

# 2022 Philanthropy Report

For 180 years, we have been for those who make the world™ — the people doing the hard work out in our communities, building the world around us.

At Stanley Black & Decker, we believe in strategic philanthropy: focusing our giving on practical initiatives with intentional outcomes tied to our purpose and relevant to our business and social ambitions.

We thoughtfully aligned our giving and community support to strategically advance our purpose and impact. Our approach included empowering tradespeople, advancing racial and gender equity with a focus on the workforce of the future and engaging our employees as advocates and ambassadors.

Importantly, in 2022, Stanley Black & Decker launched the second year of the Global Impact Challenge to fund nonprofit initiatives and bring skills and upskilling to makers and tradespeople in our communities. Through this program, we are committing up to \$25 million over a five-year period to fund the vocational and trade skilling and reskilling initiatives of select nonprofits and U.S. public schools. By focusing on displaced workers, the underserved and underrepresented, women, veterans and people of color, we see opportunities to bolster economic prospects and career pipelines.

In addition, we are moving the needle to help fill the void of 650,000 trade skills jobs by empowering people through vocational skills training delivered by nonprofits.

## About Our Donations

Last year, Stanley Black & Decker donated nearly \$12 Million in direct donations and set aside tools with a retail value of roughly \$1.8 Million for donation to nonprofits around the world. Plus, our employees logged 3,782 volunteer hours via our newly launched Volunteer Rewards Program, which is valued at roughly \$113,271 for volunteering during paid working hours.

### PEOPLE

Empower Makers

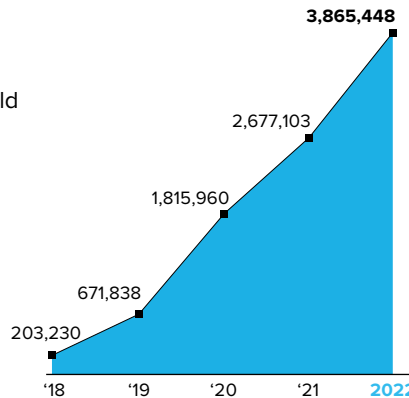
Enable 10 million creators and makers to thrive in a changing world

### PEOPLE EMPOWERED<sup>1</sup>

Empowering Makers Through Partnerships

Upskilling Our Employee Base

<sup>1</sup> An empowered maker is a person whose capabilities or resources have been enhanced through education, equipment or experiences enabled by Stanley Black & Decker (ex. [Samantha Slimmer, The Future of Construction](#) and 1st Place Winner of the Trade Champions Challenge).



**\$12M**

in direct donations

**3,782**

volunteer hours

**\$113,271**

value of employees volunteering during paid working hours

# One Year of War in Ukraine: SBD Gives Back Campaign

The conflict in Ukraine has had devastating impacts for millions of people who have since lost their homes, livelihoods, and loved ones due to the violence. The ongoing fighting has made it difficult for people to access basic services and many people are struggling to find adequate housing, food, and medical care.

We acknowledge and support employees impacted by the conflict and thank those who have extended support in many ways. Some employees volunteered, others opened their homes to refugees, and more than 2,600 employees donated \$250K+ to over 20 organizations supporting victims of the war in Ukraine. Stanley Black & Decker also launched a 2:1 giving campaign which supported more than 20 organizations from February 25 to October 1, 2022 across five regions in the United States, Canada, United Kingdom, Australia and Poland. Other organizations aiding Ukraine were included based on employee recommendations. These contributions netted over \$250k.

Further, Stanley Black & Decker donated a total of over \$1.2M in cash donations, employee contribution matches, and \$96k retail in tools and additional donations. The tools Stanley Black & Decker donated were used to rebuild homes, businesses and more, which were destroyed in the conflict.

\$1.2M  
cash awarded

\$96K  
in tool donations






2,600  
employees donated  
\$250K

## Global Impact Challenge

Our Global Impact Challenge is a critical component of Stanley Black & Decker’s corporate social responsibility commitment to recognize and advance nonprofit organizations working to create the skilled workers and tradespeople of the future that our society needs.

91  
grants awarded to  
non-profits to skill and  
reskill over 210K makers  
throughout 2023

In 2022,

<p>91 recipients out of 182 applications</p> 	<p>\$3M in Grant Dollars</p> 	<p>\$500K in tool donations</p> 
<p>Roughly 313,000 Tradespeople were empowered and reskilled in the trades throughout 2022</p> 	<p>Nonprofit programs will support the United States, Canada, Australia, Brazil, Mexico, Colombia, Ecuador, Honduras, Kenya, Ghana, Peru, Sierra Leone, Haiti, and Nicaragua.</p> 	

# Commitment To Racial Equity

We continue to build out our Diversity, Equity & Inclusion (DE&I) infrastructure, globally, regionally and within our businesses, for scalable impact across our enterprise.

Our strategic philanthropy team partners with our DE&I team to identify and activate nonprofit engagements to drive change, with focus on inclusion and racial equity. Working with ERGs (employee resource groups) helps to ensure we are engaging with organizations that matter most to our employees. This has led to scholarships at Historically Black Colleges & Universities (HBCUs) and focused initiatives with groups such as Out & Equal and A Better Chance.

## Acting On Racial Equity

We see combating inequity and working for social justice as integral parts of our longstanding and growing commitment to broad economic development and shared opportunity. Our 10-point plan for racial equity, first articulated in 2020, continues to evolve and be refined. As you can see by the accompanying chart, we have already accomplished most of the foundational aspirations of this racial equity roadmap. But we know that, in front of us all, there is still a long journey and great work to be done.

## Progress on Our 10-Point Plan for Racial Equity

CULTURE EVOLUTION	Status	COMMUNITY OUTREACH	Status
1. Expand Office of DE&I and appoint Chief Diversity Officer.	✓	8. Donate \$10.5M by 2027 to racial equity-related organizations.	Revised Goal - \$3.37M
2. Provide clear channel for reporting discrimination and retaliation.	✓	9. Create a strategy to drive economic development for youth of color.	✓
3. Require unconscious bias training.	✓	10. Set a supplier diversity goal by 2027.	Revised Goal
4. Create annual Juneteenth Week of Service.	✓		
CAREER SUCCESS	Status		
5. Build relationships with Historically Black Colleges and Universities.	✓		
6. Launch a best-in-class Black leadership development program.	✓		
7. Reform performance review process to ensure visibility to diverse talent.	✓		



# Employee Resource Groups

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Our nine global Employee Resource Groups (ERGs) and two Inclusion Councils serve as powerful resources for our people, providing a focus for allyship and mentoring, and also as agents of change in our surrounding communities. Our ERGs focus on what we call the “4 Cs” – Community engagement, Career development, Culture of inclusion, and Commerce, with increasing focus on our business impact.

Our ERGs also act as agents of change in our surrounding communities, including serving as a direct link to support our social responsibility initiatives. Here, externally facing Environmental, Social and Governance strategies and DE&I sensibilities go hand in hand, amplifying our investments and support.

ERGs have played guiding roles in establishing our scholarship programs for Historically Black Colleges and Universities (HBCUs), in supporting our RISE Community Program (Reach, Inspire, Support, Engage) for middle and high schoolers, and in partnering with groups to create pathways to STEAM careers.

# Scholarships

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In 2022, we awarded \$400,000 to 22 students at five target Historically Black Colleges and Universities (HBCUs) through the Stanley Black & Decker Leadership Scholarship program.

We have an emphasis on university recruiting at historically Black colleges and universities and professional associations such as the Society of Hispanic Professional Engineers to expand its reach to identify diverse candidates.

Additionally, Stanley Black & Decker has established the DEWALT Trades Scholarship to assist individuals attending a two-year college or vocational-technical school who are pursuing a trade degree/certificate in an industry aligned with the Stanley Black & Decker Trade Goals – including but are not limited to Construction, Industrial, Motor/Power Sector, Mechanics, and Technology. Since 2020, we’ve awarded \$650,000 to 85 recipients.



As part of the overall benefits program, the Stanley Black & Decker Children’s Scholarship provided two \$2,500 STEM scholarships and 25 \$1,000 scholarships to assist children of U.S. and Canadian employees who are attending college or vocational programs after high school. Scholarship America reviews the applications independently and selects winners based on criteria including students’ academic record, leadership, participation in school and community activities, work experience, and their statement of educational and career goals. Since 1994, \$2,084,350 has been awarded to 1,918 students.

# Innovation Challenge – Partnering with the Thurgood Marshall College Fund

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The Thurgood Marshall College Fund and Stanley Black & Decker, with support from Lowes and Steelcase, conducted a pitch competition, Innovation Challenge, to test and recognize entrepreneurial skills. The 30 competitors were hand-selected students from America’s publicly-supported Historically Black Colleges and Universities and Predominantly Black Institutions. Overall, a total of \$25,000 in prizes were awarded. Fellows also received mentorship and coaching.



# Growing the Trades, Our Talent and Our Communities

Moving forward, we have heightened our focus on tradespeople, who now more than ever are key to our purpose and relevant to our business and social ambitions. With that focus, we continue to empower our people and, through strategic giving and involvement, continue to elevate our communities and those who make the world.

## Empowering Tradespeople

Skilling, reskilling and upskilling accomplish more than to fulfill societal needs for skilled labor. Empowering tradespeople generates brand ambassadorship while also advancing individuals toward meaningful work of lasting value.

### Global Impact Challenge - Focused on Growing the Trades

The 91 nonprofit recipients of our global impact challenge grants in 2022 represent not only a diverse set of trades, but also diverse people groups including veterans, displaced workers, minority groups, women-led organizations, and other under-resourced communities. Unique programs include:

**Workshop for Warrior Veterans** provides a 16-week skilled training to young veterans for entry-level welders and machinists. Since 2008, the program has maintained a graduation rate of 94%.

**ACE Mentor Program of America** introduces students to various construction and building trades by providing real-life, hands-on, and interactive trade stations serving the US and Canada.

**JobTrain** trains students for the Carpentry Pre-Apprenticeship as an introduction to construction trades and a pathway for underserved individuals to increase their economic mobility and obtain high-quality jobs in the building trades.

**She Built This City** offers an 8-week, pre-apprenticeship training to prepare women with the skills and experience necessary to build successful, long-term careers in the construction industry.

3M

tradespeople expected to gain skills through the program

\$6M

and \$1.5M in tools committed in the first two years of the program

~313K

tradespeople empowered through vocational skills training by initial grants and tracking 210K for year two

There is a considerable need for skilled tradespeople within the global markets we serve. We are participating in the closure of this skills gap. Our strategic philanthropic efforts are predominantly directed towards helping to skill, upskill and reskill tradespeople, particularly in communities in need. This facilitates progress for tradespeople to work their way toward well-paying jobs that contribute to society and help to make our world.

# Alignment With the UN Sustainable Development Goals

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We believe that a commitment to Corporate Social Responsibility is not only the right thing to do, but a business imperative. In addition to the efforts we've strategically undertaken in our communities which have always aligned with our business drivers, we've embarked on a mission to explicitly align our strategy with the UNSDG Goals in these key areas:



In summary, Stanley Black & Decker is proud to be a force for good in the community. Through empowering tradespeople, growing the trades, and our commitment to diversity, equity and inclusion we stand behind a robust, strategic philanthropic program.