

Corporate Social Responsibility (CSR) Goals and Progress Summary



Preface

For generations, Xerox has stood for innovation, quality, and an excellent customer experience. Led by the core values our founder established a half century ago, we conduct business ethically and in an environmentally and socially conscious manner. We are the company that revolutionized the office, created printing-on-demand, and repeatedly reinvented and transformed to keep pace with the demands of our customers and the market.

We set goals, track our progress, communicate, and share best practices to improve the quality of work and life, keeping to the core value of corporate citizenship.

Today, we honor this heritage by turning investments in innovation into products and services that help our customers be more productive, profitable, and sustainable. We are helping define the future of work with new technologies that will disrupt the market and change the way we think about workflows and information processes. This is our contribution to a more sustainable world.

We are proud to present our corporate social responsibility goals and a summary of our progress. We will continue to update this progress summary as new data becomes available. For this reason, you may see some data for the year 2023 is missing. Please check back often to view updates.

You can find information about Corporate Social Responsibility at Xerox and our reporting in accordance with SASB and TCFD on our [Corporate Social Responsibility page](#)

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1. Corporate Social Responsibility Goals

The 2030 Agenda of the United Nations for Sustainable Development provides a global blueprint for dignity, peace and prosperity for people and the planet, now and in the future. Achieving the Sustainable Development Goals (SDGs) requires immediate and accelerated actions by countries along with collaborative partnerships among governments and stakeholders at all levels. Our [2024 Corporate Social Responsibility \(CSR\) Report](#) includes the SDG icons, representing its 17 goals, referencing section titles to note the alignment.

Tech companies, like Xerox, are important stakeholders that can lead by example in their own operations and provide the solutions and countermeasures globally to achieve the goals. Established over a half century ago by founder Joseph C. Wilson, our corporate values have stood the test of time and align with the SDGs. We will continue our efforts to bring our Operations and those of our customers closer to goal.

Dimension	Scope	Goal	2023 Progress
Environment	Operations	100% landfill avoidance	96
		25% reduction in energy use by 2025, from 2016	51
		60% reduction in GHGs (Scope 1 + 2) by 2030 from 2016	59
		35% reduction in Scope 3 emissions, from 2020	31
		Net Zero (Scope 1, 2 + 3) by 2040 MTCO ₂ eq	1,553,093
		20% reduction in water use by 2030, from 2020	28
	Products	100% landfill avoidance (equipment & supplies)	99
		100% in newly launched, eligible products achieve ENERGY STAR®	100
		100% in newly launched and eligible products achieve EPEAT®	100
Social	Workplace Safety	5% year over year reduction in Total Recordable Injury Rate (TRI)	17.92 - U.S. 5.45 - Worldwide
		5% year over year reduction in Days Away from Work case rate (DAFW)	2.17 - U.S. (18.25) - Worldwide

2. Progress: Environment

Environmental Operations

Dimension	Category	2022	2023
Greenhouse Gas Emissions (GHGs)**	GHG Emissions, Scope 1 + 2, by type ¹ [MT CO ₂ eq]		
	CO2	126,923	106,932
	CH4	98	88
	N2O	214	141
	Scope 1 and 2, by region [MT CO ₂ eq]		
	U.S. and Canada	105,364	89,305
	Europe and rest of world	25,603	21,125
	Total Worldwide Scope 1 + Scope 2	130,967	110,430
	% Reduction Scope 1 and 2 (from 2016)	4500	59
	Scope 1 +2 normalized to revenue	18.0	16.0
	Scope 1, facilities, and fleet by type ² [MT CO ₂ eq]		
	CO2	82,146	68,104
	CH4	47	42
	N2O	143	79
	Total Worldwide Scope 1 GHG emissions	86,078	71,495
	Scope 1 normalized to revenue [MT Co2eq/ \$M]	12.0	10.4
	Scope 1, facilities, and fleet by region ² [MT CO ₂ eq]		
	U.S. and Canada	80,585	67,734
	Europe and rest of world	5,493	3,761
	Scope 2, purchased electricity by type ³ [MT CO ₂ eq]		
	CO2	44,777	38,828
	CH4	51	46
	N2O	71	62
	Total Worldwide Scope 2	44,900	38,935
	Scope 2 normalized to revenue [MT CO2eq/ \$M]	6.2	5.7
	Scope 2, by region		
	U.S. and Canada	24,879	21,571
	Europe and rest of world	20,021	17,364
	Scope 3, by category [MT CO ₂ eq] Global unless otherwise indicated		
	Purchased good and services	928,120	869,347
	Capital goods	8,668	6,455

Dimension	Category	2022	2023
GHGs ⁺ , cont.	Scope 3, by category [MT CO ₂ eq] Global unless otherwise indicated, cont.		
	Fuel - and energy-related activities (not including Scope 1 +2)	41,037	37,449
	Upstream transportation and distribution	462,421	402,890
	Waste generated in operations	349	616
	Business travel [Global, CO ₂ only] ^{4,5}	7,434	5,938
	Employee commuting [Global]	30,245	26,965
	Upstream leased assets	Not relevant	Not relevant
	Downstream transportation and distribution ⁶	Not relevant	Not relevant
	Processing of sold products	Not relevant	Not relevant
	Use of sold products	96,039	90,494
	End of life treatment of sold products [North America]	2,571	2,509
	Downstream leased assets	Not relevant	Not relevant
	Franchises	Not relevant	Not relevant
	Investments	Not relevant	Not relevant
	Total Scope 3 GHG emissions	1,576,884	1,442,663
	Scope 3 normalized to revenue (MT CO ₂ eq/ \$M revenue)	222	210
	Offsets Purchased	0	0
Energy	Energy Use (MWh)		
	Direct (Natural Gas - corresponding to Scope 1 emissions)	399,432	330,143
	Indirect Energy Use (Purchased Electricity)	236,190	219,756
	Total Energy Use	635,622	549,899
	Total Energy Use Normalized to revenue (MWh/\$M)	89	80
	Total Energy Reduction (from 2016 baseline)	486,014	571,737
	% Reduction Total Energy Use (from 2016 baseline)	43	51
	Energy Derived from Non-Renewable Sources (MWh) by region ⁷		
	North America	466,956	428,936
	Europe and rest of world	73,452	59,232
	Total Non-Renewable Energy Use	540,408	488,168
	Electrical Energy Used MWh)		
	North America	184,982	172,342
	Europe and rest of world	51,208	47,413
	Total Electrical Energy Use (MWh)	236,190	219,755
	Total Electricity Use Normalized to revenue (MWh/\$M)	33	32
	Breakout of non-renewable electricity sources (MWh) ⁷		
	Coal	14,580	13,463
	Oil	1,578	1,468
	Gas	69,218	61,033
	Nuclear	53,858	42,034
	Other	1,742	40,027

Dimension	Category	2022	2023
Renewable Energy	Renewable Energy Credit (REC), by region (MWh) ⁸		
	U.S.	25,574	35,395
	Europe	536	3,043
	Total Renewable Energy Use (REC)	26,110	38,438
	% Renewable Energy Use (REC) of total energy use	4	7
	Energy Derived from Renewable Sources (RECs + Grid) (MWh)		
	North America	86,660	52,858
	Europe and rest of world	8,556	8,873
	Electricity Derived from Renewable Sources (RECs + Grid) (MWh)		
	North America	86,660	52,858
	Europe and rest of world	2,073	3,866
	Breakout of renewable electricity sources (RECs + Grid) (MWh)		
	Wind	36,938	49,657
	Hydro	42,296	40,918
	Solar	5,274	6,411
Biofuel and other	3,753	3,221	
Non-Hazardous Waste ^{9,10,+}	Non-hazardous Waste, by treatment type [thousand MT] ⁺⁺		
	Reuse	1.79	1.02
	Recycling	29.71	14.45
	Energy from Waste (EFW)	1.64	1.56
	Treatment	0.05	0.01
	Landfill	0.85	0.80
	Incineration	0.07	0.05
	Total Non-hazardous Waste	34.12	17.90
	Volume Reuse, Recycle, Energy from Waste [thousand MT]	33.15	17.03
	% Reuse, Recycle, Energy from Waste	97.2	95.2
	% Changed in Landfill, Incineration, Treatment (includes Energy from Waste) from 2016 baseline	65.2	88.5
	Hazardous Waste ^{9,11,+}	Hazardous Waste, by region [thousand MT]	
U.S. and Canada		0.32	0.20
Europe and rest of world		0.09	0.09
Worldwide Total hazardous waste		0.41	0.30
Hazardous Waste, by treatment type [thousand MT]			
Fuels Blending and Waste to Energy		0.22	0.08
Recycling		0.02	0.02
Treatment		0.11	0.13
Incineration		0.063	0.062
Landfill		0.0003	0.0049
% Recycle, Fuels Blending		57.3	34.0
% Changed in Hazardous Waste Generation (from 2016 baseline)		20.2	42.2

Dimension	Category	2022	2023
Reportable Releases and Transfers	Reportable Releases + Transfers (TRI, PRTR), by region [MT]		
	U.S. and Canada	87	58
	Europe and rest of world	0	0
	Worldwide total TRI and PRTR	87	58
	TRI Normalized to revenue (MT/\$M)	0.0124	0.0084
	% Reduction TRI and PRTR (from 2016 baseline)	29.3	52.8
	Methylene Chloride (MeCl ₂) ¹²		
	Methylene Chloride total Worldwide (lbs.)	182,959	125,842.00
	Methylene Chloride total Worldwide (MT)	83	57
	% Reduction MeCl ₂ (from 2010 baseline)	82	88
	Total 1,3-butadiene air emissions ¹³		
	Total 1,3-butadiene air emissions (lbs./batch)	0	0
	Total 1,3-butadiene air emissions (MT/batch)	0	0
	Reportable Spills/Environ. Releases [#] ¹⁴	0	0
Water ^{9,+}	Water Consumption, by region [million liters]		
	U.S. and Canada	1,029	692
	Europe and rest of world	20	17
	Worldwide total water consumption	1,050	709
	Water Consumption Normalized to revenue (M liters/\$M)	0.15	0.10
	Volume Water Consumption Changed [ML] (2020 baseline)	67	-273
	% Reduction in Water Consumption (from 2020 baseline)	-6	28
	Water Discharge to Sanitary Sewer, by region [M liters]		
	U.S. and Canada	1,040	1,107
	Europe and rest of world	14	11
	Worldwide Total water discharge	1,054	1,118
	Water Discharge Normalized to revenue (million liters/\$M)	0.15	0.16
	Water Recycled [million liters] ¹⁵	0	0

Dimension	Category	2022	2023
Air Emissions ⁹	Volatile Organic Compounds (VOCs) production, by region [tonnes] ⁺		
	U.S. and Canada	3.07	3.21
	Europe and rest of world	3.94	3.14
	Worldwide Total VOCs	7.01	6.35
	Worldwide total Non-VOCs	2.95	2.38
	Worldwide Total VOC and non VOCs	9.96	8.73
	VOC Normalized to Revenue (tonnes/\$M)	0.0010	0.0009
	NOx (non-production) [tonnes] ¹⁶		
	U.S. and Canada	20.74	17.82
	Europe and rest of world	1.44	2.19
	Worldwide Total NOx	22.18	20.01
	NOx Normalized to revenue (MT/\$M)	0.0031	0.0029
	SOx (non-production) by region [tonnes] ¹⁶		
	U.S. and Canada	0.17	0.11
	Europe and rest of world	0.01	0.01
	Worldwide Total SOx	0.18	0.12
	SOx Normalized to revenue (tonnes/\$M)	0.00003	0.00002
	Particulate Matter (PM) by region [tonnes]		
	U.S. and Canada	1.8	3.122
	Europe and rest of world	0.00	0.00
Worldwide Total PM	1.8	3.122	
PM Normalized to revenue (tonnes/\$M)	0.0003	0.0005	
Perfluorocarbons (PFCs) by region [tonnes] ^{17,+}			
U.S. and Canada	0	0	
Europe and rest of world	0	0	
Worldwide Total PFCs	0	0	
PFCs Normalized to revenue (tonnes/\$B)	0	0	
Compliance	Violations and Fines		
	# Notices Received	2	4
	Fines Paid [\$ USD]	0	0

See next page for Footnotes

Environmental Footnotes:

* In 2023, carbon and energy accounting methodology was updated with an expanded boundary for Scopes 1 and 2 information and the implementation of the carbon accounting software, Persefoni. This caused a re-baseline of 2016 information and a restatement for 2022 data to match the methodology used for 2023 reporting.

+ A 3rd party has verified and provided limited assurance of Xerox GHG emissions in accordance with ISO 14064-3:2019 against a Xerox Corporation defined methodology described in "Xerox Corporation Greenhouse Gas Emission Inventory Management Plan, September 2024", the GHG Protocol Scopes 1,2, and 3, and the principles of Transparency, Accuracy, Consistency, Completeness and Relevance. The verification process includes underlying energy data associated with operations in the inventory.

++ 2022 Non-hazardous recycling metric updated.

1. Values are for Xerox fleet and facilities globally, unless otherwise noted.
2. Direct emissions from natural gas consumed in boilers for facilities leased and owned by Xerox. Emissions from facilities based on utility invoices, where available. When unavailable, estimates are based on Commercial Building Energy Consumption (CBEC) factors. Fuel used in fleet of Sales and Service personnel. Emissions from fleet are based on actual fuel usage and vehicle efficiency rates.
3. Indirect emissions from purchased electricity and steam for facilities leased and owned by Xerox. Where data is unavailable for office and warehouses in US. & Canada, emissions are determined using CBECs factors; HFC emissions were estimated based on square feet.
4. Includes emissions from air travel, hotel stay, rail, taxi, and bus transportation for Xerox travel worldwide, based on miles and spend provided by internal database.
5. Emissions from vehicles as part of travel are included in Scopes 1 and 2 emissions.
6. As defined by Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WRI/WBCSD).
7. Values for renewable and non-renewable electricity derived from local grid mixes based on International Energy Association (IEA) data. In 2019, Xerox changed from a location-based calculation to market-based method for scope 2 from electricity.
8. Renewable energy and renewable energy credits; not including renewable energy in the grid. This encompasses renewable energy in the Netherlands and RECs from wind in Wilsonville, Oregon.
9. Data reported is limited to manufacturing operations including, but not limited to, imaging supplies such as toner, photoreceptor drums and belts, and fuser rolls.
10. Process waste includes paper, wood pallets, waste toner, plastics, and packaging; Manufacturing waste includes scrap metal, batteries, lamps, miscellaneous trash, and end-of-life devices. Non-hazardous waste is either disposed of directly by Xerox or disposal method is designated and confirmed when shipped off-site.
11. Hazardous waste disposed directly by Xerox, or a disposal method is designated and confirmed when shipped off-site.
12. Total amount of methylene chloride used to produce Xerox photoreceptor components.
13. 1,3-butadiene air emissions from toner resin manufacturing. The operation generating these emissions was shut down in 2022.
14. Reportable environmental releases reported in accordance with GRI definition.
15. Reverse Osmosis reject water is recycled as make-up water in cooling towers at Xerox's Oregon facility. Volume recycled annually cannot be accurately estimated with current metering systems.
16. NOx and SOx emissions are calculated using emission factors applicable to small boilers from EPA's AP-42, Vol.1, CH1.4: Natural Gas Combustion (1.4_natural_gas_combustion.pdf (epa.gov)).
17. Perfluorocarbon Emissions are reported according to GRI 305-6 (2016) which is for emissions of ozone-depleting substances (ODS) that are produced, imported, or exported. Xerox eliminated the use of all Class I ozone-depleting substances (ODS) by the end of 1992 and Class II ODS by the end of 1993 as an ingredient in products, spare parts, accessories, and packaging. In order to achieve this goal, Xerox identified and prohibited the use of ODS in products, spare parts, accessories, and packaging produced internally and received from external suppliers. Xerox manages the elimination of ODS as refrigerants in facility and vehicle air conditioning systems and various food/equipment cooling systems consistent with government phase-out dates. In accordance with GRI 305-6, these are excluded from reporting in this section.

Environmental Products and Offerings

Dimension	Category	2022	2023
Environmental Products	Ecolabels		
	% Newly launched eligible products achieving ENERGY STAR®	100	100
	% Newly launched eligible products achieving EPEAT®	100	100
	Equipment + parts end-of-life processing, by treatment type ¹ [thousand MT]		
	Materials recycling	28.0	10.73
	Used equipment sold	4.68	6.79
	Remanufacture/reuse	5.9	2.04
	Energy from waste	0.42	0.37
	Landfill	0.21	0.16
	Incineration	0.0	0.00
	Total equipment and parts processing	39.2	20.1
	Total Remanufacture, Reuse, Recycle, Energy from Waste	39.0	19.9
	% Remanufacture, reuse, recycle, energy from waste	99.5	99.2
	Supplies processing, by treatment type [thousand MT]		
	Remanufacture/reuse	1.99	1.70
	Materials recycling	0.61	0.45
	Energy from waste	0.14	0.11
	Landfill	0.06	0.11
	Incineration	0	0.00
	Total Supplies processing	2.8	2.4
	Total Remanufacture, Reuse, Recycle, Energy from Waste	2.7	2.3
	% Remanufacture, reuse, recycle, energy from waste	98	95
	Compliance		
	Violations of health, safety +/- or environmental regulations	0	0
	Product recalls [#]	0	0
	Total units recalled [#]	0	0
	Environmental Offerings	Xerox Reforestation Services powered by PrintReleaf ²	
Sheets of paper offset		967,113,465	1,149,885,000
Trees planted		116,058	137,992

Footnotes:

1. Equipment, parts, and supplies end-of-life management: Returns processed through Xerox worldwide asset recovery centers and 3rd party recyclers. Does not include pallets and cardboard boxes that were reused for shipping and freight.
2. Xerox, along with our clients that participate in our PrintReleaf partnership leverage paper usage reporting that equates the number of trees needed to reforest that usage on an equivalent basis in geographic areas of need.

3. Progress: Social

Balanced and Diverse Workforce

Dimension	Category	2022	2023
Balanced and Diverse Workforce	Women employees by region - % of total		
	Americas	25.8	25.4
	Asia Pacific and Japan	26.0	27.8
	Europe, Middle East, and Africa	26.7	26.0
	Worldwide	26.1	25.9
	Women managers by region - % of total		
	Americas	26.3	31.0
	Asia Pacific and Japan	14.9	24.0
	Europe, Middle East, and Africa	26.0	29.5
	Worldwide	25.8	30.1
	New hires globally, by gender - % of total		
	Women	26.5	24.3
	Men	73.5	75.5
	Global workforce by age group and gender - % of total ¹		
	30 and under		
	• Women	1.6	2.7
	• Men	3.8	6.0
	31 – 50		
	• Women	10.9	10.2
	• Men	26.8	26.2
	51 and over		
	• Women	12.8	13.0
	• Men	41.3	42.0
Global workforce by classification and gender - % full time employees			
• Global combined leadership representation (Executives, Directors, Managers and Professionals)			
• Women	30.5	31.3	
• Men	29.9	19.8	
• Men			
• Men	70.1	80.2	
Executives			
• Women	25.5	30.5	
• Men	74.5	69.5	

Balanced and Diverse Workforce, cont.	Global workforce by classification and gender - % full time employees		
	Directors		
	• Women	31.9	23.7
	• Men	68.1	76.3
	Managers		
	• Women	27.6	29.9
	• Men	72.4	70.1
	Professionals		
	• Women	35.3	30.0
	• Men	64.7	70.0
	Other		
	• Women	21.4	24.4
	• Men	78.6	71.8
	All classifications combined		
	• Women	25.4	25.2
	• Men	74.6	74.7
	Global workforce by classification and gender - % part-time employees		
	Executives		
	• Women	0	0
	• Men	0	0
Directors			
• Women	57.1	70.0	
• Men	42.9	30.0	
Managers			
• Women	68.5	78.6	
• Men	31.5	21.4	
Professionals			
• Women	83.7	78.0	
• Men	16.3	22.0	
Other			
• Women	56.8	53.0	
• Men	43.2	46.0	
All classifications combined			
• Women	62.2	62.8	
• Men	37.8	37.2	

Balanced and Diverse Workforce, cont.	U.S workforce by race and ethnicity and disabilities - % of total		
	White	66.6	65.6
	Black	11.9	12.5
	Hispanic/Latino	10.5	10.4
	Asian	6.1	5.7
	Native Hawaiian/Pacific Islander	0.4	0.5
	Native American/Alaskan Native	0.6	0.5
	Two or more races	1.1	1.3
	Not specified	2.9	3.7
	Employees with disabilities	1.8	1.2
	Combined U.S diverse leadership representation (Executives, Directors, Managers, Professionals)	23.9	25.5
	U.S New hires by race and ethnicity - % of total		
	White	46.1	38.8
	Black	16.3	13.8
	Hispanic/Latino	7.9	6.7
	Asian	7.1	5.2
	Native American	0.3	0.4
	U.S. New hires - Military/Veterans, % of total		
	Military/Veterans	6.9	0.8
	Employees (regular full time and part time) by region		
	Americas	12,805	11,745
	Asia Pacific and Japan	1,084	1,251
	Europe, Middle East, and Africa	6,581	6,264
	Worldwide	20,470	20,059
	U.S - % Employee turnover		
	Total employee turnover	28.0	16.0
	Voluntary turnover	20.0	12.4
	% Union population, by geography		
	U.S. and Canada	4	4
	Central and South America ²		
	• Argentina	48	N/A
	• Brazil	100	100
	• Chile	84	N/A
Europe			
• Austria	100	100	
• Belgium	100	100	

Dimension	Category	2022	2023
Balanced and Diverse Workforce, cont.	% Union population by geography, Europe, cont.		
	• Denmark	57	55
	• Finland	100	100
	• France	100	100
	• Germany	56	55
	• Ireland	17	16
	• Italy	100	100
	• Luxembourg	100	100
	• Netherlands	98	97
	• Norway	100	100
	• Portugal ³	53	61
	• Spain	100	100
	• Sweden	100	100
• Switzerland	100	100	

Footnotes:

1. Global workforce by age group and gender 2022 metrics were recalculated using total Xerox population as opposed to percentages among age groups. Overall total is slightly less than 100% since there was no longer data for a small number of employees.
2. Xerox no longer has employees in Argentina or Chili.
3. 2022 Portugal recalculated per new information.

Workplace Safety

Dimension	Category	2022	2023
Workplace Safety	Total Recordable Incident (TRI) rate, by region		
	U.S. Operations	1.06	0.87
	EMEA	0.37	0.53
	LATAM	0.18	0.59
	TRI Worldwide	0.77	0.73
	Days Away from Work (DAFW) Rate, by region		
	U.S. Operations	0.46	0.45
	EMEA	0.34	0.46
	LATAM	0.26	0.59
	DAFW Worldwide	0.40	0.47
	Leading causes of lost workdays - % of U.S. total ¹		
	Awkward postures (bend, twist, squat, kneel)	26	9
	Materials handling (carry, lift, push, pull)	19	37
	Motor vehicle accidents	20	11
	Repetitive motion	2	5
	Slips, trips, falls	15	17
	Struck by/against/contact with	7	4
	Other causes	11	17
	Leading causes-recordable incidents (w/wo lost time) - %U.S. total		
	Awkward postures (bend, twist, squat, kneel)	14	11
	Materials handling (carry, lift, push, pull)	25	38
	Motor vehicle accidents	14	10
	Repetitive motion	4	8
	Slips, trips, falls	19	14
	Struck by/against/contact with	8	7
	Other causes	16	13
	Compliance		
	Violations [#]	0	0
	Fines paid (USD)	0	0
	Work-related fatalities [#]	0	0
Work-related contractor fatalities (#)	0	0	

Footnotes:

1.Data presented in alphabetical order of causes.

Community Involvement and Volunteerism

Dimension	Category	2022	2023
Community Involvement and Volunteerism	Social investment and volunteerism by category (USD) ^{1,2}		
	Cash	1,678,246	2,487,758
	Services	777,037	1,416,895
	Number of employee volunteer hours	24,215	42,308
	Cash Match Program (USD) – U.S. employee participation		
	Number of employees	1,147	3,274
	Employee contributions	389,533	480,591
	Xerox contributions	312,411	406,348
	Disaster Relief Efforts		
	American Red Cross	30,000	0
	Save the Children	10,000	0
	Maui Wildfire fund	–	25,000
	Total disaster relief efforts	40,000	25,000

Footnotes:

1. (Cash) Denotes total Xerox investment in non-profit organizations including community partner organizations.

2.(Services) Equals the value of Xerox employee volunteer time, \$31.80/hour (2022), and \$33.49/hour (2023) updated annually by [Independent Sector](#). 2022 value adjusted per 2022 Independent Sector rate.

4. Progress: Governance

Supply Chain

Dimension	Category	2022	2023
Supply Chain	Supply Chain Spend - Diverse Suppliers (\$M USD)		
	Minority-owned	35	37
	Women-owned	36	35
	Veteran-owned	12	10
	Small Tier I businesses	387	387
	Supplier Screening and Assessments		
	% New production suppliers screened using CSR criteria	100	100
	# Suppliers assessed for CSR impacts ¹	15	20
	# Suppliers identified having significant actual & potential negative CSR impacts	1	1
	% Suppliers with ISO 14001 certification ²	50	54

Footnotes:

1.# of Suppliers assessed with CSR impacts and based on RBA SAQ's

2.% Suppliers with ISO 14001 certification are production suppliers that constitute the top 80% spend

Employees

Dimension	Category	2022	2023
Employees	Global Workforce Training (% trained)		
	Code of Conduct	97	97
	EU General Data Protection ¹	93	96
	Global Privacy and Information Security	94	96
	Net Zero: Xerox's plan to address climate risk	97	N/A
	Global Workplace Safety Training	N/A	99

Footnotes:

1.EU GDPR required of US,EU,and UK employees only.