

GRI content index

Statement of use	Helen of Troy has reported the information cited in this GRI content index for the period March 1, 2022 to February 28, 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Pages 4-6
	2-2 Entities included in the organization's sustainability reporting	Pages 6
	2-3 Reporting period, frequency and contact point	Page 3
	2-4 Restatements of information	None
	2-5 External assurance	Page 43
	2-6 Activities, value chain and other business relationships	Pages 4-6, 29
	2-7 Employees	Pages 23-28
	2-8 Workers who are not employees	Page 29
	2-9 Governance structure and composition	Proxy Statement
	2-10 Nomination and selection of the highest governance body	Proxy Statement
	2-11 Chair of the highest governance body	Proxy Statement
	2-12 Role of the highest governance body in overseeing the management of impacts	Pages 10-12
	2-13 Delegation of responsibility for managing impacts	Pages 10-12: Our Board of Directors, through the Corporate Governance Committee, oversees ESG-related matters, including those related to climate change, DEI&B, and human rights. Our ESG Task Force, whose members include representatives from our business segments and global shared services, in conjunction with our Vice President, Global ESG, leads the development and implementation of our strategic ESG plan. Our Vice President, Global ESG, who reports to the Chief Legal Officer, reports regularly to the Board on these matters with ESG as a standing agenda item at scheduled quarterly Board meetings, and works directly with the Board's Corporate Governance Committee.
	2-14 Role of the highest governance body in sustainability reporting	Page 3
	2-15 Conflicts of interest	None
	2-16 Communication of critical concerns	Page 10
	2-17 Collective knowledge of the highest governance body	Proxy Statement
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement
	2-19 Remuneration policies	Proxy Statement
	2-20 Process to determine remuneration	Proxy Statement
	2-21 Annual total compensation ratio	Proxy Statement
	2-22 Statement on sustainable development strategy	Pages 13-15
	2-23 Policy commitments	Pages 13-15
	2-24 Embedding policy commitments	refer to the relevant Report sections for discussions on policy commitments
	2-25 Processes to remediate negative impacts	refer to the relevant Report sections for discussions on remediating some of the negative impacts
	2-26 Mechanisms for seeking advice and raising concerns	Page 10
	2-27 Compliance with laws and regulations	Pages 10-12

	2-28 Membership associations	Major memberships include: Association of Home Appliance Manufacturers; Outdoor Industry Association; Professional Beauty Association; Water Quality Association. As part of Home & Outdoor's membership in the Outdoor Industry Association (OIA), Hydro Flask, Osprey, and OXO are also members of the OIA's Climate Action Corps. They work with companies across the outdoor industry to address climate change and measure, plan, reduce, and share their progress.
	2-29 Approach to stakeholder engagement	Page 13
	2-30 Collective bargaining agreements	Annual Report page 10
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Pages 13-14
	3-2 List of material topics	Pages 13-14
	3-3 Management of material topics	refer to the relevant Report sections for discussions on management of material topics
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report page 43
	201-2 Financial implications and other risks and opportunities due to climate change	Page 38
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report page 99
	201-4 Financial assistance received from government	Not applicable
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	All of our Global Leadership Team are nationals or permanent residents (as defined by GRI) in the countries or relevant regions (ie EU) in which they are currently based.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not applicable
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Not applicable due to the global nature of our operations
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 10
	205-2 Communication and training about anti-corruption policies and procedures	Page 10: Our Code of Conduct includes expectations around anti-corruption. Regular training (around once a year) is mandated from our associates, including management.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None
GRI 207: Tax 2019	207-1 Approach to tax	Annual Report pages 113 - 117
	207-2 Tax governance, control, and risk management	Annual Report pages 113 - 118
	207-3 Stakeholder engagement and management of concerns related to tax	Annual Report pages 113 - 119
	207-4 Country-by-country reporting	Annual Report pages 113 - 120
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Information not readily available. Assessing how to properly report in future
	301-2 Recycled input materials used	Page 22
	301-3 Reclaimed products and their packaging materials	Information not readily available. Assessing how to properly report in future
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 21 Consumed energy from the grid: 15.2%, of which over 99% is from a non-renewable source Fleet fuel consumption (within company): 4996.5 gallons
	302-2 Energy consumption outside of the organization	
	302-3 Energy intensity	Page 21
	302-4 Reduction of energy consumption	Page 20
	302-5 Reductions in energy requirements of products and services	Page 21
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 21
	303-2 Management of water discharge-related impacts	Page 21
	303-3 Water withdrawal	Page 21
	303-4 Water discharge	Page 21
	303-5 Water consumption	Page 21
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable

	304-2 Significant impacts of activities, products and services on biodiversity	Not applicable
	304-3 Habitats protected or restored	Not applicable
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 21 - emissions reporting
	305-2 Energy indirect (Scope 2) GHG emissions	Page 48 endnote 8 - target: Helen of Troy commits to reduce absolute Scope 1 and 2 GHG emissions by 46.2% by fiscal 2030 from a fiscal 2020 base year. Helen of Troy also commits to reduce absolute Scope 3 GHG emissions 42% by fiscal 2030 from a fiscal 2021 base year. These targets were approved in October 2021 by the SBT initiative (SBTI). We report progress to our targets in our yearly CDP response: Scope 1 and 2: -67.7% target achieved relative to base year; Scope 3: 89.2% target achieved relative to base year
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	Page 20
	305-6 Emissions of ozone-depleting substances (ODS)	Information not readily available. Assessing how to properly report in future
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	De minimis NOx, SOx; VOC; PM and HAP; therefore this is not applicable
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 21
	306-2 Management of significant waste-related impacts	Page 20-21 In March 2023, Hydro Flask launched a water bottle trade-in program in the United States. This trade-in program provides customers in the United States the option to return old, unwanted or non-functioning Hydro Flask bottles, tumblers, and stainless steel products in exchange for redeemable store credit to be used exclusively on their website: www.hydroflask.com .
	306-3 Waste generated	Page 21
	306-4 Waste diverted from disposal	Page 21
	306-5 Waste directed to disposal	Page 21
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 29
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 29 As written in our Supplier Code of Conduct, "Environmental Responsibility: We work toward minimizing our impact on the environment, including mitigating, and adapting to climate change, and require that our suppliers do the same. Our suppliers must comply with applicable environmental protection laws, must maintain a written environmental policy, and must implement a system to minimize or eliminate negative impacts of its practices on the environment. We work with our suppliers to reduce excessive packaging and to use recycled and low-impact materials, with the goal of on-going investigation and iterative improvement."
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Hires: - 64.2% female - By region: 70% US & Canada; 12% Asia Pacific; 22% EMEA; 0% Latin America - By age: 10.1%: >50 years old; 53.1%: 30-50 years old; 36.8%: <30 years old
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Since over 90% of our staff are full-time associates, this is de minimis.
	401-3 Parental leave	Our enhanced leave programs include Paid Parental Leave, Sabbatical and Medical Leave
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Due to the differing nature of our business segments, we provide varying notice periods depending on the nature of the role and operation

GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 25 and ESG Guiding Principles Related to our suppliers, as written in our Supplier Code of Conduct: "Promoting Health and Safety: We mandate a safe and healthy work environment and require that our supplier partners do the same. Our suppliers must provide safe work environments, complying with applicable laws and regulations regarding working conditions, including any housing and cafeteria requirements, and must provide a safe and healthy working environment to avoid work-related injuries and illnesses and promote the general health of employees."
	403-2 Hazard identification, risk assessment, and incident investigation	Page 25 and ESG Guiding Principles
	403-3 Occupational health services	Page 25 and ESG Guiding Principles
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 25 and ESG Guiding Principles
	403-5 Worker training on occupational health and safety	Page 25 and ESG Guiding Principles
	403-6 Promotion of worker health	Page 25 and ESG Guiding Principles
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 25 and ESG Guiding Principles
	403-8 Workers covered by an occupational health and safety management system	Page 25 and ESG Guiding Principles
	403-9 Work-related injuries	Page 27
	403-10 Work-related ill health	Page 27
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	10,137 hours of e-learning completed, 2,821 courses completed, 1,616 hours operational warehouse training
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 24 Career Transition Services are offered to support employees transitioning outside of the company and connect them to their next opportunity. Assistance includes access to job openings, resume support, career coaching, and personalized assessments.
	404-3 Percentage of employees receiving regular performance and career development reviews	100%
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 27 Detailed generation breakdown: -Overall: 22.8%: >50 years old; 64.2%: 30-50 years old; 13%: <30 years old -Management: 44.4%: >50 years old; 55.6%: 30-50 years old; 0%: <30 years old Refer to our EEO-1 disclosure for racial metrics; total is 54.2% ethnically diverse. Refer to endnote 18 on Page 46.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our policy is global and aligned to applicable regulations As stated in our Supplier Code of Conduct, we expect suppliers to respect internationally recognised human rights and to align with the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Standards. We strive to include our Supplier Code of Conduct in relevant supplier contracts, where applicable. In addition, if permitted under our contract terms, we may seek to terminate contracts with immediate effect if suppliers breach, or we suspect they are in breach, of Helen of Troy's Supplier Code of Conduct.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Refer to 407-1

GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Refer to 407-1
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Not applicable Similar to our supplier expectations, should we ever engage private security forces we expect that they will respect human rights.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not applicable
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 33-35
	413-2 Operations with significant actual and potential negative impacts on local communities	None
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 29
	414-2 Negative social impacts in the supply chain and actions taken	Page 29; Refer to 407-1
GRI 415: Public Policy 2016	415-1 Political contributions	None
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Page 31
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	De minimis
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Page 31
	417-2 Incidents of non-compliance concerning product and service information and labeling	Page 12
	417-3 Incidents of non-compliance concerning marketing communications	Page 31
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	De minimis