

# **DFIN** ESG Regulatory Report

April 08, 2021

## DFIN provides real-time access to the rapidly changing disclosure landscape

Corporations are beginning to disclose Environmental, Social and Governance (ESG) data in their SEC compliance filings. The SEC recently introduced new disclosure requirements designed to provide stakeholders insight into human capital—from the operating model, to talent planning, learning and innovation, employee experience, and work environment.

EDGAR Pro is the research and benchmarking platform designed to help you uncover intelligence from the rapidly evolving SEC filing landscape.

To stay abreast of this rapidly evolving disclosure landscape, our ESG weekly report, created with EDGAR Pro, provides examples, showing who is currently reporting ESG data to the SEC and how they are incorporating the data into their SEC filings.

Focus on HCM – Human Capital Management disclosures are evolving in support of the SEC Reg S-K Modernization Rule. In this update, we highlight innovative disclosure on Employee Turnover and Talent Management.

## HCM EXAMPLE # 1:

**Registrant:** CONMED Corp.

**Ticker:** CNMD

**Topic:** Human Capital Management – Talent Management – Board Oversight

**Document:** 10-K

**FYE:** 12/31/2020

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CONMED CORP (CNMD) 10-K filed 2/22/2021

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substances regulated under environmental laws, primarily in manufacturing and sterilization processes, we believe our policies, practices and procedures are properly designed to comply, in all material respects, with applicable environmental laws and regulations. We do not expect internal compliance with these requirements to have a material effect on purchases of property, plant and equipment, cash flows, net income or our competitive position. Refer to Item 1A, Risk Factors, for further discussion of the use of outside ETO sterilization service providers.

**Human Capital Resources**

As of December 31, 2020, we had approximately 3,400 full-time employees, including approximately 2,100 in operations, 180 in research and development and the remaining in sales, marketing and related administrative support.

CONMED's Vision is to empower healthcare providers worldwide to deliver positive outcomes for patients. We know that our people are our most important assets and a key part of the focus behind our CONMED Vision. Accordingly, the success and growth of our business depends in large part on our ability to attract, retain and develop a diverse population of talented employees at all levels of our organization who are empowered to deliver positive results. To deliver on our human capital needs, we have developed key recruitment and retention strategies, objectives and measures that we focus on as part of the overall management of our business. These strategies, objectives and measures align with our corporate pillars and are advanced through various programs and policies including the following:

*Talent Management and Succession Planning*

The Board is actively engaged and involved in **talent management**. The Board reviews the Company's people strategy in support of its business strategy at least annually and frequently discusses talent issues at its meetings. This includes a detailed discussion of the Company's global leadership bench and succession plans with a focus on key positions at the senior executive level. High-potential leaders are given exposure and visibility to Board members through formal presentations and informal events. More broadly, the Board is regularly updated on key talent indicators for the overall workforce, including diversity, recruiting and development programs.

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Excerpt for the CONMED Corp. 2021 10-K

### Talent Management and Succession Planning

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## HCM EXAMPLE # 2:

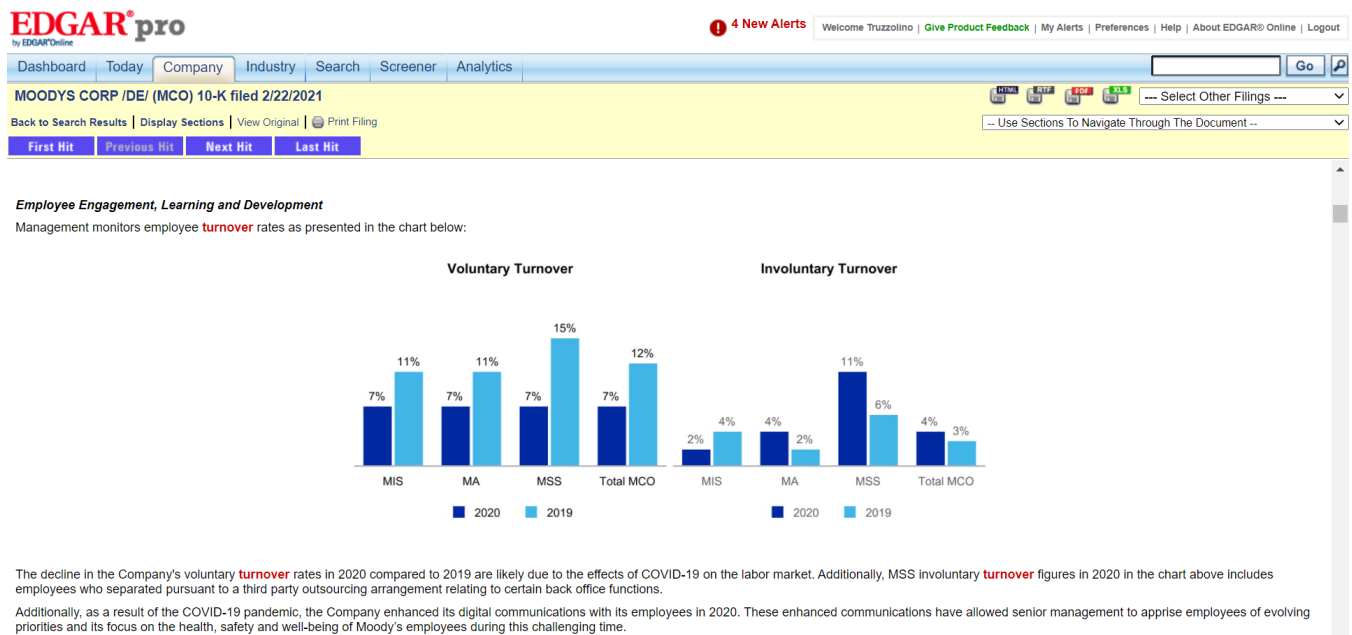
**Registrant:** Moodys Corp.

**Ticker:** MCO

**Topic:** Talent and Compensation – Employee Turnover Rate by segment

**Document:** 10-K

**FYE:** 12/31/2020



### Excerpt for the Moody's Corp. 2021 10-K

“The decline in the Company's voluntary turnover rates in 2020 compared to 2019 are likely due to the effects of COVID-19 on the labor market. Additionally, MSS involuntary turnover figures in 2020 in the chart above includes employees who separated pursuant to a third party outsourcing arrangement relating to certain back office functions.”

## HCM EXAMPLE # 3:

**Registrant:** Weyerhaeuser Co.

**Ticker:** WY

**Topic:** Human Capital and Talent Management

**Document:** 10-K

**FYE:** 12/31/2020

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**WEYERHAEUSER CO (WY) 10-K filed 2/19/2021**

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In 2020, our continued focus on workplace safety enabled us to quickly implement additional protocols to safeguard the health of our employees and preserve business continuity during the COVID-19 pandemic.

**PEOPLE DEVELOPMENT**

We focus a great deal of energy and resources on the training and development of our people. We also connect key human capital management priorities, such as succession planning, leadership development and critical role placement, with our executive compensation programs by including these and related priorities in our senior executives' annual cash bonus plan goals. To support our people development objectives we:

- partner with our employees on individual development plans and provide a wide range of individual development tools;
- annually enroll hundreds of our front-line, mid-level and future executive leaders in development programs;
- engage in rigorous internal talent assessment and succession planning and
- monitor and regularly review our strategies and action plans to address any workforce gaps in our organization, including gender, race and other underrepresented groups.

We also believe in the 70-20-10 approach to professional growth. This model acknowledges that at least 70 percent of development occurs on the job through direct experience and skill-building. Another 20 percent comes from focused relationship-building and exposure to projects, processes and perspective outside one's normal expertise. The final 10 percent is focused on targeted training courses and development programs that help our employees achieve their own specific career goals. In 2020, our employees logged 31,415 hours of training in our online learning management system, which tracks both virtual and classroom courses delivered. In addition, we offer three classroom-based leadership development programs that focus on helping current and future leaders build these skills. We typically enroll hundreds of leaders in these in-person programs each year. However, in 2020 due to COVID-related health and safety restrictions, we converted our programs into virtual formats where viable. In addition, we developed "Leading Through Uncertainty" training to help leaders effectively manage their teams through the many challenges of 2020, and we offered several virtual seminars on managing stress and work/life balance.

**DIVERSITY, EQUITY AND INCLUSION**

We are taking action to increase diversity at all levels of our company, create a truly inclusive environment and secure, preserve and promote equity for our employees.

To help us accelerate progress in creating a truly inclusive work culture at Weyerhaeuser, we identified **Inclusion** as one of our five core values in 2019 and formed an **Inclusion Council** of 20 diverse employees from across our company to help provide insights and recommendations to our senior management team. We have six focus areas: leadership and accountability, equitable practices and policies, recruiting and hiring, training and development, communication and culture, and affinity and connection. We have set targets for improvement in each category which are reviewed and reset annually. Our practices for achieving and maintaining a strong, diverse and inclusive workplace culture also include:

- "no tolerance" policies regarding discrimination and harassment of employees, suppliers, customers and visitors;
- third-party reviews of pay equity;
- removal of names from resumes and creation of diverse hiring teams;
- mandatory training on unconscious bias and harassment prevention;
- ongoing company-wide communication on the importance of inclusion and
- regular company-wide surveys and other means of anonymously collecting candid feedback to assist us in evaluating our progress and addressing any identified gaps.

Excluding temporary hires and part-time employees, in 2020, 40 percent of the company's new U.S. hires met the company's criteria for diversity, which includes race, ethnicity, gender and disability status. In response to our annual feedback survey conducted for 2020, 82 percent of our employees agreed their work environment is inclusive.

WEYERHAEUSER COMPANY > 2020 ANNUAL REPORT AND FORM 10-K 3

Excerpt from Weyerhaeuser Co. 2021 10-K

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