



1. INTENT

- The GOJO Purpose of Saving Lives and Making Life Better Through Well-being Solutions drives every decision our Family Enterprise makes, from the products we create to the ways we work.
- GOJO creates products that solve customer problems through a combination of our formulas, packaging, and dispensing systems.
- We dedicate ourselves to leading our industry in sustainable products, ingredients, and materials while continuously expanding our knowledge and commitment to finding better ones.
- We use our commitment to sustainable value as a powerful driver of product, ingredient, and material innovation.
- We do our best within the changing current reality, and we innovate to lead the way.
- **Through this policy GOJO intends to:**
 - o Provide the Product of Choice to our customers
 - o Deliver Peace of Mind to our customers
 - o Be the Partner of Choice of our suppliers

2. SCOPE

- **This policy applies to:**
 - o GOJO Industries, Inc. and all our wholly owned subsidiaries
 - o The ingredients and materials used in our formulas, packaging, and dispensing systems

3. PRINCIPLES

- GOJO empowers customers to make sustainable choices through better understanding of our products.
- GOJO requires whole-systems thinking in all our work to efficiently and effectively deliver value by minimizing the materials, energy, and waste associated with our products from cradle through end-of-life.

4. SOURCING

- GOJO requires our suppliers to collaborate in improving the sustainable value of our formulas, packaging, and dispensing systems.
- GOJO chooses suppliers who provide best value, which includes prioritizing sustainability and actively supporting GOJO objectives and goals.
- **GOJO requires our suppliers to sign a GOJO Supplier Code of Conduct covering:**
 - o Compliance with Laws
 - o Human Rights
 - o Conflict Minerals and Substances of Very High Concern Environmental Compliance
 - o Ethical Business Practices

5. HEALTHY PRODUCTS AND DESIGN

- GOJO designs our formulas, packaging, and dispensing systems using life cycle thinking to support a circular economy, with special attention to end-of-life. We recognize we are just starting this journey and have much to learn.
- GOJO selects and uses the most sustainable ingredients and materials available while meeting the product performance requirements of our customers.
- GOJO identifies and reduces the use of chemicals of concern and works to replace them with safer alternatives.
- GOJO evaluates products using a combination of hazard assessment of their ingredients and materials as well as a risk assessment of the finished product.



INNOVATE
TO CREATE
SUSTAINABLE VALUE



ELEVATE PUBLIC
HEALTH
AND WELL-BEING



STEWARD
A THRIVING
ENVIRONMENT



FOSTER A CULTURE
OF SUSTAINABLE
VALUE

6. PUBLIC COMMITMENT

- GOJO will make this policy publicly available.
- GOJO will continue to set and advance ambitious goals for safer material and ingredient use and publicly report on our progress.
- GOJO will continue to improve the sustainability of our products as part of our purpose-driven commitment to social, environmental, and economic sustainable value creation.

7. SERVING AND EMPOWERING OUR CUSTOMERS

- GOJO appreciates the trust our customers place in us to serve their best interests and will always work toward maintaining and growing that trust.
- GOJO will proactively share useful information about our products to empower our customers to make sustainable choices and foster our accountability.

8. EMPOWERING OUR EMPLOYEES

- GOJO employees are both key stakeholders and change agents for advancing safer materials and ingredients.
- GOJO will educate and empower our employees to implement this policy and infuse its tenets into their daily work.
- GOJO will encourage our employees to think innovatively about our material and ingredient choices.

9. ROLES, RESPONSIBILITIES, AND PROCEDURE

- GOJO Regulatory and Product Safety will perform a regular evaluation of our ingredients and materials.
- GOJO Sourcing will train and hold suppliers accountable for supporting this policy.
- GOJO Research & Development, Product Management, and Supply Chain will incorporate sustainability into the design and development processes of our formulas, packaging, and dispensing systems.

10. DEFINITIONS

- **Chemical** – an element or combination of elements that form the basic building blocks of all matter.
- **Chemical of Concern** – a chemical for which there is scientific evidence of probable serious effects to human health or the environment.
- **Dispensing System** – any durable good that delivers the Formula. **Examples:** brackets, stands, dispensers, or sprayers.
- **Formula** – the core element of the GOJO offering, with or without a substrate, which comes in most direct contact with the end user and which delivers the originally sought end benefit(s). **Examples:** a soap, a sanitizer, a hand or surface wipe.
- **Ingredient** – the raw materials, usually chemicals, that GOJO, or its agents, purchase, receive, and combine to make a finished Product.
- **Material** – the raw materials that GOJO, or its agents, purchase, receive, and combine to make Packaging or a Dispensing System.
- **Packaging** – the role of Packaging is threefold: to sell the product, to protect the product, and to facilitate the use of the product.
 - *Primary Packaging* – the layer of packaging in direct contact with the Product. **Examples:** bottles (and their closures) and pouches.
 - *Secondary Packaging* – contains and protects the product and primary package. **Examples:** labels, corrugate shippers, and folding cartons.
 - *Tertiary Packaging* – used to protect the manufactured goods. **Examples:** pallets and shrink wrap.
- **Product** – the sum of the Formula, Packaging, and if present, Dispensing System.
- **Safer Alternative** – a chemical that, due to its inherent chemical and physical properties, exhibits a lower propensity to persist in the environment, accumulate in organisms, and induce adverse effects in humans or animals than the chemical in current use.