



SUSTAINABILITY POLICY

GOJO Industries, Inc.
One GOJO Plaza, Suite 500
www.GOJO.com/Sustainability
Tel: 1-800-321-9647

Purpose Driven Commitment

The GOJO Purpose is to save lives and make life better through well-being solutions. We believe that our enduring commitment to sustainability is imperative to achieving our Purpose.

At GOJO, our commitment to sustainability includes how we interact with our environment, as we strive to advance sustainability in all that we do, balancing the social, environmental and economic impacts of our actions.

Social Well-Being

As the global leader in hand hygiene, it is our privilege to positively impact world health and enhance the quality of people's lives by helping reduce risks to health and well-being. While we already touch billions, our goal is to bring well-being to one billion people every day through hand hygiene and skin care.

In addition to the impact we have on social well-being through the nature of our business, we express our commitment to social well-being by investing in and creating a workplace and supportive culture for our employees and partnering with organizations that advance sustainability, public health and education in the communities where we operate.

Sustainable Ways of Working (SWOWSM)

Sustainable Ways of Working, or SWOW, is the term we use at GOJO to describe our approach to changing the way that we think and work, embedding sustainability into everything we do. We believe our business, and everyone touched by it, will benefit from SWOW through our profitable new growth, disruptive innovation and resource efficiency.

We believe Sustainable Ways of Working will create value for GOJO and our stakeholders – employees, customers, suppliers, partners, communities, society, and our ecosystem – now and for generations to come.

GOJO is committed to the following SWOW principles:

Leading and Learning – We dedicate ourselves to leading our industry in sustainable practices and solutions while continuously expanding our knowledge and commitment to finding better ones. We are dedicated to leading the skincare category in promoting the health and safety of people while protecting the environment. We do our best within the changing current reality, and we innovate to lead the way.

Proactive Continuous Improvement – Sustainable Ways of Working means establishing ways of thinking and working that drive progress today, while taking into account the needs of future generations. We consider life cycle principles to inform decisions and strive to predict and proactively manage the impacts of our actions. We constantly track, improve, measure and communicate our results.

Economic Responsibility – We use sound judgment, integrity and creativity to make prudent economic decisions that generate a return on investment for our company and stakeholders.

Environmental Management and Compliance – GOJO facilities and operations comply with all applicable government requirements. We establish and maintain appropriate environmental management procedures and pollution prevention practices for the nature of our operations, while identifying and managing environmental risk responsibly. Sensible and responsible environmental management is an objective for every GOJO employee. Our employees are expected to be familiar with and practice Sustainable Ways of Working.

Stakeholder Collaboration – At GOJO, we listen to our stakeholders and purposefully engage in meaningful dialogue to advance sustainability objectives. We seek relationships with a full spectrum of stakeholders to create attachment, accomplish breakthrough results and lower risk. Through stakeholder collaboration we find common ground and create win-win situations.

Visit GOJO.com/Sustainability to learn more about the GOJO Sustainability Commitment.