## Sustainability Goals Scorecard

### 2017-2018 Sustainability Goals

### SAFETY
**Goal:** Reduce our OSHA recordable incident rate by 25 percent  
**Progress:** 1.4 percent reduction from 2015 baseline. Additionally, we reduced serious injuries, which we call life changing events, by 19 percent from FY17 to FY18.

### DIVERSITY & INCLUSION
**Goal:** Increase participation in our Employee Resource Groups (ERG)  
**Progress:** No change from baseline

### COMMUNITIES
**Goal:** Give back to the communities where we live and work  
**Progress:** Employee relief fund provided 270 grants totaling more than $560,000 in FY17 and 390 grants totaling more than $1.1 million in FY18

### EMPLOYEE ENGAGEMENT
**Goal:** Increase and measure employee engagement through periodic surveys  
**Progress:** Surveyed 33,000 employees with an 88 percent employee response rate in FY17. Conducted Pulse survey in FY18 with an 86 percent response rate

### ETHICS
**Goal:** Conduct annual ethics and compliance training  
**Progress:** 10,700 employees completed annual online Code of Conduct training and compliance certification in FY17. 12,600 employees, 98 percent of those required, completed online training and certification in FY18.

### SUPPLIER DIVERSITY
**Goal:** Increase spend with minority-owned businesses and suppliers  
**Progress:** Established relationships with 2,500 diverse suppliers resulting in a total spend of $840 million

### CERTIFIED FIBER
**Goal:** Increase purchases of certified virgin fiber by 25 percent  
**Progress:** 3.6 percent increase in certified fiber purchases since 2015

### CHAIN-OF-CUSTODY
**Goal:** Certify all our wholly owned fiber-based manufacturing facilities across the globe by 2018  
**Progress:** 85.8 percent of global facilities are chain of custody certified

### GREENHOUSE GASES
**Goal:** Reduce our CO2e emissions by 20 percent per ton of production  
**Progress:** 5.8 percent intensity reduction; nine percent absolute reduction since 2015

### ENERGY EFFICIENCY
**Goal:** Increase energy efficiency of purchased fuels by 10 percent per ton of production  
**Progress:** Four percent decrease in energy efficiency since 2015 due to changes such as replacing coal with natural gas.

### WASTE RECYCLING
**Goal:** Establish waste reduction teams at our largest facilities by the end of 2018  
**Progress:** Waste minimization efforts are ongoing

### WATER USE
**Goal:** Map the water use in our most water-intensive manufacturing operations by 2018  
**Progress:** Completed water reduction plans for mills in Virginia and Florida that use groundwater in 2018

### FINANCIAL HEALTH
**Goal:** Maintain an investment grade credit rating  
**Progress:** Maintained investment grade credit rating since the formation of WestRock in 2015

### SUPPLIER CONDUCT
**Goal:** Ensure suppliers comply with the WestRock Supplier Principles of Conduct  
**Progress:** Developed an online affirmation process for our third party suppliers

### CUSTOMERS
**Goal:** Provide outstanding customer service and measure performance through customer surveys  
**Progress:** Continued increase in Gallup customer engagement score and percentage of fully engaged customers in FY17 and FY18

### INNOVATION
**Goal:** Apply sustainable design principles to our product development work  
**Progress:** Launched 18 new products with defined sustainability benefits in FY17 and 26 in FY18

### CERTIFIED OFFICE PRODUCTS
**Goal:** Increase our purchases of certified office products  
**Progress:** We changed corporate office suppliers and are reevaluating the goal

### CERTIFIED LAND
**Goal:** Increase the amount of land certified to internationally recognized forest management standards  
**Progress:** More than 350,000 acres certified since 2015