

BED BATH & BEYOND

highlights from our environmental, social, governance program in 2021

aligned with our purpose to make it easy to feel at home, our ESG vision and principles are embedded in all business activities.



People



Community



Planet

people

create an equitable, inclusive work culture where all Associates feel at home and can thrive

goals	2021 progress
>50% women at each level by 2030	58% manager 72% non-management 70% total workforce women at each level
>25% racial and ethnic diversity at each level by 2030	32% manager 56% non-management 52% total workforce racial and ethnic diversity at each level
100% parental leave at all job levels starting in Q2 2021 ¹	Achieved
>\$1M contribution to Associate Relief Fund by 2030	~\$300K contributed to Associate Relief Fund
>10K Associates engaged with upskilling trainings by 2030	2,700 Associates engaged with upskilling trainings

people at a glance

34K associates	Nearly 1,000 locations		
women:	58% manager	72% non-management	70% total workforce
racially and ethnically diverse:	32% manager	56% non-management	52% total workforce

¹For U.S.-based full-time Associates.

community

provide a sense of home to the people and communities we serve

goals	2021 progress
Donate \$500 million dollars of products by 2030	\$29.65M of products donated
Commit to 1 million hours of volunteer service by 2030	Volunteer program to be developed and implemented in 2022

partnering with key organizations to fulfill our community promise



Partner with Rebuilding Together to repair homes, revitalize communities, and rebuild lives



Continue our 20+ year partnership to donate essential items to communities in need

planet

do our part to protect the planet we call home

goals	2021 progress
No net greenhouse gas (GHG) emissions for Scopes 1 and 2 by 2030, accelerated from our original goal of 2040	162,627 MT CO ₂ e ²
100% of waste diverted from landfill in our own operations by 2050	44.3% waste diverted
50% improved water efficiency across all facilities we operate by 2035	27.5% reduction in water usage in our overall footprint compared to 2019
50% of cotton responsibly sourced in Owned Brand lines by 2025	14.9% of cotton responsibly sourced
>50% of packaging weight from recycled materials in Owned Brand packaging by 2030	28.4% of packaging weight from recycled materials

²Metric tons of carbon dioxide equivalent (CO₂e) is the unit of measurement of our carbon footprint in line with industry standards.

For more information, see our 2021 ESG report on our [webpage](#).