



# Window to a Better World

CORPORATE SOCIAL RESPONSIBILITY REPORT 2019

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## A LETTER FROM OUR CHIEF EXECUTIVE OFFICER

For over a century, our vision has been to make the world a better place by living up to the promise that everyone benefits from their association with Andersen. This not only includes our employees, customers, homeowners, suppliers and shareholders, but also the communities and environment in which we all live and work.

Core to this vision is an unwavering commitment to running our business responsibly – from how we operate and support our communities to how our products further green building and sustainable lifestyles. This commitment has differentiated Andersen Windows and Doors since our founding as a lumber company more than 116 years ago and remains a guiding principle for our company today.

By working “all together” toward our vision, we strive to be a welcoming and inclusive employer, a force for good in our communities and to operate in a way that meets the needs of today without compromising the needs of future generations.

Striving to address and improve upon the natural resources we consume, we established our first public sustainability goals in 2015, becoming the first major window and door manufacturer to declare measurable enterprise sustainability goals. Our goals to reduce solid waste, energy and water use by 20 percent per unit produced by the end of 2020 were an important step in our evolution as a leader in

sustainability. These goals continue to serve as a guide for our work and investments, helping us achieve meaningful improvements in our operations and lead by example in the industry.

Over the past five years, we have implemented innovative new technologies, evolved our manufacturing and logistics processes and developed beneficial partnerships that have helped us make significant progress toward our sustainability goals. As we approach the end of our initial goal period, we are proud of the progress we have made, while we continue to work to tackle the challenges we face on this journey.

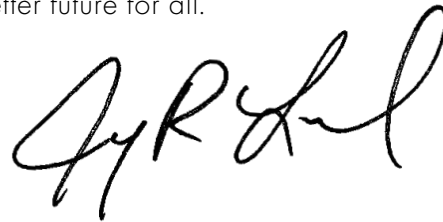
We know we can achieve more when all our employees are inspired and empowered to leverage their diverse experiences and skills.

- In 2018, we solidified our commitment to a diverse and inclusive culture by joining the CEO Action for Diversity & Inclusion™ initiative, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace.
- In 2019, Andersen Corporation was recognized as a Yellow Ribbon Company by the Minnesota Department of Military Affairs for its commitment to leveraging existing programs and building effective initiatives to support employee service members, veterans and military families.

We remain deeply committed to this work, acknowledging that we need to continue to work within our company to diversify our workforce at all levels, improve inclusion competencies and foster a culture where all our employees can be successful.

In addition to our internal commitments, we are deeply dedicated to supporting our local communities. In 2019, philanthropic contributions by our company and corporate foundation resulted in more than \$3,680,000 donated to nonprofit organizations working tirelessly to improve lives and strengthen communities.

The work we do every day in the areas of sustainability, inclusion and community impact is made possible by the dedication, talent and passion of our more than 10,000 employees. While we are proud of our progress and impact, we recognize there is more work to be done. Grounded in our values, we continuously strive to make our company and the world a better place to help ensure a better future for all.



**Jay R. Lund**  
Chairman and Chief Executive Officer









## SUSTAINABILITY:

### A Word from Our Director of Corporate Quality & Sustainability

As Andersen approaches the end of our first public sustainability goals period, it is important to celebrate the successes and acknowledge the challenges of the past five years – while also looking to the future for our 116-year old company. We believe that our best days as a company are still ahead of us, and we are preparing to tackle the most urgent environmental issues our company, industry and global population face today. Words from our 2012 Sustainability Report ring as true today as they did then, “Simply put, sustainability is not an initiative at Andersen. It is ingrained within our core values and expressed through the strides of leadership we have demonstrated throughout our history.”

Our 2020 sustainability goals of reducing water consumption, energy consumption and waste to landfill each by 20 percent (per unit produced) have proved challenging given the enormous changes our business has experienced since we established these goals in 2013. Since that time, our manufacturing footprint has broadened significantly, our product mix has diversified to include new materials and manufacturing processes, and our distribution network continues to grow. Additionally, the industry is shifting from made to stock to made to order, with more demand for customization and increasing unit sizes, creating new challenges for sustainability.

Amongst these changes, we have positive news to report on water consumption performance. General efficiency projects combined with significant water savings projects across our enterprise have resulted in us surpassing our water reduction goal - reducing our water consumption per unit by nearly 30 percent compared to the 2013 baseline. We are on pace to hold these gains through 2020, which will be a great achievement for our company and all the employees who put in the hard work to get there.

On energy consumption and waste to landfill, we have faced varied challenges in meeting our goals. While we will continue to invest in improving our performance in both energy and material efficiency throughout 2020, we know there will be more work to do in these areas.

While our goals are important to our strategy, our work extends beyond these goals to a broader portfolio of sustainability initiatives. We continue to be active members and maintain our certification with the Forest Stewardship Council. We also continued to push towards product transparency through both our life-cycle assessment and ingredient transparency work, and we made significant strides towards incorporating design for sustainability into our product development process. Additionally, we have worked to train and engage our employees through new digital platforms, corporate communications and launched new initiatives aimed at educating and engaging our customers. One additional highlight that you can read later in the report has been a significant reduction in our logistics emissions through efficiency work and a shift towards intermodal transport.

2019 was a pivotal year for sustainability at Andersen filled with both great successes and great challenges. We are excited to share some of the highlights of the year with you in the pages that follow, and we are optimistic about what 2020 holds for our people, our company and the planet.

**Jessica Ehrlichmann**  
Director of Corporate Quality & Sustainability

## Environmental and Safety Metrics:

### A LOOK AT OUR 2020 SUSTAINABILITY GOALS

In 2015, Andersen took the step of becoming the first company in the fenestration industry to set public sustainability goals. These goals of reducing water consumption, energy consumption and waste to landfill by 20 percent (per unit produced) by the end of 2020 have guided much of our sustainability work since then. Due to a significant broadening of our manufacturing footprint and a greatly diversified product mix, these goals have proved challenging. Despite this, we have made significant progress on the goals and have also invested in corporate safety and relighting efforts.



#### **ENERGY** 3% REDUCTION

(MMBTU/Unit)  
2013: 0.226  
2019: 0.219



#### **WATER** 38% REDUCTION

(Gallons/Unit)  
2013: 46.02  
2019: 28.54



#### **WASTE** 79% INCREASE

(LBS/Unit)  
2013: 6.87  
2019: 12.32



#### **WORKPLACE SAFETY**

**2013 INCIDENT RATE: 3.46**

350 OSHA Recordables  
116 Lost Time Cases  
111 Restricted Time Cases

**2019 INCIDENT RATE: 2.99**

347 OSHA Recordables  
140 Lost Time Cases  
94 Restricted Time Cases

## SPOTLIGHT ON... LIGHTING



In 2019, Andersen completed relighting projects in several of our manufacturing, logistics and office spaces. These relighting projects had a significant impact on our environmental footprint:

**SQUARE FOOTAGE:**  
APPROX. 1,000,000 FT<sup>2</sup>

**ENERGY SAVINGS:**  
NEARLY 3,000 MWH

The energy savings from these projects is equal to the lighting load of over **5,000 U.S. homes** every year.<sup>1</sup>

<sup>1</sup>Both 2019 U.S. average lighting as a percent of total energy use and 2018 U.S. average household total energy use from the U.S. Energy Information Administration.  
<https://www.eia.gov/energyexplained/electricity/use-of-electricity.php>  
(Accessed 9/14/2020)  
[https://www.eia.gov/electricity/sales\\_revenue\\_price/pdf/table5\\_a.pdf](https://www.eia.gov/electricity/sales_revenue_price/pdf/table5_a.pdf)  
(Accessed 9/14/2020)

## Part of the Larger Discussion

The first person to walk to both the North and South Poles, Robert Swan, once said “The greatest threat to our planet is the belief that someone else will save it.” There is no doubt what Mr. Swan said is true, but it could be argued that it falls short in the face of the challenges we face today. Climate change, desertification, soil degradation, water quality and quantity issues, and other environmental destruction are all quickly becoming global problems that require collaboration and cooperation across industries, governments and non-governmental organizations alike. Andersen recognizes the scale of the challenges we face and knows that action is required on our part. We also know that we cannot address the issues of today alone.

Knowing the scale and breadth of the challenges we face, Andersen has committed significant resources to collaboration in the sustainability space within our industry, within the building sector and across industries.







### **In the Industry: FGIA Sustainability Steering Committee**

As one of the largest manufacturers in the fenestration industry, Andersen recognizes the importance of participating in, and providing a leadership voice for industry organizations working to advance sustainability. The Fenestration and Glazing Industry Alliance (FGIA)<sup>1</sup> has a Sustainability Steering Committee that oversees the various FGIA committees and task groups involved in establishing standard practices that lead to product sustainability. A focus of the committee in 2019 and into 2020 is to renew and update the existing Cradle-to-Gate Product Category Rule for performing life-cycle assessments of windows. This work is a crucial step towards ensuring the industry can meet the stringent requirements of the green building industry and have the data necessary to improve our products over time. Janice Yglesias, FGIA Executive Director said “With ever-increasing focus on the use of sustainable products and materials in the construction market, on-going support of a methodology that allows fenestration companies to scientifically illustrate the environmental performance of their products is critical. The expertise that Andersen has brought to the PCR development and maintenance project has been invaluable in advancing the committee’s work and providing this path for the industry.”

### **In the Sector: LP50 and HPD-C**

In 2019, Andersen became a member of the International Living Future Institute’s Living Product 50 (LP50) group. Our membership in the group reflects our commitment to product transparency and to collaboration to advance the whole building industry. The group works to ensure that healthy, high performing building materials with full ingredient transparency are the rule, not the exception. Our collective vision is a future where every product is optimized to give more than it takes. One main initiative of the LP50 is Closing

the Transparency Loop (CTL). This initiative was created to shine a light on the lack of communication throughout the value chain of building products. Manufacturers like Andersen have invested significantly in transparency and other sustainability efforts but have not been able to effectively measure returns. The CTL initiative aims to change that.

Alex Muller, Associate Director of Materials for the International Living Future Institute, said, “The LP50 has changed the conversation in the green building products industry through the CTL initiative. Tackling the multi-faceted issue of health in our building stock is impossible if tackled only by manufacturers, or any single stakeholder. CTL is collaborative at its core, bringing together all stakeholders in the building products value chain to collectively define and accelerate the healthy materials market.” The collaborative nature of the group leads to faster progress and a greater sense of ownership by members. Muller added, “That level of accountability and collaboration between all members of the building products value chain is what is needed to effect the scale of change needed.”

Andersen is also proud of our work with the Health Product Declaration Collaborative (HPDC). Wendy Vittori, Executive Director of the HPDC, said, “The HPDC provides an industry-standard specification for manufacturers to use in reporting building product contents and associated health information. As a member of the group, Andersen can help shape future transparency programs, push for more supplier outreach, and be on the cutting edge of building industry sustainability.” We have been members of the HPDC for several years and have also served on several technical sub-groups within the organization to help guide updates and development of the standard. Currently, we serve on the Supplier HPD

<sup>1</sup>The FGIA was formed in 2019 through the unification of The American Architectural Manufacturers Association (AAMA) and the Insulating Glass Manufacturers Alliance (IGMA). The sustainability committee previously operated within AAMA.



International Living Future Institute's  
Living Product 50 group



Health Product Declaration  
Collaborative

**SUSTAINABLE  
GROWTH**  
COALITION

Minnesota Sustainable Growth  
Coalition

Technical Sub-Group. This provides a uniform system for suppliers of materials and chemicals to the building industry to input their ingredient information in an effort to avoid duplication of efforts, format disparity, and address certain confidential information concerns that suppliers may have.

### Across Industries: The Sustainable Growth Coalition

Minnesota has a proud history of leadership addressing complex challenges in the environmental and social arenas. Through collaborative engagement in the Sustainable Growth Coalition, we have reached a new tipping point – one that encourages us to bring our talents and expertise together to tackle issues from natural resource scarcity and risk to changing customer preferences. A circular economy is one in which nothing is lost or wasted, and all resources and talents are utilized. All inputs into the economy – such as natural resources, goods and services – continue to serve our social, environmental and economic needs in a cyclical fashion. A circular economy allows us to continue to grow while also being good stewards for our people and resources, today and into the future.

Andersen was one of the founders of the Sustainable Growth Coalition and remains a key part of its success. The Coalition has three main working groups (Energy, Materials and Water) and a steering committee. Andersen has members in all four groups. This cross-sector relationship is a key piece of our sustainability strategy, helping us stay up-to-

date on the subject, collaborate for larger impact, and guide our company towards a future in the circular economy. Amy Fredregill, Managing Director of the Sustainable Growth Coalition, said, "The Coalition is all about cross-sector collaboration, and Andersen Windows is a wonderful partner – sharing best practices and exploring innovative projects that help advance a thriving, circular economy. From advancing our shared vision for equity and lifting up communities, to addressing materials reuse and lowering greenhouse gas emissions, Andersen is an instrumental coalition member and leader on circularity."

Collaboration in the area of sustainability is not only important, but necessary to scale impact and keep pace with the newest developments and trends in the discipline. A diversity of ideas from competitors, other building sector leaders, and from other sectors all lead to a more complete sustainability strategy. Andersen will continue to assess new opportunities in the area of collaboration and will maintain an active presence in the groups where we currently engage.





## **Celebrating Excellence: Logistics Carbon Footprint Improvement**

Andersen Logistics has been on a multi-year journey to reduce its carbon footprint and promote sustainability. As a result of a concerted effort focused on third-party logistics carriers, the company is consuming fewer gallons of diesel fuel and measurably reducing overall emissions released into the environment.

In 2019, two main sub-projects contributed to these results:

- Shipping more loads intermodal – shipping our products primarily via rail, rather than over-the-road (OTR)
- Negotiating improved miles-per-gallon (MPG) ratings with our OTR carriers

Since 2017, Andersen has increased the percent of loads shipped intermodally from 24 percent to 35 percent. With an average fuel economy increase of more than 50 percent when moving from OTR shipping to intermodal (combination of rail and over-the-road), this change represented a savings of more than 150,000 gallons of fuel (more than 20,000 MMBtus) in 2019 alone.

As a result of Andersen's work with our third-party logistics carriers to increase the efficiency of their OTR trips, all carriers had increased their efficiency by the end of 2019, raising Andersen's average miles per gallon by more than 5 percent and reducing fuel usage by more than 130,000 gallons. Andersen used a data-driven process to negotiate increased OTR fuel efficiency based on our owned fleet MPG, the age of our vehicles, data from our fuel management partners and other factors. This approach helped our third-party carriers to set challenging but attainable efficiency goals.

"Because of our large, national shipping network, it is important for Andersen to work closely with our logistics partners to leverage best practices for efficiency," said Mike Thompson, Andersen's logistics director. "The combination of increased rail miles, more efficient OTR shipping, and Andersen's own efficiency measures within our fleet results

in real, measurable impacts on the environment, on our fuel usage, and on the bottom line."

The combined savings of nearly 300,000 gallons of fuel in 2019 accounted for a significant decrease of approximately 9 percent in fuel usage. The fuel usage decrease can be equated to taking more than 600 passenger vehicles off the road. The CO<sub>2</sub> emissions savings is equivalent to the total energy use of more than 300 homes, or the carbon sequestered by 3,800 acres of U.S. Forests in one year.<sup>1</sup>

Lance Whitacre, Andersen's Chief Information Officer and Senior Vice President of Logistics, understands the important role these efforts play in the company's overall sustainability strategy.

"As our sustainability strategy has evolved, it's become increasingly important to consider the impacts of what happens outside our four walls and to evaluate the complete supply chain," said Whitacre. "Our shipping and logistics footprint is one place that provides an opportunity for improvement through the creativity of our team and strong partnerships with our logistics providers."

Each year, Andersen accepts nominations and selects winners for the Andersen Excellence Awards. In 2019, projects were awarded in categories including Customer Experience, Quality, Safety, Special Place to Work and Sustainability. Andersen's logistics team was awarded the Sustainability Excellence Award in 2019 for its large impact on Andersen's carbon footprint and for the team's willingness to think differently about how our product arrives at our customers' door.

<sup>1</sup>According to the U.S. EPA's Greenhouse Gas Equivalencies Calculator, accessed 6/9/2020 at <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>





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### INTERMODAL SHIPPING

Shipping our products via rail, in addition to over-the-road

**9% REDUCTION  
IN FUEL USAGE**

### 9% REDUCTION OF FUEL USAGE IS EQUIVALENT TO<sup>1</sup>



#### SAVING

Nearly 300,000 Gallons of Fuel **OR**



#### REMOVING

More than 600 Passenger Cars from the Road **OR**



#### SEQUESTERING

The Same Amount of Carbon as 3,800 Acres of U.S. Forests in One Year **OR**



#### SAVING

The CO<sub>2</sub> Emissions Equal to the Total Energy used by 300 Homes

<sup>1</sup>According to the U.S. EPA's Greenhouse Gas Equivalencies Calculator, accessed 6/9/2020 at <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>



## Preserving the View: Sustainable Landscaping

Andersen's sustainability reports use the tagline "Window to a Better World." This tagline said, and still says, a lot about our company. We aim to make products that help people live better lives, conserve energy, and be comfortable in their homes. We also focus on durable, high quality products that are manufactured in environmentally responsible ways. All these goals are important, but we also must be good stewards of the land on which we operate. One way Andersen has chosen to accomplish this is by converting some traditional, turf grass landscaping to natural, sustainable, and pollinator friendly alternatives. The latest example of such a transition was at our Menomonie, Wis., manufacturing site.

Oak savanna covered more than 42,000 square miles (more than 27 million acres) of the Midwest at the time of settlement, extending over portions of Minnesota, Iowa, Missouri, Illinois, Wisconsin, Michigan, Indiana and Ohio.<sup>2</sup> Andersen's Green Team, in partnership with leadership at our Menomonie plant, made the decision to restore approximately six acres of mowed turf grass to native oak savanna. This work was part of the plant's continued efforts to reduce energy and water use. Doug Lorenzen, the Menomonie plant's manager of maintenance, facilities and security, said, "The plant solicits ideas from all associates and pursues those creative ideas. The conversion of the mowed green space to natural oak savanna was one of those ideas." The active Green Team at Menomonie that came up with this idea has also

<sup>2</sup>According to "1994 Proceedings: North American Conference on Savannas and Barrens" accessed on 21 July 2020 at <https://archive.epa.gov/ecopage/web/html/nuzzo.html>





championed waste reduction projects in the past and continues to be the model for innovative, crowd-sourced ideas to help Andersen achieve our 2020 sustainability goals.

In 2019, the team partnered with Prairie Restorations, Inc. A project at this scale to restore natural habitat and support pollinators is a great win for the environment and a prominent symbol of Andersen's commitment to sustainable sites. Converting this much formerly irrigated and mowed turf to natural landscape reduces maintenance costs and fuel use/emissions associated with mowing and saves more than 300 gallons of water per day during the summer on irrigation. Zac Colton of Prairie Restorations said of the project, "Besides not needing excessive watering, fertilizer and constant mowing, native grasslands can provide great habitat that many species such as pollinators, birds and terrestrial animals need to survive."

Past projects completed on a smaller scale at Andersen included pollinator friendly habitats at our Bayport, Mn., and Luray, Va., manufacturing sites. This new, larger scale project in Menomonie, though, can act as an example for other sites throughout the company of what can be accomplished with a small budget and some creativity. Through a partnership with the Minnesota Sustainable Growth Coalition, Andersen also had the opportunity to contribute to a Corporate Guide to Sustainable Landscaping developed by the coalition as a resource for companies seeking to improve land use on and around their campuses. This online guide provides valuable information on various strategies to improve landscape sustainability and is shared with all Andersen site leaders.



**Oak Savanna Project**

Andersen Regional Manufacturing, Inc.  
Menomonie, Wisconsin



**Pollinator Garden Project**

Andersen Corporate Offices & Manufacturing Plant  
Bayport, Minnesota  
(Facing page and above)

## DIVERSITY, EQUITY & INCLUSION: All Together

At Andersen, our commitment to diversity and inclusion is grounded in our value of working “all together.” This value has served our business well for over a century – today, as our workforce changes, we need to ensure that “all together” includes every employee and that every employee feels welcomed and inspired to achieve their full potential at work.

During 2019, we continued to accelerate our focus on diversity, equity and inclusion (DE&I). We made strides in advancing DE&I training and development programs and began the process of updating our facilities to reflect the needs of our workforce. Through our Employee Resource Networks, our employees have embraced new opportunities to connect and learn from each other. We also made the decision to formally connect our talent acquisition and inclusion work to create more alignment and intention around recruitment and retention.

This is progress we are incredibly proud of, but it’s just the beginning of an inspiring journey toward being a more diverse, equitable and inclusive company. Ultimately, we know it is our ability to harness our differences, while aligning our team around a common purpose, that is the formula for creating a high-performing team. We have always been stronger together, and it is with this spirit that we will propel our business forward.

### **Tracey Gibson**

Senior Director of Talent Acquisition and Inclusion







## DIVERSITY, EQUITY & INCLUSION AT ANDERSEN

*"At Andersen, we value individual differences and leverage these unique capabilities and perspectives to better understand our customers and grow our business."*

– **Jay Lund**, Chairman and CEO

We are committed to demonstrating mutual respect and appreciation for our similarities and differences (for example, race, color, culture, gender, sexual orientation, religion, education, ethnicity, age, language, physical ability, and thought) so that each employee can realize his or her potential and we exceed our customers' expectations.

Andersen is a proud signatory of the CEO Action for Diversity & Inclusion initiative, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. By signing the coalition's pledge, Jay Lund, Andersen Chairman and CEO, joined more than 500 companies and organizations who agree to: cultivate workplaces that support open dialogue on complex, and sometimes difficult, conversations about diversity and inclusion; implement and expand unconscious bias education; and share best known – and unsuccessful – actions.

**Employees meeting** at Andersen Corporation headquarters, Fall 2019



## Supporting and Connecting Employees

Employee Resource Networks are voluntary, employee-led groups that encourage personal and professional development, promote diversity, and drive company and individual growth. Andersen has seven networks, five of which were formed in 2019. Each network is sponsored by an executive committee member. Participation in the networks encourages employees to connect with – and learn from – one another, establishing stronger ties and making our entire company more informed, welcoming, and inclusive.

Andersen's Employee Resource Networks include – African Descent Network; Andersen Young Professionals Network; Pride+; Women Leaders of Andersen; Asian Pacific Islander Network; Military Connections; and South Asian Network.

Employees throughout Andersen are welcome to join any network and become part of a group of employees leveraging their collective range of skills, talents, perspectives and experiences to further a culture of inclusion across our company. Our Employee Resource Networks help contribute to an environment where every person feels safe, respected, and free to be their authentic self.



**AFRICAN  
DESCENT**



**ASIAN/PACIFIC  
ISLANDER**



**MILITARY  
CONNECTIONS**



**PRIDE +**



**SOUTH  
ASIAN**



**WOMEN  
LEADERS**



**YOUNG  
PROFESSIONALS**

**People of Color Career Fair** sponsored by Andersen  
at the Minneapolis Convention Center, October 2019  
(Facing page)





## Welcoming and Advancing Diverse Talent

Andersen is focused on hiring diverse and talented professionals. To support this goal, in 2019, Andersen became a premier sponsor of the People of Color Career Fair in Minneapolis. This event has been an accelerator for the company to hire diverse talent across a wide range of disciplines both locally and from across the country.

Through the People of Color Career Fairs, senior leaders had the opportunity to meet and connect with talented individuals from a variety of fields, introducing candidates to Andersen as not just an industry leader but also a caring and dedicated employer. This fair continues to be a critical strategy for building our talent pipeline with promising candidates for positions in areas including engineering, information technology, supply chain, customer service, sales, human resources, finance and legal.

Participation in the career fair has shown real results – multiple candidates have been hired at or following the event. Isabella Kamunyu was hired as a human resources business partner at a previous People of Color Career Fair and returned as part of the Andersen team to the 2019 recruiting event.

Andersen is proud to support the People of Color Career Fair, demonstrating our commitment to connecting people of color to employment opportunities and advancing diversity, equity and inclusion at Andersen.



**People of Color Career Fair** sponsored by Andersen  
at the Minneapolis Convention Center, October 2019



### **Beyond the Yellow Ribbon Proclamation Ceremony**

at Andersen Corporation headquarters, November 2019

Missy Smutny, HR Director, Renewal by Andersen; Army and Minnesota National Guard Veteran Tom Simonet, Chair of the Employer Support of the Guard and Reserve-Minnesota; Annette Brechon Kuyper, Director of Military Outreach for the Minnesota Department of Military Affairs; Renewal by Andersen President, Paul Delahunt; Major General Johanna Clyborne, Deputy Adjunct General, Minnesota National Guard; Andersen Chairman and CEO, Jay Lund and Minnesota Governor Tim Walz.



### **Beyond the Yellow Ribbon**

The U.S. military has held a special place in Andersen's history for nearly a century. In 2019, Andersen formalized our support of service members, veterans, and military families by forming Military Connections, our veterans and military families Employee Resource Network, and by becoming a Yellow Ribbon Company.

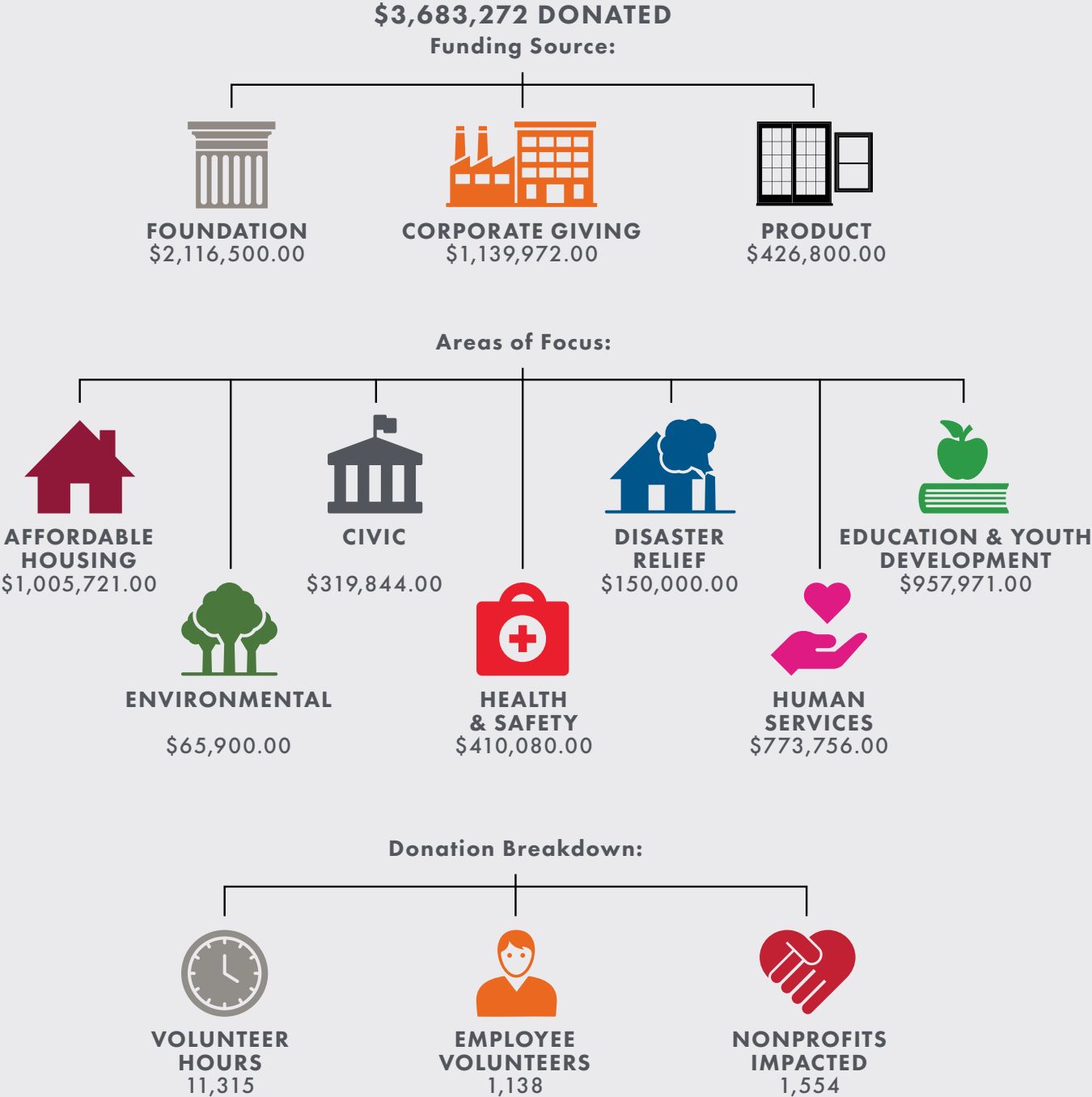
The Military Connections Employee Resource Network will help lead initiatives and assist with identifying resources to support our military community. This network will help evolve Andersen from a "military friendly" to a "military focused" company. Employees from all roles within the company and from across the country have joined the network.

On November 6, 2019, Andersen was officially recognized as a Yellow Ribbon Company by the Minnesota Department of Military Affairs for our commitment to leveraging existing programs and building effective initiative to support employee service members, veterans, and military families. To earn this recognition, Andersen put forth a rigorous action plan outlining how our company will support our military community.

Speaking at the Beyond the Yellow Ribbon Proclamation Ceremony, Jay Lund, Chairman and CEO of Andersen Corporation said: "At Andersen, we believe in working all together to make our company and our communities stronger. It's a privilege to join the Beyond the Yellow Ribbon program as an ardent supporter of veterans and military personnel who have dedicated their lives to selflessly serving our country. We are proud of our employees who serve or have served in the military and we look forward to welcoming more service members and veterans to cultivate long careers with Andersen."



2019 Community Impact Metrics



## **COMMUNITY:** **Inspiring Possibility**

Corporate Citizenship is one of Andersen's longest standing values. Every day, we are driven to imagine what's possible and do what's right, to see possibility everywhere and use our collective talents to delight our customers and contribute to the greater good.

Central to our vision that everyone benefits from their association with our company are the people, organizations and the natural environment in the communities in which we live and work. Through philanthropy, volunteerism and community engagement, we are committed to inspiring possibility by empowering people and communities to achieve their full potential.

With an emphasis on addressing some of the most pressing needs and disparities in our communities in the areas of housing, education and basic needs, our company and employees share their time, talents and resources to support organizations and causes doing meaningful, and impactful work.

We are inspired by the incredible work of the partners we support and are proud to share a few highlights of our collective impact in 2019.

### **Eliza Chlebeck**

Director of Communications and Community



### **ABOUT ANDERSEN CORPORATE FOUNDATION**

The Andersen Corporate Foundation was established in 1941 with the mission to improve lives and strengthen communities where Andersen employees live and work. A separate nonprofit organization, the Foundation has donated more than \$60 million to support our communities.



## Building Community with Habitat for Humanity®

As a leader in the building industry, we know how fundamental a safe, stable and affordable home is to the health, happiness and prosperity of families. Andersen has proudly supported Habitat for Humanity's work to produce, preserve and advocate for affordable homeownership for decades.

The work Habitat does is so critically important. Habitat doesn't just build affordable homes; Habitat transforms the lives of the families who live in those homes. Over the years, Andersen has built a deep relationship with Habitat for Humanity affiliates across the country and in our headquarters community with Twin Cities Habitat for Humanity. Through philanthropy, product donations and employee volunteers, Andersen has helped Habitat affiliates across the country build hundreds of homes in the communities where our employees live and work.

Each year, Andersen employees volunteer their time and talents to participate in builds with Habitat chapters across the country. In 2019, more than 120 employees from our headquarters locations in the Twin Cities participated in 10 consecutive days of volunteer builds during our annual employee giving campaign at a Habitat home just a few miles from our corporate offices. In addition, employees participate annually in Twin Cities Habitat for Humanity's Women Build and CEO Build programs, among other local volunteer efforts.

Our employees are passionate about Habitat's work, as both volunteers and donors. During our 2019 employee giving campaign, Andersen provided a donation match of 50 cents for every dollar donated by employees to Habitat for Humanity.



**Habitat for Humanity 2019 Women's Build**

Annie Zipfel, Senior Vice President, Chief Marketing Officer; Julie Foley, Content Marketing Specialist; Meghan Schnobrich, Digital Marketing Strategy Manager and Karen Richard, Senior Vice President and Chief Human Resources Officer (Pictured left to right)  
Saint Paul, MN

In 2019, Andersen also donated over \$300,000 worth of windows and doors to Habitat for Humanity affiliates.

Andersen's support of Habitat for Humanity is driven by a deep sense of shared mission. In 2019, Andersen combined support of Habitat programs across the country totaled nearly \$740,000. We are proud of our long history of support and are pleased to continue working together to help ensure that everyone in our communities has a safe place to call home.

## Home Away from Home for Cancer Patients

American Cancer Society is leading the fight for a world without cancer, and Andersen is a proud supporter. In 2019, Andersen expanded its annual employee giving campaign's company match program to include a donation match of 50 cents for every dollar donated by employees to the American Cancer Society. The company match expands on a campaign started by Renewal by Andersen in 2018. In 2019, the second annual Wear Pink. Save Lives. campaign which rallies support from Renewal's entire network of affiliate companies, raised nearly \$350,000 for the American Cancer Society's fight for a world without cancer.

In addition to cancer research and other programs, American Cancer Society Hope Lodges provide cancer patients and their caregivers a free place to stay while they are undergoing treatments — which may be far away from where they live. Having a place that is a "home away from home" while they are undergoing treatment, instead of having to worry about travel, lodging, or staying in a safe place, lets patients focus on the most important thing — getting well.



**Hope Lodge of Kansas City**  
Over 100 windows replaced  
Kansas City, Kansas

To help the Hope Lodge of Kansas City celebrate its 20th anniversary in 2019, the Renewal by Andersen of Kansas City team and HGTV's Anthony Carrino were happy to help provide a facelift. More than 100 new windows were installed over several days in the 46-room building, with both materials and labor provided by Renewal by Andersen of Kansas City and the Birner Group at a deeply discounted rate. HGTV's Carrino led a volunteer art project and interviewed Hope Lodge guests and staff for a [video to share their stories](#).

This project was meaningful both for Hope Lodge guests and for Renewal by Andersen employees. For guests, new windows mean a more comfortable place to call home while getting treatment. Andersen and the Renewal by Andersen network recognize that cancer impacts everyone and are grateful for the opportunity to give back to those currently receiving treatment — and to demonstrate our company's true commitment to supporting people in need.



**Anthony Carrino, HGTV**  
Volunteer Art Project and Hope Lodge Guest Interviews  
Kansas City, Kansas



## Andersen Volunteers Restore and Protect the Environment

Each summer, Andersen employees across the enterprise roll up their sleeves and head outside to give back through hands-on volunteer projects that restore and protect the natural environment. As part of Andersen's sixth annual Nature Preservation Day, more than 320 employees at 30 sites contributed over 925 hours of volunteer service in 2019.

This annual event highlights the importance of working together to preserve shared natural resources. In addition, it provides an opportunity for employees to step outside of their daily responsibilities and connect with each other and nature. Employees at each of Andersen's locations planned volunteer projects that were meaningful in their local communities.

The collective impacts of employee volunteer efforts included: 1,200 wildflowers planted; 700 pounds of trash removed; 244 seed packets assembled; 53 pollinator plants planted; and 15 tons of aggregate laid. Beyond the numbers, Nature Preservation Day is one of many ways that we, as a company, are committed to upholding the promise that everyone – including the communities where we live and work – benefits from their association with Andersen.



**Andersen employee volunteering cleaning up the environment  
in the communities where they work throughout 2019.**

Top: Sacramento, California

Middle: Garland, Texas

Bottom: Laguna Hills, California - Renewal by Andersen,  
company owned location

Facing Page: Cottage Grove/Woodbury, Minnesota







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