

CSR

CORPORATE SOCIAL RESPONSIBILITY

GOVERNANCE STRUCTURE



CSR Governance Structure

In order to deliver on the CSR strategy we will have various levels of oversight across the company, as outlined below.

CSR Executive Steering Committee

CEO, CFO, SVP HR

Oversees Delivery Of CSR Strategy

Business Unit Steering Committee

Business Presidents And Functional Leads

Oversees delivery of CSR strategy within businesses

CSR Advisors

CSR Content Experts/Pulsing Team

Provide Subject Matter Expertise To CSR Leadership Team And Pillar Leaders; Ensures Strategy Is Updated

External Advisory Panel

External Expert Stakeholders

Advise On CSR Strategy And Provide Feedback

Pillar 1 Team

Global Tools & Storage | Security | Industrial

Implement CSR Strategy Pillars
Within The Business

Pillar 2 Team

Global Tools & Storage | Security | Industrial

Implement CSR Strategy Pillars
Within The Business

Pillar 3 Team

Global Tools & Storage | Security | Industrial

Implement CSR Strategy Pillars
Within The Business

CSR Governance

CSR EXECUTIVE STEERING COMMITTEE

CEO | CFO | SVP General Council & Secretary | SVP HR | Chief Responsibility Officer (CRO)

BUSINESS UNIT STEERING COMMITTEE

CSR | CRO

CSR ADVISORS

CSR | CRO

Global Tools & Storage

- President PTG
- President HTSG
- VP Ops PPT
- CMO GTS
- Legal Counsel

Security

- President Security
- VP HR Security

Industrial

- President Infrastructure
- President O&G
- VP HR O&G
- CTO SEF
- President Asia Pacific & Global Electric Mobility, SEF

Functional

- CPO GSM
- VP Communications
- VP Legal
- Sr VP GSM
- CTO
- VP Government Relations
- VP HR Global Ops

Pillar 1

Empower Makers

Manager EHS Overall

Director Public Affairs Overall

Pillar 2

Innovate With Purpose

Director EHS Overall

Manager EHS Goal 5

Manager EHS Goal 6

Sr. Director EHS Goal 7

Director EHS Goal 7

Pillar 3

Create A More Sustainable World

Director EHS Overall

Director EHS / Manager EHS

Goal 9 Energy

Coordinator CSR/ Manager EHS Goal 10 Water

Director EHS Goal 11 Waste

Pillar 01

EMPOWER MAKERS

Champion Team

Pillar 1 Champion Team
CSR Advisors –Regional Director EHS/CSR & Director Public Affairs

Program Management

Global Tools & Storage

Manager Event Marketing

Manager Learning & Development

Manager Digital Marketing

Community Ambassadors

Program Management

Security

Director HR & Communications

Sr. Manager Training

Community Ambassadors

Program Management

Industrial

Oil & Gas
 Senior Manager HR

Infrastructure
 Director HR

Engineered Fastening
 Leader HR

Community Ambassadors

Program Management

Functional

Industry 4.0
 VP HR Global Ops

Government Affairs
 Manager Government & Community Affairs

Lifelong Learning
 Director Lifelong Learning

Employee Resource Groups
 Director Diversity & Inclusion

Community Ambassadors

Pillar 02

INNOVATE WITH PURPOSE

Champion Team

Pillar 2 Team

CSR Advisors – Director EHS, Manager EHS, Manager EHS, Director EHS & Sr. Director EHS

Program Management

Global Tools & Storage

PTE

- Director Commercial
- Director Engineering & Innovation
- VP Product Development Outdoor Power Equipment
- VP Marketing
- VP Product Management
- VP Engineering
- Sr. Engineer Compliance

HTSG

- VP Product Management
- VP Industrial Automotive
- VP Engineering
- VP Innovation
- PMO

PTA

- Director Product Marketing
- VP Engineering
- Sr. Director Engineering
- VP Innovation
- Sr. Manager Product Development

Industrial

- Director Channel Marketing & Development

Functional

- VP Global Industrial Design
- VP Global Licensing

Program Management

Security

Electronic Security

- VP Product Marketing
- Product Manager
- CTO- Product Management

Healthcare

- VP Engineering
- VP Product Management
- Director Supply Chain

Access Technologies

- VP Product Marketing
- Product Manager
- CTO- Product Management

Program Management

Industrial

Oil & Gas

- Managing Director Operations
- Manager Product
- Manager Product
- Engineer Mechanical
- VP GSM

Infrastructure

- VP Engineering
- VP Advertising
- Manager Engineering
- Director Innovation
- Director GSM

Engineered Fastening

- Manager Plastics
- Director Engineering
- Director Product Management
- Management VP

Program Management

Functional

STANLEY X

- VP Commercial Strat
- General Manager Stanley Earth
- Head of Additive Manufacturing
- Director IoT

Global Supply Mgmt.

- Sr Specialist Sourcing
- Manager Plastics Sourcing
- VP Corporate Directs

Director Communications

Assistant General Council

Pillar 03

CREATE A MORE SUSTAINABLE WORLD

Champion Team

Pillar 3 Champion Team

CSR Advisors – Director EHS, Director EHS, Manager EHS, Coordinator CSR, Manager EHS & Director EHS

Program Management

Global Tools & Storage

Power Tools & Equipment

Hand Tools, Accessories & Storage

- VP Global Manufacturing

Program Management

Security

Electronic Security

- VP Operations

Healthcare

- VP Operations
- Director Operations

Access Technology

- Engineer EHS

Program Management

Industrial

Oil & Gas

- Leader Global Productivity

Infrastructure

- VP Operational Excellence

Engineered Fastening

- VP Operations
- VP Global Operations

Program Management

Functional

- Director GSM
- Manager Energy & Ops