Anti-Corruption Program and Third-Party Management

Panduit has zero tolerance toward any form of bribery and corruption anywhere in the world. Our Anti-Corruption Policy and our Gift and Entertainment Policy prohibit Panduit employees and anyone working on our behalf from directly or indirectly offering or giving anything of value (including gifts and hospitality) to a government official, commercial entity, or a third party knowing it will be offered or given for purposes of obtaining or retaining an improper business advantage. As a global manufacturer we take this responsibility very seriously and require our third-party business partners to share this same commitment. Therefore, as part of our Anti-Bribery and Corruption Program, in 2021, we will be implementing a risk-based due diligence program to evaluate the third parties with which we do business to ensure they espouse our same commitment to not engaging in bribery or corruption ever and to conducting business with integrity always.

## **Panduit's Code of Ethics and Business Conduct**

Panduit's Code of Ethics and Business Conduct sets the ethical standards that are expected from all our employees and third parties acting on our behalf, worldwide. The Code reflects our core values and serves as a practical guide to help us make the right ethical business decisions.

Our Code demonstrates our commitment to corporate responsibility in areas such as anti-bribery and corruption, human rights, fair labor principles, and workplace safety. We also expect anyone acting on our behalf, such as our distributors and business partners, to conduct themselves in a manner consistent with our Code and related policies. In addition, we require all of Panduit's suppliers to adhere to similar standards set forth in our Supplier Code of Conduct.





## Ethics and Compliance Activities and Accomplishments

We are committed to continually improving, testing, and reviewing our program, and, in 2018, we implemented Panduit's Ethics and Compliance Program 2.0.

- Performed annual legal and compliance risk assessments.
- Created a more robust Code of Conduct & Business Ethics.
- Drafted global business ethics policies such as our Conflict of Interest, Anti-Corruption & Gift and Entertainment policies, as well as other related business processes.
- Implemented annual training programs and communication cadence.
- Refreshed our confidential reporting and investigation process and re-branded our Ethics Hotline as the Integrity Line.
- Created Ethics and Compliance Charter and Risk and Compliance Committee.
- Regularly reported to the Audit Committee and senior management on compliance activities and trends.



### Integrity Line—Panduit's Ethics and Compliance Helpline

Unethical conduct, at any level, can ultimately hurt the company and its stakeholders. If an employee, customer, distributor, supplier, or other business partner sees something they believe may be a violation of the law or Panduit's Code of Conduct, they can file a report online, by email, or telephone via Integrity Line—Panduit's Ethics & Compliance Helpline. All matters will be taken seriously and investigated, and Panduit will not tolerate retaliation against anyone who reports a problem in good faith or participates in an investigation.

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# The Future Looks Bright

This document represents a summary of our corporate responsibility efforts.

As we continue to invest in innovative product development, we continue to work toward progress in our key areas of responsibility: environmental sustainability, diversity and inclusion, community support, and ethics and compliance. With Panduit's history of cutting-edge infrastructure products combined with a customer-centric business model delivered with high standards and values, the future looks very promising.

## Building Infrastructure for a Connected World

Our most important connection is with you. We have the knowledge and experience to help you make the most of your infrastructure investment. Let's connect.