



CSR Governance Structure

19th March 2019

CSR Governance Structure

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



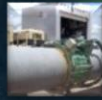
CSR Governance

CSR EXECUTIVE STEERING COMMITTEE

CEO
 CFO
 SVP General Council and Secretary
 SVP HR
 VP EHS & CSR

BUSINESS UNIT STEERING COMMITTEE

CSR
 VP – EHS & CSR



VP HR GTS
 VP Ops GTS
 VP Brand GTS

President GEM
 President LAG

President Security
 VP HR Security

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

VP GSM
 VP Communication
 CMO
 VP Legal
 VP Ops GTS & GEM

GTS

GEM

SECURITY

INDUSTRIAL

FUNCTIONAL

CSR ADVISORS

CSR
 VP – EHS & CSR



PILLAR 1
EHS Manager
 Overall
Director, Public Affairs
 Overall

PILLAR 2
EHS Manager
 Overall
EHS Sr. Analyst
 Goal 5
EHS Manager
 Goal 6
EHS Director
 Goal 7
EHS Director
 Goal 7

PILLAR 3
EHS Director
 Overall
EHS Director/ EHS Sr. Analyst
 Goal 9 Energy
CSR Coordinator/ EHS Manager
 Goal 10 Water
EHS Director
 Goal 11 Waste

Empower Makers

Innovate With Purpose

Create A More Sustainable World



Industry 4.0
VP Technology 4.0

Gov't Affairs
VP Gov't Relations



GTS

Power Tools & Equipment

Hand Tools, Accessories & Storage

Open Innovation Manager

Event Marketing Manager

Learning and Development Manager

VP Technology Connector
Digital Marketing

GEM

Global Emerging Markets

VP HR

SECURITY

Electronic Security

Healthcare

STANLEY Access Technology

Organization and Talent Management

Talent & Development Manager

INDUSTRIAL

Oil & Gas

AUT & Integrity Inspection Manager

Engineering manager

Infrastructure

HR Manager

STANLEY Engineered Fastening

VP Human Resources

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

GTS

PTE

Director, Commercial
VP Residential
VP Consumer
VP Engineering & Innovation

OPE

US Commercial Lead
VP EANZ OPE Products and Commercial
VP Outdoor
Director, Engineering

Compliance –
VP Engineering,
Sr. Project Compliance Engineer

Global Supply Chain Management
GSM Director, GSM Director

HTSG

Craftsman General Manager
VP Engineering
VP Innovation
Project Manager

PTA

Sr. Director Product Marketing Res Con & DIY
Director Product Marketing Commercial
Sr. Director Product Marketing Industrial
VP R&D Engineering
Sr. Engineering Director

Industrial

Director Channel Marketing Storage Solutions
VP Sales MAC
Director Channel Marketing & Development Bandsaw

GEM

Global Emerging Markets

VP Commercial Excellence
VP GEM SBUs
VP Commercial Excellence

ELU
VP Commercial Strategy

Gov't Affairs
VP Gov't Relations

SECURITY

Electronic Security

NA VP Product Marketing
Global Technical Director Access & Intrusion
Global Product Manager Access & Door Entry
VP Commercial Excellence

Healthcare

VP Engineering

STANLEY Access Technology

Director of Product Management
Product Specialist

Innovation
Electrical Engineer

Global Supply Chain
Management
VP GSM

INDUSTRIAL

Oil & Gas

Managing Director Operations
Commercial Excellence
Director Marketing
Process Improvement Manager Operations
Manufacturing Manager Operations

Infrastructure

VP Brand & Channel Marketing
VP Engineering
Materials Manager GSM

STANLEY Engineered Fastening

VP Global Product Line Management
Sr. Director Global Industrial Product Management
Engineering Manager
VP GSM
VP Marketing

Innovation
VP Breakthrough Innovation

Pillar 3 Champion Team

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

GTS

Power Tools & Equipment

Hand Tools, Accessories & Storage

VP Global Manufacturing

SECURITY

Electronic Security

VP Central Operations

Healthcare

VP Operations
Director Operations

STANLEY Access Technology

Manufacturing Ops Director

INDUSTRIAL

Oil & Gas

Global Productivity Leader
HR Manager

Infrastructure

Manufacturing Director

STANLEY Engineered Fastening

Operations Director, Giessen
VP Operations, NA

GSM Manager, Indirect Energy and Utilities

GSM Director, General Procurement