



GOJO Sustainable Value Progress Report

2022



GOJO, MAKERS OF PURELL™

A MESSAGE FROM OUR CHAIR AND CEO

For more than 75 years, we have courageously taken on difficult challenges and inspired others. From our foundational achievement of developing hand cleaners that were both safe AND effective, to pioneering portion-controlled soap dispensers and inventing PURELL® Hand Sanitizer, we have innovated at the forefront of hand and surface hygiene. We continue to be inspired, today, to create new solutions that are even more effective, safer, and more sustainable.

We are delighted to present our latest Sustainable Value Report, which introduces the next phase of our Sustainable Value strategy and sets a new baseline against which to make future progress. Executing against this strategy will connect our Enterprise to internal and external stakeholders in stronger ways and move us closer to realizing our GOJO Purpose of Saving Lives and Making Life Better through Well-Being Solutions.

Our GOJO Purpose and Values demand that we think holistically and deliver Sustainable Value for people and the planet through a commitment to creating social, environmental, and economic value.

In line with this commitment, we have updated our Sustainable Value strategy to include four new pillars, with targets for each, that will stretch us to have an even

greater impact on our customers, communities, and society. We have set ambitious targets to make significant progress on each pillar by 2030, and we've already made material decisions in our day-to-day business, informed by our commitment to reach our goals.

As we shared in 2020, GOJO changed dramatically during the COVID-19 pandemic, and that dynamism has continued since. As the dust settles, we now have 2022 performance data – including a calculation of our scope 1, 2, and 3 global greenhouse gas emissions – as a new baseline against which we'll share progress in future reports.

And we were able to create powerful alignment between our GOJO Values and our commitment to Diversity, Equity, and Inclusion, when we became certified as a Women's Business Enterprise (WBE) by the Women's Business Enterprise National Council (WBENC).

This certification, which recognizes businesses that are at least 51 percent owned, controlled, operated, and managed by women, has proven significant to our partners and customers. It helps them to fulfill their supplier diversity goals in a material way, while also showcasing their own commitment to diversity and equity so they can be an example to others.

We're grateful to our team members around the world who each bring their unique strengths and experiences to work. With their help, we have the utmost confidence in our ability to help communities thrive.

As we work for a better future for all, we want to say thank you for your continued support. Together, we can make a significant and positive impact on the well-being of people and the planet.



Marcella Kanfer Rolnick
Executive Chair

Carey Jaros
President and CEO

LOOKING TO THE FUTURE: SUSTAINABLE VALUE STRATEGY & GOALS



Clean Chemistry

- By 2025**
 - Elevate online ingredient disclosure, including function, definitions, EU allergens, fragrance components
- By 2030**
 - Reduce chemicals of concern in GOJO products by 20%
 - Ensure at least 75% of global sales come from third-party certified products

Flourishing Team GOJO

- By 2025**
 - Diversity (gender and ethnicity) of GOJO hiring and promotion, for each site & level of leadership, is consistent with our community diversity and the customers we serve
 - Exceed 75% sentiment on GOJO engagement survey question: “opportunities for growth/advancement” and 85% on “recommend GOJO” and “feel I belong”
 - Exceed 75% internal placement rate for all filled leadership roles at GOJO
 - Exceed 85% of eligible team members with full GOJO 401(k) employer match
- By 2030**
 - Diversity (gender and ethnicity) of GOJO as an organization, at each site and level of leadership, is consistent with our community diversity and the customers we serve
 - Exceed 85% sentiment on GOJO engagement survey question: “opportunities for growth/advancement”
 - Exceed 85% internal placement rate for all filled leadership roles at GOJO
 - Achieve an OSHA recordable incident rate below 1.0

Plastics and Circular Design

- By 2025**
 - Reduce Enterprise solid waste intensity by 20%
- By 2030**
 - Reduce Enterprise solid waste intensity by 50%
 - Reduce virgin plastic intensity in primary packaging by 30%
 - Ensure 100% of primary packaging is recyclable, reusable, or industrially compostable

Climate Resilience and Responsibility

- By 2025**
 - Set a 1.5° C aligned short-term and net zero Science-Based Target approved by SBTi by 2024
 - Source 100% corrugated board as recycled or SFI or FSC Chain of Custody certified
 - Source 90% of palm-derived ingredients as RSPO Mass Balance certified
- By 2030**
 - Achieve near-term SBTi targets for GHG Scopes 1-3
 - Source 100% of palm-derived ingredients as RSPO Mass Balance certified
- By 2050**
 - Achieve net zero SBTi target for GHG Scopes 1-3



SUSTAINABLE VALUE GOVERNANCE STRUCTURE

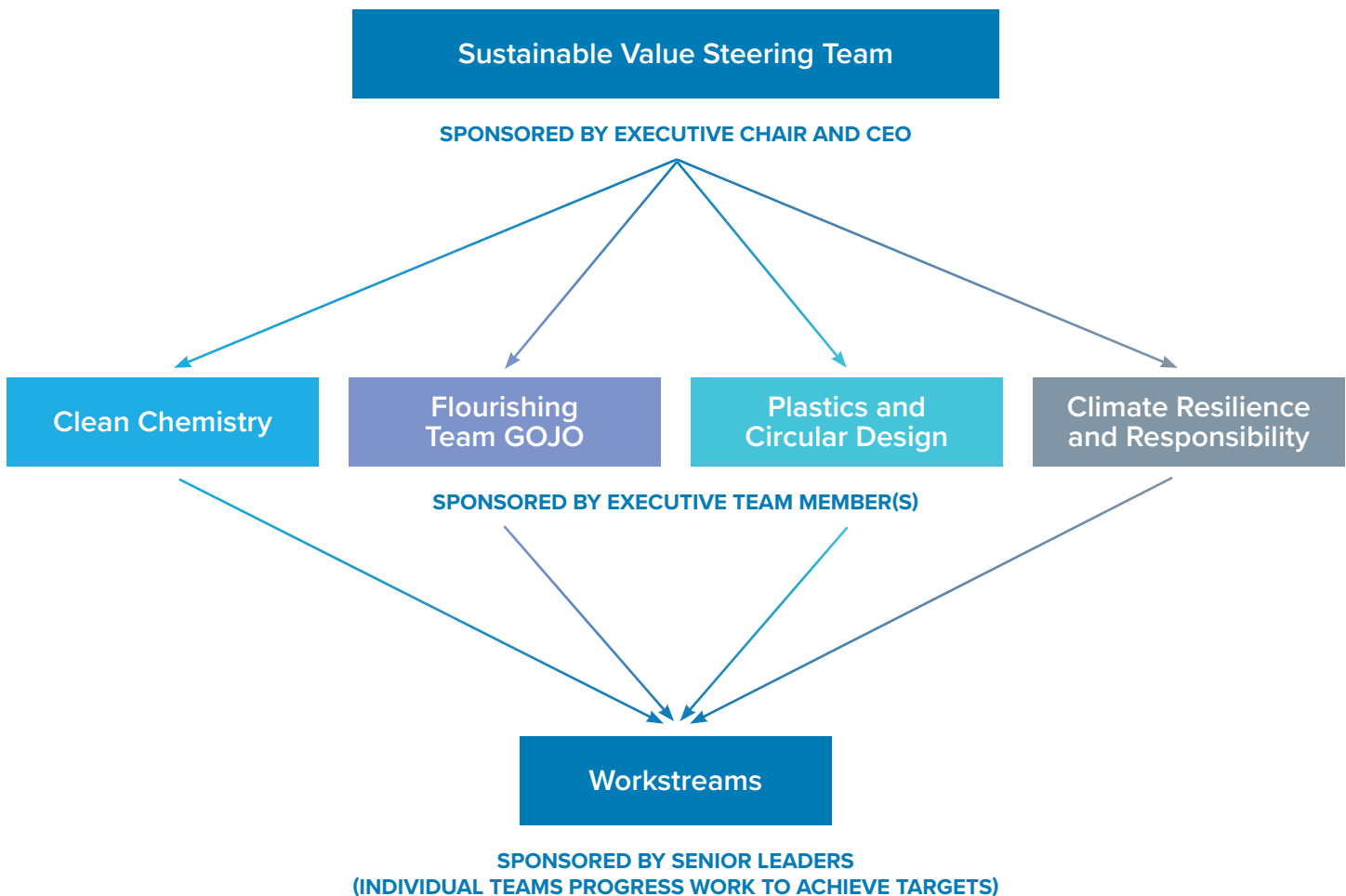
Our GOJO Purpose and Values demand and inspire us to think holistically and deliver what we call GOJO Sustainable Value. GOJO Sustainable Value strives to create social, environmental, and economic value for all of our stakeholders and holds us accountable for the impact of our actions and inactions.

Our Sustainable Value Strategy is governed by a Sustainable Value Steering Team. The team meets quarterly and is sponsored by the GOJO Executive Chair and by the President and CEO.

The strategy is divided into four pillars, which are sponsored by members of the GOJO Executive Team, including the:

- Supply Chain Vice President
- Chief Human Resources Officer
- Chief Innovation Officer
- Chief Product Officer

Workstreams, sponsored by GOJO leaders, activate progress against the targets at a project level through enterprise processes, such as our new product development stage gate process.



GOJO MATERIALITY ASSESSMENT

GOJO completed a materiality assessment in 2020 with the support of a third-party consultant. The assessment consisted of hour-long stakeholder interviews with select end-user customers, distributor partners, GOJO team members, and supplier partners, as well as a survey with dozens of GOJO leaders.

The results were compiled into a materiality matrix, with topics ranging from medium to very high importance.

We leveraged the materiality matrix when setting our Sustainable Value strategic pillars and targets, with a focus on topics that are of very high importance to both GOJO stakeholders and the GOJO Enterprise.

RELEVANCE TO STAKEHOLDERS	VERY HIGH	<ul style="list-style-type: none"> Hazardous Waste (including Dispenser Batteries) Human Rights in Supply Chain 	<ul style="list-style-type: none"> Biodiversity & Deforestation (including Palm Oil) Workplace Health & Safety 	<ul style="list-style-type: none"> Chemicals of Concern Climate: Health & Ecological Impact Diversity, Equity & Inclusion Infectious Disease Prevention Plastics Waste Product Effectiveness Resilient Sourcing & Production Sustainable Innovation & Circular Design
	HIGH	<ul style="list-style-type: none"> Animal Testing Data Privacy & Cybersecurity Product Affordability & Pricing 	<ul style="list-style-type: none"> Business Ethics Health Disparities & Equity Local Jobs & Contributions Water Usage, Quality, & Access 	<ul style="list-style-type: none"> Employee Development & Well-being Ingredient Transparency
	MEDIUM	<ul style="list-style-type: none"> Advocacy & Responsible Lobbying Regenerative Agriculture 	<ul style="list-style-type: none"> Climate: Financial Risk & Opportunity Healthy Germ Biome Worker Wages & Benefits 	<ul style="list-style-type: none"> Operational Waste Regulatory Compliance Responsible Product Use & Communications
		MEDIUM	HIGH	VERY HIGH
		RELEVANCE TO GOJO		



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) REFERENCE TABLE

TOPIC	SASB CODE	METRIC	PROGRESS	ADDITIONAL COMMENTS
Water Management	CG-HP-140a.1	<ol style="list-style-type: none"> Total water withdrawn, 1000 m³ Total water consumed, 1000 m³ Percentage of each in regions with High or Extremely High Baseline Water Stress 	<ol style="list-style-type: none"> 238,065 Thousand cubic meters (1000 m³) Further data needed 0% 	<ol style="list-style-type: none"> Reporting includes U.S.-based owned and operated facilities. Future reporting will cover global scope. Much of the water withdrawn is added in the product formulation. Water used for industrial cleaning and sanitation and building restrooms is returned.
	CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis: <ul style="list-style-type: none"> GOJO manufactures in areas of low water stress PURELL® hand sanitizer kills germs on hands without requiring water during use and with less water in formulation than hand soap 	
Product Environmental, Health, and Safety Performance	CG-HP-250a.1	Revenue from products that contain REACH substances of very high concern (SVHC)	0% reduction; new baseline established	<ul style="list-style-type: none"> GOJO reports the percent reduction of chemicals of concern in formula product per 1000 product uses GOJO established a new baseline in 2022 after adding new chemicals of concern to reduce/eliminate from its portfolio. Progress will begin to be reported next year.
	CG-HP-250a.2	Revenue from products that contain substances on the California DTSC Candidate Chemicals List		
	CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	Discussion and Analysis: <ul style="list-style-type: none"> Will be disclosed in future reporting 	
	CG-HP-250a.4	Revenue from products designed with green chemistry principles	68% of global sales came from products with a 3rd-party ecolabel	
Packaging Life Cycle	CG-HP-410a.1	<ol style="list-style-type: none"> Total weight of primary packaging Percentage from recycled materials Percentage that is recyclable, reusable, or compostable 	Conducting baseline, will disclose in future reporting	
	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle	Discussion and Analysis: <ul style="list-style-type: none"> Plastics and Circular Design Targets GOJO has developed packaging innovation that will reduce virgin plastic intensity and improve recyclability and/or reusability 	Areas of focus for virgin plastic reduction are recycled content, alternative materials, and reuse/refill.
Environmental & Social Impacts of Palm Oil Supply Chain	CG-HP-430a.1	Amount of palm oil sourced; percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) identity preserved, (b) segregated, (c) mass balanced, or (d) Book & Claim	<ol style="list-style-type: none"> 3,796 metric tons <ol style="list-style-type: none"> 0% 0% 4.9% 0% 	GOJO has plans to transition key palm-derived ingredients to RSPO certified by 2025.



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) REFERENCE TABLE

TOPIC	SASB CODE	METRIC	PROGRESS	ADDITIONAL COMMENTS
GHG Emissions	RT-CP-110a.1	<ol style="list-style-type: none"> Gross global Scope 1, 2, and 3 emissions Percentage covered under emissions-limiting regulations 	<ol style="list-style-type: none"> 186,422 MT CO₂e: <ul style="list-style-type: none"> Scope 1: 7,553 MT CO₂e Scope 2: 21,348 MT CO₂e Scope 3: 157,521 MT CO₂e 0% 	Emissions reported include GOJO U.S.-owned facilities and significant operations in France, Canada, covering estimated >95% of total operations.
	RT-CP-110a.2	Discussion of long-term and short-term strategy or plan to manage emissions, emissions reductions targets, and an analysis of performance against those targets	Discussion and Analysis: <ul style="list-style-type: none"> Climate Resilience and Responsibility Targets In 2022 GOJO committed to set 1.5°C short-term and long-term emissions reduction targets in line with the SBTi Net Zero standard 	
Air Quality	RT-CP-120a.1	Emissions of the following pollutants: <ol style="list-style-type: none"> NO_x (excluding N₂O) SO_x Volatile organic compounds (VOCs) Particulate matter (PM) 	<ol style="list-style-type: none"> 3.7 MT of NO_x 0.03 MT of SO_x 3.3 MT of VOCs 1.1 MT of PM 	Reporting covers the Wooster, Ohio (2021 data) and Cuyahoga Falls, Ohio (2018 data) manufacturing facilities, which represents most of the total manufacturing scope.
Energy Management	RT-CP-130a.1	<ol style="list-style-type: none"> Total energy consumed (GJ) Percentage grid electricity Percentage renewable Total self-generated energy (GJ) 	<ol style="list-style-type: none"> 152,092 GJ 98% 7% 2,592 GJ 	<ul style="list-style-type: none"> Reporting includes U.S.-based owned and operated facilities. Future reporting will cover global scope. The Ohio grid is approximately 5% renewable.* On-site solar generation is approximately 2% of total energy demand.
Waste Management	RT-CP-150a.1	<ol style="list-style-type: none"> Amount of hazardous waste generated; percentage recycled 	<ol style="list-style-type: none"> 19.36 MT Hazardous waste; 0.36% of total waste; 0% Recycled 5,361 MT of Total solid waste <ul style="list-style-type: none"> 20.3% Landfilled 64.2% Recycled 5.2% Waste-to-energy 10.2% Ethanol recovered for fuel blending 	GOJO has set 2025 and 2030 targets for waste reduction.
Product Safety	RT-CP-250a.1	<ol style="list-style-type: none"> Number of recalls issued Total units recalled 	<ol style="list-style-type: none"> 1 131 cases 	The product failed stability testing during routine post-manufacturing testing and was classified as a Type III recall, which was conducted at the wholesale distributor.
Supply Chain Management	RT-CP-430a.1	<ol style="list-style-type: none"> Total wood fiber procured; percentage from certified sources 	<ol style="list-style-type: none"> 4,994 MT; 95% from Sustainable Forestry Initiative Certified Sourcing 	GOJO has 2025 targets for sustainable forestry sourcing and moved 99% of mass to SFI Chain of Custody Certified Sourcing in 2023.

* How does Ohio use electricity? Public Utilities Commission of Ohio. <https://puco.ohio.gov/utilities/electricity/resources/how-does-ohio-use-electricity>

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WOMEN'S BUSINESS
ENTERPRISE

