

## 2030+ ESG Commitments and Goals

Under our *Together We Advance* ESG strategy, we've made commitments in specific areas where we see the most opportunity for BD to create meaningful, measurable change over the next decade. These areas are **Climate Change, Product Impact, Responsible Supply Chain, Healthy Workforce and Communities** and **Transparency**, all of which have the potential to create lasting positive impact on our company, our planet, our communities and human health.

To achieve these commitments, we've established 15 goals for 2030 and beyond that we will track to measure the success of meeting our commitments. These goals also continue our commitment of advancing achievement of the UN Sustainable Development Goals (SDGs). Ultimately, at BD, we know that when everyone works together, we will realize a healthy, resilient world for all.

### 2030+ Sustainability Commitments



**CLIMATE CHANGE:** Minimize our contribution to global emissions and utilize our capabilities to address unmet health needs for climate-vulnerable populations.

**2030+ Climate Change Goals:**

1. We will commit to set science-based emissions reduction targets across all scopes, in line with 1.5°C emissions scenarios and the criteria and recommendations of the Science Based Targets initiative.
  - Reduce Scope 1 and 2 emissions 46% by 2030 (from 2019 baseline, absolute)
  - Carbon neutral across direct operations by 2040
  - Scope 3 emissions targets for material scope 3 categories to be set within 2 years
2. We will advocate for net-zero emissions.
3. We will achieve additional environmental efficiency targets (see below) in our direct operations.
4. We will use our capabilities to contribute to solutions that address climate-related unmet health needs.

Category	Target	2030 target (From 2019 baseline)	
Energy	Energy reduction	25%	Normalized to COPS <sup>1</sup>
Water	Water use reduction	40%	Normalized to COPS
Waste	Waste reduction	50%	Normalized to COPS
	Landfill diversion	90%	Absolute
	Recycling	80%	Absolute
	Hazardous waste reduction	50%	Normalized to COPS
Air emissions	VOC + HAP reduction	30%	Normalized to COPS
	Elimination of R22	100%	Absolute
	ODS reductions	50%	Normalized to COPS
Management systems	<b>Internal</b> targets for ISO14001, ISO50001 and implementation of building management systems		

<sup>1</sup> Cost of Products Sold

**PRODUCT IMPACT:** Reduce the environmental impact of our portfolio and address the sustainability needs of our customers.

**2030+ Product Impact Goals:**

1. We will address plastic and packaging material consumption in our product portfolio through considerations in product design, including:
  - Chemical elimination/replacement;
  - Material reduction;
  - Safe product reuse models;
  - Closed loop recovery; and/or
  - Open loop recovery
2. We will apply minimum environmental and human health criteria (based on customer EPP<sup>2</sup> standards) to new products and product changes to ensure meaningful and sustainable product improvements across the lifecycle.
  - Publish BD minimum environmental standards for products, by end of FY22
  - Establish medium- and long-term targets for products to meet minimum environmental standards, within 6 months of publication of the standard.
3. We will work to address the impact of plastics through existing and new strategic partnerships that work across the value chain.

**RESPONSIBLE SUPPLY CHAIN:** Create a supply chain adaptable to disruption and able to contribute to strong environmental and social performance.

**2030+ Responsible Supply Chain Goals:**

1. We will strengthen engagement with supply chain partners on their labor and environmental practices and performance by completing ESG desktop audits for strategic, preferred and critical suppliers by 2023.
2. We will partner with strategic/preferred/critical suppliers to evaluate risk<sup>3</sup> in Tier-2 by 2030.
3. We will seek to have 90% of total spend reflected in completed supplier ESG desktop audits by 2025.
4. We will incorporate climate risk into supply chain and network architecture strategies.

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<sup>2</sup> Environmentally preferable purchasing

<sup>3</sup> Risks to be defined and disclosed

**HEALTHY WORKFORCE AND COMMUNITIES:** Maintain a healthy and thriving workforce that cultivates our culture of inclusion, safety, well-being and contributes to community health.

**2030+ Healthy Workforce and Communities Goals:**

1. We will provide tools and resources to empower our workforce in managing their physical, mental and financial health.
2. We will proactively manage the needs of our future workforce through training, development and reskilling strategies.
3. We will foster our culture of inclusion, safety and wellbeing, and contribute to the global communities in which we operate and serve by:
  - Improving ethnic and gender diversity by 1%, year over year at the Management and Executive levels
  - Developing servant leaders and exemplifying THE BD WAY
  - Ensuring equal pay (by gender) worldwide
  - Paying competitive market rates and utilizing living wage assessments in key regions or countries to inform wage strategies.

**TRANSPARENCY:** Invite trust across stakeholder groups through transparent performance reporting on environmental, social and governance (ESG) issues relevant to our business.

**2030+ Transparency Goals:**

1. We will provide our stakeholders with meaningful information about our business by regularly disclosing clear information about our ESG performance and programs, aligning with relevant and recognized external ESG reporting frameworks, via
  - Our Annual Sustainability Report
  - Issue-specific disclosures
    - Climate Change (aligned with TCFD)
    - ID&E (EEO-1)