

Corporate Social Responsibility (CSR) Goals and Progress Summary



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Preface

For generations, Xerox has stood for innovation, quality, and an excellent customer experience. Led by the core values our founder established a half century ago, we conduct business ethically and in an environmentally and socially conscious manner. We are the company that revolutionized the office, created printing-on-demand, and repeatedly reinvented and transformed to keep pace with the demands of our customers and the market.

We set goals, track our progress, communicate, and share best practices to improve the quality of work and life, keeping to the core value of corporate citizenship.

Today, we honor this heritage by turning investments in innovation into products and services that help our customers be more productive, profitable, and sustainable. We are helping define the future of work and enabling printing beyond paper with new technologies that will disrupt the market and change the way we think about workflows and information processes. This is our contribution to a more sustainable world.

We are proud to present our corporate social responsibility goals and a summary of our progress. We will continue to update this progress summary as new data becomes available. For this reason, you may see some data for the year 2022 is missing. Please check back often to view updates.

You can also find information about Corporate Social Responsibility at Xerox and our reporting in accordance with SASB and TCFD at <https://www.xerox.com/en-us/about/corporate-social-responsibility>.

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1. Corporate Social Responsibility Goals

The 2030 Agenda of the United Nations for Sustainable Development provides a global blueprint for dignity, peace and prosperity for people and the planet, now and in the future. Achieving the **SDGs** requires immediate and accelerated actions by countries along with collaborative partnerships among governments and stakeholders at all levels. Our **2022 Corporate Social Responsibility (CSR) Report** includes the SDG icons, representing its 17 goals, next to section titles to note the alignment.

Tech companies, like Xerox, are important stakeholders that can lead by example in their own operations and provide the solutions and countermeasures globally to achieve the goals. Established over a half century ago by founder Joseph C. Wilson, our corporate values have stood the test of time and align with the SDGs. We will continue our efforts to bring our Operations and those of our customers closer to goal.

Dimension	Scope	Goal	2022 Progress
Environment	Operations	100% landfill avoidance	97.2
		25% reduction in energy use by 2025, from 2016	34.7
		35% reduction in Scope 3 emissions by 2030, from 2016	33.9
		60% reduction in GHGs (Scope 1 + 2) by 2030, from 2016	46.3
		Net Zero (Scope 1, 2 + 3) by 2040 MTCO2eq	1,020,901
		20% reduction in water use by 2030, from 2020	(6)
	Products	100% landfill avoidance (equipment & supplies)	99.4
		100% newly launched, eligible products achieve Energy Star®	100
		100% newly launched and eligible products achieve EPEAT®	100
Social	Workplace Safety	5% year over year reduction in Total Recordable Injury Rate (TRI)	10.41 - U.S. 13.24 - Worldwide
		5% year over year reduction in Days Away from Work case rate (DAFW)	(6.12) - U.S. 8.10 - Worldwide

2. Progress: Environment

Environmental Operations

Dimension	Category	2021	2022
Greenhouse Gas Emissions (GHGs)*+	GHG Emissions, Scope 1 + 2, by type ¹ [MT CO ₂ eq]		
	CO ₂	128,741	122,372
	CH ₄	120	107
	N ₂ O	454	418
	Scope 1 and 2, by region [MT CO ₂ eq]		
	U.S. and Canada	106,835	100,175
	Europe and South America	29,173	26,405
	Total Worldwide Scope 1 + Scope 2	136,008	126,579
	% Reduction Scope 1 and 2 (from 2016)	42	46
	Scope 1 +2 normalized to revenue	19.32	17.81
	Scope 1, facilities, and fleet by type ² [MT CO ₂ eq]		
	CO ₂	81,965	78,468
	CH ₄	46	43
	N ₂ O	330	251
	Total Worldwide Scope 1 GHG emissions	89,035	82,422
	Scope 1 normalized to revenue [MT Co ₂ eq/\$M]	12.65	11.60
	Scope 1, facilities, and fleet by region ² [MT CO ₂ eq]		
	U.S. and Canada	74,873	69,392
	Europe and South America	14,161	13,030
	Scope 2, purchased electricity by type ³ [MT CO ₂ eq]		
	CO ₂	46,775	43,926
	CH ₄	74	64
	N ₂ O	124	167
	Total Worldwide Scope 2	46,973	44,157
	Scope 2 normalized to revenue [MT CO ₂ eq]	6.67	6.21
	Scope 2, by region		
	U.S. and Canada	31,962	30,783
	Europe and South America	15,011	13,374
	Scope 3, by category [MT CO ₂ eq] Global unless otherwise indicated		
	Purchased good and services	626,704	799,442
	Capital goods	26,221	21,756

Dimension	Category	2021	2022
GHGs ⁺ , cont.	Scope 3, by category [MT CO ₂ eq] Global unless otherwise indicated, cont.		
	Fuel - and energy-related activities (not including Scope 1 +2)	23,902	23,802
	Upstream transportation and distribution	39,606	32,702
	Waste generated in operations	493	822
	Business travel [Global, CO ₂ only] ^{4,5}	928	1,706
	Employee commuting [Global]	29,106	30,245
	Upstream leased assets	Not relevant	Not relevant
	Downstream transportation and distribution ⁶	Not relevant	Not relevant
	Processing of sold products	Not relevant	Not relevant
	Use of sold products	110,912	107,920
	End of life treatment of sold products [North America]	2,884	2,506
	Downstream leased assets	Not relevant	Not relevant
	Franchises	Not relevant	Not relevant
	Investments	Not relevant	Not relevant
	Total Scope 3 GHG emissions	860,756	1,020,901
	Scope 3 normalized to revenue (MT CO ₂ eq/\$M revenue)	122.3	143.6
	Offsets Purchased	0	0
Energy ^{**}	Energy Use (MWh)		
	Direct (Natural Gas - corresponding to Scope 1 emissions)	381,059	369,790
	Indirect Energy Use (Purchased Electricity)	244,018	245,598
	Total Energy Use	625,077	615,388
	Total Energy Use Normalized to revenue (MWh/\$M)	88.81	86.59
	Total Energy Reduction (from 2016 baseline)	317,813	327,502
	% Reduction Total Energy Use (from 2016 baseline)	33.7	34.7
	Energy Derived from Non-Renewable Sources (MWh) ⁷ by region		
	North America	510,407	453,468
	Europe and rest of world	91,344	76,603
	Total Non-Renewable Energy Use	601,751	530,070
	Electrical Energy Used MWh) ^{*7}		
	North America	203,243	204,280
	Europe and rest of world	40,775	41,318
	Total Electrical Energy Use (MWh) ⁷	244,018	245,598
	Total Electricity Use Normalized to revenue (MWh/\$M)	34.67	34.56

Dimension	Category	2021	2022
Energy*, cont.	Breakout of non-renewable electricity sources (MWh) ⁷		
	Coal	35,285	35,178
	Oil	3,197	3,344
	Gas	82,561	82,252
	Nuclear	40,111	39,506
	Other	0	0
Renewable Energy*	Renewable Energy Credit (REC) (MWh) ⁸		
	Total Global Renewable Energy Use (REC)	23,326	25,574
	% Renewable Electricity Use	9.6%	10.4%
	% Renewable Energy Use (REC) of total energy use	3.7	4.2
	Energy Derived from Renewable Sources (RECs + Grid) (MWh) ⁷		
	North America	66,663	70,061
	Europe and rest of world	16,200	15,258
	Electricity Derived from Renewable Sources (RECs + Grid) (MWh) ⁶		
	North America	66,663	70,061
	Europe and rest of world	16,200	15,258
	Breakout of renewable electricity sources (RECs + Grid) (MWh) ⁷		
	Wind	45,674	22,569
	Hydro	25,250	25,787
	Solar	6,673	6,737
Biofuel and other	5,267	30,225	
Non-Hazardous Waste ^{9,10,+}	Non-hazardous Waste, by treatment type [thousand MT]		
	Reuse	2.81	1.79
	Recycling	17.62	29.69
	Energy from Waste (EFW)	1.96	1.64
	Treatment	0.26	0.05
	Landfill	0.81	0.85
	Incineration	0.12	0.07
	Total Non-hazardous Waste	23.6	34.1
	Volume Reuse, Recycle, Energy from Waste [thousand MT]	22.4	33.1
	% Reuse, Recycle, Energy from Waste	95	97.2
% Reduction Landfill, Incineration, Treatment (includes Energy from Waste) from 2016 baseline	58	65.2	
Hazardous Waste ^{9,11,+}	Hazardous Waste, by region [thousand MT]		
	U.S. and Canada	0.242	0.320
	Europe and South America	0.083	0.090
	Worldwide Total Hazardous Waste	0.326	0.410

Dimension	Category	2021	2022
Hazardous Waste cont'd 9,11,+	Hazardous Waste, by treatment type [thousand MT]		
	Fuels Blending and Waste to Energy	0.174	0.215
	Recycling	0.020	0.020
	Treatment	0.054	0.111
	Incineration	0.077	0.063
	Landfill	0.001	0.0003
	% Recycle, Fuels Blending	59.5	57.3
	% Reduction Hazardous Waste Generation (from 2016 baseline)	36.5	20.2
Reportable Releases and Transfers	Reportable Releases + Transfers (TRI, PRTR), by region [MT]		
	U.S. and Canada	89	87
	Europe and South America	0	0
	Worldwide total TRI and PRTR	89	87
	TRI Normalized to revenue (MT/\$M)	0.0126	0.0124
	% Reduction TRI and PRTR (from 2016 baseline)	27.6	29.3
	Methylene Chloride (MeCl ₂) ¹²		
	Methylene Chloride total Worldwide (lbs.)	185,741	182,959
	Methylene Chloride total Worldwide (MT)	84.3	83
	% Reduction MeCl ₂ (from 2010 baseline)	82	82
	Total 1,3-butadiene air emissions ¹³		
	Total 1,3-butadiene air emissions (lbs./batch)	7.1	0
	Total 1,3-butadiene air emissions (MT/batch)	0.0032	0
	Reportable Spills/Environ. Releases [#] ¹⁴	1	0
Water ^{9,+}	Water Consumption, by region [million liters]		
	U.S. and Canada	934	1,029
	Europe and South America	23	20
	Worldwide Total Water Consumption	957	1,049
	Water Consumption Normalized to Revenue (M liters/\$M)	0.14	0.15
	Volume Water Consumption Reduced [ML] (2020 baseline)	28	(64)
	% Reduction Water Consumption (from 2020 baseline)	3	(6)
	Water Discharge to Sanitary Sewer, by region [M liters]		
	U.S. and Canada	1,025	1,040
	Europe and South America	16	14
	Worldwide Total Water Discharge	1,040	1,054
	Water Discharge Normalized to revenue (million liters/\$M)	0.15	0.15

Dimension	Category	2021	2022
Water ^{9,+} cont'd	Water Discharge to Sanitary Sewer, by region [M liters]		
	Water Recycled [million liters] ¹⁷	N/A	N/A
Air Emissions ⁹	Volatile Organic Compounds (VOCs) production, by region [tonnes] +		
	U.S. and Canada	3.22	3.07
	Europe and South America	3.74	3.94
	Worldwide Total VOCs	6.96	7.01
	Worldwide total Non-VOCs	3.98	2.95
	Worldwide Total VOC and non VOCs	10.94	9.96
	VOC Normalized to Revenue (tonnes/\$M)	0.0010	0.0010
	NOx (non-production) [tonnes] ¹⁵		
	U.S. and Canada	19.83	20.74
	Europe and South America	1.66	1.44
	Worldwide Total NOx	21.49	22.18
	NOx Normalized to revenue (MT/\$M)	0.0031	0.0031
	SOx (non-production) by region [tonnes] ¹⁵		
	U.S. and Canada	0.17	0.17
	Europe and South America	0.01	0.01
	Worldwide Total Sox	0.18	0.18
	SOx Normalized to revenue (tonnes/\$M)	0.00003	0.00003
	Particulate Matter (PM) by region [tonnes]		
	U.S. and Canada	2.00	1.80
	Europe and South America	0.00	0.00
	Worldwide Total PM	2.00	1.80
	PM Normalized to revenue (tonnes/\$M)	0.0003	0.0003
	Perfluorocarbons (PFCs) by region [tonnes] ^{16,+}		
	U.S. and Canada	0	0
	Europe and South America	0	0
	Worldwide Total PFCs	0	0
PFCs Normalized to revenue (tonnes/\$B)	0	0	
Compliance	Violations and Fines		
	Notices Received [#]	3	2
	Fines Paid [USD]	0	0

See next page for Footnotes

Environmental Footnotes

* In 2022, carbon and energy accounting methodology was updated with an expanded boundary for 2021 Scopes 1 and 2 information. This caused a re-baseline of 2016 information and recalculations for 2017-2020 data to match the methodology used for 2021 reporting.

+ A 3rd party has verified and provided limited assurance of Xerox GHG emissions in accordance with ISO 14064-3:2019 against a Xerox Corporation defined methodology described in “Xerox Corporation Greenhouse Gas Emission Inventory Management Plan, July 2023”, the GHG Protocol Scopes 1,2, and 3, and the principles of Transparency, Accuracy, Consistency, Completeness and Relevance. The verification process includes underlying energy data associated with operations in the inventory.

1. Values are for Xerox fleet and facilities globally, unless otherwise noted.
2. Direct emissions from natural gas consumed in boilers for facilities leased and owned by Xerox. Emissions from facilities based on utility invoices, where available. When unavailable, estimates are based on Commercial Building Energy Consumption (CBEC) factors. Fuel used in fleet of Sales and Service personnel. Emissions from fleet are based on actual fuel usage and vehicle efficiency rates.
3. Indirect emissions from purchased electricity and steam for facilities leased and owned by Xerox. Where data is unavailable for office and warehouses in US. & Canada, emissions are determined using CBECs factors; HFC emissions were estimated based on square feet.
4. Includes air emissions for Xerox travel worldwide, based on aircraft, load, and miles provided by 3rd party.
5. Emissions from vehicles as part of travel are included in Scopes 1 and 2 emissions.
6. As defined by Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WRI/WBCSD).
7. Values for renewable and non-renewable electricity derived from local grid mixes based on International Energy Association (IEA) data. In 2019, Xerox changed from a location-based calculation to market-based method for scope 2 from electricity.
8. Renewable energy and renewable energy credits; not including renewable energy in the grid. This encompasses renewable energy in the Netherlands and RECs from wind in Wilsonville, Oregon.
9. Data reported is limited to manufacturing operations including, but not limited to, imaging supplies such as toner, photoreceptor drums and belts, and fuser rolls.
10. Process waste includes paper, wood pallets, waste toner, plastics, and packaging; Manufacturing waste includes scrap metal, batteries, lamps, miscellaneous trash, and end-of-life devices. Non-hazardous waste is either disposed of directly by Xerox or disposal method is designated and confirmed when shipped off-site.
11. Hazardous waste disposed directly by Xerox, or a disposal method is designated and confirmed when shipped off-site. The 2021 hazardous waste values represented in last year's report were adjusted by 11.7 metric ton. A bulk shipment of waste was inadvertently excluded from the total amount of hazardous waste fuels blended and the total amount of hazardous waste generated in 2021.
12. Total amount of methylene chloride used to produce Xerox photoreceptor components.
13. 1,3-butadiene air emissions from toner resin manufacturing. The operation generating these emissions was shut down in 2022.
14. Reportable environmental releases reported in accordance with GRI definition. For year reporting year 2021, the value was updated to reflect 1 reportable spill.
15. NOx and SOx emissions are calculated using emission factors applicable to small boilers from EPA's AP-42, Vol.1, CH1.4: Natural Gas Combustion ([1.4_natural_gas_combustion.pdf \(epa.gov\)](#))
16. Perfluorocarbon Emissions are reported according to GRI 305-6 (2016) which is for emissions of ozone-depleting substances (ODS) that are produced, imported, or exported. Xerox eliminated the use of all Class I ozone-depleting substances (ODS) by the end of 1992 and Class II ODS by the end of 1993 as an ingredient in products, spare parts, accessories, and packaging. In order to achieve this goal, Xerox identified and prohibited the use of ODS in products, spare parts, accessories, and packaging produced internally and received from external suppliers. Xerox manages the elimination of ODS as refrigerants in facility and vehicle air conditioning systems and various food/equipment cooling systems consistent with government phase-out dates. In accordance with GRI 305-6, these are excluded from reporting in this section
17. Reverse Osmosis reject water is recycled as make-up water in cooling towers at Xerox's Oregon facility. Volume recycled annually cannot be accurately estimated with current metering systems.

Environmental Products and Offerings

Dimension	Category	2021	2022
Environmental Products	Ecolabels		
	% Newly launched eligible products achieving Energy Star®	100	100
	% Newly launched eligible products achieving EPEAT®	100	100
	Equipment + parts end-of-life processing, by treatment type ¹ [thousand MT]		
	Materials recycling ²	35	28.0
	Used equipment sold	7.6	4.68
	Remanufacture/reuse ¹	8.2	5.9
	Energy from waste	0.7	0.42
	Landfill	0.2	0.21
	Incineration	0	0
	Total equipment and parts processing	51.7	39.2
	Total Remanufacture, Reuse, Recycle, Energy from Waste	51.5	39.0
	% Remanufacture, reuse, recycle, energy from waste	99.6	99.5
	% Remanufacture, reuse, recycle	98.2	98.4
	Supplies processing, by treatment type [thousand MT]		
	Remanufacture/reuse	1.49	1.99
	Materials recycling	0.44	0.61
	Energy from waste	0.10	0.14
	Landfill	0.06	0.06
	Incineration	0	0
	Total supplies processing	2.09	2.8
	Total Remanufacture, Reuse, Recycle, Energy from Waste	2.0	2.7
	% Remanufacture, reuse, recycle, energy from waste	97	98
	% Remanufacture, Reuse, Recycle	92	93
	% Total equipment and supplies remanufacture, reuse, recycle, waste from energy	100	99.4
	% Total equipment and supplies remanufacture, reuse, recycle	98	98

Dimension	Category	2021	2022
Compliance	Violations and Fines		
	Violations of health, safety +/- or environmental regulations [#]	0	0
	Fines paid [USD]	0	0
	Product Recalls		
	Product recalls [#]	0	0
	Total units recalled [#]	0	0
Environmental Offerings	Xerox Reforestation Services powered by PrintReleaf ³		
	Sheets of paper offset	494,118,555	967,113,465
	Trees planted	59,296	116,058

Footnotes

1. The amount of materials recycled from the equipment and parts de-manufacturing operations in 2021 was corrected to include the volume of materials that were sent to recyclers as part of the teardown operation, since the waste was generated from customer returns.
2. Equipment, parts, and supplies end-of-life management: Returns processed through Xerox worldwide asset recovery centers and 3rd party recyclers. Does not include pallets and cardboard boxes that were reused for shipping and freight.
3. Xerox, along with our clients that participate in our PrintReleaf partnership leverage paper usage reporting that equates the number of trees needed to reforest that usage on an equivalent basis in geographic areas of need.

3. Progress: Social

Balanced and Diverse Workforce

Dimension	Category	2021	2022
Balanced and Diverse Workforce	Women employees by region - % of total		
	Americas	25.8	25.8
	Asia Pacific and Japan	27.6	26
	Europe, Middle East, and Africa	28.4	26.7
	Worldwide	26.7	26.1
	Women managers by region - % of total		
	Americas	25.1	26.3
	Asia Pacific and Japan	22.2	14.9
	Europe, Middle East, and Africa	24.2	26
	Worldwide	24.7	25.8
	New hires globally, by gender - % of total		
	Women	27.0	26.5
	Men	73.0	73.5
	Global workforce by age group and gender - % of total		
	30 and under		
	• Women	33.2	30.6
	• Men	66.8	69.4
	31 – 50		
	• Women	29.6	28.8
	• Men	70.4	71.2
	51 and over		
	• Women	23.4	23.5
	• Men	76.6	76.5
Global workforce by classification and gender - % full time employees ⁺			
• Global combined leadership representation (Executives, Directors, Managers and Professionals)	31.1	30.5	
• Women	31.1	29.9	
• Men	68.9	70.1	
Executives			
• Women	27.6	25.5	
• Men	72.4	74.5	

Dimension	Category	2021	2022
Balanced and Diverse Workforce, cont.	Global workforce by classification and gender - % full time employees+		
	Directors		
	• Women	30	31.9
	• Men	70	68.1
	Managers		
	• Women	28.2	27.6
	• Men	71.8	72.4
	Professionals		
	• Women	37.0	35.3
	• Men	63.0	64.7
	Other		
	• Women	21.7	21.4
	• Men	78.3	78.6
	All classifications combined		
	• Women	26.0	25.4
	• Men	74.0	74.6
	Global workforce by classification and gender - % part-time employees		
	Executives		
	• Women	0	0
	• Men	0	0
	Directors		
	• Women	60	57.1
	• Men	40	42.9
Managers			
• Women	71.6	68.5	
• Men	28.4	31.5	
Professionals			
• Women	73.9	83.7	
• Men	26.1	16.3	
Other			
• Women	57.6	56.8	
• Men	42.4	43.2	
All classifications combined			
• Women	61.8	62.2	
• Men	38.2	37.8	
U.S workforce by race and ethnicity and disabilities - % of total			
White	67.8	66.6	
Black	11.5	11.9	

Dimension	Category	2021	2022
Balanced and Diverse Workforce, cont.	U.S workforce by race and ethnicity and disabilities - % of total, cont'd		
	Hispanic/Latino	10.5	10.5
	Asian	5.9	6.1
	Native Hawaiian/Pacific Islander	0.4	0.4
	Native American/Alaskan Native	0.5	0.6
	Two or more races	0.9	1.1
	Not specified	2.5	2.9
	Employees with disabilities	1.9	1.8
	Combined U.S diverse leadership representation (Executives, Directors, Managers, Professionals)*	23	23.9
	U.S New hires by race and ethnicity - % of total		
	White	53.2	46.1
	Black	13.3	16.3
	Hispanic/Latino	8.4	7.9
	Asian	8.3	7.1
	Native American	0.8	0.3
	U.S. New hires - Military/Veterans, % of total		
	Military/Veterans	3.4	6.9
	Employees (regular full time and part time) by region		
	Americas	14,516	12,805
	Asia Pacific and Japan	1,258	1,084
	Europe, Middle East, Africa	7,473	6,581
	Worldwide	23,247	20,470
	U.S - % Employee turnover		
	Total employee turnover	22	28
	Voluntary turnover	19	20
	% Union population, by geography		
	U.S. and Canada	4	4
	Central and South America		
	• Argentina	51	48
	• Brazil	100	100
	• Chile	84	84
	Europe		
	• Austria	100	100
• Belgium	100	100	

Dimension	Category	2021	2022
Balanced and Diverse Workforce, cont.	% Union population by geography, Europe, cont.		
	• Denmark	56	57
	• Finland	100	100
	• France	100	100
	• Germany	59	56
	• Ireland	12	17
	• Italy	100	100
	• Luxembourg	100	100
	• Netherlands	100	98
	• Norway	100	100
	• Portugal	51	100
	• Spain	100	100
	• Sweden	100	100
• Switzerland	100	100	

Footnote

+ Third-party has verified and provided limited assurance in accordance with ISAE3000 against a Xerox Corporation defined methodology and the principles of Transparency, Accuracy, Consistency, Completeness and Relevance.

Workplace Safety

Dimension	Category	2021	2022
Workplace Safety	Total Recordable Incident (TRI) rate, by region		
	U.S. Operations	0.96	1.06
	EMEA ¹	0.21	0.37
	LATAM ¹	0.33	0.18
	Worldwide	0.68	0.77
	Days Away from Work (DAFW) Rate, by region		
	U.S. Operations	0.49	0.46
	EMEA ¹	0.18	0.34
	LATAM ¹	0.33	0.26
	Worldwide	0.37	0.40
	Leading causes of lost workdays - % of U.S. total ²		
	Awkward postures (bend, twist, squat, kneel)	7	26
	Materials handling (carry, lift, push, pull)	37	19
	Motor vehicle accidents	11	20
	Repetitive motion	8	2
	Slips, trips, falls	10	15
	Struck by/against/contact with	13	7
	Other causes	0	11
	Leading causes-recordable incidents (w/wo lost time) - %U.S. total ²		
	Awkward postures (bend, twist, squat, kneel)	7	14
	Materials handling (carry, lift, push, pull)	31	25
	Motor vehicle accidents	11	14
	Repetitive motion	9	4
Slips, trips, falls	10	19	
Struck by/against/contact with	19	8	
Other causes	25	16	
Compliance	Violations and Fines		
	Violations [#]	2	0
	Fines paid [USD]	9,270	0
Fatalities	Work-related fatalities [#]	0	0
	Work-related contractor fatalities (#)	0	0

Footnotes:

1. Prior to 2021, data was represented as Europe Operating Companies and Developing Markets Operating companies. The change in labeling better reflects Xerox's current organizational structure.
2. Data presented in alphabetical order of causes.

Community Involvement and Volunteerism

Dimension	Category	2021	2022
Community Involvement and Volunteerism	Social investment and volunteerism by category (USD)		
	Cash ¹	1,572,148	1,678,246
	Services ²	311,057	725,239
	Number of employee volunteer hours	10,899	24,215
	Cash Match Program (USD) – U.S. employee participation		
	Number of employees	1,059	1,147
	Employee contributions	544,141	389,533
	Xerox contributions	328,361	312,411
	Disaster Relief Efforts		
	American Red Cross	10,000	30,000
	Save the Children	-	10,000
	Western Kentucky Tornado Relief Fund	20,000	-
	Total disaster relief efforts	30,000	40,000

Footnotes

1. Denotes total Xerox investment in non-profit organizations including community partner organizations.
2. Equals the value of Xerox employee volunteer time, \$29.95/hour, updated annually by Independent Sector

4. Progress: Governance

Supply Chain

Dimension	Category	2021	2022
Supply Chain	Supply Chain Spend - Diverse Suppliers (\$M USD)		
	Minority-owned	47	35
	Women-owned	47	36
	Veteran-owned	43	12
	Small Tier I businesses	362	387
	Supplier Screening and Assessments		
	% New production suppliers screened using CSR criteria	100	100
	# Suppliers assessed for CSR impacts ¹	14	15
	# Suppliers identified having significant actual & potential negative CSR impacts	2	1
	% Suppliers ² with ISO 14001 certification	48	50

Footnotes:

1. Based on RBA SAQs
2. Production suppliers that constitute the top 80% of spend

Employees

Dimension	Category	2021	2022
Employees	Global Workforce Training (% trained)		
	Code of Conduct	95	97
	2022 EU General Data Protection ¹	89 ²	93 ³
	Global Privacy and Information Security	92 ²	94
	Net Zero: Xerox's plan to address climate risk	NA	97

Footnotes:

1. Course republished under new name for tracking purposes
2. Calculations updated
3. EU GDPR required of US, EU, and UK employees only