

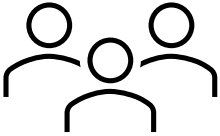
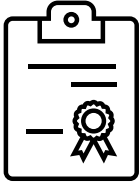


# McLean's Sustainability Metrics

Environmental		2019
	Energy Consumption (MWh)*	7,982
	Water Consumption (Liters)	3,849,139
	Properly Disposed Hazardous Waste (Metric Tons)	5.9
	Percentage of all buyers who received training on sustainable procurement	100%
Safety/Labor		2019
	Lost time injury (LTI) frequency rate for direct workforce (number of lost time injuries for every one million man-hours worked)	8.25
	Lost time injury (LTI) severity rate for direct workforce (number of workdays lost to injury)	0.71 days
	Percentage of employees covered by a collective bargaining agreement	32.9%
Employee Diversity		2019
	Percentage of workers from minority groups	28%
	Percentage of women employed in relation to the whole organization	26%
	Percentage of women in top executive positions (excluding boards of directors)	17%
Governance		2019
	Percentage of number of employees trained on ethics	100%
	Confirmed ethics-related incidents or legal actions	0