

# GOJO SUSTAINABLE CHEMISTRY POLICY

## STRATEGIC INTENT

GOJO is committed to developing formulations in a responsible, innovative and proactive manner that minimizes potential health and environmental impacts. GOJO Sustainable Chemistry is about strategic asset balancing, and fully considers the following objectives:

- Help achieve GOJO and customer sustainability goals
- Promote viable ingredient and process alternatives
- Meet or exceed customer expectations
- Meet or exceed legal and regulatory requirements

# GOJO SUSTAINABLE PACKAGING AND SYSTEMS POLICY

## STRATEGIC INTENT

GOJO is committed to design packaging and delivery systems in a responsible, innovative and proactive manner that minimizes potential health and environmental impacts, and fully considers the following objectives:

- Help achieve GOJO and customer sustainability goals
- Promote viable material and process alternatives
- Meet or exceed customer expectations
- Meet or exceed legal and regulatory requirements

*by creating sustainable value through product formulation, packaging and systems design, GOJO will advance corporate sustainability goals and drive competitive advantage with high performing, safe and sustainable solutions*

## GUIDING PRINCIPLES

Decisions and actions will be guided by the following set of principles:

### GOJO Sustainable Value Principles:

- We evaluate opportunities to enhance Sustainable Value on a case by case basis, with a global lens
- We optimize social, environmental and economic sustainability
- We uncover and seize the opportunities hidden within a complex and evolving landscape
- We strive to move beyond short-term risk and cost mitigation to long-term opportunity creation
- We evaluate short and long-term reputational implications of our decisions
- We innovate products with market-facing sustainable value, advocating for both evolutionary and revolutionary solutions
- We employ whole systems thinking in all of our work, acknowledging the full life cycle of our products and processes

## FUNDAMENTAL APPROACHES

We will take the following approaches to advance our goals, targeting improvements relative to existing solutions.

Lead	Use sound scientific based evidence to lead with whole product safety.
Protect Health & Safety	Avoid ingredients and processes known to be harmful to humans and the environment and utilize safer alternatives where possible.
Measure	Balance life cycle approach and metrics with whole product safety to guide decisions and identify continuous improvement opportunities.
Preserve	Strive to preserve finite resources with more sustainably sourced ingredients.
Collaborate	Collaborate with stakeholders to co-develop product User Requirement Specifications and drive continuous improvement in our ingredients.
Elevate the Portfolio	Manage product lifecycles to discontinue the old and introduce the new.

### GOJO Sustainable Value Formulation Innovations will:

- Encourage and promote healthy, sustainable behaviors
- Adhere to GOJO Procurement standards by using ingredients purchased from socially responsible suppliers
- Use ingredients that are cost effective, that never compromise quality and performance standards to improve sustainability
- Disclose ingredient information in a way that allows health and environmental impacts to be assessed

Lead	Demonstrate leadership in areas of the design, innovation, use, end-of-life, and closing of materials loops.
Protect Health & Safety	Avoid materials and processes known to be harmful to humans and the environment.
Measure	Use life cycle thinking and LCA based metrics to guide decisions and identify continuous improvement opportunities.
Reduce	Through design, innovation, and optimization, use the minimum required amount and number of materials to meet or exceed performance and customer requirements.
Reuse	Maximize the use of post consumer/industrial materials and design packaging and systems for ease of disassembly, re-use, and recyclability.
Remove	Eliminate non-value added components and manufacturing processes and steps.

### GOJO Sustainable Value Packaging and Systems Innovations will:

- Encourage and promote healthy, sustainable behaviors
- Adhere to GOJO Procurement standards by using materials purchased from socially responsible suppliers
- Use materials that are cost effective, that never compromise quality and performance standards to improve sustainability
- Minimize or eliminate waste by designing with the product's end of life in mind