

ALEXANDRA R. HARTWELL

ESG | SUSTAINABILITY | CORPORATE RESPONSIBILITY EXECUTIVE

Purpose-driven *Enterprise Leader*, converting operations, supply-chain, capital-planning, risk, and data expertise into measurable environmental, social, governance, and business results. Offer **20+ years** of experience in leading complex global transformations, including six years building board-sponsored climate, responsible-sourcing, circularity, disclosure, and community-impact programs for an \$8.7B consumer-products enterprise. Connect materiality and stakeholder expectations to operating discipline, investment decisions, transparent reporting, employee engagement, and durable enterprise value.

Leadership and Sustainability Credentials

MBA, Sustainable Enterprise (Michigan Ross) | FSA Credential | GRI Professional Certification | TCFD & ISSB Reporting Circular Economy Strategy (Cambridge) | Climate Risk/Scenario Analysis | Executive Leadership (Northwestern Kellogg)

SUSTAINABILITY LEADERSHIP HIGHLIGHTS

- ✓ Built the first ESG strategy, materiality process, board dashboard, and governance model for a 42-plant global manufacturer.
- ✓ Reduced Scope 1 and 2 emissions 38%, diverted 91% of operational waste, and generated \$18.6M in total savings.
- ✓ Built controls across \$4.8B in spend and prepared enterprise for CSRD, ISSB, GRI, SASB, TCFD, and CDP-aligned disclosure.

ENTERPRISE SUSTAINABILITY VALUE SCORECARD

Operational decarbonization • responsible sourcing • disclosure readiness • enterprise value creation

SCOPE 1 + 2 EMISSIONS

-38%

against 2019 baseline

ENERGY + WASTE SAVINGS

\$18.6M

cumulative value

RESPONSIBLE SPEND

93%

of \$4.8B assessed

DISCLOSURE MATURITY

A-

CDP climate score

BOARD & ADVISORY LEADERSHIP

Board Sustainability Committee Advisor | Alderon Consumer Group
Advisory Council Member | Great Lakes Circularity Alliance
Executive Sponsor | Women in Operations & Sustainability

ENTERPRISE ESG LEADERSHIP

ESG Steering Committee Chair | 14 functions
Climate Capital Council Lead | \$640M portfolio
Responsible Sourcing Council Sponsor | 2,400 suppliers

EXECUTIVE EXPERIENCE

ALDERON CONSUMER GROUP | Chicago, IL | 2016-Present

VICE PRESIDENT, ENTERPRISE OPERATIONS & RESPONSIBLE BUSINESS | 2020-Present

\$8.7B Revenue • 42 Plants • 18,000 Employees • \$640M Capital Portfolio • \$4.8B Supplier Spend

MISSION: Integrate Sustainability, Operational Excellence, Enterprise Risk, and Capital Strategy across a Global Consumer-Products Portfolio.

Appointed to broaden a transformation mandate into ESG leadership. Advise the Board Sustainability Committee and executive team; chair a 14-function ESG Steering Committee. Direct climate, energy, waste, water, packaging, sourcing, workforce, and community-impact priorities. Lead 23 sustainability, operations, engineering, analytics, and supplier-governance professionals and mobilize plant, procurement, finance, HR, legal, technology, and brand teams across North America and Europe.

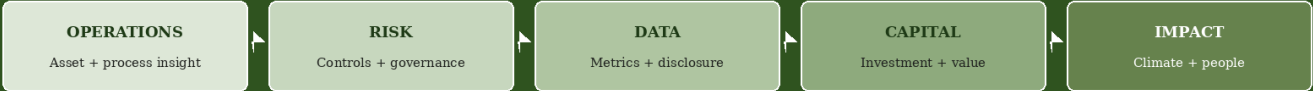
- **Built first ESG strategy and three-year transformation roadmap** by leading double-materiality analysis, engaging 130+ stakeholders, and translating 11 priority topics into owners, targets, investments, controls, and Board-level measures.
- **Reduced Scope 1/2 greenhouse-gas emissions 38%** while production increased 17% via site-level decarbonization plans, renewable-power agreements, process electrification, and capital governance tied to marginal-abatement cost.
- **Generated \$18.6M in cumulative operating savings** and approved \$96M in value-positive sustainability investments by embedding energy, water, waste, resilience, and carbon economics into capital allocation and monthly operating reviews.
- **Advanced CDP climate performance from B- to A- and delivered the company's first independently assured ESG report** by disclosure governance aligned with GRI, SASB, TCFD, ISSB, and emerging CSRD requirements.
- **Assessed 93% of \$4.8B supplier spend** against environmental, labor, ethics, traceability, and business-continuity standards after developing a tiered risk model, audit protocol, and executive escalation path across 2,400 suppliers.
- **Raised operational waste diversion from 64% to 91% and eliminated 28,000 metric tons of virgin packaging material** through zero-waste playbooks, closed-loop partnerships, recycled-content standards, and site accountability.
- **Expanded small-business supplier spend from 13% to 27% and created \$214M in addressable sourcing opportunities** by redesigning category strategies, and incorporating inclusion into sourcing scorecards.
- **Protected a ~\$74M in annual contribution margin from climate, energy, water, and supplier disruptions** by integrating scenario analysis, geospatial exposure, and financial sensitivity into enterprise risk and continuity planning.

CORE ESG & SUSTAINABILITY EXPERTISE

Enterprise ESG Strategy & Governance	Climate, Decarbonization & Net Zero	Materiality & Stakeholder Engagement
GRI • SASB • TCFD • ISSB • CSRD	Responsible Sourcing & Human Rights	Circularity, Waste, Water & Packaging
ESG Data, Controls & Assurance	Climate Risk & Scenario Analysis	Sustainable Finance & Capital Allocation

ALEXANDRA R. HARTWELL | ESG/SUSTAINABILITY/CORPORATE RESPONSIBILITY EXECUTIVE

OPERATIONS EXPERTISE TRANSLATED INTO ENTERPRISE ESG LEADERSHIP



ALDERON CONSUMER GROUP | Chicago, IL | 2016-2020
SENIOR DIRECTOR, GLOBAL SUPPLY CHAIN & ESG PROGRAM SPONSOR
Americas + Europe • 18 Plants • 1,100 Suppliers • \$2.1B Spend

MISSION: Stabilize an underperforming global supply network while creating the operational foundation for responsible growth.

Spearheaded end-to-end supply planning, strategic sourcing, supplier performance, logistics, working capital, and operational-risk programs across two regions. Volunteered to sponsor environmental and responsible-sourcing initiatives while converting fragmented projects into the foundation for Alderon’s enterprise ESG agenda.

- **Recovered \$42M in annual EBITDA and drove service from 87% to 97%** by redesigning planning governance, supplier segmentation, inventory policy, production cadence, logistics sourcing, and cross-functional exception management.
- **Designed the first supplier sustainability scorecard and assessed 680 high-risk suppliers within 18 months**, identifying 146 corrective actions, resolving 92% on schedule, and preventing sourcing from 11 noncompliant facilities.
- **Reduced logistics emissions 21% and freight cost \$11.4M** through network redesign, mode conversion, load consolidation, carrier scorecards, reusable transport packaging, and intermodal expansion.
- **Secured executive approval for a centralized ESG office and materiality assessment** by quantifying regulatory exposure, customer expectations, talent implications, and investor-relevant risk across the existing project portfolio.

EVERNORTH RETAIL HOLDINGS | Minneapolis, MN | 2010-2016
DIRECTOR, STRATEGIC SOURCING & SUPPLIER GOVERNANCE
\$3.2B Addressable Spend • 900 Suppliers • 16-Person Team

MISSION: Build procurement scale without compromising quality, ethics, resilience, or long-term supplier value.

Directed and led end-to-end category strategy, strategic sourcing, contracting, supplier governance, performance analytics, and responsible-procurement practices supporting a national specialty retailer.

- **Delivered \$126M in savings and reduced single-source exposure 44%** by restructuring categories, conducting clean-sheet cost analysis, developing alternate suppliers, consolidating specifications, and negotiating total-value agreements.
- **Established supplier labor, safety, environmental, and ethics standards across 900 vendors** and increased verified compliance from 58% to 95% through risk-tiered audits, corrective-action governance, training, and purchasing controls.
- **Reduced private-label packaging 19% and increased recycled content to 46%** by partnering with merchandising, design, suppliers, and logistics teams on material standards, right-sizing, recyclability, and transport efficiency.

HELIX ADVISORY PARTNERS | Detroit, MI | 2005-2010
SENIOR MANAGER, OPERATIONS & RISK ADVISORY

MISSION: Help industrial/consumer clients convert operational complexity into controlled, resilient, and profitable performance.

- **Led 20+ transformation and risk engagements producing \$90M+ in validated client benefits** across manufacturing strategy, procurement, network design, operational controls, post-merger integration, and enterprise-risk management.
- **Developed an environmental-compliance and capital-prioritization model adopted across 14 manufacturing sites** that eliminated 31 high-risk findings and directed \$48M toward the highest-value remediation and efficiency projects.

SELECTED LEADERSHIP FEEDBACK

“Alexandra made sustainability an operating system, not a report. She connected capital, risk, and accountability to measurable enterprise value.” - Daniel Kessler, Chief Operating Officer	“She built disclosure-grade data, supplier standards, and investment discipline faster than our Board expected, and brought the organization with her.” - Priya Nair, Board Sustainability Committee Chair
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EDUCATION, CREDENTIALS & PROFESSIONAL LEADERSHIP

EDUCATION	MBA, Sustainable Enterprise University of Michigan Ross School of Business Bachelor of Science, Industrial Engineering Purdue University
CREDENTIALS	FSA Credential GRI Professional Certification TCFD & ISSB Reporting Climate Risk & Scenario Analysis
EXECUTIVE STUDY	Circular Economy & Sustainability Strategies, Cambridge Executive Leadership, Northwestern Kellogg
SYSTEMS	Workiva Enablon Sphera EcoVadis CDP SAP Power BI Tableau Microsoft Excel
LEADERSHIP	Great Lakes Circularity Alliance Advisory Council Women in Operations & Sustainability Executive Sponsor