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BRUTE
BRUTE


BRUTE

WHO WE ARE & WHAT WE DO



Rubbermaid Commercial Products is part of Newell Brands, a leading global consumer goods company with a strong portfolio of well-known brands www.newellbrands.com

Rubbermaid Commercial Products LLC (RCP), headquartered in Huntersville, NC, has supported the people who make the world work since 1968. As a global leader in commercial and institutional solutions, RCP designs durable, innovative products across waste and recycling, material handling, cleaning, washroom, and safety categories - helping essential facilities like hospitals, schools, restaurants, warehouses, and commercial buildings stay clean, safe, and operational every day.

Guided by our brand purpose, Made for Work that Matters, RCP delivers industry-leading solutions engineered to last longer, work harder, and help keep people safer. From utility carts and service carts to heavy-duty refuse and cleaning solutions, RCP continues to pioneer meaningful innovations that support hardworking people and the communities they serve around the world. RCP is part of Newell Brands' global portfolio of leading brands.

Visit www.rubbermaidcommercial.com (US), www.rubbermaid.eu (Europe), www.rubbermaidapac.com (APAC), or www.rubbermaidcommercialoficial.com.mx (LATAM) to learn more.

2024–2025 ENVIRONMENTAL IMPACT HIGHLIGHTS

OUR GLOBAL SCOPE

COMMERCIAL OFFICE & PLANT LOCATIONS



RCP GENERAL MANAGER STATEMENT

At Rubbermaid Commercial Products, we are dedicated to delivering innovative solutions in waste and recycling, material handling, cleaning, washroom, and safety that help businesses operate more efficiently every day. As part of Newell Brands' portfolio of iconic brands, we share a company-wide aspiration to delight consumers by lighting up everyday moments. At RCP, that means creating durable, thoughtfully designed products that help support cleaner, safer, and more efficient workplaces for the people who rely on them most.

Throughout 2024 and 2025, we continued strengthening our approach to environmental sustainability while staying focused on the performance, reliability, and durability our customers expect from our products. During this time, we enhanced internal governance processes, advanced product innovations with sustainability-focused attributes, and completed full-scope greenhouse gas (GHG) emissions assessments for RCP covering calendar years 2023 and 2025. We also expanded programs that support our customers and communities through product donations, education, and training initiatives designed to improve waste management practices and help increase material recovery.

Our approach is grounded in acting responsibly across our operations while continuing to deliver products that perform in the demanding environments our customers navigate every day.

As part of Newell Brands, we remain focused on reducing environmental impacts where we can do so, while ensuring our solutions continue to meet the high standards of durability, safety, and efficiency that our customers depend on.

This report highlights the progress we've made and the work still ahead. It reflects the commitment of teams across RCP, as well as the collaboration of partners and customers who share our focus on building cleaner, safer, and more efficient environments. Together, we are helping customers make more informed and responsible choices without compromising on performance.

We recognise that sustainability is an ongoing journey, and the momentum built throughout 2024 and 2025 provides a strong foundation for the future. We remain committed to transparency, continuous improvement, and delivering meaningful solutions that support both our customers and the communities they serve.



Rob Posthauer

Designed for work that matters.
Built for measurable impact.

OUR ENVIRONMENTAL STRATEGY AND JOURNEY

In 2024, we identified the need to better integrate sustainability considerations into our day to day operations. After reviewing our operations, we took important steps to build a sustainability framework and strategy to guide our decision-making and goal setting in a consistent and structured way. This framework is intended to help teams across the business understand where environmental impacts occur, what areas require priority action, and how sustainability factors can be incorporated into planning and product development to respond to global environmental challenges, meet market expectations and trends and achieve our corporate long-term sustainability objectives.

The strategy follows both an inside out and outside in approach, using available data, market insights, and operational findings. It provides short, medium, and long term guidance to help the brand focus on the environmental topics most relevant to our activities and stakeholders, and to support value creation through clearer priorities and more informed decision making.

ENVIRONMENTAL STRATEGY DRIVEN BY OUR MATERIALITY AND OUR GHG INVENTORY

Identifying RCP's environmental material topics and GHG emissions hotspots in our value chain helps us strategise, address and report on environmental issues that matter most to our business and stakeholders.

Our strategy has been informed by insights from RCP business unit specific double materiality assessment, the RCP scope 1, 2 & 3 GHG emissions inventory, industry benchmarks, and Newell corporate goals and targets and analysis of relevant environmental trends and regulations.

GRI Disclosure 3-1 | 3-2 | 3-3

RCP ENVIRONMENTAL MATERIALITY ASSESSMENT

In 2024, RCP conducted an environmentally focused double materiality assessment to identify the most relevant environmental issues for the business. For RCP, an environmental issue is material when it affects the company's value, reputation, or financial performance (financial materiality) and/or when RCP's activities impact the environment and society (impact materiality).

Using the GRI Universal Standards and the 2023 preliminary ESRS from EFRAG, RCP shortlisted 11 environmental issues relevant to its operations, strategy, value chain, and stakeholder interests, reflecting key risks and opportunities over the next 10 years.

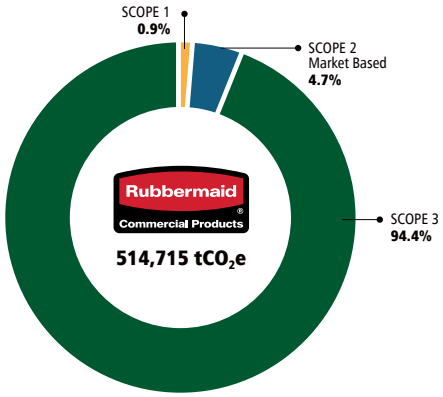
Engagement included surveys and interviews with 82 stakeholders, including RCP and Newell leadership, employees, customers, end-users, distributors, and industry groups, alongside industry peers benchmarking to identify common trends in the cleaning industry.

The assessment determined that the most critical issues are plastic pollution and microplastics, climate impacts and energy, and the environmental impact of products and services. These tier-one priorities are followed by waste disposal and recycling, circular economy resource flows, and supplier environmental assessment, providing a clear framework for RCP's sustainability strategy and focus areas.

GRI Disclosure 102-5 | 102-6 | 102-7

OUR 2023 AND 2025 GHG EMISSIONS INVENTORY

In 2024, RCP measured its brand greenhouse gas (GHG) emissions for 2023 for the first time using the Greenhouse Gas Protocol and in 2025 reassessed its footprint. This assessment provides insights into the largest sources of emissions across the commercial business, capturing the nuances of RCP's brand-specific value chain and identifying key opportunities to decarbonize operations. This RCP-specific GHG inventory exercise was conducted in addition to Newell Brands' corporate-level assessment to provide a more detailed understanding of the brand's unique emissions profile, specific hotspots, and reduction opportunities. The inventory was conducted by SE Advisory, which measured and reviewed Scope 1, 2, and 3 emissions for CY2023 and CY2025, while Sustainable Futures provided a third-party audit and verification of the CY2025 inventory.



The 2025 results indicate that 94% of emissions come from Scope 3, being purchase of direct and finished goods the largest contributor, followed by upstream transportation and logistics.

Methodology and Data Disclosure: Emissions data for 2023–2025 reflects a 14% decrease across Scope 1, 2, and 3 emissions. This change is primarily attributable to (i) corrections to previously reported invoice data, (ii) reduced procurement-related emissions and (iii) enhancements to data quality and emissions quantification methodologies for upstream transportation activities. As a result, this decrease is largely methodological and data-driven rather than the product of operational decarbonization initiatives and should not be interpreted as evidence of a like-for-like reduction in the absolute environmental impact of [RCP]'s operations or value chain. [RCP] is committed to continuous improvement in emissions data accuracy and transparency, consistent with the GHG Protocol Corporate Accounting and Reporting Standard, and will restate historical figures as methodologies evolve to ensure comparability going forward.

Together with the materiality assessment, the GHG inventory has expanded RCP's understanding of key sustainability topics, associated impacts, risks, and opportunities. These insights are being used to prioritise areas where action can lead to measurable impact reductions and improved risk management. They also inform internal reporting and external disclosures. We translated these findings into specific objectives, quantified targets, and defined action plans, allocating responsibilities, setting timelines, and establishing monitoring processes to track progress.

The aim is to reduce environmental impacts in line with regulatory requirements, stakeholder expectations, and Newell Brands' sustainability commitments.



OUR STRATEGIC PILLARS AND FOCUS AREAS

As part of Newell Brands, part our of our operations are shared with other brands from Newell's portfolio, and many enterprise wide levers - such as renewable energy, supply chain decarbonisation, and responsible sourcing - are set and managed at the corporate level; accordingly, our RCP brand strategy centers on the areas we control most directly, product design, while actively supporting and amplifying the achievement of corporate goals.

RCP environmental strategy is anchored in a pragmatic framework with two pillars:
Product Design and **Partnerships & awareness** raising focusing effort where we can drive the greatest, most immediate impact.

Within **Product Design**, we lead across four topics:
- longevity and extended lifespan
- product & packaging material selection
- resources optimisation through a lifecycle approach
- waste & responsible end of life

The **partnerships pillar** operationalises our intent, through training, thought leadership, and targeted product donations to help customers improve waste segregation and resource efficiency, and create value for our communities.

This framework formalises how sustainability is embedded in day to day decisions and translates our Work That Matters ambition into measurable action.

2024–2025 ENVIRONMENTAL IMPACT HIGHLIGHTS

OUR TARGETS

RCP is committed to advancing the company's broader sustainability ambition by actively contributing to our corporate environmental targets while focusing on areas where we have the greatest operational influence, our products.

As a brand, we recognise that meaningful progress requires both alignment with corporate-wide goals and ownership of targeted initiatives within our brand operations and value chain.

To this end, we have established a focused set of environmental targets that reflect our intent to embed sustainability into core business processes, enhance transparency, and deliver measurable impact across our portfolio.

Focusing on areas where we have the greatest operational influence, our products.

RCP BRAND ENVIRONMENTAL TARGETS

- Perform RCP Ecovadis assessment
- Conduct LCAs on top "hero" products in priority categories (refuse and material handling)
- Conduct LCAs to support sustainability-driven NPD design, material selection, and customer communication as part of the IGM process
- Complete LCAs for 150 SKUs by the end of 2028
- Establish a spare parts availability in EMEA by 2028
- Launch four new products by 2030 with ≥50% non-virgin fossil based raw materials
- Embed mandatory PCR exploration (minimum 50%) in all new product development and product refresh projects
- Support recycled content claims with appropriate third-party certification or verification

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDG'S)

RCP aligns its environmental strategy with the SDGs as a practical reference framework - **we are not SDG signatories** - to ensure our priorities reflect recognised global challenges and where our brand can contribute most. We mapped our **material environmental topics, brand level GHG inventory**, and **lifecycle insights** against the SDGs to identify the goals and targets most connected to our activities and stakeholders.

This analysis confirms two priority goals for the brand although several SDGs intersect with the company's work: **SDG 12: Responsible Consumption and Production** and **SDG 13: Climate Action**. These priorities inform our targets and day to day decisions and guide how we design products, engage customers, and report progress.



RESPONSIBLE CONSUMPTION AND PRODUCTION

At product design level we focus on durability and extended lifespans, material selection (including recycled/renewable content), resource optimisation using LCA, and responsible end of life - areas with direct influence over resource use and waste outcomes.

HOW WE CONTRIBUTE:

- **Natural resources (SDG 12.2):** Increase recycled content and material efficiency; apply LCA insights into product and packaging decisions.
- **Waste prevention, reduction, recycling & reuse (SDG 12.5):** Prioritise durability and spare part availability; design for recyclability; provide waste management solutions that enable effective source separation.
- **Responsible practices & reporting (SDG 12.6):** Substantiate environmental attributes (e.g., recycled content, recyclability) and integrate lifecycle thinking into product development to drive evidence based claims.
- **Awareness & capability building (SDG 12.8):** Offer training and tools that help customers improve recycling and reduce in use resource consumption.



CLIMATE CHANGE

Our brand level GHG assessments highlight where impacts concentrate and where we can act fastest through product design and use phase efficiency.

HOW WE CONTRIBUTE:

- **Integrate climate into policies and planning (SDG 13.2):** Use GHG hotspot findings and LCA to inform product roadmaps, material choices, and shipping efficiency measures.
- **Education, awareness & capacity building (SDG 13.3):** Scale customer training and partnerships that enable measurable reductions in water, chemicals, and waste during use.

THIS GOVERNANCE ENSURES OUR SDG ALIGNMENT TRANSLATES INTO CREDIBLE BRAND LEVEL ACTION AND CONTRIBUTES TO ENTERPRISE LEVEL PROGRESS.



2024 - 2025 PROGRESS

OUR PRODUCT DESIGN JOURNEY

RCPs' design approach is central to our environmental strategy, focusing on creating some of our recent innovations that minimise environmental impact throughout their lifecycle. By incorporating recycled content, optimising material usage, and designing for durability and recyclability, RCP aims to reduce resource consumption, minimise waste, and promote a circular economy. In 2024, RCP began implementing a design strategy based on life cycle thinking, including the use of Life Cycle Assessment (LCA) tools to evaluate the environmental impacts of selected products across their lifecycle. This approach supports more informed design choices and helps identify opportunities for further improvement.

RESOURCES OPTIMISATION & LIFECYCLE APPROACH

In 2025, a comprehensive Lifecycle Assessment (LCA) was conducted to compare CirculAir 90™, RCP's new passive air care solution, with its predecessor TCell™ across the full product lifecycle (cradle to grave). The assessment, completed in partnership with global climate consultancy South Pole, followed a rigorous, science based methodology aligned with ISO 14040 and 14044 standards for public disclosure. The study identified key environmental impact areas, benchmarked performance between the two products, and highlighted opportunities for improvement. These insights directly informed subsequent product innovations, including enhancements to the refill design.

Building on the CirculAir 90™ pilot LCA, lifecycle assessment was expanded across the broader product portfolio. Collaboration with Glimpact enabled the use of its LCA at Scale tool - aligned with the EU PEF methodology - to evaluate more than ten top selling RCP products, covering over 70 SKUs across all 16 environmental impact categories. The Glimpact Ecodesign module has since been integrated into the product development process, with plans to broaden the scope of assessed SKUs in the coming years, further embedding lifecycle thinking into innovation and redesign practices.

By quantifying environmental impacts across the full product lifecycle, the organisation is able to translate data into action. This approach provides reliable, evidence based insights that support informed decision making and help customers make informed choices.

Greater transparency not only strengthens trust but also drives continuous improvement in design, manufacturing, and innovation.

CIRCULARITY FOR INNOVATION

In 2025, two innovations with strong sustainability attributes were brought to life - the HYGEN™ r-40 range and CirculAir 90™.
The new HYGEN™ r-40 line replaces our Light Commercial Microfiber Cloths, marking a significant step forward in improving the environmental performance of our microfiber products. Made with at least 40% recycled polyester, this innovation reduces reliance on virgin materials.



HYGEN™ r-40

By incorporating recycled content, HYGEN™ r-40 decreases the use of virgin fossil-based resources and contributes to a more circular economy. The range has achieved UL Recycled Content third-party certification, verifying the amount and source of recycled material used in our products.
Learn more: Main App - SPOT



CIRCULAIR 90™

We designed the new CirculAir 90™ with recyclability and a lower environmental footprint in mind, compared to its predecessor TCell™. By eliminating the fuel cell, reducing the overall mass of raw materials, and manufacturing the product entirely from a single mono-material, CirculAir 90™ uses 36% fewer metal and mineral resources and generates 11% fewer greenhouse gas emissions across its full life cycle than TCell™.[1]

Based on projected annual sales using global 2024 TCell™ volume sales data*, switching from TCell™ to CirculAir 90™ refills is estimated to reduce greenhouse gas emissions by approximately 102 tonnes of CO_2e per year, which is roughly equivalent to 49 round-trip passenger flights between London and New York.[2]

The CirculAir 90™ refill was developed in alignment with U.S. and EU Design for Recyclability principles. To validate its end of life performance, we conducted recyclability testing and third party verification across EMEA, the United States, Australia, and New Zealand. As a result, the refill achieved RecyClass Recyclability Certification, a recognised European standard covering the EU, the UK, Switzerland, and Norway, along with APR Certification in the United States. In Australia and New Zealand, recyclability was verified using the PREP tool from APCO.

[1] Based on ISO compliant Life Cycle Assessment between CirculAir 90™ and T-cell Citrus Zest and Citrus Mix (refill) in 2025. The LCA respects ISO 14040 and 14044 standards for public disclosure of results and considers all identifiable activities across the product life cycle (cradle-to-grave). The study has been peer reviewed by an independent expert. More info click here.

[2] Source: BEIS 2025. International long-haul flight premium economy class - with RF effect EF: 0.1873 kgCO2e/passenger-km. https://www.climatiq.io/data/emission-factor/e5189259-396d-45b4-a423-9f87451b84ee



BUILT TO LAST, THE MARK OF TRUE DURABILITY

In today's context of growing environmental urgency, product durability has become a critical factor in sustainable manufacturing. While often overlooked in favor of short-term cost reductions, durability plays a vital role in creating products with genuinely lower environmental impact over the years.

RCP durable products are engineered for long service life in demanding commercial environments, supporting circularity by reducing premature replacements. Rigorous internal laboratory testing demonstrates this performance, for instance, a BRUTE® bin can be dragged more than 4,400 meters, equivalent to circling a 400 meter athletic track 11 times, without breaking, and can be lifted fully loaded over 5,000 times without failure. Reflecting confidence in product longevity, warranties have been extended or upgraded across a wide range of SKUs, offering industry leading coverage.

Product durability is a relevant factor in commercial and industrial applications, where equipment is subject to frequent use and demanding conditions. Longer product lifespans can reduce the need for replacement, thereby lowering material consumption, waste generation, and associated greenhouse gas emissions over time. However, the environmental and financial benefits of durable design are only realised when products are used to their full potential. A lifecycle comparison was conducted for the BRUTE® Vented Container (32 gallons) to assess the impact of extended use. The analysis indicates that using one container for ten years, instead of replacing it every two years over the same period, can reduce lifecycle CO_2e emissions by approximately 75% and avoid an estimated 17.5 kg of plastic waste compared to multiple replacement cycles.

Longer-lasting products help reduce waste, resources and emissions over time, when used to their full potential.

2024–2025 ENVIRONMENTAL IMPACT HIGHLIGHTS

SOLUTIONS THAT MAKE A DIFFERENCE FOR OUR CUSTOMERS

Engineering efforts are focused on developing solutions that help customers minimise environmental impact during the use phase by reducing resource consumption and strengthening environmental management practices, all while maintaining exceptional performance. Product development considers both functional requirements and environmental impacts, with the aim of improving resource efficiency without compromising operational effectiveness.

VALE RESORT, UK

With support from Rubbermaid Commercial Products (RCP) and Adcock (part of the Jangro Group), the Vale Resort in Wales has improved its cleaning and recycling operations while working toward Green Key accreditation, a leading sustainability standard in the tourism industry. By introducing multi-stream recycling, the resort has reduced waste management costs by 32% and increased recycling rates by 30%.

In a move to cut disposable mop waste, the Vale Resort switched to RCP's HYGEN™ PULSE™ microfiber pads, which can be laundered up to 500 times. The new flat mopping system has also boosted efficiency: a large gym studio that previously required two operatives 30 minutes to clean can now be cleaned in just 10 minutes, achieving a higher standard of cleanliness. These initiatives highlight how RCP solutions support both environmental and operational improvements.

EXCEL LONDON, UK

Excel London, one of Europe's leading event venues generating around 2,000 tonnes of waste annually, undertook a major recycling transformation with support from RCP and SOHO Commercial under Waste Manager Tom Blake. The process began with an RCP site-wide waste audit and the deployment of Slim Jim™ Recycling Stations, chosen for their compact, modular design suitable for the complex venue layout. By introducing clear signage and flexible containers, Excel London significantly improved waste segregation and sustainability performance, ensuring compliance with Simpler Recycling legislation. The old bins were recycled, and the entire rollout was completed efficiently in a single day without disrupting operations.

> "Ian and Will made this very simple and put a lot of work into a seamless roll out. The logistical challenge of delivering the bins to the site and getting them set up in one day is not lost on me, and the team smashed it on the day." Tom Blake, Waste Manager



WHITE OAK MANOR, USA

One strong example of customer impact comes from the long term care sector at White Oak Manor. An EVS director sought a safer, more efficient alternative to traditional wet mopping, which used over 10 chemicals and water changes per shift and 210 gallons of solution per day.

After transitioning to the HYGEN™ Microfiber System, the facility reduced its solution use to just 6 gallons per day, saving 73,440 gallons annually and cutting water and chemical consumption by 97.14%. Cleaning efficiency also improved, as the system eliminated bucket changes and used microfiber pads proven to remove 99.9% of microorganisms with water only.

Following these results, the EVS director expanded the system to an additional 180 bed facility, demonstrating the scalability and operational benefits of low resource, high performance cleaning solutions.

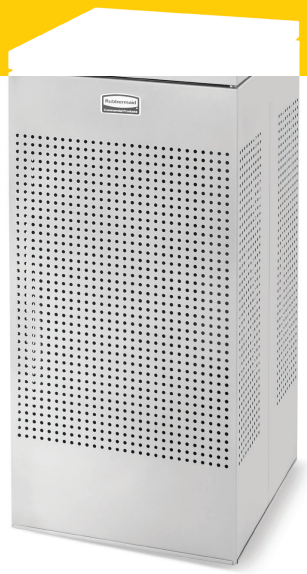
WOBURN HOUSE AND PACIFIC HYGIENE, NZ

Sustainability is becoming a key focus in New Zealand's aged care sector, with facilities seeking ways to reduce environmental impact without compromising hygiene or care routines. In Auckland, an aged care facility partnered with Pacific Hygiene and RCP to pilot a glove recycling program using Slim Jim™ bins, diverting waste from landfill by converting collected gloves into recycled brick pavers. The program was quickly embraced by care teams for its simplicity and visible impact, boosting engagement and awareness. Building on this success, a paper towel composting program was launched in 2024, collecting used hand towels in Slim Jim™ bins for commercial composting into nutrient-rich compost. Through education, on-site support, and purpose-built collection solutions, these initiatives demonstrate how practical, low-disruption measures can deliver meaningful environmental outcomes, with RCP providing durable, user-friendly containers to streamline waste separation.

DRIVING WASTE REDUCTION ACROSS SECTORS IN COLOMBIA

In Colombia, sustainability is becoming a priority in both retail and industrial sectors, with Unicentro Bogotá and a top 100 food industry company leading the way in practical waste reduction. At Unicentro, the 50-year-old mall installed 20 new Silhouettes recycling stations to improve waste segregation and boost recyclable recovery rates, with a full system transformation planned in the coming years.

In the food sector, a major company launched a 2024 campaign to reduce waste impact, introducing Brute containers with food-contact certification on the production floor and Slim Jim™ and Silhouettes stations in common areas to engage employees and reinforce a culture of environmental responsibility. These initiatives demonstrate how Rubbermaid Commercial Products are helping Colombian organisations move toward a lower-waste to landfill future.



OUR OPERATIONS

RESOURCE EFFICIENCY AND ENERGY TRANSITION

Optimising operations and integrating renewable energy sources not only reduces our carbon footprint but also improves resource efficiency, reduces costs and supports responsible business practices within the commercial cleaning and hygiene industry.

At Newell Brands' 35,000 sqm distribution center in Fradley Park, Lichfield, UK, serving a wide portfolio of brands and main RCP EMEA distribution center, an estimated 222,104.46 kWh of renewable energy was generated through solar panels in 2024 alone after installation, cutting energy drawn from the national grid by approximately 34% compared to 2023. The same year, gas usage was also reduced by 9% year over year thanks to improved heating controls in office spaces. Water consumption dropped by 69% following the installation of push taps and high-efficiency toilet systems across warehouse facilities - an annual saving equivalent to the volume of an Olympic swimming pool.

Efforts to lower emissions also extend to transportation. Across RCP's UK fleet, a transition to electric and hybrid vehicles is underway. By the end of 2025, eight electric or hybrid vehicles were in use by RCP sales team members, with further adoption planned.

These vehicles produce significantly fewer emissions than petrol or diesel models, supporting cleaner air and reduced environmental impact. It should be noted that CY25 will be the first year in which RCP's emissions footprint includes both mobile source and fugitive emissions. Emissions reported for CY2023 have excluded these sources.

WATER CONSUMPTION

RCP GLOBAL MANUFACTURING WATER WITHDRAWAL	GALLONS OF WATER
2024	21 228 472
2025	48 501 421

GRI Disclosure 303-3

Water consumption increased from 2024 to 2025 due to improved data accuracy and a revised allocation of manufacturing sites attributable to RCP within Newell Brands. The increase is primarily methodological and scope-related and does not necessarily indicate a deterioration in water efficiency.

ELECTRICITY CONSUMPTION (NON-RENEWABLE)

RCP GLOBAL MANUFACTURING ENERGY CONSUMPTION	kWh
2023	80 425 960
2025	73 118 601

GRI Disclosure 103-2

WASTE MANAGEMENT

Effective waste management is a material aspect of the RCP sustainability strategy due to its significant environmental, social, and economic implications and the meaningful role our products can play in improving waste practices within customer facilities. Well-designed waste management systems help reduce overall waste generation, maximise material recovery, and ensure responsible disposal.

Winchester, our main RCP manufacturing site, for the second consecutive year, won the gold prize of the Newell annual Sustainability Excellence Awards out of the total worldwide Newell operations sites for demonstrating our commitment to improving our waste management systems with multiple initiatives:

- Accessible recycling bins throughout all common areas, combined with plant-wide waste segregation practices, enable proper sorting and divert nearly 70 truckloads of waste from landfills annually.
- Over 750,000 kg of scrap resin reprocessed from external vendors and Newell sister plants for use in RCP products during 2024.
- Plastic films collected on-site are sold for reuse, giving materials a second life.
- Used oil from preventative maintenance and press changeovers is burned to help offset heating costs during colder months.
- Sustainability training is now integrated into onboarding and ongoing education, reinforcing daily recycling practices and fostering long-term awareness.

We track, reduce, and divert waste from landfill wherever possible.

RCP GLOBAL TOTAL WEIGHT OF NON-HAZARDOUS WASTE (NOT RECOVERED)	METRIC TONNES
2023	2396
2025	1648
RCP GLOBAL TOTAL WEIGHT OF WASTE RECOVERED	**METRIC TONNES**
2023	2844
2025	934

GRI Disclosure 306-3 | 306-4

Waste management best practices extend across Europe. RCP locations including Fradley, Milan, Cheadle, Colombes, Manchester, London, and Geneva are equipped with recycling stations. In the Poznan office, under-desk bins were removed and replaced with centralised systems for separating general, recyclable, and compostable waste. In Colombia, Newell's distribution center provided waste management training to support compliance with local legislation (Law 2184 of 2019) and encourage better recycling behaviors, with RCP recycling stations helping reduce waste and recover more materials such as paper, cardboard, and plastic.

COLLECTIVELY, THESE INITIATIVES ARE ADVANCING LANDFILL DIVERSION, IMPROVING WASTE SEGREGATION, AND PROMOTING BETTER WASTE MANAGEMENT PRACTICES ACROSS OPERATIONS AND REGIONS.

PARTNERSHIPS & SUSTAINABILITY AWARENESS RAISING AND EDUCATION

SUSTAINABILITY AND RECYCLABILITY AWARENESS RAISING PROGRAMS IN THE UK

In 2024, RCP strengthened its commitment to the UK hospitality industry by becoming a member of UK Hospitality, the leading trade body representing and guiding the sector. As part of this engagement, RCP sponsored the 2024 & 25 UK Hospitality Sustainability Seminars, connecting with over 300 industry leaders and sustainability experts to share recycling best practices and demonstrate how product design can support sustainable operations. Building on this, RCP hosted a webinar on the Simpler Recycling legislation, which went live in April 2025, helping professionals understand regulatory changes and the operational benefits of improved recycling practices.

Over 2024 and 2025, the UK & Ireland team delivered more than 100 training sessions to distribution sales teams and participated in industry webinars and speaking engagements, including sessions with UK Hospitality, The Caterer, and key customer events, such as Bunzl Innov8, Lyreco Conference, RS Connect, Catering Innovation Show and Nisbets Live. These initiatives provided sector-specific guidance on the legislation, shared practical results through case studies and testimonials, and highlighted how durable RCP containers enable effective source separation. Collectively, these efforts are enhancing collaboration within the hospitality industry, promoting readiness for new regulations, and supporting meaningful progress toward better waste management.

ENGAGING HIGH-TRAFFIC VENUES THROUGH STRATEGIC PARTNERSHIPS

Since 2023, RCP has partnered with the Green Sports Alliance (GSA) in the U.S. to support sustainability initiatives at high-profile sports, entertainment, and travel venues. Through participation in three annual GSA conferences, RCP has engaged directly with sustainability leaders, gaining insights into zero-waste strategies, reusable product adoption, and improved waste diversion. This collaboration has positioned RCP as a trusted supplier of durable recycling and washroom solutions, while informing the development of internal guidance and tools tailored to large-venue operations.

In parallel, RCP has participated in the Airports Going Green Conference, advancing sustainability in airport terminals and renovation projects. Continued collaboration with industry leaders and active participation in forums is helping RCP stay aligned with the evolving priorities of large-scale facility management, and ensuring its solutions meet the real demands of venues with ambitious environmental goals.

SUSTAINABILITY AND RECYCLABILITY TRAINING PROGRAMS IN LATAM

In Latin America, RCP continued to strengthen sustainability training in 2024 through a partnership with Technology for Impact, delivering two key sessions for primary and secondary sales teams on circularity and sustainable business practices. A complementary course on sustainability-related certifications deepened understanding of how RCP solutions can support customers' environmental goals, aligning product offerings with market needs and broader sustainability expectations.

Collaboration with the Vertical Sales team also enabled participation in several safety fairs, including the McCormick Safety Fair, where the focus was on promoting a recycling culture through products designed to support sustainable practices.

These initiatives provide opportunities to engage directly with leading companies, demonstrating how RCP solutions can be integrated into sustainability and waste management programs and reinforcing shared commitments to environmental responsibility and long-term impact.

DONATIONS AND RESPONSE TO NATURAL DISASTERS

In 2024, extreme weather events intensified globally, including Hurricane Helene in the U.S., which caused widespread devastation across Florida, Tennessee, and North Carolina, and severe flooding in southwestern Poland. In response, The Newell Brands Charitable Foundation supported relief efforts through financial contributions to the American Red Cross in Georgia and North Carolina, while RCP donated essential products to disaster relief teams. For Hurricane Helene, donations included BRUTE trash containers, spray mops, and microfiber cloths.

In Poland, over €19,000 worth of RCP products - including microfiber cloths, wheeled BRUTE containers, WaveBrake buckets, and mops - were provided, and in Valencia, Spain, over €9,000 in RCP mops and cloths supported flood relief. Additionally, Slim Jim® Recycling Stations were donated to YMCA Plymouth to enhance waste management and recycling efforts, supporting the charity's work with young people and communities in some of the UK's poorest areas. RCP also donated 18,000 HYGEN™ Microfibre Cloths through its partnership with In Kind Direct (IKD), the UK's leading product-giving charity, continuing to make a strong social impact.

Helping customers improve environmental outcomes without compromising performance.

The years 2024 and 2025 marked a period of progress for RCP as sustainability considerations became more embedded in our operations and planning. Aligned with our brand vision, Made For Work That Matters, we advanced initiatives across product design, operations, and stakeholder engagement.

Key steps included conducting materiality and greenhouse gas (GHG) assessments, and beginning life cycle assessment (LCA) pilot studies to better understand the environmental footprint of selected products.

We also continued work on product durability and explored opportunities to support circularity where applicable.

These efforts showed that integrating sustainability into our processes can strengthen customer relationships, improve risk management, and support readiness for evolving regulatory requirements. With continued emphasis on measurable objectives, long term planning, and cross functional collaboration, RCP will keep building its approach to reducing environmental impacts across the brand.

Further detail on company wide initiatives can be found in the Newell Brands' 2025 CSR Report.

Rubbermaid® Commercial Products

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RCP'S BRAND-WIDE GREENHOUSE GAS (GHG) EMISSIONS

SCOPE 1, 2 AND 3 GHG EMISSIONS (MT CO_2e)	CY2023	CY2025
Scope 1 GHG Emissions	39,726	4,832
Scope 2 Location-Based GHG Emissions	26,465	22,486
Scope 2 Market-Based GHG Emissions	27,881	24,144
Scope 3 GHG Emissions	527,687	485,739
SCOPE 1 GHG EMISSIONS, BY GAS (MT CO2E)	**CY2023**	**CY2025**
Carbon Dioxide (CO_2)	39,683	4,827
Methane (CH_4)	22	3
Nitrous Oxide (N_2O)	20	3
Total	39,726	4,832
FUEL CONSUMPTION BY TYPE (MWh)	**CY2023**	**CY2025**
Mobile Fuels	-	-
Natural Gas	219,183	26,165
Other Stationary Fuels (Propane)	-	417
ELECTRICITY CONSUMPTION BY TYPE (MWh)	**CY2023**	**CY2025**
Non-Renewable Electric Power	80,426	73,119
Renewable Power - Offsite	-	-
Renewable Power - Onsite	-	29
Total Electric Power	80,426	73,148
EMISSIONS INTENSITY	**CY2023**	**CY2025**
RCP Total Scope 1 and 2 Market-Based GHG Emissions (MT CO_2e)	67,607	28,976
MT CO_2e/Revenue	0.000103375	0.0000447

RCP'S WIDE ELECTRICITY CONSUMPTION

ELECTRIC POWER CONSUMPTION (MWh)	CY2023	CY2025
Electricity from Renewable Sources	-	29
Electricity from Non-Renewable Sources	80,426	73,119
Percentage of Consumption from Renewable Sources	0	0.04%

GRI INDEX

This RCP Environmental sustainability report is a GRI Referenced report prepared using selected disclosures from the GRI Standards. The report does not claim to be 'in accordance with' the GRI Standards. The disclosures referenced and reported are listed below, along with the applicable Standard versions.

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	LOCATION IN REPORT
GRI 3 Material Topics 2021	3-1	Process to determine material topics	Page 9
GRI 3 Material Topics 2021	3-2	List of material topics	Page 9
GRI 3 Material Topics 2021	3-3	Management of Material topics	Page 9
GRI 102 Climate Change 2025	102-5	Scope 1 GHG emissions	Page 9
GRI 102 Climate Change 2025	102-6	Scope 2 GHG emissions	Page 9
GRI 102 Climate Change 2025	102-7	Scope 3 GHG emissions	Page 9
GRI 103 Energy 2025	103-2	Energy consumption & self-generated within the organisation	Page 20
GRI 306 Waste 2020	306-3	Waste Generated	Page 21
GRI 306 Waste 2020	306-4	Waste Diverted from Disposal	Page 21
GRI 303 Water and Effluents 2018	303-3	Water Withdrawal	Page 20