



Scotts Miracle-Gro

2021 CORPORATE RESPONSIBILITY REPORT

GROMOREGOOD, EVERYWHERE

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ABOUT THIS REPORT

This report, our company's tenth, has been prepared in accordance with the GRI Standards: Core options and covers our company's operations for the 2020 fiscal year, unless otherwise noted. The content of this report reflects all of The Scotts Miracle-Gro Company, including The Hawthorne Gardening Company's operations, unless specifically identified. While we are not yet reporting in full alignment with SASB standards, we are evaluating our current data and disclosures against the SASB standards for our industry and aim to align our reporting with SASB standards in the future.

Please see our company's [Investor Relations](#) page for consolidated financial statements. Your input and feedback is important—please contact sustainability@scotts.com with any comments or questions.



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LETTER FROM LEADERSHIP

As we look back on 2020, I am reminded of something I learned from my father Horace, the founder of Miracle-Gro. It's captured in a saying that hangs above my office door: Luck is where preparation and opportunity meet.

Like my father, I am not a big believer in luck. However, I do believe in being prepared. None of us could have anticipated the circumstances that faced our country this past year. The ongoing pandemic, the national outcry and demand for social justice, the turbulent transition of America's politics. It is hard for me to imagine a more pivotal time for America since my youth.

Yet, amid the events of last year, I was struck with a deep sense of gratitude. Our company was able to navigate the challenges of the COVID-19 pandemic while keeping the health and wellbeing of our associates and our communities the number one priority. As people turned more toward their homes, we were able to meet the rising demand for our products across North America and help more than 25 million new gardeners find joy and comfort in their outdoor spaces. We accomplished this because I'm proud to say we were well prepared to deal with the crisis.

Our story in 2020 reflects those key elements reflected upon by my father—preparation and opportunity—but also resilience, strength, unity and the belief that we can rise to any challenge and achieve progress and lasting positive change. This is what drives our purpose to GroMoreGood everywhere, every day, for our associates, our communities, our planet and each of you.

In 2021, as we continue to work together to address the emerging needs in our communities, in our country and across the globe, that will continue to be the story we write together as a company. In fact, it has been the story we've been living throughout our entire history.

Founded in 1868 in Marysville, Ohio, The Scotts Miracle-Gro Company name is synonymous with America's love for lawns and gardens and continues to be headquartered in the same small town where we were established 153 years ago. We are also the leader in the evolution and emergence of indoor cultivation through our subsidiary, The Hawthorne Gardening Company. Throughout our company's history, we have worked to prepare for the unexpected, protect our associates and provide products and resources that enable our consumers to find joy, accomplishment and togetherness at times when they are needed the most.



Embedded deep within our company culture is a sense of family. This manifests itself in the decisions we make and the way we take care of one another. Our success and the strong performance of our business in 2020 was made possible through the efforts of our nearly 6,000 associates at 100 locations across North America. Our associates have been operating with an unprecedented level of intensity since the pandemic began, and I am truly humbled by their hard work and dedication to keeping each other safe, working in new and different ways and sharing their thoughts and experiences amid difficult times.

Throughout this 2021 Corporate Responsibility Report, you'll see how we bring our GroMoreGood purpose to life. We'll share our continuing efforts on our sustainability journey and outline our environmental, social and governance (ESG) strategy that will guide us over the next five years. We'll also provide updates on how we continue to foster a safe, healthy and inclusive workplace as we all hope to near the end of the pandemic.

Today's world looks very different than it did at the beginning of 2020. And I'm doubtful of anyone who says they can predict what it will look like in the future. However, there are certain things we do know. The ways we work have fundamentally changed. We must create an environment that fosters inclusion for each and every associate. The future of our planet is in our hands, and we must do everything in our power to protect it.

Together, we are focused on our long-term purpose, to GroMoreGood, for every person and every patch of the Earth. That's what sustainability is all about, and that's what our company has always been about.

Thank you,



JIM HAGEDORN
*Chief Executive Officer
and Chairman of the Board
The Scotts Miracle-Gro Company*

ABOUT SCOTTMIRACLE-GRO

Few companies have roots as deep as ours. We've grown from a family general store to North America's leader in lawn and garden as well as indoor and hydroponic growing products. We're headquartered in Marysville, Ohio, only five miles from where our company was founded by a Civil War veteran more than 150 years ago.



O.M. Scott, founder



As one of America's most trusted companies—one deeply rooted for generations in a sense of family—we embrace our responsibility to create a better life for our associates and our consumers. We recognize our role in protecting the planet. And we see the importance in investing in tomorrow's leaders. We do these things because, at our core, we believe good can grow anywhere.

Throughout this report, you will see the ways in which we live our corporate purpose to GroMoreGood everywhere. This report demonstrates our commitment to a world in which we GroMoreGood, together—for our communities, our planet, our consumers, our business partners and each other.

Today, we own or lease 71 manufacturing properties, more than 26 distribution properties and 3 research and development properties in the United States, Canada, the Netherlands and China. Most of the manufacturing properties have production lines, warehouses, offices and field processing areas.

Our more than 5,900 regular associates form the heart and soul of our company, making our GroMoreGood vision a reality by delivering products and solutions that help you create beautiful gardens, indoor growing environments and landscapes that thrive. Our legacy is rooted in trust, innovation and doing the right thing—for today's gardeners and growers and the ones who will come tomorrow.

Our key consumer lawn and garden brands include Scotts® and Turf Builder® lawn and grass seed products; Miracle-Gro® gardening and landscape products; Ortho® and Home Defense® insect control and weed control products; and Tomcat® branded rodent control products. We are

the owner of AeroGarden®, a company that manufactures hydroponic gardening products for consumers.

Through our Hawthorne segment, we are a leading manufacturer, marketer and distributor of nutrients, growing media, advanced indoor growing, lighting and ventilation systems and accessories for hydroponic gardening. Our key brands include General Hydroponics®, Gavita®, Botanicare®, Vermicrop®, Agrolux® and Can-Filters®.

Our company traces founding back to O.M. Scott when in 1868 he opened a storefront in Marysville, Ohio. In the early 1900s, we began selling grass seed to consumers and, in the late 1920s, developed and sold high-quality fertilizers specifically designed for use on lawns, thus creating a new industry—consumer lawn care.

In the 1990s, we significantly expanded our product offering with three powerful leading brands in the U.S. home lawn and garden industry. In fiscal 1995, through a merger with Stern's Miracle-Gro Products, Inc., which was founded by Horace Hagedorn and Otto Stern in Long Island, New York, in 1951, we acquired the Miracle-Gro® brand, the industry leader in water-soluble garden plant foods. In fiscal 1999, we acquired the Ortho® brand in the U.S. and obtained exclusive rights to market Monsanto's consumer Roundup® brand within the United States and other contractually specified countries, thereby adding industry-leading weed, pest and disease control products to our portfolio. Beginning in 2015, we made a series of key acquisitions and investments to grow and position our Hawthorne segment as the leading manufacturer, marketer and distributor of indoor and hydroponic gardening products in North America.



The Marysville, Ohio, R&D facility employs more than 100 research scientists, specialists and engineers collaborating to innovate, design and rigorously test our products.



PURPOSE, VISION AND VALUES

Our purpose: To GroMoreGood everywhere. We believe that good can grow anywhere and that everyone can GroMoreGood, not only in their own backyards, but in the greater world around them. Our company invests in the potential of this belief across all the people we serve, both inside and outside of the company.

Our vision: To help people of all ages express themselves on their own piece of the Earth.

Our actions as a company, and as individuals, are guided by our cultural attributes.

OUR CULTURAL ATTRIBUTES

WE ARE:

PASSIONATE
ETHICAL
RESPECTFUL

INNOVATIVE
COLLABORATIVE

ACCOUNTABLE
FLEXIBLE



ESG STRATEGY AND GOVERNANCE

Our company's continuous improvement efforts related to sustainability demonstrate how we are growing more good in our corner of the world.

GOVERNANCE

Leadership Structure and Board of Directors

Our dedication to serving others starts with our leadership. Jim Hagedorn, our CEO and chairman of the board, shares a lifelong passion and commitment to the lawn and garden industry. The Board of Directors is the highest governance body at our company. There are five committees of the Board: Finance, Audit, Innovation & Technology, Compensation & Organization and Nominating & Governance. Each committee's charter can be found on our [website](#). Our senior leadership actively engages with environmental and social policies, risks and opportunities. In addition, our Board works with senior leadership to provide oversight of environmental, social and governance (ESG) topics including climate change and human rights. The Nominating and Governance Committee of our Board oversees ESG issues for the Company with the chair of the Nominating and Governance Committee serving as the primary liaison between management and the Board of Directors on ESG issues. These briefings may include updates on sustainability strategy development, setting and managing climate-related targets and measuring and managing the company's greenhouse gas (GHG) inventory.

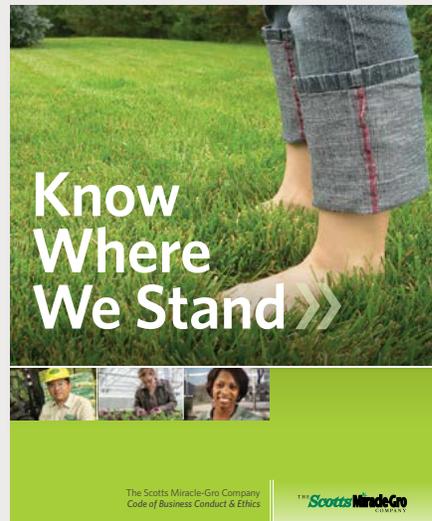


Annual performance incentives are tied to achievement of business goals, including ESG and other factors. Accordingly, progress toward ESG goals is taken into account during annual evaluations as they are integrated into the business's operating plans.

The company's current Directors, as a group, reflect a diverse mix of skills, experiences, backgrounds and opinions that foster an effective decision-making environment and promote the company's culture. Currently, two of the ten Directors are women. The Nominating & Governance Committee evaluates the entirety of each candidate's credentials, including factors such as experience, skill, age, diversity of background, race and gender, as well as each candidate's judgment, strength of character and specialized knowledge.

As part of our ESG strategy, we also engage with external raters, rankers and other organizations to measure, benchmark and improve our ESG performance. In 2020, for example, we worked with CDP and the Human Rights Campaign to disclose our ESG performance, achieving respective scores of B- and 80/100. We will continue to work with both organizations to improve our ESG disclosures and performance.

Each year, dozens of our associates volunteer to plant, tend and harvest food at our Marysville Associate Gardens. The gardens provide approximately 2,500 pounds of fresh food to local families every year.



Ethics and Code of Conduct

We earn the trust and respect of consumers by doing the right thing every day. Our [Code of Business Conduct and Ethics](#) guides our actions as a company, from our associates to our Board of Directors. In 2020, we updated our Business Code of Conduct and Ethics to advance our commitment to operating ethically and leading with integrity. We encourage our associates to follow the motto, "When in Doubt, Reach Out" and maintain a culture in which our associates can ask questions, raise concerns and report issues without fear of reprisal. Our anonymous ethics and compliance helpline encourages anyone to report violations of our Code. We take ethics matters seriously, and we commit to investigating any reported incident. Our Open Door Policy further details the process by which associates can report concerns and how they will be handled and reaffirms our commitment to protecting all associates from retaliation in the workplace.

Our activities as ScottsMiracle-Gro associates are guided by our Human Rights, Environmental and Anti-Discrimination policies found on our website. These policies are informed by international best practices and standards. We periodically review and update our policies to include emerging issues of concern for our business.



Compliance

The corporate compliance team, which operates in our Legal Department, works across the enterprise using a risk-based approach to identify and prioritize compliance objectives and to help our leaders incorporate them into the business's processes. This team focused on an array of topics in 2020, including product and pesticide compliance, cyber security, enterprise risk management and anti-corruption. Notable achievements include the following:

- Continued review and enhancement of policies and procedures enterprise-wide
- Development of product compliance protocols as part of the integration of Hawthorne Gardening Company
- Formation of a Product Compliance Steering Committee, comprised of leaders and experts from across the business
- Training on anti-bribery and anti-corruption for associates who operate in high risk jurisdictions
- Creation of an enhanced third-party due diligence onboarding and monitoring process, including a focus on anti-bribery, anti-corruption and anti-slavery

STAKEHOLDER ENGAGEMENT

Our company engages with local, state, national and international organizations that align with our strategic priorities. These stakeholders include shareholders, associates, customers, consumers, suppliers and elected officials. Other examples of stakeholder engagement, such as our research collaborations and nonprofit partnerships, can be found throughout this report.

Industry and trade associations. We participate in industry trade associations that represent our interests across diverse aspects of our business. Some of the organizations we engage with include the following:

- American Association of Pesticide Control Officials
- American Association of Plant Food Control Officials
- American Association of Seed Control Officials
- American Seed Trade Association
- Ameripen
- BIO
- Biological Products Industry Alliance
- Canadian Consumer Specialty Products Association

- Cannabis Trade Federation
- Coalition for Sustainable Organics
- Compost Council of Canada
- CropLife America/CropLife Canada
- Fertilizer Canada Products Committee
- Household and Commercial Products Association
- Lawn and Horticulture Products Working Group
- Mulch & Soil Council
- National Cannabis Industry Association
- Society for Corporate Compliance and Ethics
- Sustainable Packaging Coalition
- The Fertilizer Institute
- U.S. Cannabis Council
- U.S. Compost Council

Professional associations. We enable our associates to maintain active memberships in professional associations related to their scientific or other professional disciplines, including biology, chemistry, packaging, engineering, legal, risk, finance, supply chain and marketing. This ensures they can stay at the top of their field and access new innovations to enhance their work at our company.

Political and lobbying contributions. We engage in public policy that affects our company. Our advocacy includes educating and lobbying elected and appointed officials at all levels of government and focuses on a wide variety of issues that affect our enterprise. In some cases, we build these relationships directly between our Government Relations team and our leadership and officials. At other times, we leverage state and federal trade associations to create these connections.

We also support groups that facilitate conversations among government officials on policy. ScottsMiracle-Gro is a member of the Council of State Governments, National Council of State Legislatures (Agriculture Work Group), State and Agriculture Rural Leaders (SARL) and National Association of State Departments of Agriculture (NASDA).

ScottsMiracle-Gro also operates The Scotts Stewardship Political Action Committee (SPAC). The Scotts SPAC was created in 2001 and is supported by our associates and members of our Board of Directors. To learn more about the donations of the Scotts SPAC, please visit the Federal Elections Committee website at www.fec.gov.



Under certain conditions and in accordance with applicable laws, ScottsMiracle-Gro will donate corporate dollars to support candidates from either political party who support our freedom to operate and share our views on important business issues.

In addition to these activities, our company also works with groups to educate policymakers and the public on issues that are of importance to our company. This support includes providing consistent, sustaining support to a 501(c)(4), The Good Growth Alliance, to advance policy and educational efforts related to a variety of issues that impact society, our business and our customers and consumers.

Nonprofit organizations. We engage with nonprofit organizations, especially with those that align with our priority areas. By way of example, we work most directly with organizations that enable gardens and greenspaces, protect water quality and advance social justice.

Customers. We meet with our retail partners regularly to discuss and align our corporate responsibility programs with their ambitions. We also engage with them through surveys or annual updates.

Consumers. We maintain open channels of communication with the people who use our products to discuss our company, products and responsibility efforts. We use various communication channels to educate consumers on our ingredients and our products, including how to use them safely in accordance with their labels and instructions.

Suppliers. We recognize that our suppliers play an important role in our operations. We engage with our suppliers annually through our supplier conference and throughout the year as issues may arise. We work directly with suppliers on priority issues for ScottsMiracle-Gro, like packaging, raw material sourcing and carbon emissions.

Local communities. We actively work to foster good relationships with the communities in which we operate by following applicable regulations and prioritizing the health and safety of our associates and neighbors. We commit to upholding human rights in our areas of operations, especially for members of vulnerable groups, as outlined in our company's human rights statement. Plant managers, with support from environmental health and safety representatives as well as government relations and public affairs team members, address community concerns and communicate proactively with local stakeholders. Finally, through our community giving and associate volunteerism programs, we give back to hundreds of local communities every year.



MATERIALITY AND GOALS

We are committed to doing our part to create a sustainable future for all of us. This means working together—across our organization and with key stakeholders—to create products that work for people, pets and the environment, while investing in our associates and our local communities.

ESG TEAM

Throughout 2020, our cross-functional ESG Team continued meeting regularly to further our ESG strategy. This team’s mandate includes establishing benchmarks, setting goals on ESG topics and creating implementation and monitoring plans. Representing Operations, Supply Chain, Research and Development (R&D), Human Resources, Marketing and Corporate Affairs, this team ensures ESG strategy and implementation is moving forward. Accountable to senior leadership, the team communicates priorities and plans through our company structure from leaders to associates, and provides updates at meetings of the Board of Directors.

MATERIALITY ASSESSMENT

In 2019, the ESG Team retained the services of an outside consulting firm specializing in ESG matters to help ScottsMiracle-Gro prioritize its most important ESG opportunities and risks through a formal materiality assessment. Following the guidelines of the Global Reporting Initiative (GRI), a leading sustainability reporting framework, the team identified relevant topics, prioritized the most material ones and validated these findings with senior leaders. We ranked material topics based on their relative importance to our stakeholders and to the company.

Prioritization Process

RESEARCH & BENCHMARKING
Applied internal information and external frameworks to identify potentially relevant ESG topics.
IMPACT MAPPING
Brought together experts from across the company to identify ESG impacts, risks and opportunities across our value chain.
STAKEHOLDER ENGAGEMENT
Gathered perceptions of stakeholder priorities based on associated facts and evidence, including interviews.
SYNTHESIS & ANALYSIS
Evaluated additional sources, including benchmarking, industry and global trends, relevant industry standards, regulations and studies.
VALIDATION
Solidified the materiality matrix through discussion with key leaders about prioritized material topics, associated boundaries and opportunities.
INTEGRATION
Used materiality results to drive a sustainability goal-setting process and guide our strategy for the next several years.

Materiality Results

TOPIC	FOCUS AREA	MANAGEMENT	EMERGING	TOPIC DEFINITION
PRODUCT STEWARDSHIP	X			Developing products, packaging and dispensing solutions that have reduced impacts on humans and the environment and improve sustainability performance throughout their lifecycle.
PRODUCT SAFETY AND PERFORMANCE	X			Managing emerging materials and ingredients and using green chemistry principles while maintaining a high level of performance and meeting consumer expectations.
CONSUMER SAFETY	X			Assessing products for health and safety impacts and complying with regulations to support safety of products and services during consumer use phase.
PACKAGING	X			Reducing the overall environmental impacts of packaging by monitoring and improving the materials used in packaging, the percentage of packaging made from recycled or renewable materials and the percentage that can be recycled, reused or composted.
SUPPLY CHAIN MANAGEMENT	X			Engaging with suppliers to improve environmental and social performance and management practices, while ensuring business continuity and increasing the diversity of suppliers.
EMISSIONS	X			Reducing total greenhouse gas and other emissions from operations and throughout the supply chain.
ENERGY	X			Reducing total energy use throughout operations and increasing the percentage of consumption that comes from renewable sources.
CLIMATE CHANGE		X		Evaluating impacts, risks and opportunities due to climate change that could cause changes in supply and demand for products, operations, revenue or expenditure, and helping customers address climate change impacts.
EFFLUENTS AND WASTE		X		Disposing properly of hazardous and non-hazardous waste through appropriate methods; seeking to minimize landfill use through alternative methods, such as reuse, recycling, composting, recovery and incineration; and responding appropriately to account for impacts of any significant spills.

- Product Stewardship and Safety
- Operations and Supply Chain
- Associate Engagement and Wellness
- Community Engagement
- Other

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Materiality Results *Continued from previous page*

TOPIC	FOCUS AREA	MANAGEMENT	EMERGING	TOPIC DEFINITION
DIVERSITY AND EQUAL OPPORTUNITY		X		Promoting an inclusive environment and increasing diversity among all levels within the organization while ensuring equal treatment of employees and instilling a culture of non-discrimination.
TALENT ATTRACTION AND RETENTION	X			Providing competitive benefits and incentives to attract and retain employees.
LOCAL COMMUNITIES	X			Engaging with our communities through philanthropy and investment, evaluating the positive and negative impacts of operations and maintaining strong relationships.
TRUST AND REPUTATION		X		Maintaining the strong reputation of our company and brands along with our products and the products we market, while establishing principles of behavior and disclosing the values of the company to build trust between the company and consumers.
RESPONSIBLE CANNABIS			X	Promoting a socially and environmentally responsible and legitimate cannabis industry.
PUBLIC POLICY		X		Engaging with regulators, publicly disclosing a position on policy topics and influencing the production, enactment, execution and interpretation of legislation.

- Product Stewardship and Safety
- Operations and Supply Chain
- Associate Engagement and Wellness
- Community Engagement
- Other

The materiality assessment resulted in a rank-ordered list of more than 30 ESG topics, the top 15 of which are shown in the Materiality Results table. Topics with significant overlap in theme and operational boundaries were further grouped into the areas of product stewardship and safety, operations and supply chain, associate engagement and wellness, community engagement and governance.

The ESG Team reviewed how the material topics emerged in relative importance and potential impact between our internal and external stakeholders and prioritized them as areas of focus, ongoing management and emerging significance. For more information on our 2019 materiality assessment, please see our [2020 Corporate Responsibility Report](#).

As a result of this work, we established five key areas of focus to drive our ESG strategy over the next five years. We are now in the process of benchmarking, goal setting and continuous improvement around these focus areas.

ESG FOCUS AREAS AND GOALS

Our ESG commitments demonstrate how we live out our purpose to GroMoreGood everywhere. We do this by aligning our business practices in ways that are good for our planet, people and communities.



PRODUCT STEWARDSHIP & SAFETY

CONTINUING TO EARN THE TRUST OF OUR CONSUMERS BY DESIGNING HIGH-QUALITY PRODUCTS THAT SHOW OUR COMMITMENT TO A SUSTAINABLE FUTURE.



OPERATIONS & SUPPLY CHAIN

INCORPORATING SUSTAINABILITY PRINCIPLES THROUGHOUT OUR OPERATIONS BY STRIVING FOR EFFICIENCY, USING FEWER RESOURCES AND CREATING PRODUCTS THAT OUR CONSUMERS CAN TRUST.



ASSOCIATE ENGAGEMENT & WELLNESS

FOSTERING A HEALTHY AND INCLUSIVE WORKPLACE CULTURE WHERE ALL ASSOCIATES ARE ENGAGED TO GROW AND THRIVE.



COMMUNITY ENGAGEMENT

GIVING BACK TO THE LOCAL COMMUNITY, CARING FOR THE ENVIRONMENT AND CONNECTING CURRENT AND FUTURE GENERATIONS WITH GARDENS AND GREENSPACES.



GOVERNANCE & TRANSPARENCY

FOCUSING ON ESG GOVERNANCE TO PROVIDE ENHANCED TRANSPARENCY, SUPPORT AND ACCOUNTABILITY TO OUR EFFORTS ACROSS THE COMPANY.

	GOAL	MILESTONE TARGET	TARGET YEAR
 PRODUCT STEWARDSHIP & SAFETY	<ul style="list-style-type: none"> Assess all new ingredients using enhanced product design standards with emphasis on environmental and safety impacts. 	PROCESS FULLY INTEGRATED	2022
	<ul style="list-style-type: none"> Baseline our active ingredient portfolio against a set of environmental and safety metrics to identify and evaluate priority ingredients in our formulas. 	100% OF BRANDED PRODUCT ACTIVE INGREDIENTS ASSESSED	2023
	<ul style="list-style-type: none"> Optimize product application devices to ensure continuous performance improvement 	ONGOING	
	<ul style="list-style-type: none"> Optimize Packaging Design: Redesign selected packaging to reduce the amount of plastic material used 	3% REDUCTION	2025
	<ul style="list-style-type: none"> Source Packaging Sustainably: Triple the amount of recycled content in plastic packaging 	15% RECYCLED CONTENT	2025
	<ul style="list-style-type: none"> Support Packaging Recycling: Increase consumer brand packaging that can be recycled or reused 	50% ACHIEVEMENT	2025
 OPERATIONS & SUPPLY CHAIN	<ul style="list-style-type: none"> Utilize established data collection process for emissions and waste in all locations to establish baseline metrics and future improvement goals 	100% OF LOCATIONS	2022
	<ul style="list-style-type: none"> Convert 20% of sales fleet to hybrid vehicles 	20% OF SALES FLEET	2025
	<ul style="list-style-type: none"> Demonstrate improvement on identified "Gro More Good" Goals among 75% of suppliers 	75% OF SUPPLIERS	2025
 ASSOCIATE ENGAGEMENT & WELLNESS	<ul style="list-style-type: none"> Leverage annual associate engagement survey data to track sentiment and engagement to drive specific action plans to ensure high levels of engagement are maintained 	CONDUCT ENGAGEMENT SURVEY AND COMPLETE ENTERPRISE AND DEPARTMENT SPECIFIC ACTION PLANS	2021
	<ul style="list-style-type: none"> Apply diagnostic data to identify our strengths and areas of opportunity in our mission to ensure all associates are treated in a fair and equitable manner 	DEVELOP AN INCLUSIVE TALENT ROADMAP	2022
	<ul style="list-style-type: none"> Continue to provide holistic health and wellness programs to help people through their best and most challenging times, with the goal of enhancing their health, happiness and longevity 	DEFINE THE NEXT GENERATION OF LIVETOTAL HEALTH PROGRAMMING	2022
	<ul style="list-style-type: none"> Continue to bolster our talent growth strategy in assessing and developing our internal talent, ensuring people plans align to business strategies 	IDENTIFY ENTERPRISE CRITICAL ROLES, DOCUMENT SUCCESSION PLANS AND LEVERAGE A STANDARDIZED TALENT PLANNING PROCESS	2023
 COMMUNITY ENGAGEMENT	<ul style="list-style-type: none"> Advance awareness and impact of associate volunteerism program 	GATHER BASELINE DATA	2021
	<ul style="list-style-type: none"> Connect 10 million children to the benefits of gardens and greenspaces 	10 MILLION CHILDREN	2023
	<ul style="list-style-type: none"> Invest in criminal justice reform and economic inclusion initiatives within the cannabis space 	\$2.5 MILLION INVESTED	2023
	<ul style="list-style-type: none"> Reach millions of Americans annually through environmental partnerships 	145 MILLION AMERICANS	2025
 GOVERNANCE & TRANSPARENCY	<ul style="list-style-type: none"> Engage all full-time associates in our company purpose and ESG priorities and management 	100% OF ASSOCIATES ENGAGED	2022
	<ul style="list-style-type: none"> Publish annual ESG report detailing performance and progress toward goals 	ANNUAL ESG REPORTING WITH FULL GOAL ACHIEVEMENT	2025
	<ul style="list-style-type: none"> Involve stakeholders across our value chain in ESG purpose & priorities 	ENGAGE ALL MAJOR STAKEHOLDERS	2025

Next Steps

Driven by our purpose to GroMoreGood everywhere, we are implementing robust action plans in our areas of focus. Supported by the ESG Team, associates across our company will establish detailed baselines, targets and timeframes and move toward implementation. Our senior leadership continues to oversee this process and provides ongoing updates to our Board of Directors. We will continue to share progress in future reports and on our website.



PRODUCTS

By designing our products to work in concert with the environment, we're supporting a sustainable future and inspiring a new generation of associates and gardeners to GroMoreGood in ways that give back to the Earth.

We are passionate about creating high-quality, innovative products that create thriving gardens, lawns and landscapes. We design our products with the needs, habits and interests of our consumers in mind and engage with gardeners and growers regularly to better understand what they want from our products.



Investing in product development and R&D strengthens our position with retailers and builds trust and support from the consumer. Comprising more than 100 on-staff research scientists, specialists and engineers, as well as collaborations with leading academic institutions, our world-class R&D team is committed to providing innovative product solutions. In pursuit of that goal, we leverage scientific expertise from leading providers of natural and organic technologies, plant breeders and agricultural companies.

As a company with a culture focused on family, we design products that create a better life for our families and our planet. Our portfolio includes products that control pests and diseases in order to protect environmentally favorable plantings and landscape investments. We are committed to using high-quality solutions that are appropriate for use by families in the residential environment. In selecting ingredients, we prioritize safety and performance to meet the needs of our gardeners and growers. We are committed to supporting a scientifically based regulatory system, educating consumers through communications and product labels and innovating to seek better solutions.

We monitor our active ingredients and look for ways to use the lowest active ingredient rate necessary while still maintaining high standards for product effectiveness. Our Packaging and Formulations Teams drive new innovations that strive to maximize sustainably sourced content, eliminate unnecessary or problematic material and promote recovery, recycling and reuse. We explore new options to deliver our products to customers in ways that cut back on packaging and unnecessary waste and respond to our customers' needs.



\$40M
Innovation and
R&D investment

RESEARCH & DEVELOPMENT

R&D and product innovation are the cornerstone of ScottsMiracle-Gro, and each year we invest nearly \$40 million in research, product development and innovation. Our product innovations follow a robust product development process. Each stage of this process includes established criteria for biology research, formulations and packaging development, marketing analysis and rigorous testing before moving forward to the next stage. Product development teams also consider our sustainability priorities related to formulation and packaging. Between each stage are technical and business vetting processes to ensure that the product concept is viable and we are meeting our research practice standards.

As part of our sustainability strategy, a cross-functional team of R&D scientists and engineers has identified several priorities to integrate into the product development process.

Active ingredients. The R&D team conducts regular active ingredient reviews with an aim to balance priorities of safety, effectiveness and environmental impacts. We reference industry recognized scientific standards to guide us in assessing the severity of a potential hazard. We listen to our consumers and look at what is happening in the green chemistry and stewardship space. We explore opportunities to introduce active ingredients that align with our standards for product design and safety. We also practice transparency by listing active ingredients in our product portfolio and publishing a list of ingredients and their descriptions on our corporate website.

Material sourcing. When identifying raw materials, we look to increase the use of recycled, bio-based or sustainably sourced options. We also consider the risks and opportunities related to material sources.

Product design. We are introducing life-cycle assessment tools to help evaluate sustainability opportunities and impacts while optimizing our existing products and spurring innovation in new product design.

Packaging sustainability. Throughout the product development process, we look for opportunities to maximize sustainably sourced content, eliminate unnecessary or problematic material and promote recovery, recycling and reuse.

1. IDEA

In this stage, the product development team, representing R&D, Marketing and others, engages in ideation around a new product. They seek to answer a myriad of questions including, "Is this a viable idea?" "Is there a market opportunity or need for it?" and "Is it worth exploring further?"

2. CONCEPT

In the concept stage, R&D scientists and engineers determine whether the project idea is technically feasible. They seek to answer the questions, "Could this concept be achieved?" and "What resources are needed?"

4. DEVELOPMENT

The final and most rigorous stage involves developing a full understanding of the costs to produce the product. In this stage, we are developing and testing full prototypes, researching users' experiences and refining the design accordingly. This stage is where we develop labels in accordance with regulatory standards, test product claims and perform all indicated safety testing. The team is seeking to answer the question, "Is this product ready for market?" Only when the answer is a resounding "yes" does the new product make its way to store shelves.

3. PROOF

In the proof stage, a product moves much closer to reality. Here, rough prototypes may be developed, and marketers begin to test consumer interest and attitudes. This stage also marks rigorous screening, testing and refining to determine how the product would perform in the real world. Product developers seek to answer the questions, "What will we prove?", "Can we accomplish it within a reasonable budget?" and "Can we develop the materials and manufacturing capacity needed?"



CRITERIA CONSIDERED DURING PRODUCT DEVELOPMENT PROCESS

TECHNICAL/SCIENTIFIC	MARKET OPPORTUNITY	RETURN ON INVESTMENT
<ul style="list-style-type: none"> BIOLOGY FORMULATION PACKAGING DURABLES REGULATORY PRODUCT SAFETY SOURCING MANUFACTURING QUALITY 	<ul style="list-style-type: none"> CONSUMER RESEARCH COMPETITIVE DIFFERENTIATION SALES CHANNELS LEGAL/INTELLECTUAL PROPERTY 	<ul style="list-style-type: none"> PRODUCT FINANCIALS RESOURCES AND COMPLEXITY

Our company has a history of adapting technologies from other industries (like agriculture) to be more appropriate for residential use by enhancing or adapting the formulation or application characteristics for the general consumer. As part of the process, we engage with consumers and analyze their experience to ensure products are applied at the right rate, the right time and to the right location, while minimizing either misapplication or contact with the formula. We design and test our products to withstand real-world environments, such as heat, cold and sun exposure, while still performing to a high standard. Our packaging engineers design applicators to reduce the risks of misapplication and unintended contact with the product.

The framework and overall processes required to deliver flawless execution of a new product are outlined in our Good Research Practices (GRP) program. The program sets benchmarks to measure efficacy, product performance and claims development, while also setting critical standards to manage the potential risk of under- or over-application. At a minimum, all products comply with local, state and federal regulations and are thoroughly reviewed and vetted by our regulatory team.

REGULATORY

Our Regulatory Team provides rigorous, end-to-end oversight of the product development process. This team works to understand federal and state requirements from the start and ensure every product meets or exceeds their standards. Over the past decade, we have invested in continuous improvement by enhancing the separation of duties amongst the Regulatory Team and adding multiple internal compliance monitoring steps and checkpoints. Our Board of Directors includes a former U.S. Environmental Protection Agency Administrator who further advises us on these improvements.

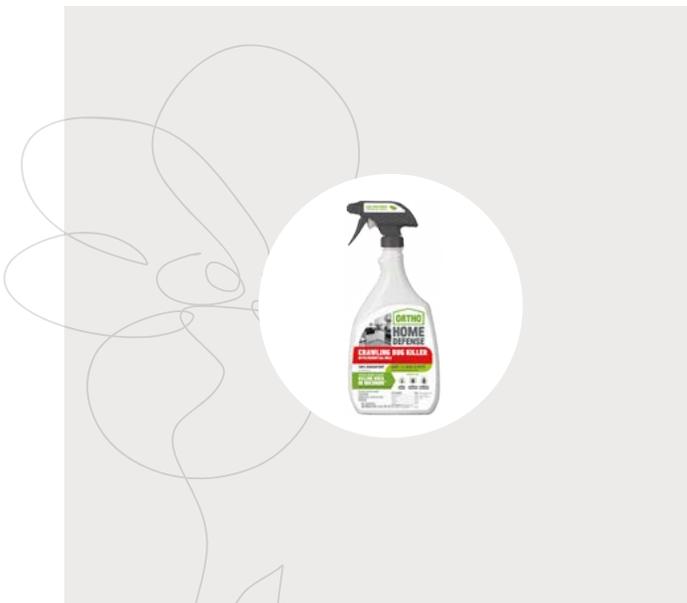
At the beginning of the regulatory process, we evaluate the raw materials that are inputs to our products to determine whether they need to be registered. Next, an on-staff toxicologist reviews the formulations to determine what safety testing should be conducted and what label requirements may apply. Based on these evaluations, among others, the Regulatory Team proposes text for labels to meet corresponding regulations and guide consumers on usage and any appropriate precautions. Once a product label is developed, the Regulatory Team submits it to the applicable state and federal regulatory agencies for approval. We have strong document control protocols and multiple levels of review and cross-checking to help ensure our products remain in compliance and achieve proper registrations. It's only after this lengthy process that a new product is released to market.

FORMULATION

We prioritize human health, the environment and efficacy when designing our products. Our product development is guided by consumers' needs and academic research expertise to ensure that we are using up-to-date scientific research and meeting the emerging interests of our customers.

In selecting ingredients for our products, we consider the following:

- Efficacy
- Safety to humans
- Safety to animals
- Impact on the environment
- Interaction with other ingredients
- Interaction with the product packaging
- Lowest active ingredient rate necessary for product effectiveness





WE BUILT HAWTHORNE TO HELP
CULTIVATORS OF ALL SIZES GROW
QUALITY PLANTS WITH HIGH LEVELS
OF EFFICIENCY AND CONSISTENCY.

Our goals are to assess all new ingredients using enhanced product design standards with emphasis on environmental and safety impacts by 2022 and baseline our active ingredient portfolio against a set of environmental and safety metrics to identify and evaluate priority ingredients in our formulas by 2023. Our investments in R&D, detailed in the section above, enable us to depend on rigorous science to inform our decisions when developing products. Our scientists are charged with seeking to improve product effectiveness while continuing to meet regulatory standards. Over the years, this approach has allowed us to, in some cases, actually reduce the amount of active ingredients in our products while still maintaining product effectiveness.

Our commitment to careful formulation, rigorous testing and comprehensive regulatory compliance means that a product may be in development for months or years before consumers see it on a store shelf. The average lifecycle of a product from idea to commercialization is typically two to three years. During the course of this development, more than 12 departments, including Procurement, Manufacturing, Quality, Sales, Creative and Finance, will play a role in helping R&D and Marketing to refine and improve the concept, as well as assist in gathering the information necessary to bring the product to life. When a brand-new active ingredient or packaging solution must undergo development, it can take up to five years to reach commercialization. We adhere to the high standards of our GRP program in developing new products and will not compromise the consumer experience.

In our Hawthorne business, we recognize that growers have additional considerations regarding the performance and safety of our products. We understand our responsibility as the industry leader in indoor growing and hydroponic products, and that's why we're making bold investments in the future of the industry—more so than any other distributor in the business. In January 2021, Hawthorne Canada Limited announced the completion of the world's first cannabis research and development facility of its kind. Opened in partnership with a licensed Canadian producer in Kelowna, British Columbia, Canada, the 40,000-square-foot R&D Center includes state-of-the-art laboratories, indoor grow suites and training areas in a single building.

"We built Hawthorne to help cultivators of all sizes grow quality plants with high levels of efficiency and consistency. Completing the industry's only dedicated R&D facility gives us a distinct advantage," said Chris Hagedorn, Executive Vice President and Division President of Hawthorne Gardening.

More gardeners today are looking for natural and organic ways to garden. In response to this demand, we've been evaluating natural and organic ingredients and researching methods to achieve superior product results in new ways. For example, in 2020, we launched EcoScraps Slow Release fertilizer, which is derived from recycled nutrients produced by the water reclamation process.

1868 VENTURES

In 2020, we launched 1868 Ventures, a fund that advances our commitment to find innovative ways to meet and exceed the evolving needs of gardeners and professional growers. 1868 Ventures focuses on investments in controlled environment agriculture technologies, plant genetics, natural and organic alternatives for fertilizers and controls and sustainable products and packaging. These are areas where we may be a logical customer or partner, or where our

associates and subject-matter experts can add value through their expertise in retail distribution, product formulation and development, marketing and branding and indoor growing products.

The fund emphasizes early and growth stage companies with demonstrated traction in the market and revenue generation. Investment efforts will be managed together with Touchdown Ventures, a firm specializing in corporate venture capital. For more information about 1868 Ventures please see our [Press Release](#).



120Mi
COMPOST
SOURCING RADIUS

“WE ARE ALWAYS LOOKING FOR NEW WAYS TO USE COMPOST, AND I THINK THAT’S PRETTY GREAT.”

– Senior Research Scientist
 Dr. Tera Lewandowski

How do they do it?

We are the nation’s largest user of green waste and other forms of compost. Drawing on an extensive network of local suppliers across North America, we are always looking for more high-quality compost to recycle into beneficial products. On average, each bag of growing media is sourced, produced and used within a 120-mile radius.

So, how do we make sure every bag performs to the same high standard? As a member of our R&D Gardens Team, Senior Research Scientist Dr. Tera Lewandowski applies her background in mycology and forestry to test raw

materials and finished goods and to work with suppliers and our Manufacturing Teams to perfect our growing media “recipe.” “I love finding a new use for waste,” said Dr. Lewandowski. “We are always looking for new ways to use compost, and I think that’s pretty great.”

As the Miracle-Gro® Performance Organics™ project got underway, the R&D Gardens Team developed a process for screening and qualifying local raw material suppliers. Suppliers provide these samples to R&D, where Dr. Lewandowski and her team use them to run tomato growth trials. Based on results, the team works with each supplier to make adjustments, creating a recipe to ensure

the end result is uniformly high-performing and contains just the right balance of carbon and nitrogen.

On an ongoing basis, our scientists also test these materials for consistency and troubleshoot problems with suppliers and the Growing Media Manufacturing Teams. In addition, they apply rigorous testing to our finished goods, pulling bags of products from manufacturing sites to test for quality and consistency within and across sites. They provide hands-on help to our operators to add or reduce nutrients, adjust mixing processes and work towards a recipe that turns out right, every time.

Scotts. provista SUSTAINABLE TURFGRASS

With a changing climate, some of our customers may need different products in order to use resources more efficiently in their area. Our ProVista™ turfgrass is designed to require less frequent maintenance. While all lawns can reduce runoff and absorb carbon dioxide, our ProVista™ turfgrass requires less mowing and weed control treatments than conventional turf, reducing the resources needed by our customers to maintain their lawn. By requiring 50% less mowing, ProVista™ can reduce related carbon emissions from traditional gas-powered lawn mowers.



Packaging Initiatives



PACKAGING

Packaging is critical to multiple aspects of our business. It must be durable enough so that we can deliver on our high product safety and quality standards while withstanding exposure to a wide range of indoor and outdoor environments. Packaging is also critical to the consumer's product experience. We work hard to ensure every product is clearly labeled, easy to use and designed to prevent misapplication or off-target contact. That's why our team of specialized packaging engineers apply rigorous standardized methods to design, test and qualify our packaging and application devices.

Beyond product safety, quality and user experience, we also prioritize sustainability considerations when designing packaging. We recognize that many of our customers, consumers and other stakeholders are concerned about the environmental impact of plastic packaging. In many cases, we use plastic because of its durability, which is especially critical to help avoid spills caused by ripped bags or broken bottles, whether on the retail shelf or in a consumer's home. However, we are highly focused on reducing material usage, increasing recycled content and supporting increased recycling rates, as reflected in our ESG goals.

To reduce the environmental impact of packaging, we have delivered and continue to drive multiple sustainable packaging initiatives, including the following:

Redesigning packaging. During the past few years we've completed numerous package redesign initiatives which resulted in significant material reduction. We are exploring ways to significantly reduce the size and weight of packages, such as selling more products in concentrated form. We continue to expand package refill offerings, which also reduces the amount of packaging produced.

Increasing recycled content. We continue to increase the amount of recycled material in plastic packaging, which significantly reduces petrochemical use and emissions. We have several initiatives underway to test and qualify the maximum possible recycled content for flexible packaging, including bags and pouches. Our goal is to triple the amount of recycled content in plastic packaging by 2025.

Supporting recyclability. We're increasing the amount of our packaging which is recyclable, reusable or compostable. For some packages we are transitioning to materials which are more compatible with today's recycling infrastructure. We have begun to utilize the standardized labeling system How2Recycle® on our products to clearly communicate recycling and proper disposal instructions to the public. We plan to incorporate this standard into all of our packaging which is not subject to other recycling communication standards required by specific environmental regulations.

Sustainable material sourcing. The majority of our paper fiber-based packaging is certified sustainably sourced by the Sustainable Forestry Initiative (SFI) or Forest Stewardship Council (FSC), and we are striving to increase this to 100%.

We continue to prioritize consumer and environmental safety as we explore changes to product packaging and support new product innovation. We are focused on supporting major market trends, such as the shift toward direct-to-consumer delivery, while doing our part to address some of the unique sustainability challenges it brings.

We enthusiastically engage with our retail customers, suppliers and industry trade group partners to tackle the systemic challenges of sustainable packaging, focusing on the issues described above. Through collaborative partnerships, we hope to find lasting solutions to

fundamental challenges such as recycling infrastructure gaps and landfill diversion. We pursue the vision of a circular economy where value can be extracted from post-consumer packaging material and utilized again for the same or another use.

For more information about our packaging and recycling efforts, please see our highlight story about the post-industrial plastic film scrap recycling program in the Operations section of this report.



WATER

Water is essential for growing healthy plants, and we embrace our responsibility to help gardeners take care of this precious resource. That's why we design our products to help consumers use less water and protect against runoff during use. We have made changes to our product formulation, developed improved application devices and partnered with environmental groups to inform our approach. Many of our soil products contain coconut coir, a super-absorbent natural fiber that helps our products retain water and make it available to plants when they need it. We have developed the Gro™ Watering Solutions product line which provides gardeners with a smarter way to water, without using too much. Spreaders with Edgeguard® and liquid products with precision wand applicators are not only easy to use but designed to keep the product where it belongs and out of waterways.

We also design our products with resource conservation in mind. For example, in 2020, we modified all of our Florida formulas to be 65% slow-release nitrogen to continue to be

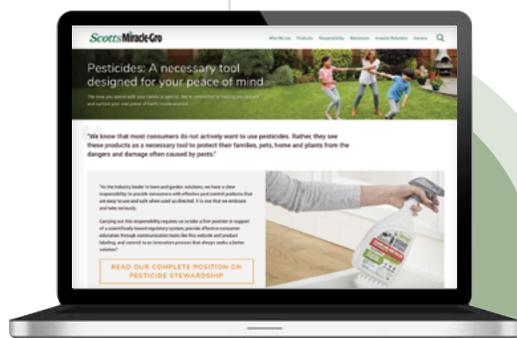
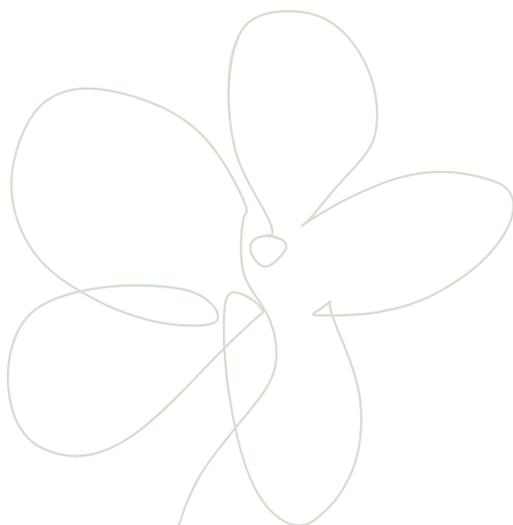
protective of Florida's critical waterways. This achievement is part of our ongoing innovation work to expand our capabilities around slow-release nitrogen across product lines.

Concentrates that can be dispensed safely at the point of use are an emerging area of focus in product design. Using concentrated versions of our products could potentially lower our water use in manufacturing and create lighter-weight products for shipping, reducing our shipping-related emissions. As we make decisions to reduce the impacts of our products, we carefully balance the need to reduce water and the need to maintain a high level of consumer safety. We engage with our customers and consumers to find innovative ways to deliver our products in a safe but less impactful way.

We share gardeners' concerns about water quality. Harmful algal blooms, fed by excess nutrients like nitrogen and phosphorus, continue to threaten our waterways. More than a decade ago, we challenged ourselves to create a high-performance lawn fertilizer product that did not include phosphorus. The resulting formulation change led to removal of more than 10,000 metric tons of phosphorus from all of our lawn maintenance fertilizers. Today, we

continue developing new slow-release nitrogen technologies and refining product formulations to meet the needs of sensitive ecosystems. For example, in 2020, we launched EcoScraps® Slow-Release Fertilizer, which is derived from recycled nutrients produced by the water reclamation process.

Through our Hawthorne business, we innovate the indoor growing and hydroponic product landscape. Hydroponic growing has the ability to reduce water use in growing plants, as well as require less fertilizer and space inputs. It also enables food to be grown closer to the source, potentially cutting down on transport distance, cost and emissions.



CONSUMER EDUCATION

As a leading lawn and garden solutions company, we provide consumers with effective products that are easy to use and safe when used as directed. We rigorously research ingredients and test our products to ensure they meet regulations for use by people, around pets and in the environment. We communicate our processes and facts to our consumers through our website, technical bulletins, product labels and marketing campaigns. We know our consumers value accurate and current information on our products and active ingredients, and we dedicate space on our websites for sharing this information with them.

All of our products, including weed and pest controls, include clear directions for use, and where indicated, precautionary information and first aid instructions on the product label. Our brand websites provide consumers with instructions on use; disposal and recycling; how to protect the environment, people and pets while using products; and detailed product labels.

Partnering with outside experts is a key to our success in developing effective, easy-to-use consumer products. We regularly extend the expertise of our on-staff R&D Team by collaborating with universities and reputable research centers to test and evaluate our products. We also engage with nonprofit organizations to create solutions for the responsible use of our products.

One example of our engagement for consumer education is related to pollinator protection. We recognize that pollinators, like bees and butterflies, are in need of more habitat, and we have a role to play in protecting them. By helping consumers create pollinator-friendly spaces in their own backyards, and educating them on how to use pest control products responsibly, we can help these vital creatures flourish. As part of our practice to regularly evaluate our active ingredients, we found we could do more to address the concerns of our customers and consumers. In 2016, that led the Ortho® brand to announce its decision to remove neonicotinoids from its outdoor garden control products by 2021. We eliminated neonics from these products by 2019, a full two years ahead of schedule.

To expand our toolbox of pollinator-friendly technologies, in 2020 we launched a targeted, patented strain, *Bacillus thuringiensis*, in Grub B Gon® in Canada. It is the first of its

strain that is powerful enough to control both adult and larva stages of susceptible pests, but is also pollinator friendly.

We also go beyond formulation changes to help gardeners protect pollinators while using our products. The Bee Responsible program, which rolled out in retail stores nationwide in 2019, offered consumers clear, concise tips to follow in using Ortho® products responsibly. Signage on displays and bottles shared the following guidance, developed in collaboration with the Pollinator Stewardship Council:

- Plant pollinator-attractive plants
- Always use products as directed
- Spray on foliage to avoid blooms
- Spray when air is calm to avoid drift
- Apply at dusk and dawn when bees are less active
- Do NOT spray when bees are visiting the treated area

This consumer education campaign helps consumers to apply products in a way that reduces impact on pollinators and ensures our products are used in a targeted way, in only the quantities necessary.



Foundation-supported programs engaged 2,300 people in 24 states in pollinator protection activities in 2020.



HAWTHORNE'S APPROACH TO PEST MANAGEMENT

Pest control—namely insects, diseases, and mites—can be a challenge when growing indoors in grow rooms and greenhouses, as pests can flourish in these environments much more than outdoors given the highly consistent conditions present. Good pest control starts with Integrated Pest Management (IPM). IPM is a science-based, sustainable process that employs biological, chemical, and cultural based tactics to identify, manage and reduce risk from insects and diseases. This is in contrast to the conventional approach of a single solution such as chemical products.

Hawthorne aligns with the definition of IPM from the Food and Agriculture Organization Panel of Experts as *“a pest management system that, in the context of the associated environment and the population dynamics of the pest species, utilizes all suitable techniques and methods in as compatible a manner as possible and maintains the pest population at levels below those causing economic injury.”*

Hawthorne aims to educate consumers about the five steps of IPM:

- 1. Plant growth environment**—Maintaining conditions for optimal plant growth while also discouraging pest development. Accounts for proper light, airflow, temperature, humidity, irrigation and fertilization.
- 2. Sanitation and pest barriers**—Effective use of tools and actions that keep the growing environment clean and free of pests.
- 3. Cultural practices that help with pest prevention and control**—Growing methods that reduce pest levels or decrease the rate of pest development.
- 4. Pest scouting and monitoring**—Process of identifying and assessing pest pressure over time and corresponding crop performance to evaluate economic risk.
- 5. Pesticides and other repellents**—Use of appropriate pesticides to repel, kill or inhibit pest development.

Our goal is to help customers understand how our wide array of products offers different options to manage their growing spaces in a way that meets their individual needs and preferences. We will continue to support Hawthorne's efforts to strengthen IPM consumer education so that our customers can achieve their gardening goals in a sustainable and satisfactory manner.

OPERATIONS AND SUPPLY CHAIN

We incorporate sustainability principles into all aspects of our operations to GroMoreGood by striving for efficiency, using fewer resources and creating products that our consumers can trust.

We operate a world-class supply chain, from the purchasing of raw materials through manufacturing and distribution of finished goods. We are committed to doing the right thing, operating our company in alignment with our values and positively impacting the communities where we operate.



Our operational impacts are managed through a robust Environmental Health and Safety (EHS) management system. Our EHS software system helps us schedule compliance activities, track key EHS indicators and report and investigate incidents. We maintain an EHS Audit Program to help ensure our operations meet environmental, health and safety regulations and align with the standards we set for ourselves. Through third-party, external assessments and quarterly internal reviews, we are able to identify opportunities for continuous improvement and/or gaps in our performance. By tracking our metrics, we're able to drive improvements in areas that matter to us as a business, including waste, water, energy and health and safety. Our goal is to utilize established data collection processes for emissions and waste in all locations by the end of 2022, from which we will establish baseline metrics and future improvement goals.

WE RECOGNIZE THAT WE HAVE THE ABILITY TO INFLUENCE HOW OUR SUPPLIERS AND PARTNERS OPERATE THEIR BUSINESSES, AND WE MAKE EVERY ATTEMPT TO WORK WITH THEM TO CREATE POSITIVE OUTCOMES. THROUGH OUR CODE OF BUSINESS CONDUCT AND ETHICS, WE SET EXPECTATIONS FOR HOW WE EXPECT OUR PARTNERS TO BEHAVE.

HEALTH AND SAFETY

First and foremost, we are committed to the safety of our associates. Our numerous health and safety programs are designed to protect our team members. Our EHS management system is one tool that we use to promote the health and safety of our associates. Our behavior-based safety program allows our associates to submit concerns regarding conditions they perceive as unsafe or share feedback when they observe unsafe work behaviors. This feedback enables us to stay on top of safety issues in real time. Our robust health and safety policies, programs and management systems played a large role in our Company's prompt and effective response to the COVID-19 pandemic.

We are committed to tracking and improving the industrial hygiene at our plants. This includes identifying opportunities to reduce workplace hazards in the work environment per Occupational Safety and Health Administration (OSHA) standards. We are dedicated to upgrading our facilities to protect the health and safety of our frontline associates. In 2018, we opened the Centennial Plant in Vancouver, Washington, which provides a cool, well-ventilated working environment filled with natural light that associates report contributes positively to their well-being. In 2020, we embarked on a multi-year capital improvement project at our largest manufacturing facility in Marysville, Ohio.

Health and Safety*	FY2019	FY2020
Number of Lost Time Incidents	38	52
Total Number of Recordable Injuries	120	114
Total Number of Injuries	591	430
Total Number of Fatalities	0	0
Total Incident Rate	2.2	1.7
Total Lost Time Rate	0.6	0.8

*Organization-wide including Hawthorne and corporate offices

WASTE

We are committed to eliminating unnecessary waste from our business, whether in our direct operations or beyond, across North America. In 2020, we prioritized setting goals and identifying further opportunities where ScottsMiracle-Gro can contribute to reducing waste.

We work to reduce the amount of waste we send to landfills within our own operations. We aim to reduce our materials use, recycle or reuse materials as much as possible. Our plants have implemented a range of recycling initiatives, including wooden pallets, cardboard and plastic, and communicated with our associates how to reduce their impacts. At our headquarters in Marysville, Ohio, we've developed a successful food waste composting program,

which has, in the past six years, diverted more than 118 tons of waste from landfills.

Our facilities generated approximately 41,294.6 short tons of non-hazardous waste in fiscal year 2020. The loss of once-reliable markets for certain recycling continues to affect our operations, forcing many of our sites to send material to landfills while searching for alternative outlets. Despite this significant challenge, we were able to divert 23,593.7 tons of waste from landfills last year, achieving an overall diversion rate of 57% across our North America operations.

Reducing packaging impacts—while prioritizing consumer safety and product quality—is an area of continued interest for our company, our customers and consumers. You can learn more about our packaging waste reduction efforts in the Products section.

POST-INDUSTRIAL PLASTIC FILM SCRAP RECYCLING PROGRAM

Our manufacturing plants generate a significant amount of mixed plastic film waste, which is generated from raw material packaging and production consumer bag scrap. Because of its variety and the presence of product residue, this material is impractical to recycle using traditional mechanical methods and typically ends up in landfills. Flexible packaging is a major recycling challenge, since it is difficult to sort and clean to a level that supports its use in new products.

We are partnering with waste solutions company Brightmark LLC, which is building a network of plastics renewal facilities. These facilities utilize a proprietary pyrolysis-based process to chemically convert the film scrap into valuable fuels and, in the future, feedstock that can be used to produce new plastic. This year we are initiating a pilot program for several of our plants, with a multi-year objective of using this process to responsibly recycle more than 1,200 tons per year.

We are working toward finding improved ways to measure and manage our waste and better understand how we can reduce, recycle and reuse waste streams in each of the unique manufacturing environments across our company. In 2020, we explored new partnerships to directly recycle some of the packaging waste from within our operations. We continue to seek out innovative opportunities to reduce our impacts.

We produce a small amount of hazardous waste as a result of some of our operations. We comply with laws in the United States and work with third-party operators to transport overland and dispose of this waste. For fiscal year 2020, we produced approximately 3,359.7 short tons of hazardous waste across our core business.



Giving Waste a New Life, Locally

We embrace our ability to innovate in ways that care for the environment. ScottsMiracle-Gro is the leading recycler of compost in North America. This includes green waste, like grass and tree trimmings, and waste from commercial landscaping, tree cultivation and agriculture. Despite their value, these waste streams often end up in landfills. Wherever possible, we redirect grass and tree clippings, bark fines, chicken litter, food waste and other items into our products. Instead of taking up valuable landfill space and contributing to methane emissions, they re-enter the growing cycle as soils, amendments and mulches.

Not only does our company keep roughly five billion pounds of green waste out of landfills each year, but we do it locally. Over the past eight years, our growing media procurement team has developed a network of hundreds of local suppliers across North America. This network, made up of many small and medium-sized businesses, provides the raw ingredients for our growing media products. This “growing local” strategy reduces the costs and emissions associated with shipping heavy organic materials over long distances

and helps ensure we develop high-quality product blends that meet the needs of each area. Because we operate dozens of growing media facilities across North America, a bag of our soil is sourced, produced and used, on average, within a 120-mile radius.



Waste Short Tons*	FY2019	FY2020	FY2020 Normalized
Total Waste Generated	31,385.1	44,654.3	0.00707
Waste to Landfill	12,223.6	17,700.9	0.00280
Waste Diverted from Landfills	17,216.1	23,593.7	0.00374
Hazardous Waste Generated	1,945.4	3,359.7	0.00053

*FY2020 data now includes 95% of all sites reporting waste data, including Hawthorne. In FY2019, 67% of sites reported waste data.

WATER

Water stewardship, including water quality and quantity, continues to be an area of focus for our company. Harmful algal blooms, driven by nutrient runoff, are exacerbated by climate change through increasing temperatures and increasing frequency and intensity of rainfall events, particularly in the eastern United States. In the American West, drought continues to drive urgency around conserving limited resources. We recognize these as both risks and opportunities for our business and continue to invest in developing products that enable consumers in these regions to care for their lawns and landscapes while protecting their water resources. In addition, we continue to invest in partnerships with leading environmental organizations to tackle this issue head-on. With a combined reach of more than 150 million people, these organizations are at the forefront of change by driving scientific innovation, protecting vital waterways and advocating for all Americans' right to safe and accessible water.

As a responsible steward, we explore ways to reduce the amount of water we use in manufacturing and reduce our water-related impacts to communities. In fiscal year 2020, we consumed approximately 1,071.8 megaliters of water in our operations. Our manufacturing processes generate wastewater, but we do not discharge untreated wastewater into nearby waterways.

A majority of our water use occurs at two plants. We're able to focus our water stewardship efforts at these plants, where we have developed successful programs to reduce wastewater. For example, we recycle water in our manufacturing processes as many times as possible. Because the water used in fertilizer production at our Marysville manufacturing plant is nutrient-rich, we seek ways to beneficially reuse this water once we are no longer able to use it in our manufacturing process. We created a partnership with a local farmer to apply this nutrient-rich water on his crops. Plant leaders work with the farmer to ensure nutrients are applied at the right time, place and amount in keeping with agricultural best practices. Recently, we also helped the farmer construct a purpose-built storage tank for the nutrient water so he can receive and store it safely even at times of year when crops are not active. This is just one way we live out our sustainability values by contributing to a more circular economy where nothing is wasted. In 2020, our facilities recycled approximately 25.8 megaliters of water, including nutrient water, and generated approximately 2.7 megaliters of wastewater. We

use a third party to remove and treat this water, consistent with regulations and best-practices for wastewater treatment.

Protecting the waterways around our Marysville plant continues to be a top priority for our company. That's why we agreed in 2019 to participate in an advisory committee with American Farmland Trust (AFT) for its Upper Scioto Watershed Project. This project aims to reduce runoff and protect surface waters in this critical watershed. The Upper Scioto is situated in one of the Midwest's most fertile farmlands, which today is one of the biggest nutrient contributors to the Ohio River. Our company is actively working with the AFT and other area stakeholders to support the protection of this vital watershed, both now and for future generations.

We recognize lawn and garden products can require water usage, and we innovate to create products that help consumers conserve water. For more information on how we design products for responsible use of water resources, see the Products section of this report.

We continue to streamline and automate the collection and management of water data across all our operations. While we have made substantial progress, we see this as an area for continued growth. During the process of reviewing and preparing reporting, we learned that one manufacturing site recorded its purchased water data using an incorrect unit of measurement in FY2019. This resulted in an overstatement of our water withdrawals for last year, which has since been corrected in our records. We also discovered a conversion factor error in the third-party database used to collect and store this data, which we worked with the database manager to correct. The table below contains updated and cross-checked water data for the past two fiscal years.

Water Use (Megaliters)*	FY2019	FY2020	FY2020 Normalized
Purchased Water	324.1	234.7	0.00004
Well Water	1,570.5	837.1	0.00013
Total Water Withdrawals	1,894.7	1,071.8	0.00017
Water Withdrawal Intensity (Megaliters per Production Ton)	0.00034	0.00017	N/A
Wastewater Discharged	1.7	2.7	0.00000
Water Recycled and Reused	5.0	25.8	0.00000

*Organization-wide including Hawthorne and corporate offices. In FY20, 50% of sites reported purchased water data and 46.6% of sites using well water reported data. This represents 72.4% of sites reporting water data. In FY19, 44% of sites reported purchased water data and 49% of sites using well water reported data based on site meter readings.

ENERGY AND EMISSIONS

We work to reduce the energy impact of our operations in order to reduce our greenhouse gas emissions (GHG). We carefully track and monitor energy use and emissions from around our business. Our main energy use comes from electricity and natural gas use in our operations and fleet fuel for our sales team. Our goal is to convert 20% of our sales fleet to hybrid vehicles by 2025. Emissions from our products are not a significant source of emissions for our business; rather, many of our products are used to grow plants, which are effective at removing carbon from the atmosphere. Our consumers expect us to help them reduce their emissions. We are looking at ways to reduce the impact of our energy use through initiatives such as efficiency projects and renewable energy.

Capturing our energy footprint accurately is important, and we know we have work to do when it comes to capturing the full energy impacts of our business. Over the past year, we have made great strides in improving our understanding of our energy and emissions impacts. We are reporting our available fiscal year 2020 data and continuing to explore ways to better quantify our greenhouse gas emissions so that we can better track our performance and target reductions in the future. For more information on our climate and GHG impacts, please see our CDP climate response.

Our Hawthorne business is one of the largest producers of horticulture lights in the world. While these products do not directly impact our company's emissions or energy use, we recognize that some of these lights use energy intensively to grow plants. This impacts our consumers. We are focused on producing lights that are as energy efficient as possible for the end users. To that end, in early 2020, Hawthorne introduced the Gavita 1700e, a highly efficient LED light option for use in indoor growing systems. This product is designed to make a sustainable approach to cultivation more accessible by reducing upfront and ongoing costs. We also offer LED light fixtures that are listed and certified to the DesignLights Consortium, an energy efficiency program that rewards customers for purchasing energy efficient lighting products through rebates and other incentives.

The emissions and energy tables, below, provide data on our impacts and consumption for the previous two fiscal years. Intensity rates show that, while absolute GHG emissions and energy use rose slightly between the two years due

to increased production, intensity declined. Data in these tables is organization-wide including Hawthorne and corporate offices.

GHG Emissions (MT CO2e)	FY2019	FY2020	FY2020 Normalized
Scope 1 (CO2e)	75,460.1	80,740.1	0.01278
Scope 2 Location-based (CO2e)	48,880.2	47,894.9	0.00758
Emissions Intensity (MT CO2e per Production Ton)	0.02198	0.02037	n/a

Energy Use (GJ)	FY2019	FY2020	FY2020 Normalized
Total Energy Use	1,637,708.6	1,690,729.0	0.26771
Energy Intensity (GJ per Production Ton)	0.28954	0.26771	n/a

Air Emissions (kg)	FY2019	FY2020*	FY2020 Normalized
NOx	11,158.4	11,412.3	0.00181
SOx	90.7	72.6	0.00001
PM	N/A**	20,130.3	0.00319

*Air emissions are collected and reported on a calendar year basis. Scotts is sharing the air emissions from our Marysville, Ohio, Title V facility. The total air emissions disclosed in this report do not rise to the level of reportability for the USEPA, but represent our company's tracking and estimation of this data.

**The Company has identified errors in the FY2019 PM air emissions data collection and has excluded those numbers from this report for further review. Third party review of FY2020 air emissions data has confirmed the accuracy of the process for calculating and reporting this data.

SUPPLIERS

We expect our supplier partners to uphold our values as outlined in our [Code of Business Conduct and Ethics](#). We work to mitigate risk within our supply chain through our supplier standards in areas such as slavery and human trafficking, compensation and benefits, working hours, health and safety, freedom of association and collective bargaining, environmental protection and anti-bribery and corruption. We engage our suppliers annually through our supplier conference, where we share best practices and communicate our expectations.

Our Supplier Relations Policy provides guidance for our associates in upholding the appropriate standards of business ethics, professional courtesy and competence in all dealings with our suppliers. This policy directs our associates in procurement roles to provide equal opportunity for all capable suppliers, including Minority Business Enterprises.

Building on the standards in our Code of Business Conduct and Ethics, we are updating our Supplier Code of Conduct and launching our Sustainable Suppliers Program in 2021 to work with our most significant suppliers to increase transparency and set shared goals around environmental stewardship, emissions and human rights. We will prioritize which suppliers to engage and create a tiered program where they can achieve higher levels of recognition as they progress in making more commitments and demonstrating results. We recognize many of our suppliers are actively engaged with sustainability initiatives now, and through the Sustainable Suppliers Program, we can amplify their efforts and increase our joint impact. Our goal is to demonstrate improvement on identified GroMoreGood Goals among 75% of our suppliers by 2025.

Raw Material Sourcing

We source our raw materials on a global basis. The materials we source include urea and other fertilizer inputs, resins, sphagnum peat, coir, perlite, bark and grass seed. Where possible, we source growing media inputs within 120 miles of our manufacturing sites. Regardless of where materials are coming from, we make every effort to source them

sustainably, both socially and environmentally. One example of this commitment is our voluntary approach to sustainable management of Canadian peatlands and the industry. Our peat bog sites in Quebec and New Brunswick are Veriflora certified. This is an industry standard for the Responsible Management of Peatlands. The standards require the responsible development, harvesting and rehabilitation of sites used for peat. In addition, Scotts Canada funds multiple collaborative research projects with universities throughout Canada to improve our understanding of the impacts of peat use and best practices for rehabilitation.

Local Procurement

Local sourcing is an important aspect of our supply chain program. We make every effort to source as locally as possible, especially for raw materials, to help sustain local economies and ensure product traceability. For our growing media business, we typically source materials for compost and green waste products within 120 miles of the plant. For more information about our local procurement efforts, please see the Products section of this report.



COMMUNITIES

We set out to GroMoreGood, everywhere, by supporting the creation of gardens and greenspaces that transform neighborhoods, get kids outdoors and bring people together. We also support social justice, protect environmental resources and develop programs that help kids understand and meet their full potential to become the leaders of tomorrow.

The challenges of 2020 were unprecedented for all Americans as well as for our company. The COVID-19 pandemic and rising calls for social justice presented us with new opportunities to respond with support for our own associates and for the communities where we live and operate. We adapted our grant making to ensure community programs could continue to meet urgent needs, empowered associates to give back in safe and creative ways and established a fourth philanthropic pillar at The Scotts Miracle-Gro Foundation to address social justice. One thing that didn't change in 2020, however, was our commitment to our purpose—to GroMoreGood everywhere.

Scotts Miracle-Gro

**GRO
MORE
GOOD**





FOUNDATION COMMITMENTS

We focus our philanthropic efforts on challenges where we can have the most impact as a company. Since founding The Scotts Miracle-Gro Foundation four years ago, we have focused those efforts on improving and protecting the environment, expanding community access to gardens and greenspaces and empowering youth, especially in underserved communities. In 2020, we expanded these efforts to include social justice.

These commitments complement our ongoing ESG strategy in the areas of environmental and water quality issues, diversity and inclusion and local community engagement.

The Hawthorne Social Justice Fund

Our Hawthorne Gardening Company subsidiary is North America's largest distributor of indoor growing and hydroponic products, serving growers of all sizes. In the U.S., many of these growers cultivate cannabis in compliance with state law. As reform advances, states are struggling to confront the complex legacy of racial, social and economic inequality tied to cannabis. Standing behind our purpose to GroMoreGood, we are committed to fighting for the reforms needed to create a more just and equitable industry—one that addresses past injustices and one where all people in the U.S. have the opportunity to join and flourish.

One way we are bringing this commitment to life is through The Hawthorne Social Justice Fund at The Scotts Miracle-Gro Foundation. This Fund supports organizations committed to addressing long-standing social injustice through advocacy for criminal justice reforms, assistance in reentry for people with nonviolent, low-level cannabis convictions and increasing the diversity of representation in the legal cannabis industry.

Over the next several years, we will invest more than two million dollars in grants to nonprofit organizations working to advance these goals. As we develop this platform, we are benefiting from the expert advice of leaders in the minority cannabis community who are helping us set a strong framework for impact at the national and local community level.

Environmental Improvement

In keeping with our commitment to care for the planet, we've put substantial processes in place to foster an internal dialogue regarding environmental stewardship. This commitment has resulted in multiple actions and investments over the years, including changes in some of our product formulations, the introduction of more water-efficient products and increased consumer education on safe and appropriate use of our products. The Scotts Miracle-Gro Foundation has partnered with experts and environmental groups across the U.S. to preserve Americans' access to a safe, abundant supply of water and protect pollinators. Our goal is to reach 145 million Americans annually through environmental partnerships by 2025.

Safe and Accessible Water

Nutrient pollution, caused by excess amounts of phosphorus and nitrogen in freshwater, is one of the most critical threats to water quality today. Excess nutrients in water contribute to algal blooms that kill aquatic life, impair drinking water and can impact human health. That's why our company and foundation formed a national network of environmental organizations to tackle this issue head-on. With a combined reach of millions of Americans, these organizations are at the forefront of change by driving scientific innovation, protecting vital waterways and advocating for all Americans' right to safe and accessible water. In 2020, network members served nearly 700,000 people through their water programs and protected or restored more than 17 million square feet of habitat through shoreline/wetland restoration and green infrastructure projects.



Pollinator Protection

Another focus area of our foundation is protecting pollinators, like bees and butterflies, and the habitats they need to thrive. We dedicate grant funding and pollinator education resources to support pollinator gardens across North America.

In 2017, we began partnering with the National Recreation and Park Association (NRPA) to launch the Parks for Pollinators program. The program establishes pollinator habitats in local parks and connects people to resources to better understand pollinators and how to protect them. In 2020, this program expanded to include a fourth city, Dallas, with funding and support to grow its pollinator spaces. In addition, previously revitalized pollinator habitat in Columbus, Ohio, served as a springboard for the city's recreation and parks department to harvest seeds and establish two new habitats in other parks.

BioBlitz Activities

In 2019, we partnered with the NRPA to launch the first Parks for Pollinators BioBlitz, a nationwide campaign to engage ordinary people in observing and documenting the animal or plant species in a certain area. This adds to the scientific knowledge of a place and helps scientists and land managers plan for the future.

Due to COVID-19, we hosted BioBlitzes in September instead of June last year and encouraged communities to take part with social distancing in mind. Participants used the iNaturalist mobile app to learn about pollinators right in the palm of their hand. Users took photos of the biodiversity they came across in the park—animals, plants, insects, etc.—and automatically uploaded their photos to an international database for scientific research.

"As the world's largest conservation organization, working in all 50 states and more than 79 countries and territories, The Nature Conservancy is focused on addressing the most urgent environmental challenges facing people and the planet: tackling climate change, securing freshwater and connecting climate-resilient lands that sustain people and nature alike. We need strong partners and leaders in order to make a difference in conservation, and I am proud to say that ScottsMiracle-Gro has been key to advancing our conservation efforts, especially in their home state of Ohio.

The Scotts Miracle-Gro Company and The Scotts Miracle-Gro Foundation have grown their partnership with The Nature Conservancy to include critical philanthropic and in-kind product support, volunteerism, and employee engagement. Whether it was Scotts support of the now adopted H2Ohio Fund, providing \$172 million throughout Ohio to improve our water quality, or support of our work with farmers to accelerate the use of nutrient management best practices on farmland, I have been humbled to watch the partnership create tangible differences for our natural world and our communities. In addition, we were honored to be this year's recipient of The Scotts Miracle-Gro Foundation's Hometown Grant Award, where local funds will be used to further leverage important work happening at our Big Darby Headwaters Preserve, a restoration site just minutes away from Scotts' headquarters and a place where Scotts employees are volunteering to propagate pollinator plants and steward important native habitat. Finally, in 2021, we received a generous product donation of herbicide from Scotts which will help conservationists across the state manage invasive plant species that allow us to maintain important nature preserve sites for all to enjoy.

From propagating and managing individual plants to providing direct funding and leveraging millions of dollars more to protect Ohio's water quality, our partnership with ScottsMiracle-Gro is making a difference through their multifaceted support of conservation. It is that kind of corporate leadership that will transform the ability for nature to thrive and continue to provide for us all."

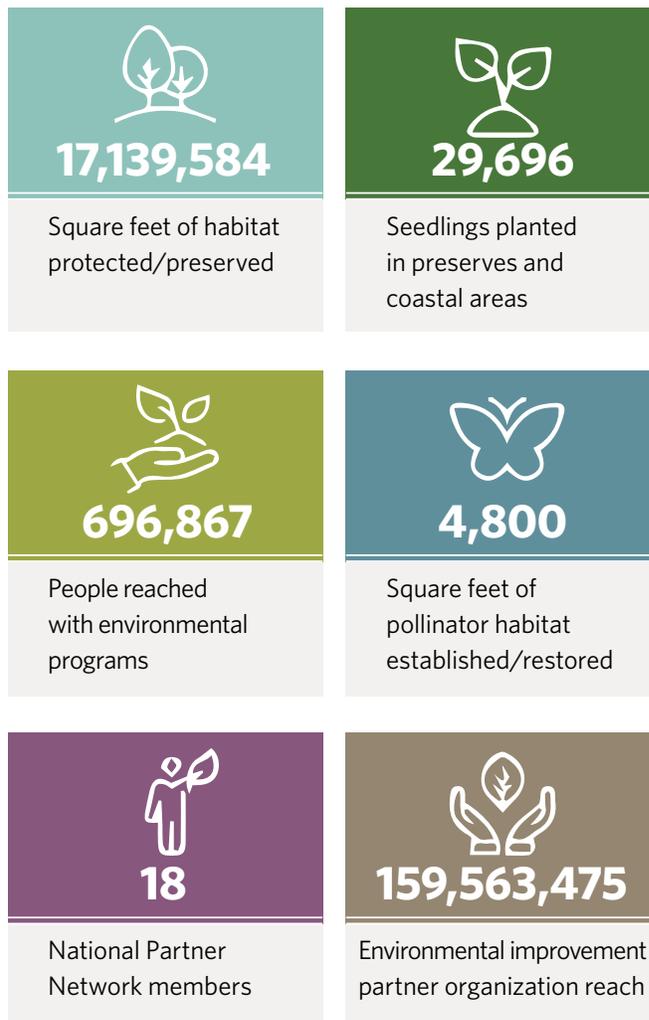
**-Bill Stanley, State Director,
The Nature Conservancy in Ohio**

In 2020, our partnership with NRPA achieved the following results:

- Increased public awareness of pollinators, with a total of 159 million online impressions of Parks for Pollinators messages.
- Increased participation in the BioBlitz campaign:
 - 57 organizations in 24 states participating, up from 43 agencies in 2019
 - 20,000 observations, an increase from 5,000 observations the previous year
 - 2,300 citizen scientists participated, an increase from 580 the previous year
- Pollinator habitat expansion and education in Columbus, Ohio, and similar expansion in Dallas, Texas.



Environmental Impact



Community Enhancement

Now more than ever, children and families across the country need the positive experiences that gardening provides. Gardening helps children understand where their food comes from, engages them in hands-on learning about the natural world and provides therapeutic and physical activity benefits. That's why we've been committed to connecting more young people with the benefits of gardens and greenspaces for decades.

In 2011, we set out to establish 1,000 community gardens and greenspaces all across North America through the GRO1000 program. By 2018, through an array of partnerships with community-based and national organizations, we achieved that goal. We celebrated this shared accomplishment in 2018 with a capstone project at the Franklin Park Conservatory and Botanical Gardens—The Scotts Miracle-Gro Foundation Children’s Garden.

Our 10 Million Kids Commitment

We aim to connect 10 million young people with the benefits of gardens and greenspaces by the end of 2023. We know we can’t do this alone; a range of partnerships and programs bring this commitment to life.

“A big component of our Soup it Forward program is sharing and caring—a lot of people think that’s soft and sweet, but really, above all else, it’s powerful. Sharing and caring is what changes everything; it’s humanity. And COVID-19 has created a mindset of sharing and caring that wasn’t necessarily there in the community before.”

– Elizabeth Dry, Director of Promise of Peace Gardens in Dallas, Texas

	
327	2,148,635
Gardens supported	Youth reached
1,500,000	32
Healthy meals provided	Hydroponic gardens established
32,314,221	
Community enhancement partner organization reach	



GroMoreGood Garden Grant: Kids Care Academy (KCA) Head Start

Lynné Steinhaus, project-based learning coordinator at Kids Care Elementary in Columbus, Ohio, shared a first-person perspective on the impact that a GroMoreGood Garden Grant had on her community. Kids Care Elementary is a partner of Kids Care Academy, which also partners with Head Start to provide early childhood education and parent involvement services to low-income children and families. The Scotts Miracle-Gro Foundation is partnering with the National Head Start Association (NHSA) and Head Start programs across the country to teach at-risk children, families, and communities how to grow their own fresh, healthy produce—for life.

“Many of our families live in food deserts and have low incomes, so quality, affordable groceries are hard to come by for many. As a result, most families purchase their groceries from convenience stores inside gas stations. In addition to a lack of access, there is a lack of understanding surrounding nutrition in our community. That’s where the GroMoreGood Garden Grant came in. With the grant, we could finally put into motion our plans to build a garden to teach children how to grow their own food and introduce much needed fruits and veggies into their diets. This grant not only allowed us to build our 40 x 40 garden but also provided critical access to the essential supplies needed to create and maintain a garden of this size. Additionally—and as a teacher I really appreciate this—the grant provided us with gardening lesson plans to help guide our learning experiences with our kids.

Once the garden was built in July, we hit the ground running and haven’t looked back since. In addition to the main garden, we have raised beds by our preschool playground and infant and toddler playground so all of our kids have multiple opportunities to experience the growth, beauty and food every day. Seeing my students get excited about the reddening of a tomato or the size of a zucchini fills me with joy. We’ve been able to use those moments in the garden as a way to educate our youngest and our most at-risk learners on the importance of healthy nutrition, biodiversity, pollinators and sustainability.”

Hometown Grants

While our workforce and operations stretch across North America, we consider the Central Ohio region to be our home. We support community gardens and public greenspaces in our own backyard through partnerships throughout the region. Last year, we provided cash grants and product donations to 103 local garden and greenspace projects reaching thousands of people with fresh food and opportunities to connect with the natural world and their neighbors.

"The Farm to School Initiative at Columbus City Schools is growing quickly even during these unprecedented times of change and upheaval. As the saying goes, it takes a village to raise a child and we will continue to need the support of our community partners as we try to provide this learning opportunity to all 44 of our elementary buildings and reaching as many of the 112 district's buildings and programs as possible. The raised bed garden labs allow teachers to apply experiential learning strategies that impact learning in reading, science, and social studies for our students in a way that leaves a lasting impression on their lives. We appreciate the support of our Scotts Miracle-Gro Foundation partners in this endeavor and invite you to stay with us on this journey to reach as many of our 48,000 students as we can with the knowledge that could impact their lives in so many ways."

- Chris Weatherholtz, Nutrition Education/Farm to School Coordinator K-12, Columbus City Schools



This excited preschool student from Georgian Heights Elementary School is one of the 3,500 Columbus City Schools students who experienced growing at home using a grow kit provided through The Scotts Miracle-Gro Foundation. Each kit included a pot, seeds, soil, science tools and curriculum. Students planted their seeds in their online class and then brought their plants to online class to share their growth and learning.

Hydroponic Education in Schools

Many schools are establishing indoor and hydroponic gardens to complement their traditional outdoor garden programs. This allows schools in colder climates to grow plants in the winter months and integrate gardening into year-round learning. It is also an opportunity for students to learn about the growing field of hydroponics careers, many for the first time. In 2020, we continued our two partnerships supporting hydroponic education in schools.

National Farm to School Network

The Scotts Miracle-Gro Foundation and Hawthorne Gardening Company worked with the National Farm to School Network to launch a pilot project to integrate indoor growing systems into 15 elementary schools across the country during the 2019-2020 school year. The project provides teachers with hydroponic growing devices, next-gen science standard-aligned hydroponic curriculum and support from gardening experts. It aims to spark a passion for gardening and increase hands-on science experiences for students who otherwise might not have had the opportunity. In 2020, we renewed and expanded this partnership to reach younger grade students and provide these resources to schools in new geographic areas over the next two years.

No Kid Hungry

As part of our ongoing partnership to provide 1.5 million healthy meals to schoolchildren in need across the U.S. each year, The Scotts Miracle-Gro Foundation and No Kid Hungry have also teamed up to provide schools with indoor growing systems to get more fresh, healthy food into the schools that need it most. Schools are using these systems in a wide variety of contexts. Some installed growing units in their cafeterias where students can watch plants grow and taste the results in the salad bar offerings. Others have placed units in science classrooms and integrated them with science instruction. In 2020, we provided 17 additional schools with indoor growing units that teachers can use whether teaching from home or in the classroom.

Partnership: Major League Baseball



Creating access for youth to safe outdoor play opportunities and greenspaces is a priority for Scotts, as part of our GroMoreGood initiative. We partner with Major League Baseball to sponsor the Scotts® Field Refurbishment Program. Grants are awarded to youth-focused community organizations to give kids modern, playable ball fields. Through the program, we have upgraded 27 youth-focused baseball and softball fields across the country, impacting more than 10,000 youth, plus their communities. In 2020, we received nearly 500 applications and selected 4 winning communities for field upgrades.

LGBTQ+A Gardens

In 2020, we launched an initiative with our partner KidsGardening to conduct outreach to LGBTQ+A youth-serving organizations. KidsGardening will use additional grant dollars provided by our foundation to build relationships with these organizations and help them to pilot or grow garden programs as part of their overall programming efforts. Our long-term goal is to ensure garden grants, with their proven benefits for physical and mental health, are reaching this important and high-need population.

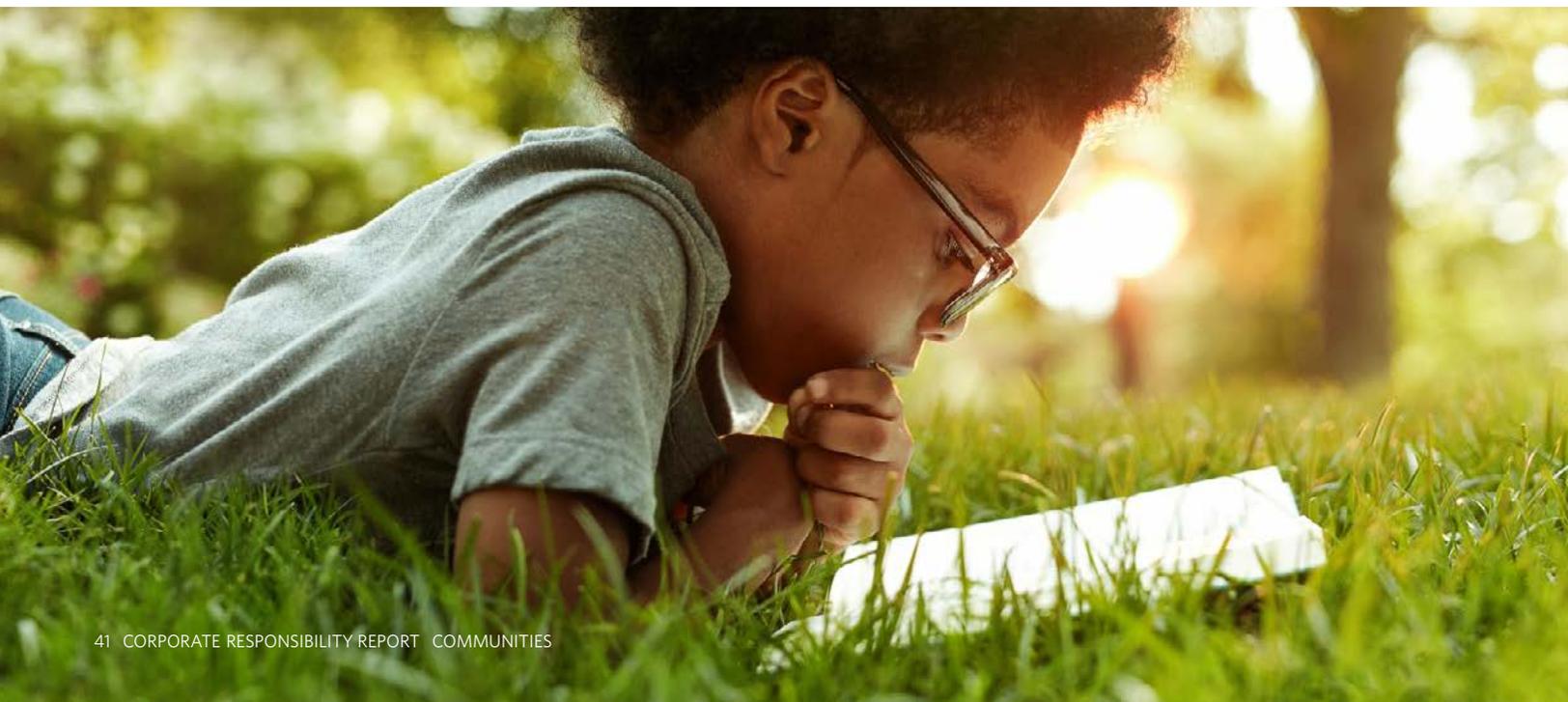
Scotts Canada Gro for Good

Community enhancement efforts come to life in Canada through the Gro for Good initiative, which provides grants to six community garden and greenspace projects annually. Successful projects demonstrate an ability to engage youth, address health and wellness needs and/or enhance the environment while engaging the local community. Since its inception, Gro for Good has generated 6,069 volunteer hours, 5,974 pounds of harvested vegetables and 2,810 pounds of harvests for local food banks.

In addition to its annual Gro for Good grants, Scotts Canada partners with Communities in Bloom, Plant · Grow · Share a Row and Nutrients for Life to inspire and educate people about the importance of greenspaces, environmental stewardship and feeding our communities through the development of community gardens.

Youth Empowerment

We are committed to empowering the next generation of gardeners, growers and entrepreneurs in our communities. Through a number of initiatives, we help students reach their full potential and achieve social and economic mobility. We help high-potential students realize their dreams and achieve their goals. We also work to engage youth through our gardening and environmental stewardship programs to create a future generation of gardeners and environmental stewards.





The Legacy Project students, mentors and staff adapted to COVID in 2020, showing grit and perseverance to stay connected and on track while observing safety protocols.

The Legacy Project

The Scotts Miracle-Gro Foundation, in partnership with The Hagedorn Legacy Foundation, is helping Central Ohio area students unlock their inner potential to achieve their educational and vocational goals through The Legacy Project. The program's mission is to empower youth through possibility thinking and innovative problem-solving, for greater personal freedom, social mobility and the betterment of their communities. Originating from the desire to help students grow their "grit"—that strength of character so vital to success—The Legacy Project is designed to help students become their best selves and succeed both in and after high school.

One-on-one, individualized coaching is central to the program, in addition to career exposure opportunities and experiential learning activities. There are currently 38 students in the program from Metro Early College High School and Whitehall Yearling High School. ScottsMiracle-Gro associates volunteer to mentor program participants, and the students benefit from visits to our Marysville, Ohio, campus to meet with leaders in Marketing, R&D, Finance and other departments.

"One of the Scotts scientists said she was always fascinated with bugs and how they affected the environment," said Olivia Garrett, Whitehall Legacy student. "I didn't know that having an interest in bugs could become a career. I can see myself doing that job someday."

The program fosters the growth of key character traits while supporting developmental life skills and entrepreneurial

thinking that enable students to achieve short- and long-term career objectives. These goals include college, technical/vocational education or entrepreneurial pathways to move into the workforce.

Students are provided with the following:

- Individualized coaching
- Tuition toward post-secondary education
- Educational and career goal identification and setting
- Opportunity to learn from entrepreneurs and develop their own entrepreneurial thinking skills
- Career exposure opportunities
- Community mentors to identify with and learn from

Much has changed in the world over the past year. For our students, their families and the program staff, COVID-19 has significantly impacted how we live and interact with one another.

Through all of this, we are proud of our Metro and Whitehall Legacy Project students. They are applying what they've learned in the program to better navigate their daily lives while being quarantined at home. With support from our dedicated partners at The Ohio State University, Mayerson Academy and Global Financial Partners, experiential learning activities have successfully gone virtual. Our team of coaches has continued individualized coaching sessions with students throughout the pandemic.

While distance-learning practices remain in effect, the Legacy staff will ensure students continue to have access to the resources and educational experiences associated with the program.



OTHER COMMUNITY INVESTMENTS

We support various other community initiatives and ways to give back to our communities. One way we do this is by providing product donations to local communities and organizations to help them get started on gardening, greenspace and beautification projects.

In 2020, we suspended our normal product donation program due to COVID-19, but we looked for ways to fill in the gaps creatively. We partnered with a local organization, Green Columbus, to provide 1,947 bags of mulch and topsoil, as well as bulk mulch, for volunteer service projects in community gardens and parks that benefited more than 5,500 city residents. Our Lebanon, Connecticut, growing media plant also directly donated 2,925 cubic feet, more than 1,500 bags, of mulch to local park agencies which had seen a substantial increase in visitors during the pandemic.

"Green Columbus and the garden community in Greater Columbus are very grateful for the generous donation that ScottsMiracle-Gro made to support Earth Day Columbus 2020. In what has been a difficult time during a worldwide pandemic, everyone came together safely and co-created wildlife habitat, beautified streets in underserved neighborhoods, and set up much needed community gardens for the season."

-Claus Eckert, Executive Director, Green Columbus

Pelotonia

Every year, we support a team of associates who participate in Pelotonia. Pelotonia is an annual bicycling tour and nonprofit organization based in Columbus, Ohio, that raises money for cancer research at The Ohio State University Comprehensive Cancer Center—Arthur G. James Cancer Hospital and Richard J. Solove Research Institute.

In 2020, Pelotonia switched to a virtual format and encouraged participants to develop fundraising goals to raise awareness for Pelotonia and support cancer research. This year, our team had 68 participants, including associates and their families, and we raised over \$120,000. Our associates and their families participated by making face masks, volunteering to deliver meals to seniors, cultivating youth interest in gardening, donating clothing and completing their own honorary 25-, 50-, and 100-mile rides. Since 2010, our team has raised more than \$2.6 million for Pelotonia.



\$2.6 MILLION
FUNDS FOR CANCER
RESEARCH RAISED BY
THE SCOTTSMIRACLE-GRO
PELTONIA TEAM
SINCE 2010

American Heart Association

ScottsMiracle-Gro has participated in the American Heart Association Central Ohio Heart Walk since 2008. Over the last 12 years, we have raised nearly \$2 million for cardiovascular disease research. Due to the pandemic, the 2020 Walk went virtual. The ScottsMiracle-Gro team encouraged associates to get outside and walk for better health throughout the year. The 2020 virtual walk experience was also a way to engage more associates from across the company to participate and share their personal stories as to why they walk to end heart disease and stroke. Through the dedicated support from our associates and the commitment of leadership, ScottsMiracle-Gro was the No. 1 fundraising company for the Central Ohio Walk.

Along with financial support, ScottsMiracle-Gro has engaged more than 4,900 associates, family and friends to participate in the Walk.



\$2 MILLION

FUNDS RAISED FOR
AMERICAN HEART
ASSOCIATION
SINCE 2008

PEOPLE

*Supporting our associates by helping them grow professionally and achieve their personal best, taking a holistic approach to wellness and safety in order to support a **LiveTotal Health** mindset and creating a high energy, high performance culture are the hallmarks of how we GroMoreGood for and with our associates.*

Our culture and commitment to our associates sets our company apart. Every associate, and every job, is important to our success and to helping us live out our purpose to GroMoreGood, everywhere. We are dedicated to doing our best for each other, our customers and our communities. We strive to create an environment that values the health, safety and wellness of our teams, and we work to equip them with the knowledge and skills to serve our business and develop in their careers.



CULTURE

Our company remains headquartered in Marysville, Ohio, only five miles from where we were founded more than 150 years ago. In fact, generations of families have worked for us. We are successful because each person and part of our business works together to deliver our strategic priorities. Our supply chain, sales team, marketing experts, R&D scientists and strategic support functions, including tax, finance and legal, all play a role in our success.

We provide many opportunities for our associates to grow and develop. Our associates are continuing to build careers everywhere we operate. Their responsibilities are vast, from manufacturing innovative solutions to creating R&D breakthroughs. As we look at our leadership team, many of them started their careers as merchandisers and counselors supporting our consumers in stores.

WHO WE ARE

ACCOUNTABLE

Own results. Learn from your mistakes. Stand up for your team. Improve continuously.

EMPOWERED

Give authority. Make decisions. Move forward with courage of conviction.

COLLABORATIVE

Involve others. Seek out additional knowledge and expertise. Work towards mutual solutions.

FLEXIBLE

React quickly and thoughtfully to changes. Adapt. Accept new challenges and assignments.



HOW WE GROW

INNOVATE

Challenge conventional thinking. Bring solutions. View change as an opportunity.

RESPECT DIVERSITY

Value the unique thoughts and opinions of others. Work together with mutual respect.

BE ENTREPRENEURIAL

Be committed. Take calculated risks.



BUSINESS ETHICS

We are guided by our cultural attributes that include being passionate, ethical and respectful. Ethical behavior is our most important cultural attribute. There is no personal or business goal worth compromising our integrity and commitment to ethics.

WE STRIVE TO WIN, BUT TO WIN
IN THE RIGHT WAY.

Our Code of Business Conduct and Ethics serves as a behavioral guide to help us conduct our business with honesty, integrity and professionalism. In 2020, we updated our Code to expand the language around health, safety and wellness and incorporate lessons learned from the COVID-19 pandemic. We also included language specifically prohibiting discrimination based on sexual orientation and gender identity, and added additional guidance for escalating and resolving conflicts of interest. Our associates can share concerns, and are encouraged to do so, through multiple avenues, including speaking with their direct supervisor, calling the 24/7 Ethics and Compliance HelpLine or sending a confidential letter to the Audit Committee of our Board of Directors. We investigate every report of alleged misconduct and do not tolerate retaliation.

Everyone working for ScottsMiracle-Gro or on our behalf is expected to conduct business legally and ethically. We train our associates concerning a number of policies and compliance areas, including our commitment to anti-bribery. Training is role-dependent and role-specific, and the amount of time is commensurate with the associate's role within the organization.

To our suppliers and business partners, we provide our expectations in writing concerning ethical business and human rights practices. We take steps to help ensure that our partners, suppliers, consultants and others who do business with us don't engage in corrupt practices on our behalf.

ASSOCIATE ENGAGEMENT

We are proud of our values-based culture. One way we build this culture is by empowering our associates to take an active role in participating in, and leading in, our business. Through associate resource groups, volunteer opportunities and cross-functional projects that tackle some of our biggest business challenges, we create a workplace where everyone feels included as a part of our family.

We work to foster a safe, healthy and inclusive workplace culture where all associates are engaged to grow and thrive. This means cultivating a diverse and inclusive workplace that reflects the communities where we operate. To that end, our leadership is engaging in several initiatives to actively listen to associates and encourage dialogue on important topics.

Throughout the COVID-19 pandemic, we continued to engage with our associates to understand the impact of working from home, including productivity, performance, caregiver responsibilities and additional factors such as new school year guidelines for families. To communicate with our associates more personally, we sent letters to their homes discussing company updates on topics such as health and safety during the pandemic, including mental health, and our updated Code of Business Conduct & Ethics. We also used surveys to review and respond to prior feedback we received from our associates. Our leadership team holds regular town hall meetings and other forums to share and receive information.



We have had Associate Gardens on our Marysville, Ohio, campus in some form since the 1940s. Much of this harvest provides fresh food for local families experiencing hunger. Garden planting in 2020 took place with social distancing and other COVID-19 precautions.



GROWING THE VOTE

Exercising our right to vote and making our voices heard is an important way to make a difference in our society. The ScottsVote 2020 effort shared important resources with associates so that they could become more informed voters. These resources included instructions for registering to vote, instructions for casting a vote in-person, by mail, or via absentee ballot and lists of trusted news outlets for additional information about the election.

As part of our ScottsVote 2020 efforts, we also gave our associates the opportunity to use their Give Back to Gro volunteer days to volunteer on Election Day in nonpartisan activities that supported and enabled voter participation, such as being a poll worker, election translator or transporting people to and from the polls.

"When I heard about the critical need for poll workers on Election Day, I felt inspired to act and serve my community. This service is so important, especially as many older adult volunteers need to stay home because of the pandemic."

- Allison Travis, Integrated Marketing Analyst

Employee Resource Groups

Scotts Employee Resource Groups (ERGs) are voluntary, associate-led groups usually formed by people with a common affinity: gender, race, national origin, sexual orientation, military status or other attributes. Each ERG establishes a mission to positively impact the business. ERGs are open to anyone interested independent of race, national origin or other differing demographics. 2020 ERG accomplishments include the following:

- A celebration of the 100th anniversary of Women's Suffrage through a virtual event with Congresswoman Joyce Beatty
- Approximately \$20,000 in donations by associates for gift cards to support military families
- Donations of mulch, grass seed, and Ortho® Bug B Gon® in support of the nonprofit A Soldier's Journey Home
- Donation to the Clark County Veteran's Assistance Center
- Donation to the Columbus Veteran's Stand Down
- Participation in the National Veteran's Memorial & Museum Run in Ohio
- A \$470 donation to Kaleidoscope Youth Center from a Tupperware® Party fundraiser.
- Bike donations to the Remember Us Urban Scouts Organization in Columbus, Ohio





Scotts Women's Network. Scotts Women's Network (SWN) is dedicated to maximizing women's career potential and leadership skills for the advancement of professional women and to strengthen our leadership diversity. SWN hosts regular professional development and networking events and connects its members to meaningful volunteer opportunities with organizations including Dress for Success and Meals on Wheels.



Scotts Black Employees Network. The Scotts Black Employees Network (SBEN) supports, develops, connects, empowers, recruits and retains talented Black, African, African American and Caribbean associates. SBEN sponsors a range of education and engagement programming for associates throughout the year. Recently, SBEN has facilitated associate learning around issues of racial disparity and educated associates on African American history and contributions to society. Members give back to the community through activities like preparing blessing bags for the local YWCA shelter.



Scotts Veterans Network. Scotts Veterans Network (SVN) exists to recruit, develop, connect, empower and retain veterans through increased opportunities and resources to enhance their professional development and business success within the company. SVN is open to currently active military members, veterans, associates with family members or friends serving in the military and those who want to support them. Throughout the year, SVN supports a variety of causes such as the Heroes for Heroes 5k Mud Run and the nonprofit organization Canine Companions for Independence which trains and places service dogs with veterans experiencing Post-Traumatic Stress Disorder (PTSD) and other disabilities. SVN also sponsors the Scotts Veterans Challenge Coin which is presented to associate veterans in honor of their service.



Scotts Young Professionals. Scotts Young Professionals (SYP) is dedicated to connecting, growing and guiding the next generation of leaders by fostering innovation, engagement and new ways of thinking at ScottsMiracle-Gro. SYP members organize regular networking and mentorship events, participate in charity fundraisers and volunteer to mentor Central Ohio youth through The Legacy Project.



Scotts GroPride. Newly formed in 2020, GroPride is dedicated to fostering an inclusive, supportive global network and provides a forum for education and awareness supporting the professional growth of LGBTQ+A individuals. Shortly after it launched, GroPride sponsored a Pride Month article series for associates and hosted a virtual fundraiser to benefit the Kaleidoscope Youth Center. GroPride also worked with the Human Rights Campaign to support our company in participating in the Corporate Equality Index for the first time.

DIVERSITY AND HUMAN RIGHTS

We value our associates' diversity, from gender, sexuality and race to thoughts, interests, languages and beliefs. We encourage associates to leverage their varied life experiences to build a strong organization.

BY HAVING A DIVERSE TEAM, WE CAN
BETTER UNDERSTAND THE NEEDS AND
EXPERIENCES OF ALL OUR CONSUMERS AND
SERVE THE ENTIRE LAWN, GARDEN AND
GROWING COMMUNITY.

We are committed to upholding human rights and operating all aspects of our business in a responsible, honest and ethical manner. This holds true not only within our business but throughout our sales and supply chain infrastructures. We engage with our customers and suppliers to ensure we respect all people with whom we come in contact as a business.

What do these commitments mean for us?

- Respect all individuals and commit to treating all of our associates with dignity and respect, regardless of race, religion, national origin, sexual orientation or gender identity or expression; expect the same of our suppliers and business partners.
- Strive to treat people fairly and prohibit discrimination.
- Do not tolerate intimidation or harassment.
- Have processes in place to ensure we meet legal requirements regarding voluntary employment and minimum working age.
- Comply with applicable local and national laws concerning freedom of association and collective bargaining. We respect our associates' rights to join, form or not join a labor union. Where our associates are part of a legally recognized union, we bargain in good faith with the union representatives. Approximately 4% of our associate workforce is covered by collective bargaining agreements.

Our commitment to upholding human rights has not gone unrecognized. In 2020, we participated in the Human Rights Campaign's Corporate Equality Index for the first time, receiving a score of 80/100. Our score reflected our strengths in diversity, equity and inclusion for the LGBTQ+A community, including the following:

- Protections against the discrimination of associates' sexual orientation and gender identity
- Providing benefits for same-sex, married spouses
- Transgender-inclusive healthcare coverage
- Our LGBTQ+A employee resource group, GroPride
- Guidelines that prohibit philanthropic support to any non-religious organizations that have a written policy of discrimination against LGBTQ+A people

To inform our diversity, equity and inclusion (DE&I) priorities, we conducted various diagnostic exercises to understand our current gaps and future opportunities. This includes surveys, executive interviews, focus groups, conversation series and audits of our current talent and ongoing diversity, equity and inclusion initiatives.

In response to the racial justice movement of 2020, we implemented a company-wide series on unconscious bias, led various education discussion groups throughout the organization, updated our policies and code of conduct and created a specific space on our intranet dedicated to DE&I.

Our associates mobilized a grassroots movement to continue this important dialogue. The Power of Change Circles are a place where associates can learn, discuss and become empowered as change agents. The Power of Change Circles leverage a variety of resources to start the conversation as well as the momentum generated by the Real Talk series.

Real Talk was a series of virtual conversations supported by our leadership with the intention of creating awareness and promoting authentic dialogue. Drawing on the expertise of global leaders in the DE&I arena, the series explored the challenges of talking about diversity and inclusion in a safe, open, and honest way and provided insights and resources for associates to learn together.

TRAINING AND PROFESSIONAL DEVELOPMENT

Training

Training is an important part of developing and retaining our associates and creating a culture of leadership within the company. All new associates across our offices and facilities receive onboarding and an orientation to *Where We Stand*, our Code of Business Conduct and Ethics. We require all of our associates to complete training concerning our ethical expectations and commitment to a workplace free of harassment and discrimination.

New hires also receive a training plan customized to their role and level within the organization that they complete over the first year of employment. As part of our standard onboarding program, associates take more than 10 hours of training covering our commitment to leadership, ethics and our values. We also train our associates on important environmental health and safety topics to help ensure we protect our people and our environment as we operate our business.



Professional Development

We value associate growth and are committed to developing and nurturing our next generation of leaders. Development planning is critical to both the current and long-term success of our company. This ongoing process is meant to expand skills, increase knowledge and attain competence in specific behaviors to meet current performance expectations and prepare for potential future roles.

We provide a variety of learning resources to our associates, including the following:

- Business skills online courses
- Onsite and virtual classroom events
- Professional development events
- External training programs based on individual needs
- Business-led Enterprise Leader learning events
- Tuition assistance program
- Additional virtual courses and webcasts as a result of COVID-19

The majority of learning happens on the job through cross-functional team assignments, expanded roles and rotational assignments. We also utilize an interpersonal learning strategy by leveraging both external and internal networks and establishing mentor relationships and/or formal coaching assignments.

Talent Planning

We are committed to the assessment and development of talent to ensure professional growth and succession readiness. Our talent process focuses on determining what talent we need, what talent we have and establishing hiring and development plans to address the gaps. To identify our top talent, people leaders evaluate talent objectively using standard terminology focused on learning agility and overall performance. In addition, we define what good looks like for roles and use formal assessments to identify an individual's strengths and development areas as well as readiness and fit for future roles. Development tools and experiences provided to our top talent include executive exposure, ongoing feedback and development discussions, as well as intentional promotions, rotational assignments and expanded roles.

We invest in our next generation of potential associates by providing internship opportunities across North America. Our mission is to cultivate the professional growth of students through a dynamic work environment. The program supports our business strategies by integrating interns into the organization and full-time pipeline while developing future enterprise leaders. Our goal is to convert rising seniors and graduate students into full-time roles upon their graduation.

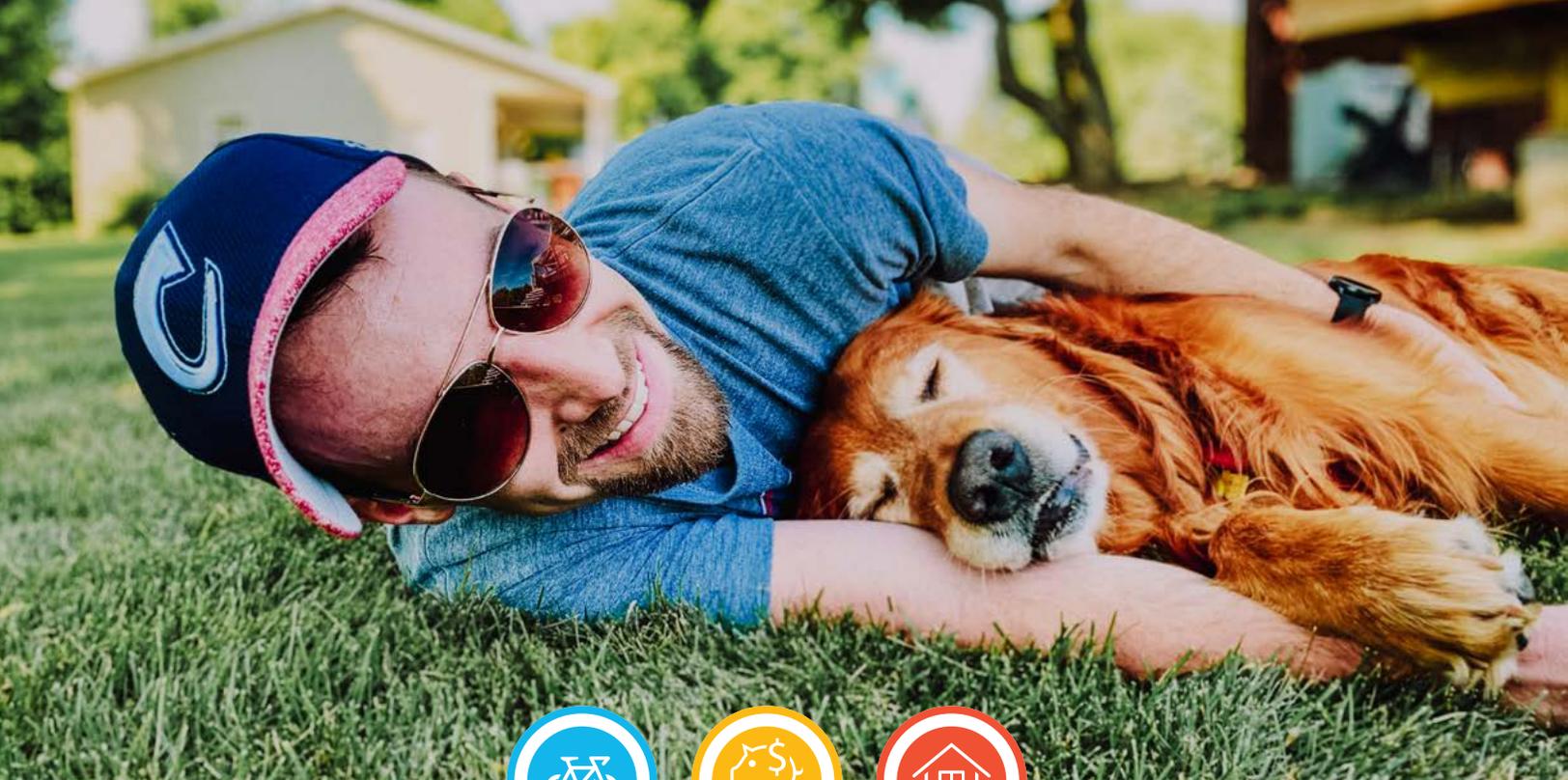
Feedback

Continuous feedback supports our talent growth strategy by instilling trust, increasing transparency and developing enterprise leaders. Associates receive coaching and feedback based on their contribution toward annual goals in the areas of enterprise leadership, business projects and primary job responsibilities.

Our continuous listening and feedback philosophy, *Let'sChat!*, promotes continuous dialogue at all levels of the organization. The proactive and ongoing communication about enterprise leader behaviors, goals, development plans and growth areas, is designed to help associates learn, grow and deliver results. To support our goals, we focus on engagement, building stronger relationships, improved productivity, encouragement of new ideas and increased associate satisfaction and retention.

We end the year with a formal year-end performance management activity. Associates and managers complete a year-end summary and have a formal conversation. Both answer questions focused on accomplishments, opportunities, development and career aspirations and select an overall performance rating. This is followed by a conversation focused on successes, improvement areas, development plans and future goals.





LIVETOTAL HEALTH

LiveTotal Health is a way of life for our associates and their families to attain their physical, financial and wellness best. By providing tools, resources, encouragement and support, we empower and motivate them to achieve success however they choose to define it.

In 2006, ScottsMiracle-Gro launched **LiveTotal Health**, a groundbreaking initiative to help associates and families optimize their physical, financial and personal health. Because of our strong stance against tobacco use, the program was initially viewed as controversial in some circles. However, LiveTotal Health transformed our Scotts culture. It's now a way of life emulated by other companies.

Caring for associates starts with benefit and compensation programs that value the contributions our associates make and offers physical, financial and personal health programs to associates and their families. We recognize financial stability is a critical component to our associates' overall well-being. In addition to competitive pay, ScottsMiracle-Gro offers an industry-leading 401(k) match and other performance-based financial programs for our associates who are not incentive-eligible.

During fiscal 2020, we experienced increased demand for many of our products, especially our soils, fertilizer, grass seed, controls and plant food products in response to the COVID-19 pandemic. This increased demand drove an increase in sales and profits that were not previously projected for the fiscal year. In light of these events and in recognition of the dedication and efforts of our associates during this challenging time, we made one-time cash payments of \$500 and retirement contributions of \$1,500 to our hourly and certain salaried associates who do not participate in our variable cash incentive compensation plans, along with providing increased variable payments to our salaried associates who participate in such plans.

To reflect the changing needs of our associates and their families during the pandemic, we changed our benefits plans in 2020 to cover 100% of costs related to COVID-19 treatment and testing and expanded our sick and leave programs. We also set up onsite COVID-19 testing at our wellness center in Marysville and established company-paid COVID home testing kits to ensure that associates could have easy and convenient access to COVID-19 testing if or when needed. To ensure that our associates were as protected as possible, in 2020 only, we offered a \$1,000 cash payment incentive for our hourly and non-incentive eligible salaried associates to get their flu shots by the end of November 2020. We are proud that 95% of our eligible associates received their flu shot for the 2020 flu season.



Our physical health programs, like our medical and dental coverage, help our associates to feel their best both on the job and at home. Normally, associates at our Marysville location and their families can take advantage of our wellness center, and we reimburse fitness club memberships for associates at other locations. However, due to COVID-19, our Fitness Services created a website that supports our associates through virtual training sessions, classes and fitness challenge events. Other personal benefits, like paid time off for volunteerism and adoption assistance, foster the culture of family and community we have at ScottsMiracle-Gro.

A newly launched cancer support program gives associates and their families access to resources to help them through the cancer experience as a patient or caregiver. This includes a dedicated, licensed social worker for personalized navigation and resource referrals, individualized one-on-one counseling and family sessions and educational material covering a broad range of cancer topics.

Here are some additional highlights of our various efforts:

- In late March 2020, we implemented a premium pay policy for our front line associates, equal to 50% of their hourly rate, in addition to overtime pay. We partnered with external medical experts to create an objective set of standards to make informed decisions around the application of premium pay, which was further informed

by local data in the U.S and Canada. We provided premium pay to associates working in higher-risk areas.

- To recognize our associates for their contributions to an exceptional year, we offered a special bonus as a one-time payment to our non-incentive eligible, regular full-time and part-time associates, including those designated as permanent seasonal employees in Canada. The bonus consisted of a one-time cash payment equal to \$500 and a one-time special company retirement plan contribution equal to \$1,500.
- In 2019, we established an annual 401(k) profit-sharing matching program whereby if we reach or exceed profitability targets in a given year, certain U.S. associates not eligible for annual bonuses will receive a 401(k) profit-sharing matching contribution early the following year.
- In 2021, we are increasing our retirement plan match for our Canadian associates.
- Discount Stock Purchase Plan (DSPP)—We want to make ownership of ScottsMiracle-Gro stock a reality for as many of our associates as possible. We do this through our DSPP. The DSPP provides a unique opportunity for our associates to buy our Common Shares at a 15% discount, one of the most generous discounts in the industry.



LiveTotal Health
In Everything I Do



38,000 LBS
PRODUCE GROWN
DONATED TO LOCAL
FOOD BANKS

Each spring, our Marysville, Ohio, associates volunteer their time to fill the Associate Garden beds with soil and plants. A large portion of the herbs and vegetables grown benefit local families in need.

IMPROVING OUR COMMUNITIES

Green Team

Our Green Team's mission is to inspire and empower our associates to grow a greener future through education and opportunities to be part of the solution. Founded more than a decade ago, this dedicated group of individuals champions sustainable practices and programs across the company. With more than 40 active members representing Corporate, R&D, and Plant Operations at our Marysville campus and throughout North America, the Green Team has been instrumental in supporting many environmental initiatives. These include promoting the onsite food composting program, educating associates on sustainability topics and working with Facilities to implement several environmentally friendly projects in the past year. The Green Team also continues to connect associates with environmental volunteering opportunities at nature preserves and community gardens.

"I recently earned my degree in Environmental Science so I was eager to find an associate group that was centered around some of the same values that I have. Each member of the team brings a unique perspective to the table, and we are able to make plans, have healthy arguments and grow as a team every time we meet. I was one of the first members to join from our Hawthorne facility in Vancouver, WA, and I'm hopeful that the Green Team will be able to pull in even more West Coast associates to keep moving our sustainability goals forward in all regions. Scotts and Hawthorne are big companies, which means there is a lot of room for growth and improvement, but I believe the Green Team is up to the challenge and I'm happy to be a part of something big like this."

**- Clare Dearixon, Hawthorne
Customer Service Representative**



Associate Garden

Since 2009, our associates have maintained vegetable gardens at company headquarters, utilizing our various growing products. Much of the produce grown in these gardens is donated to local food banks to provide fresh vegetables for healthy meals to our neighbors who lack them. To date, our associates have donated nearly 38,000 pounds of produce from these gardens.

The Associate Garden is one of the most significant traditions on our campus. Although the garden initially started as a training ground for associates to get their hands dirty, try out our new innovations and learn first-hand how our products work, it also gave us the chance to give back to our local communities.

Like many people around the world, our traditions, including caring for the Associate gardens, looked different this year due to the pandemic. We implemented COVID-19 precautions and social distancing measures to ensure safety during our planting day celebration, and we maintained those measures throughout the summer and during harvesting. Fortunately, COVID-19 did not impact our production or harvesting rates from the Associate Garden, and we were still able to donate our produce to our neighbors.

"Food scarcity—especially fresh produce—has always been a problem in our area. But with the impact of the pandemic, we would have been especially strained this year had we not received the donations from ScottsMiracle-Gro. Because of the ton of produce the associates donated, we were able to feed close to 300 families every month this summer."

- Keitha Simpson, Marysville Food Pantry



Give Back to Gro

Our commitment to giving back to our communities is an important element of our corporate culture. We support our associates in their efforts to give back to their communities through our Give Back to Gro Associate Community Service Program. Our associates serve as goodwill ambassadors of ScottsMiracle-Gro by volunteering with local community organizations. We offer two paid days off per year to all eligible associates to volunteer. In 2020, this totaled more than 94,000 hours. Our associates use this time to plant community gardens, build houses, mentor students and beautify their communities, among other causes. A list of some organizations our associates have supported is found below.

Associate Support Fund

Our Associate Board exists to improve morale and enrich the work environment for our associates. It does this by

providing services, activities, education and social and volunteer opportunities. The Associate Board also provides multiple ways for our associates to extend and receive a helping hand.

One way our associates support one another is through the Associate Board's *Green for Jeans* program. This program directs support directly from associates to other associates who face hardship due to unexpected medical bills or family crises. Associates fund the program by paying a set fee in exchange for a badge that allows them to wear blue jeans to work. In 2020, this program provided \$58,500 in grants to 22 associates in need. Since its inception, this fund has impacted more than 250 associates and generated more than \$430,000 in associate contributions.

Hawthorne Contributions Committee

The Hawthorne Contributions Committee represents The Hawthorne Gardening Company to its surrounding communities in a spirit of civic mindedness and generosity by serving as the point of contact for charitable contributions requests. Last year Hawthorne associates contributed approximately \$65,000 to a variety of local causes, including the Nevada City School for the Arts, Coquille Valley Hospital, the YMCA, Grow Calgary, the Clark County Food Bank and multiple baseball and youth sports organizations.

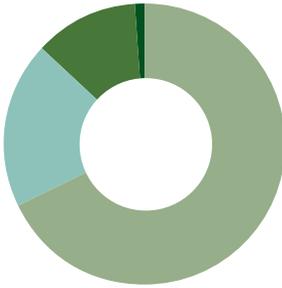
This committee's 2021 goals include doubling community outreach and tripling employee engagement, in part by engaging manufacturing and warehouse associates, expanding its outreach across demographic segments and partnering with national charities.



ASSOCIATE DATA

As of December 2020, our workforce numbered 5,925 regular associates as well as 1,329 temporary workers.

Workforce Levels



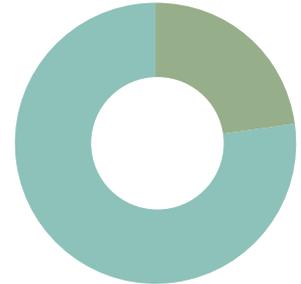
- 68% Hourly
- 19% Analyst/Sr Analyst
- 12% Manager and Director
- 1% VP, Senior VP and Executive VP

Workforce Age*



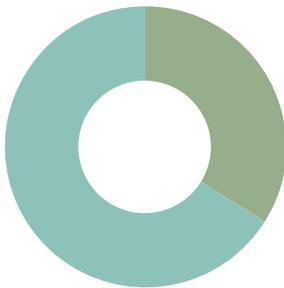
- 23% 30 years of age and under
- 46% 31 to 50 years of age
- 31% 51 years of age and over

Total Workforce Gender



- 24% Female
- 76% Male

Salaried Workforce Gender (Director and below)



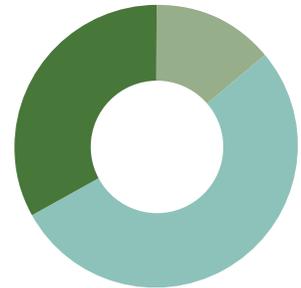
- 34% Female
- 66% Male

Leadership Gender (VP, SVP and EVP)



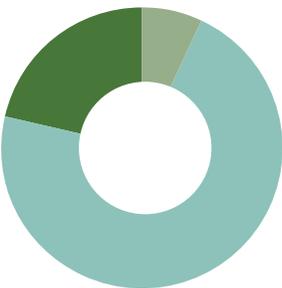
- 23% Female
- 77% Male

Workforce Ethnicity



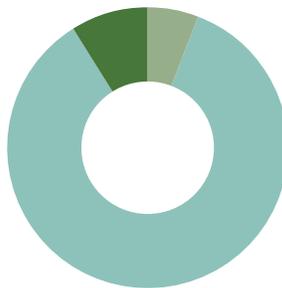
- 14% Minority
- 53% White
- 33% Did not disclose

Salaried Workforce Ethnicity



- 8% Minority
- 72% White
- 20% Did not disclose

Leadership Workforce Ethnicity* (VP, SVP and EVP)



- 6% Minority
- 86% White
- 9% Did not disclose

Hourly Wage FY2020



*Due to rounding, some percentages may not total 100%.

APPENDIX

ENVIRONMENTAL FINES AND SETTLEMENTS

ISSUING AGENCY	LOCATION	DATE	AMOUNT OF FINE	DESCRIPTION
Oregon Department of Agriculture	Oregon	5/6/2020	\$0	Enforcement action alleging that Hawthorne (through business acquisition) sold and/or distributed unregistered pesticide product(s) in Oregon. Hawthorne entered into a settlement to resolve the matter, but did not admit to—indeed, specifically denied—the Department’s findings and conclusions regarding the alleged violations.
Oregon Department of Agriculture	Oregon	9/3/2020	\$0	Enforcement action alleging that Hawthorne (through business acquisition) sold and/or distributed unregistered pesticide product(s) in Oregon. Hawthorne entered into a settlement to resolve the matter, but did not admit to—indeed, specifically denied—the Department’s findings and conclusions regarding the alleged violations.

PRODUCT RECALLS

PRODUCT NAME	REASON FOR RECALL	DATE OF RECALL	# OF UNITS RECALLED IN
Growers Edge Vaporizer	Temperature of materials inside vaporizer posed burn risk if spilled or contact with bare skin	January 31, 2020	Approximately 61,000

ENVIRONMENTAL DATA

PRODUCTION (Short Tons)	FY2019	FY2020
Production Volume	5,199,251	6,315,431

WASTE (Short Tons) ¹	FY2019	FY2020
Total Waste Generated	31,385.1	44,654.3
Waste to Landfill	12,223.6	17,700.9
Waste Diverted From landfills	17,216.1	23,593.7
Hazardous Waste Generated	1,945.4	3,359.7

WATER (Megaliters) ²	FY2019	FY2020
Purchased Water	324.1	234.7
Well Water	1,570.5	837.1
Total Water withdrawals	1,894.7	1,071.8
Water Withdrawal Intensity (Megaliters per Production Ton)	0.00034	0.00017
Wastewater Discharged	1.7 ³	2.7 ⁴
Water Recycled and Reused	5.0 ⁵	25.8 ⁶

GHG EMISSIONS (MT CO ₂ e)	FY2019	FY2020
Scope 1 (CO ₂ e)	75,460.1	80,740.1
Scope 2, location-based (CO ₂ e)	48,880.2	47,894.9
Emissions Intensity (MT CO ₂ e per Production Ton)	0.02198	0.02037

ENERGY (GJ)	FY2019	FY2020
Total Energy Use	1,637,708.6	1,690,729.0
Energy Intensity (GJ per Production Ton)	0.28954	0.26771

AIR EMISSIONS ⁷ (kg)	FY2019	FY2020
NO _x	11,158.4	11,412.3
SO _x	90.7	72.6
PM	N/A ⁸	20,130.3

¹ FY2020 data now includes 95% of all sites reporting waste data, including Hawthorne. In FY2019, 67% of sites reported waste data.

² In FY2020, 50% of sites reported purchased water data and 46.6% of sites using well water reported data. This represents 72.4% of sites reporting water data. In FY2019, 44% of sites reported purchased water data and 49% of sites using well water reported data based on site meter readings.

³ Covers data from Marysville and Ft. Madison Plants

⁴ Covers data from Marysville plant, Pine Grove

⁵ Covers data from Marysville plant

⁶ Covers data from Marysville stormwater runoff basins and nutrient Water, Jackson, Fort Madison plants, and Covanta

⁷ Air emissions are collected and reported on a calendar year basis. Scotts is sharing the air emissions from our Marysville, Ohio, Title V facility. The total air emissions disclosed in this report do not rise to the level of reportability for the USEPA, but represent our company's tracking and estimation of this data.

⁸ The Company has identified errors in the FY2019 PM air emissions data collection and has excluded those numbers from this report for further review. Third party review of FY2020 air emissions data has confirmed the accuracy of the process for calculating and reporting this data.

SOCIAL DATA

HEALTH AND SAFETY	FY2019	FY2020
Number of lost time incidents	38	52
Total number of recordable injuries	120	114
Total number of injuries	591	430
Total number of fatalities	0	0
Total incident rate	2.2	1.7
Total lost time rate	0.6	0.8

PEOPLE ⁹	FY2019		FY2020	
HEADCOUNT				
Total Regular Associates	5,635		5,925	

MANAGEMENT LEVEL	Number	Percentage	Number	Percentage
Hourly	3,822	68%	4,029	68%
Analyst/Sr. Analyst	1,089	19%	1,128	19%
Manager and Director	661	12%	699	12%
VP, Senior VP, and Executive VP	63	1%	69	1%

WORKFORCE AGE	Number	Percentage	Number	Percentage
30 Years of Age and Under	1,269	23%	1,337	23%
31-50 Years of Age	2,584	46%	2,734	46%
51 Years of Age and Over	1,782	32%	1,854	31%

WORKFORCE GENDER	Number	Percentage	Number	Percentage
Female	1,299	23%	1,398	24%
Male	4,333	77%	4,522	76%
Not Declared	3	0%	5	0%

SALARIED WORKFORCE GENDER	Number	Percentage	Number	Percentage
Female	586	34%	639	34%
Male	1,158	66%	1,255	66%
Not Declared	0	0%	2	0%

⁹Due to rounding, some percentages may not total 100%.

SOCIAL DATA Continued

PEOPLE ⁹	FY2019		FY2020	
	Number	Percentage	Number	Percentage
LEADERSHIP GENDER (VP, SVP, AND EVP)				
Female	15	24%	16	23%
Male	48	76%	53	77%

WORKFORCE ETHNICITY	Number	Percentage	Number	Percentage
	Minority	645	11%	850
White	3,045	54%	3,144	53%
Did Not Disclose	1,945	35%	1,931	33%

SALARIED WORKFORCE ETHNICITY	Number	Percentage	Number	Percentage
	Minority	134	7%	148
White	1,296	71%	1,370	72%
Did Not Disclose	383	21%	378	20%

LEADERSHIP ETHNICITY (VP, SVP, EVP)	Number	Percentage	Number	Percentage
	Minority	3	5%	4
White	56	89%	59	86%
Did Not Disclose	4	6%	6	9%

HOURLY WAGE	FY2020
Minimum Hourly Wage	\$15/HR
Median Hourly Wage	\$30/HR

⁹Due to rounding, some percentages may not total 100%.

ABOUT OUR DATA

The data in this report represents our most recent efforts at collecting our ESG data for our FY2020. As we evolve our sustainability programs, our goal is to continue improving our data collection practices. In this report, we include data from the operations of our North American consumer products businesses, including the Hawthorne Gardening Company.

We use widely accepted sustainability reporting standards to collect and analyze our environmental data. Primarily, we follow the recommendations of GRI in preparing this report. We follow the guidance of the [GHG Protocol](#) in preparing our Scope 1 and 2 greenhouse gas emissions calculations.

In FY2020, we fully integrated Hawthorne into our operations and supply chain data collection processes. This report includes Hawthorne operations data, in addition to our North America consumer business, unless otherwise noted. Because the operations data being reported in this year's report is more comprehensive than in previous years, we also show normalized data based on production volume.

While we have made every effort to collect data from all of our sites, in some cases, we were not able to obtain data for our FY2020. Where relevant, we note the percentage of site participation alongside data throughout the report, and this was generally higher than in previous years due to ongoing efforts. We continue to improve the quality and breadth of our environmental data collection, including the systems and processes for recording and analyzing this data.

WATER DATA

As described in the operations section of this report, our manufacturing process is designed to reuse water as many times as possible before it is discharged. Because the water used in fertilizer production at our Marysville manufacturing plant is nutrient-rich, it is ultimately drawn off and sent to a local farmer for beneficial reuse. Last year our wastewater stewardship efforts resulted in 25.8 megaliters of water recycled. In FY2020, we also shipped process water offsite, of which 99% was treated by a third party and discharged to a local water treatment facility. This is equivalent to 2.7 megaliters of water discharge for FY2020. The remaining 1% is reflected in our hazardous waste totals.

GRI CONTENT INDEX

Note: Black text indicates a disclosure within the index. Underline text indicates a link out to another section of the report or elsewhere on the website.

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
GRI 102: General Disclosures		
ORGANIZATIONAL PROFILE		
GRI 102: General Disclosures 2016	102-1 Name of the organization	The Scotts Miracle-Gro Company
	102-2 Activities, brands, products, and services	About ScottsMiracle-Gro p. 5; 2020 Form 10-K, p2
	102-3 Location of headquarters	14111 Scottslawn Road, Marysville, Ohio 43041
	102-4 Location of operations	About ScottsMiracle-Gro, p.6; 2020 Form 10-K, p22
	102-5 Ownership and legal form	Publicly traded company
	102-6 Markets served	About ScottsMiracle-Gro, p. 6; 2020 Form 10-K, p. 2-10
	102-7 Scale of the organization	About ScottsMiracle-Gro, p. 6; 2020 Form 10-K, p. 2-10, 22, 26
	102-8 Information on employees and other workers	Associate Data, p. 57; 2020 Form 10-K, p. 8
	102-9 Supply chain	Operations and Supply Chain - Suppliers, p. 33-34
	102-10 Significant changes to the organization and supply chain	About ScottsMiracle-Gro - CEO Letter, p. 3-4; 2020 Form 10-K, p. 2-10
	102-11 Precautionary principle or approach	Although ScottsMiracle-Gro does not formally follow the precautionary principle, we assess risks across our operations.
	102-12 External initiatives	About This Report, p. 2
	102-13 Memberships of associations	ESG Strategy and Governance - Stakeholder Engagement, p. 10
STRATEGY		
GRI 102: General Disclosures 2016	102-14 Statement from senior decision-maker	CEO Letter, p. 3-4
	102-15 Key impacts, risks, and opportunities	ESG Strategy and Governance, p. 8-17; 2020 Form 10-K, p. 10-21
ETHICS AND INTEGRITY		
GRI 102: General Disclosures 2016	102-16 Values, principles, standards, and norms of behavior	About ScottsMiracle-Gro - Purpose, Vision and Values, p. 7
	102-17 Mechanisms for advice and concerns about ethics	ESG Strategy and Governance - Ethics and Code of Conduct, p. 9

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
GRI 102: General Disclosures		
GOVERNANCE STRUCTURE		
GRI 102: General Disclosures 2016	102-18 Governance structure	ESG Strategy and Governance - Governance, p. 8-9
	102-20 Executive-level responsibility for economic, environmental, and social topics	ESG Strategy and Governance - Governance, p. 8-9
	102-21 Consulting stakeholders on economic, environmental, and social topics	ESG Strategy and Governance - Governance, p. 8-9 , Stakeholder Engagement, p. 10-11 , Materiality and Goals, p. 12-14
	102-22 Composition of the highest governance body and its committees	ESG Strategy and Governance - Governance, p. 8-9 ; 2021 Form DEF14A, p. 3-11
	102-23 Chair of the highest governance body	ESG Strategy and Governance - Governance, p. 8-9 ; 2021 Form DEF14A, p. 3-6
	102-24 Nominating and selecting the highest governance body	2021 Form DEF14A, p. 15
	102-25 Conflicts of interest	2021 Form DEF14A, p. 16 ; Code of Business Conduct & Ethics, p. 15
	102-26 Role of highest governance body in setting purpose, values, and strategy	ESG Strategy and Governance - Governance, p. 8-9
	102-27 Collective knowledge of highest governance body	ESG Strategy and Governance - Governance, p. 8-9
	102-28 Evaluating the highest governance body's performance	ESG Strategy and Governance - Governance, p. 8-9
	102-29 Identifying and managing economic, environmental, and social impacts	ESG Strategy and Governance - Governance, p. 8-9 , Stakeholder Engagement, p. 10-11 , Materiality and Goals, p. 12-14
	102-32 Highest governance body's role in sustainability reporting	ESG Strategy and Governance - Governance, p. 8-9
	102-33 Communicating critical concerns	2021 Form DEF14A, p. 16
	102-35 Remuneration policies	2021 Form DEF14A, p. 21-39
	102-36 Process for determining remuneration	2021 Form DEF14A, p. 21-39
102-37 Stakeholders' involvement in remuneration	2021 Form DEF14A, p. 21-39	
102-38 Annual total compensation ratio	2021 Form DEF14A, p. 49	

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GRI 102: General Disclosures		
STAKEHOLDER ENGAGEMENT		
GRI 102: General Disclosures	102-40 List of stakeholder groups	ESG Strategy and Governance - Stakeholder Engagement, p. 10-11
	102-41 Collective bargaining agreements	People - Diversity and Human Rights, p. 50
	102-42 Identifying and selecting stakeholders	ESG Strategy and Governance - Stakeholder Engagement, p. 10-11, Materiality and Goals, p. 12-14
	102-43 Approach to stakeholder engagement	ESG Strategy and Governance - Stakeholder Engagement, p. 10-11, Materiality and Goals, p. 12-14
	102-44 Key topics and concerns raised	ESG Strategy and Governance - Stakeholder Engagement, p. 10-11, Materiality and Goals, p. 12-14
REPORTING PRACTICES		
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements	2020 Form 10-K, p. 2
	102-46 Defining report content and topic Boundaries	ESG Strategy and Governance - Materiality and Goals, p. 12-14
	102-47 List of material topics	ESG Strategy and Governance - Materiality and Goals, p. 12-14
	102-48 Restatements of information	Report Overview - About This Report, p. 2; Operations and Supply Chain, p. 31-33; Appendix - Environmental Data, p. 59
	102-49 Changes in reporting	This report represents the company's continued use of the GRI Standards reporting framework, Core option.
	102-50 Reporting period	October 1, 2019, through September 30, 2020
	102-51 Date of most recent report	2020
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	Jim King, EVP and Chief Communications Officer; sustainability@scotts.com .
	102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
	102-55 GRI content index	This document represents the company's content index.
	102-56 Policy/practice for external assurance	The company is not seeking assurance for this year's sustainability report.

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
GRI 200: Economic Disclosures		
ECONOMIC PERFORMANCE		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	About ScottsMiracle-Gro, p. 5-7; 2020 Form 10-K, p. 2-10
	103-2 The management approach and its components	About ScottsMiracle-Gro, p. 5-7; 2020 Form 10-K, p. 2-10
	103-3 Evaluation of the management approach	About ScottsMiracle-Gro, p. 5-7; 2020 Form 10-K, p. 2-10
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	2020 Form 10-K, p. 26
	201-2 Financial implications and other risks and opportunities due to climate change	2020 Form 10-K, p. 16; Operations and Supply Chain - Water, p. 32
	201-3 Defined benefit plan obligations and other retirement plans	2020 Form 10-K, p. 17, 49, 81, 85
	201-4 Financial assistance received from government	2020 Form 10-K, p. 42, 50, 99
PROCUREMENT PRACTICES		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	ESG Strategy and Governance - Stakeholder Engagement, p. 11; Operations and Supply Chain - Suppliers, p. 33-34; People - Business Ethics, p. 47
	103-2 The management approach and its components	ESG Strategy and Governance - Stakeholder Engagement, p. 11; Operations and Supply Chain - Suppliers, p. 33-34; People - Business Ethics, p. 47
	103-3 Evaluation of the management approach	ESG Strategy and Governance - Stakeholder Engagement, p. 11; Operations and Supply Chain - Suppliers, p. 33-34; People - Business Ethics, p. 47
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	Operations and Supply Chain - Suppliers, p. 33-34

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
GRI 300: Environmental Disclosures		
MATERIALS		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Products, p. 18-27; Operations and Supply Chain - Waste, p. 30-31; Operations and Supply Chain - Suppliers, p. 33-34
	103-2 The management approach and its components	Products, p. 18-27; Operations and Supply Chain - Waste, p. 30-31; Operations and Supply Chain - Suppliers, p. 33-34
	103-3 Evaluation of the management approach	Products, p. 18-27; Operations and Supply Chain - Waste, p. 30-31; Operations and Supply Chain - Suppliers, p. 33-34
GRI 301: Materials	301-1: Materials used by weight or volume	Products - Packaging, p. 24-25; Appendix - Environmental Data, p. 59
	301-2: Recycled input materials used	Products - Packaging, p. 24-25
ENERGY		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Operations and Supply Chain - Energy and Emissions, p. 33
	103-2 The management approach and its components	Operations and Supply Chain - Energy and Emissions, p. 33
	103-3 Evaluation of the management approach	Operations and Supply Chain - Energy and Emissions, p. 33
GRI 302: Energy	302-1 Energy consumption within the organization	Operations and Supply Chain - Energy and Emissions, p. 33; Appendix - Environmental Data, p. 59
	302-3 Energy intensity	Operations and Supply Chain - Energy and Emissions, p. 33; Appendix - Environmental Data, p. 59

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
GRI 300: Environmental Disclosures		
WATER AND EFFLUENTS		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Products - Water, p. 25-26; Operations and Supply Chain - Water, p. 32
	103-2 The management approach and its components	Products - Water, p. 25-26; Operations and Supply Chain - Water, p. 32
	103-3 Evaluation of the management approach	Products - Water, p. 25-26; Operations and Supply Chain - Water, p. 32
GRI 303: Water	303-1 Interactions with water as a shared resource	Products - Water, p. 25-26; Operations and Supply Chain - Water, p. 32
	303-2 Management of water discharge-related impacts	Products - Water, p. 25-26; Operations and Supply Chain - Water, p. 32
	303-3 Water withdrawal	Operations and Supply Chain - Water, p. 32; Appendix - Environmental Data, p. 59
	303-4 Water discharge	Operations and Supply Chain - Water, p. 32; Appendix - Environmental Data, p. 59
	303-5 Water consumption	Operations and Supply Chain - Water, p. 32; Appendix - Environmental Data, p. 59
EMISSIONS		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Operations and Supply Chain - Energy and Emissions, p. 33
	103-2 The management approach and its components	Operations and Supply Chain - Energy and Emissions, p. 33
	103-3 Evaluation of the management approach	Operations and Supply Chain - Energy and Emissions, p. 33
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Operations and Supply Chain - Energy and Emissions, p. 33; Appendix - Environmental Data, p. 59
	305-2 Energy indirect (Scope 2) GHG emissions	Operations and Supply Chain - Energy and Emissions, p. 33; Appendix - Environmental Data, p. 59
	305-4 GHG emissions intensity	Operations and Supply Chain - Energy and Emissions, p. 33; Appendix - Environmental Data, p. 59
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Operations and Supply Chain - Energy and Emissions, p. 33; Appendix - Environmental Data, p. 59

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WASTE		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Operations and Supply Chain - Waste, p. 30-31
	103-2 The management approach and its components	Operations and Supply Chain - Waste, p. 30-31
	103-3 Evaluation of the management approach	Operations and Supply Chain - Waste, p. 30-31
ENVIRONMENTAL COMPLIANCE		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	ESG Strategy and Governance - Compliance, p. 10; Products - Regulatory, p. 21; Operations and Supply Chain, p. 28-34; People - Business Ethics, p. 47
	103-2 The management approach and its components	ESG Strategy and Governance - Compliance, p. 10; Products - Regulatory, p. 21; Operations and Supply Chain, p. 28-34; People - Business Ethics, p. 47
	103-3 Evaluation of the management approach	ESG Strategy and Governance - Compliance, p. 10; Products - Regulatory, p. 21; Operations and Supply Chain, p. 28-34; People - Business Ethics, p. 47
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	Appendix - Environmental Fines and Settlements, p. 58
SUPPLIER ENVIRONMENTAL ASSESSMENT		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	ESG Strategy and Governance - Stakeholder Engagement, p. 11; Operations and Supply Chain - Suppliers, p. 33-34; People - Business Ethics, p. 47
	103-2 The management approach and its components	ESG Strategy and Governance - Stakeholder Engagement, p. 11; Operations and Supply Chain - Suppliers, p. 33-34; People - Business Ethics, p. 47
	103-3 Evaluation of the management approach	ESG Strategy and Governance - Stakeholder Engagement, p. 11; Operations and Supply Chain - Suppliers, p. 33-34; People - Business Ethics, p. 47
GRI 308: Supplier Environmental Assessment	308-1: New suppliers that were screened using environmental criteria	Operations and Supply Chain - Suppliers, p. 33-34
	308-2: Negative environmental impacts in the supply chain and actions taken	ESG Strategy and Governance - Stakeholder Engagement, p. 11; Operations and Supply Chain - Suppliers, p. 33-34; People - Business Ethics, p. 47

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
GRI 400: Social Disclosures		
EMPLOYMENT		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<u>People, p. 45-57</u>
	103-2 The management approach and its components	<u>People, p. 45-57</u>
	103-3 Evaluation of the management approach	<u>People, p. 45-57</u>
GRI 401: Employment	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<u>People - LiveTotal Health, p. 53-54</u>
OCCUPATIONAL HEALTH AND SAFETY		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<u>Operations and Supply Chain - Health and Safety, p. 29</u>
	103-2 The management approach and its components	<u>Operations and Supply Chain - Health and Safety, p. 29</u>
	103-3 Evaluation of the management approach	<u>Operations and Supply Chain - Health and Safety, p. 29</u>
GRI 403: Occupational Health and Safety	403-1: Occupational health and safety management program	<u>Operations and Supply Chain - Health and Safety, p. 29</u>
	403-2: Hazard identification, risk assessment, and incident investigation	<u>Operations and Supply Chain - Health and Safety, p. 29</u>
	403-4: Worker participation, consultation, and communication on occupational health and safety	<u>Operations and Supply Chain - Health and Safety, p. 29</u>
	403-6: Promotion of worker health	<u>People - LiveTotal Health, p. 53-54</u>
	403-8: Workers covered by an occupational health and safety management system	<u>Operations and Supply Chain - Health and Safety, p. 29</u>
	403-9: Work-related injuries	<u>Operations and Supply Chain - Health and Safety, p. 29;</u> <u>Appendix - Social Data, p. 60</u>
TRAINING AND EDUCATION		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<u>People - Training and Professional Development, p. 51</u>
	103-2 The management approach and its components	<u>People - Training and Professional Development, p. 51</u>
	103-3 Evaluation of the management approach	<u>People - Training and Professional Development, p. 51</u>
GRI 404: Training and Education	404-1 Average hours of training per year per employee	<u>People - Training and Professional Development, p. 51</u>
	404-2 Programs for upgrading employee skills and transition assistance programs	<u>People - Training and Professional Development, p. 51</u>
	404-3 Percentage of employees receiving regular performance and career development reviews	<u>People - Training and Professional Development, p. 51</u>

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DIVERSITY AND EQUAL OPPORTUNITY		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	People - Diversity and Human Rights, p. 50
	103-2 The management approach and its components	People - Diversity and Human Rights, p. 50
	103-3 Evaluation of the management approach	People - Diversity and Human Rights, p. 50
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	People - Diversity and Human Rights, p. 50; Associate Data, p. 57; Appendix - Social Data, p. 60; 2021 Proxy Statement, p. 4
LOCAL COMMUNITIES		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Communities, p. 35-44; People - Improving Our Communities, p. 55-56;
	103-2 The management approach and its components	Communities, p. 35-44; People - Improving Our Communities, p. 55-56;
	103-3 Evaluation of the management approach	Communities, p. 35-44; People - Improving Our Communities, p. 55-56;
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	Communities, p. 35-44; People - Improving Our Communities, p. 55-56;

GRI CONTENT INDEX Continued

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GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
GRI 400: Social Disclosures		
SUPPLIER SOCIAL ASSESSMENT		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	ESG Strategy and Governance - Stakeholder Engagement, p. 11; Operations and Supply Chain - Suppliers, p. 33-34; People - Business Ethics, p. 47
	103-2 The management approach and its components	ESG Strategy and Governance - Stakeholder Engagement, p. 11; Operations and Supply Chain - Suppliers, p. 33-34; People - Business Ethics, p. 47
	103-3 Evaluation of the management approach	ESG Strategy and Governance - Stakeholder Engagement, p. 11; Operations and Supply Chain - Suppliers, p. 33-34; People - Business Ethics, p. 47
GRI 414: Supplier Social Assessment	414-1: New suppliers that were screened using social criteria	Operations and Supply Chain - Suppliers, p. 33-34
	414-2: Negative social impacts in the supply chain and actions taken	ESG Strategy and Governance - Stakeholder Engagement, p. 11; Operations and Supply Chain - Suppliers, p. 33-34; People - Business Ethics, p. 47
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GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	ESG Strategy and Governance - Stakeholder Engagement, p. 10
	103-2 The management approach and its components	ESG Strategy and Governance - Stakeholder Engagement, p. 10
	103-3 Evaluation of the management approach	ESG Strategy and Governance - Stakeholder Engagement, p. 11
GRI 415: Public Policy	GRI 415-1: Political Contributions	ESG Strategy and Governance - Stakeholder Engagement, p. 10; https://www.fec.gov/
CUSTOMER HEALTH AND SAFETY		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Products - Consumer Education, p. 26-27
	103-2 The management approach and its components	Products - Consumer Education, p. 26-27
	103-3 Evaluation of the management approach	Products - Consumer Education, p. 26-27
GRI 416: Customer Health And Safety	416-1 Assessment of the health and safety impacts of product and service categories	Products - Consumer Education, p. 26-27
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Products - Consumer Education, p. 26-27