
2019

Corporate Social Responsibility Benchmark Report





Our mission drives our purpose:

At Avantor®, we set science in motion to create a better world, helping to create life-changing therapies that improve patient outcomes across the globe. Inherent in this purpose is creating a better world for our people and our planet through sustainable business practices grounded in four pillars: Governance & integrity, People & culture, Community engagement, and Innovation & sustainability.

We're proud to share our 2020 Corporate Social Responsibility Benchmark Report, outlining our commitment to responsible business practices as well as highlighting areas of ongoing growth and planned development. The majority of these metrics contain data from 2019; we'll be updating our progress on these and other metrics as the Company continues to evolve, and our capabilities grow. These metrics and the full story of our environmental, social and corporate governance are detailed on our **Corporate Social Responsibility website**.

Governance & integrity

We move forward together with integrity, demonstrated every day by our leadership and more than 12,000 associates all over the globe. We believe in doing business in ways that ensure ethical compliance, anti-corruption, safety, and diversity and inclusion.





BOARD STRUCTURE

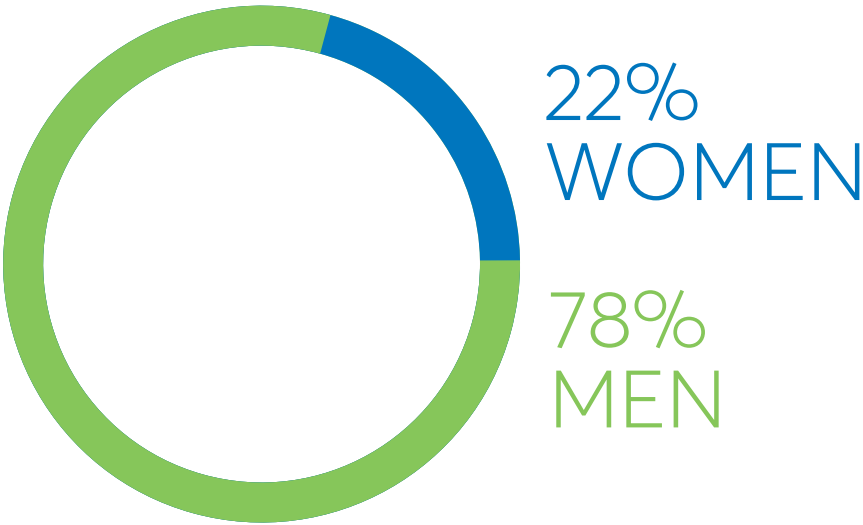
BOARD

Board	
Members ¹	9

BOARD DIVERSITY

Gender	
Female	22%
Male	78%

Age	
Under 30 years of age	0%
Between 30 and 50 years of age	44%
Over 50 years of age	56%



SUPPLIER DIVERSITY



¹ Data reported references Avantor 2020 Proxy Statement (filed April 8, 2020).

People & culture

We empower people to help create a better tomorrow. Here, our Core Values, embraced by our newly-hired associates to our Board of Directors, serve as the foundation of our company's culture. This culture is further strengthened by the Avantor Business System, which underpins everything we do and gives our teams the tools to create exceptional results with minimized waste.



OUR ASSOCIATES ²

TOTAL ASSOCIATES

Total Associates	
Total Associates	12,385

ASSOCIATES BY GENDER

Female	Male	Undeclared
5437	6,668	280
44%	54%	2%

PERCENTAGE OF WOMEN IN MANAGEMENT POSITIONS

Women in Management Positions
35.6%

PERCENTAGE OF WOMEN IN MANAGEMENT POSITIONS BY LEVEL

Position Level	Female	Male
CEO	—	100.0%
Executive Vice President	11.1%	88.9%
Senior Vice President	33.3%	66.7%
Vice President	31.5%	68.5%
Director	32.9%	67.1%
Manager	39.1%	60.9%
Total	35.6%	64.4%

RACIAL / ETHNIC GROUP REPRESENTATION OF U.S. MANAGEMENT BY LEVEL

Position Level	Asian	Black or African American	Ethnicity Not Specified	Hispanic or Latino	Two or More Ethnicities	White
CEO	—	—	—	—	—	100.0%
Executive Vice President	—	—	33.3%	—	—	66.7%
Senior Vice President	22.2%	—	11.1%	—	—	66.7%
Vice President	3.7%	1.9%	22.2%	5.6%	—	66.7%
Director	5.2%	2.4%	11.0%	4.8%	1.9%	74.8%
Manager	7.0%	3.0%	18.7%	7.7%	1.3%	62.2%

12,385

Total Associates

35.6%

Women in Management Positions

ASSOCIATES BY EMPLOYMENT TYPE, BY GENDER

Contract Type	Female	Male	Undeclared
Full-time	5,069	6,556	276
Part-time	368	112	4

RACIAL / ETHNIC GROUP REPRESENTATION OF U.S. ASSOCIATES

Ethnicity	Number of Associates	Percentage
Asian	340	6.5%
Black or African American	586	11.2%
Ethnicity Not Specified	761	14.5%
Hispanic or Latino	904	17.3%
Two or More Races	139	2.7%
White	2,502	47.8%

² Associate data reporting represents both salary and hourly associates in 2019.

100%

**Associates Received
Performance Review**

OUR ASSOCIATES ²

PERCENTAGE OF ASSOCIATES RECEIVED PERFORMANCE REVIEW

Associates Received Performance Review

100%

NUMBER OF ASSOCIATES RECEIVED PERFORMANCE REVIEW, BY GENDER AND AGE

Age	Female	Male	Undeclared
Under 30 years of age	1,288	1,468	269
Between 30 and 50 years of age	2,648	3,495	11
Over 50 years of age	1,501	1,705	—

RATE OF NEW HIRES AND ASSOCIATE TURNOVER

New associate hires and associate turnover

Newly-hired associates	25.5%
Overall company turnover	21.8%

RATE OF TURNOVER BY LEVEL*

Position Level	Voluntary	Involuntary
Vice President and above	15.5%	10.9%
Director	13.8%	6.8%
Manager	12.9%	4.8%
Team Lead/Supervisor	10.8%	3.4%
Individual Contributor	17.3%	5.4%

TURNOVER BY LEVEL*

Position Level	Voluntary	Involuntary
Vice President and above	17	12
Director	55	27
Manager	110	41
Team Lead/Supervisor	83	26
Individual Contributor	1,777	557

TURNOVER BY AGE AND GENDER

Age	Female	Male	Undeclared
Under 30 years of age	398	498	118
Between 30 and 50 years of age	513	702	—
Over 50 years of age	221	255	—

TURNOVER BY AGE AND REGION

Age	AMEA	Americas	Europe
Under 30 years of age	343	397	274
Between 30 and 50 years of age	219	641	355
Over 50 years of age	5	296	175

NEW HIRES BY AGE AND GENDER

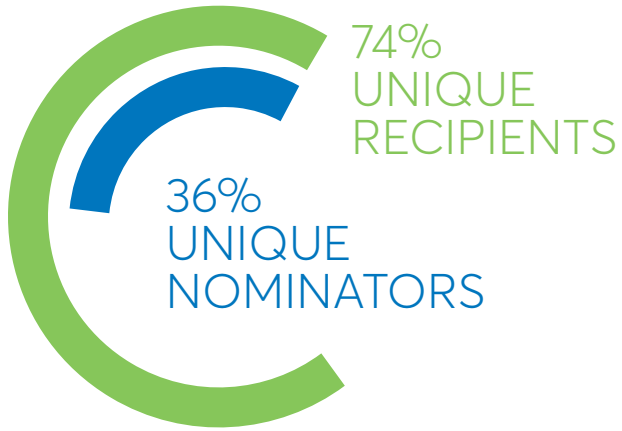
Age	Female	Male	Undeclared
Under 30 years of age	581	622	130
Between 30 and 50 years of age	631	826	4
Over 50 years of age	173	195	—

NEW HIRES BY AGE AND REGION

Age	AMEA	Americas	Europe
Under 30 years of age	387	565	381
Between 30 and 50 years of age	276	749	436
Over 50 years of age	4	278	86

² Associate data reporting represents both salary and hourly associates in 2019.

* Rate of Turnover by Level and Turnover by Level tables updated July 22, 2021



100%

Associates with access to a wellness program

IMPACT RECOGNITION PROGRAM

Total IMPACT Recognition Moments

33,620

IMPACT Program Engagement

Unique Recipients	74%
Unique Nominators	36%

WELLNESS

Associates with access to a wellness program

100%



Community engagement

We take action every day to help build a better world. Through the Avantor Foundation, we advance science education and provide healthcare to those in need. In this spirit, our associates actively engage with their communities, volunteering their time and resources to improve the world around us.





\$364,143

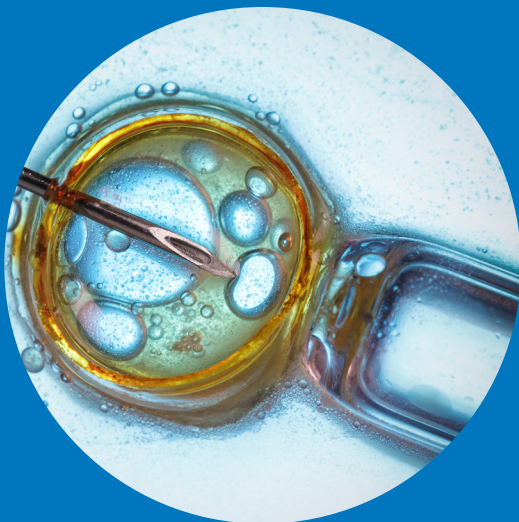
**Total grant dollars distributed by
Avantor Foundation in 2019**

Avantor Foundation ³	
Total grant dollars distributed by Avantor Foundation in 2019	\$364,143
Total Grantees in 2019	46

³ Grantees and Grant dollars were calculated based on the distribution of Founders Grants.

Innovation & sustainability

We help create a sustainable future with smart solutions that increase output for our customers while positively impacting our planet.



66,065

MTCO₂e Greenhouse Gas Emissions



EMISSIONS

Greenhouse Gas Emissions (Scope 1 & 2) ⁴

66,065 MTCO₂e

Direct (Scope 1) Greenhouse Gas Emissions

27,871 MTCO₂e

Indirect (Scope 2) Greenhouse Gas Emissions

38,194 MTCO₂e

Greenhouse Gas Emissions Intensity

10.94 MTCO₂e per \$M-USD Net Sales

5.33 MTCO₂e per Associate



ENERGY

Energy Consumption ⁵

235,190 MWh

Energy Intensity

38.94 MWh per \$M-USD Net Sales

18.99 MWh per Associate

Energy Consumption by Type ⁶

Electricity	97,571 MWh
Natural Gas	136,945 MWh
Diesel	395 MWh
Oil	279 MWh

⁴ Data reported in metric tons of CO₂ equivalents representing 62 sites globally reporting on emissions in 2019.

⁵ Data reported in megawatt-hours representing 62 sites globally reporting on energy use in 2019.

⁶ Data represents 62 sites globally reporting on energy use.

WATER

Water Consumption ⁷

1,587 ML

1,587 ML
Water Consumption

WASTE DIVERSION & RECYCLING

Waste Diversion from Landfill ⁸

52.6%

52.6%
Waste Diversion from Landfill

Waste Generation and Disposal Method ⁹

Recycled	5,527 MT
Waste to Energy	255 MT
Landfilled	5,202 MT
Total	10,984 MT

CUSTOMER RECYCLING SOLUTIONS & DIVERSION FROM LANDFILL

Customer Waste Recycled ¹⁰

604 MT

ENVIRONMENTALLY PREFERABLE PRODUCTS

Environmentally Preferable Products

20,095

⁷ Data reported in million liters (1,000 m3) representing 43 sites globally reporting on water use in 2019.

⁸ Data reported in metric tons representing 37 sites globally reporting on waste generation, disposal and diversion in 2019.

⁹ Data reported in metric tons representing 37 sites globally reporting on waste generation, disposal and diversion in 2019.

¹⁰ Data reported in metric tons of customer waste sent for recycling in 2019.



We are committed to creating a better world – for our people and our planet – through sustainable business practices grounded in the governance outlined in four pillars: Governance & integrity, People & culture, Community engagement, and Innovation & sustainability. We look forward to providing regular updates on the programs included in the Report. For further information or immediate assistance, please contact:

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