OVERSIGHT & ACCOUNTABILITY

The Board has delegated oversight of environmental, social, and governance programs and reporting to the Governance and Nominating Committee. At the executive level, our Chief Legal & Compliance Officer is ultimately responsible for our ESG efforts. Oversight and strategic direction related to key policies, practices, and programs discussed in the Sustainability & Social Impact Report are illustrated in this chart. This chart does not include all functions within each vertical depicted.

Learn more about Board oversight of sustainability and other topics:

Board of Directors

Committee Oversight of Governance, People, and Environment-Related Matters:

Governance and Nominating Committee

Oversees environmental, social, and governance programs and reporting, including with respect to environmental and sustainability policies and initiatives; human rights policies; and lobbying, and political strategy

Audit Committee

Reviews the company's policies and practices with respect to risk assessment and risk management, and reviews cybersecurity and data security risks and mitigation strategies

Compensation Committee

Oversees workforce equity matters, and receives reports on matters including employee engagement. Reviews the company's benefit programs and strategies and programs related to talent development

Chief Executive Officer

Chief Legal & Compliance Officer

Chief Financial Officer

Chief Human Resources Officer Chief Communications
Officer

Chief Brand Officer Segment Chairs

Policy Strategy & Reporting

Environmental Sustainability

Human Rights

Government Relations

Global Public Policy

Global Ethics & Compliance

Privacy

Investor Relations

Information Security

Risk Management

Tax

Total Rewards

Organizational Development

Inclusion

Learning & Talent Solutions

Talent Acquisition & Development

Corporate Social

Responsibility

Communications
Strategy &
Operations

Brand Reputation

Brand Research Business Line Leaders

Segment
Environmental
Sustainability &
Corporate Social
Responsibility
Teams