



Our Journey to Protect Environments Near and Far

2022 Environmental
& Social Impact Report

Table of Contents

Welcome Letter	2
Our Reporting Process	3
Global Locations	4
Focal Pillars and Goals	5
 Protecting People	6
Develop products that improve health and well-being	8
Improve lives through employee programming	11
Formalize standards and processes within our supply chain	12
 Sustaining Environments	14
Innovate with sustainable material and processes	16
Achieve carbon neutrality for purchased electricity and direct emissions	18
Promote sustainable forestry and raise awareness of its benefits	21
 Engaging and Educating Communities	23
Raise awareness of environmental and social performance	25
Measurably improve DEI	26
Strengthen volunteering, giving, donating and educating	27
Our Journey Continues	28





Two companies. One vision for a sustainable future.

Letter from Leadership

Nice-Pak and PDI are both purpose driven companies uniting around shared sustainability values and goals. Building on over a decade of sustainability progress, we're proud to present our 2022 benchmark for Environmental and Social Impact.

Our priority continues to be meeting the needs of our associates, customers, healthcare workers, families, retail partners, and patients. We are driving quality and process improvement in everything we do across all our businesses. Collectively, we have faced unprecedented challenges with the COVID-19 pandemic impacting everyone we touch. National and global crises seem to emerge daily, which has elevated the importance of collaboration, respecting our environment, and diversity, within our organizations and beyond.

This report unveils our next generation goals across our key impact areas that will help us work towards our vision to create a clean and healthy world through our products, expertise, and education.

Some of the highlights you'll read here:

- Launching an innovative wipe that disperses even faster than toilet paper
- Engaging our suppliers to advance supply chain sustainability
- Achieving 100% renewable electricity for our European operations
- Supporting the launch of the Women's Empowerment Network
- Launching our forest stewardship program—setting policy, advancing certification of our products and partnering with global experts in forestry
- Becoming Good360 Resilient Response signatories in the US—donating tens of millions of wipes to help people recover from natural and human-caused disasters, including Ukrainian refugees

Advancing our social and environmental impact is a journey within our four walls and beyond. By working together across our suppliers and with our wide-reaching customer base, we are seeing the greater impact. We also see it when our teams work together to support communities in times of need, or collaborate and share sustainability innovations.

Our companies both hold a never-ending commitment to improving and protecting lives by improving and protecting environments near and far. Thank you for joining us to celebrate progress and recognize our future ambitions.

Sincerely,

Robert P. Julius
Executive Chairman,
Nice-Pak Products, Inc.



Zachary T. Julius
Chief Executive Officer,
PDI



How we're progressing toward our goals

Our 2022 Environmental and Social Impact Report is built on a solid foundation

Identifying importance

Using a blend of best practices to educate, inform, and demonstrate transparency, we prioritize our disclosure on topics that are material to our stakeholders and company, identified through direct conversations with our customers, associates, and communities.

Determining impact

In each of our focus areas, we map impact to the United Nations Sustainable Development Goals (SDGs). This reflects our global stance and the role our products and services play in issues that impact people both near and far.

Measuring performance

Many of our legacy goals, including our six Global Pledges announced in 2019, have evolved to include S.M.A.R.T. commitments and metrics, which are specific, measurable, actionable, relevant, and time-bound.

Creating accountability

Through a dedicated governance structure, including a cross-functional steering committee, we ensure that our business strategy aligns with our impact aspirations. Several working groups drive progress on our goals throughout the year, guided by executive sponsors from our leadership teams.

How we execute

The goals, KPIs, and stories shared through this report reflect how we execute using our **L.E.A.D.I.N.G.** philosophy:

L

Learning
from each other

E

Educating
ourselves and our stakeholders

A

Advancing
innovation by contributing our unique individual expertise

D

Delivering
on ambitious goals

I

Influencing
the entire supply chain and category

N

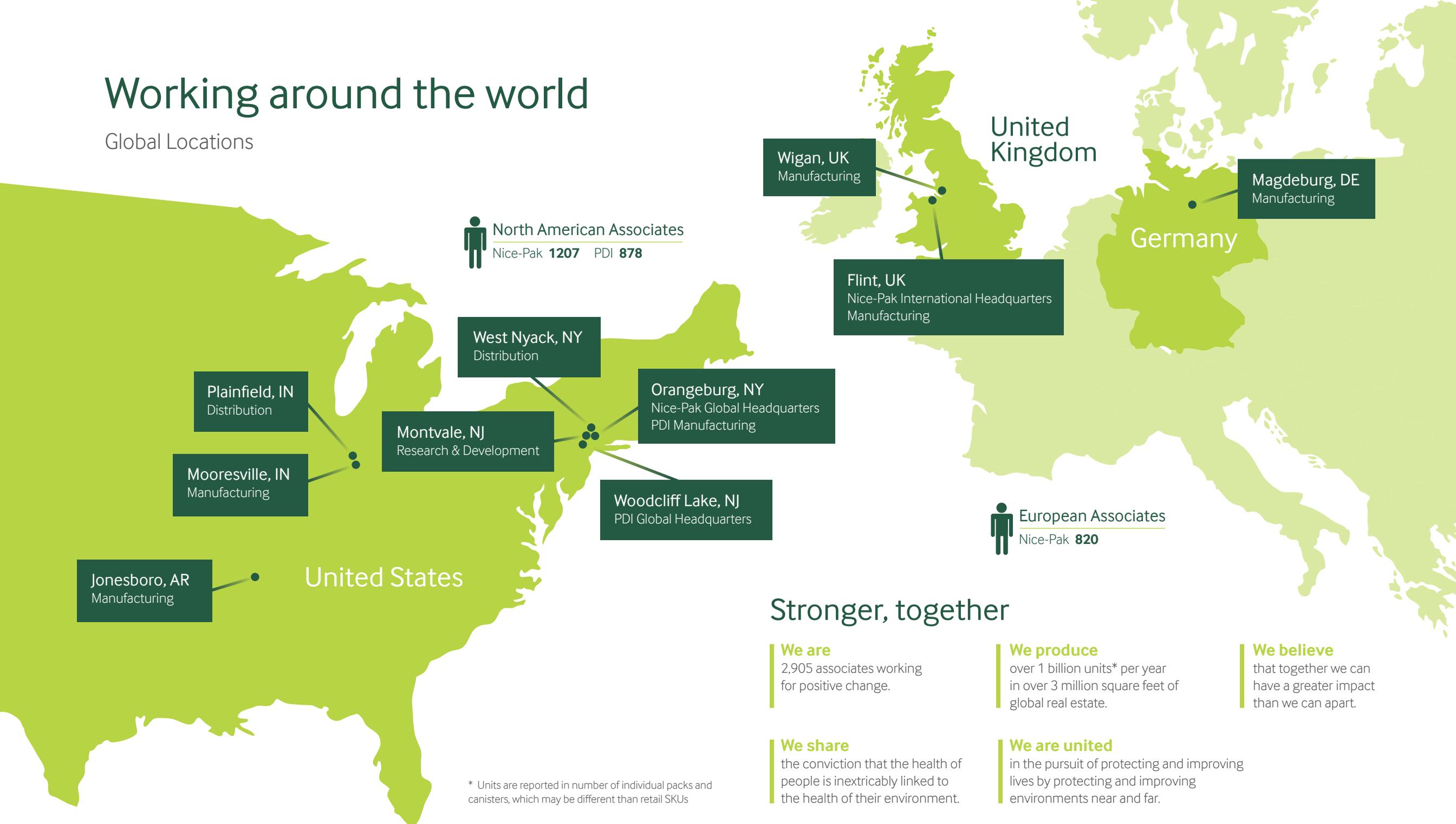
Navigating
with a holistic approach to solutions and a sense of urgency

G

Generating
pride and ownership with the ability to personally contribute to fulfilling the shared goals

Working around the world

Global Locations



North American Associates
Nice-Pak **1207** PDI **878**

European Associates
Nice-Pak **820**

Stronger, together

We are

2,905 associates working for positive change.

We produce

over 1 billion units* per year in over 3 million square feet of global real estate.

We believe

that together we can have a greater impact than we can apart.

We share

the conviction that the health of people is inextricably linked to the health of their environment.

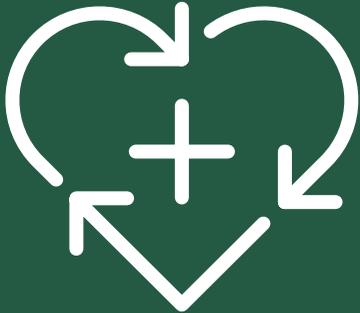
We are united

in the pursuit of protecting and improving lives by protecting and improving environments near and far.

* Units are reported in number of individual packs and canisters, which may be different than retail SKUs

Uniting for Impact: Focal Pillars and Goals

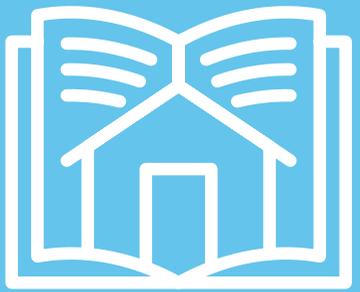
In 2019, we identified the focal pillars most important to our stakeholders through a strategic assessment of material issues. In 2021, after engagement, analysis, and alignment across the businesses, we adopted three global goals under each focal pillar. These pillars and goals form the structure of this report, which covers our worldwide performance from 2020 through 2021.



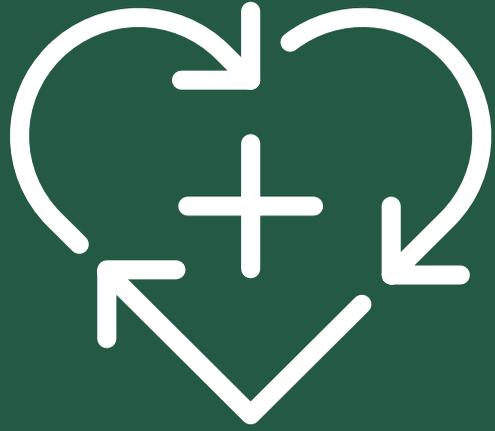
Protecting People



Sustaining Environments



Engaging and Educating Communities

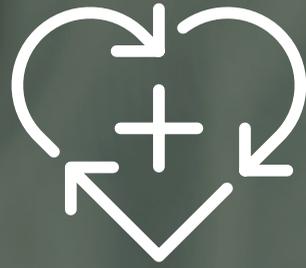


Protecting People

Helping who we serve with what matters most

We protect and improve people's lives by protecting and improving their environments—near and far, big and small—through our products, programs, and processes.





Protecting People

Our Goals

Goal 1

Develop products that improve health and well-being through superior skin hygiene and surface disinfection.

Goal 2

Improve lives through comprehensive health, safety and wellness programming.

Goal 3

Formalize standards and processes that address the safety, environment, diversity and health of our supply chain.

Why it Matters to Us

Our products make good health and well-being more accessible while improving health outcomes in a variety of settings.

People depend on our products to perform effectively, every time. This has never been more important than now—over two years into fighting a global pandemic. The diversity of our product range, product safety, quality, and effectiveness are paramount.

As a company built around health and wellness, employee health and safety is priority for our organization. It's a critical issue we influence directly through workplace programs and practices. In addition, we meet the business ethics expectations of our stakeholders by implementing policies that provide accountability and grievance mechanisms. These practices are linked to our productivity and our core values.

Our supplier relationships are extremely important. Through education and engagement, we aim to better understand supplier sustainability practices. We clarify our environmental, social, and ethical standards through policies and surveys, helping us build a more resilient, transparent, and sustainable supplier base.

Aligned with UN Sustainable Development Goal

<https://sdgs.un.org/goals>

3 GOOD HEALTH AND WELL-BEING



3 GOOD HEALTH AND WELL-BEING

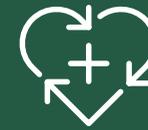


5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH





Goal 1
Develop products that improve health and well-being

Products with purpose

How our portfolio protects environments near and far

No other company is better poised to protect and improve people's lives by protecting and improving what surrounds us—from the skin we're in, to the places we gather. See how our products make an impact.

Skin

Baby

We pioneered a new formula for our moisturizing sensitive skin baby wipes, shown to be efficacious through a clinical study on eczema-prone babies. This dermatologist-tested formula has been approved by the National Eczema Association.



Facial

We innovated our 3-in-1 facial wipes using prebiotics, which support good bacteria to keep skin looking healthy, balanced, and hydrated.

Hands

Sani-Hands® anti-bacterial hand cleansing wipes, which were available in time for the U.S. 2021 back-to-school season, kill and remove 99.9% of the most common bacteria in one quick step while also wiping away dirt and grime to help prevent the spread of COVID-19 when handwashing is not an option. **Sani-Hands** wipes were the leading hand wipe brand in the UK during the pandemic.

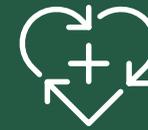


Home

Expanding beyond skin health, we continue to educate and engage customers and consumers on disinfection and sanitization.

Nice-Pak addressed the need for effective protection against SARS-CoV-2, the virus that causes COVID-19, through an EPA-registered formulation that kills 99.9% of viruses and bacteria.





Goal 1
Develop products that improve health and well-being

Products with purpose

How our portfolio protects environments near and far

Hospitals and healthcare facilities

Hand hygiene, disinfection, and cleaning solutions, such as PDI **Sani-Hands**®, **Sani-24**®, **Sani-HyPerCide**®, **Super Sani-Cloth**® softpack, and **Easy Screen**® products offer protection to patients, caregivers, surfaces, and the broader healthcare environment. In addition, PDI's disinfectant wipes and sprays have proven effective against SARS-CoV-2.

The **Tru-D**® robot provides an enhanced, effective and environmentally sensitive way to address microorganisms on hard, non-porous surfaces with UVC disinfection.



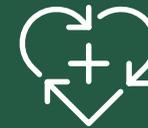
Different infection risks require different solutions. Our Interventional Care solutions help you protect even the most vulnerable patients. From our skin antiseptics and device disinfection **Prevanics**® products to our nasal decolonization **Profend**® product, we have you covered.



Foodservice facilities

Sani Professional® no-rinse sanitizing multi-surface wipes and spray provide efficient, easy-to-use solutions that encourage good hygiene practices for hands and surfaces, have a high impact on germs and have proven effective against SARS-CoV-2.





Goal 1
Develop products that improve health and well-being

Products with purpose

How our solutions deliver—from home to healthcare and beyond

When it comes to protecting people from dangerous microorganisms, the environment matters. Consumers, healthcare workers, patients, and foodservice professionals all have distinct needs. That is why we have leveraged our expertise to develop a broad and effective range of cleaning, disinfecting, sanitizing, and skin health solutions specialized for each unique market we serve. Rigorous quality management systems backed by third-party audited standards ensure our products work consistently and safely.



Over a dozen Nice-Pak and PDI products are proven effective against SARS-CoV-2, the virus that causes COVID-19

We strive for a **culture of quality** backed by audited certifications and continuous improvement initiatives

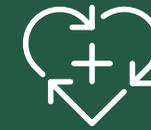


We're committed to quality and it shows onsite.

Site	Quality Mgmt. Systems	Government Registrations	Other Third-Party Certifications
Flint, UK 254,000 sq ft Wigan, UK 398,000 sq ft Magdeburg, DE 97,000 sq ft	ISO 9001 ISO 22716 ISO 14001 (planned, 2022) ISO 50001		International Association for Soaps, Detergents and Maintenance Products (A.I.S.E.) British Retail Consortium Global Standard (BRCGS) Forest Stewardship Council® (FSC®): C010051 LabCred Programme for the Endorsement of Forest Certification (PEFC): 16-33-1862 Roundtable on Responsible Palm Oil (RSPO): 4-1236-20-000-00
Jonesboro, AK 670,000 sq ft	ISO 9001	EPA Registered	Forest Stewardship Council® (FSC®): C150802 Programme for the Endorsement of Forest Certification (PEFC): COC-055141 Sustainable Forestry Initiative (SFI): 02015 Roundtable on Responsible Palm Oil (RSPO): 4-1236-20-000-00 UL-GMP for Cosmetics
Mooresville, IN 147,000 sq ft	ISO 9001 ISO 22716	EPA Registered FDA Registered	Forest Stewardship Council® (FSC®): C150802 Programme for the Endorsement of Forest Certification (PEFC): COC-055141 Sustainable Forestry Initiative (SFI): 02015 Roundtable on Responsible Palm Oil (RSPO): 4-1236-20-000-00 UL-GMP for OTC, Cosmetics, and Non-Regulated Products
Orangeburg, NY 257,000 sq ft	ISO 13485	EPA Registered FDA Registered	UL-GMP for Pharmaceuticals, Cosmetics and Medical Devices

PDI solutions help prevent hospital and community-acquired infections, which impact **hundreds of millions of people globally**





Goal 2
Improve lives through
employee programming

Safety in the spotlight

How our associates' well-being takes priority

As a family-owned enterprise there is nothing more important than the safety of our workforce. Core to our health and safety progress is the goal of zero harm of all our colleagues while working or while being at work.

The first step toward that goal is to achieve industry-leading, total recordable incident rates (TRIR) of less than "1.0." Although most of our sites already meet this important benchmark, this is not enough. Through our Safety and Well-being Committee meetings, we continue to develop innovative safety programs and track progress towards our zero harm goal.



Reached **thousands of associates** through on-site health and education resources

Nice-Pak supports proactive healthcare by providing associates with health screenings and support through on-site clinics. Additionally, our yearly Nice-Pak/PDI Walking Challenge unites associates in a spirited and healthy competition.

In Europe, the health and well-being of colleagues is promoted through a range of initiatives including physical health, mental health, food and nutrition, smoking cessation, and alcohol awareness. In 2021, we launched a menopause policy and supporting educational program. Our employee assistance program encourages a healthy lifestyle and gives associates access to healthcare including mental health support. Our wellness initiatives have gained recognition from Healthy Working Wales through the Bronze Corporate Health and Best Mental Health Initiative awards. Additionally, we were named a Top Employer in the UK for the ninth consecutive year, with over 60% of employees tenured at Nice-Pak for more than ten years.



5 out of 6 manufacturing sites achieved better than industry average safety performance (TRIR, average for 2020-2021)



Associates at our International facility celebrating the Top Employer award



An on-site clinic at our Mooresville facility



Associates at our Jonesboro facility participate in the yearly Walking Challenge



Strengthening our supply chain

How we're engaging to assess its social and environmental impact

From global raw material sourcing to our in-house manufacturing, we identify and mitigate our environmental and social impacts near and far. Our key actions span our multi-tiered supply chain, including:

- Policies governing the sustainability of our raw material sourcing
- Partnering with outside experts, including Environmental Defense Fund, to engage our suppliers on social and environmental practices
- Auditing key suppliers using SEDEX SMETA
- Third-party certifications for forest-derived raw materials such as wet wipe applicator fibers and palm oil



Raw Material Sourcing

Natural and synthetic ingredients used in applicators, lotion formulas, and packaging materials.



Fiber Manufacturing

Natural and synthetic fibers used to create wet wipe applicators and packaging inputs.



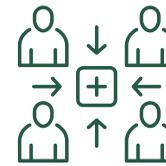
Rolled Goods Manufacturing

Conversion of fibers into wet wipe applicator rolled goods and packaging materials.



Nice-Pak and PDI Manufacturing

Conversion of packaging materials, rolled goods, and liquid ingredients into high-quality, specialized products.



Engaged 86% of our suppliers to gain deeper insights through sustainability surveys (by percentage of global spend)



55% of our supplier spend has been audited by SEDEX SMETA



Mapped our **fiber supply chain**



Goal 3

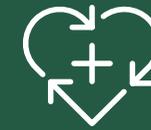
Formalize standards and processes within our supply chain

Potential Social Impacts

- Safety and well-being, and respect for the human rights of farmers, workers and communities
- Safety and well-being of workers in our facilities
- Fair wages, fair labor practices, and economic opportunities for all
- Diversity, equity and inclusiveness at all stages of the supply chain

Potential Environmental Impacts

- Deforestation and land use change
- Biodiversity
- Land, air and water pollution
- Water consumption
- Wastewater discharge
- Energy consumption and GHG emissions
- Solid waste
- Hazardous waste



Goal 3
Formalize standards and processes within our supply chain

Strengthening our supply chain

How our policies and partnerships make progress possible



Partnership with Environmental Defense Fund advances supply chain mapping and supplier engagement

In 2021, we partnered with Environmental Defense Fund (EDF), a leading nonprofit that works with progressive businesses to drive sustainability innovation. By sponsoring an EDF Climate Corps fellow we mapped our fiber supply chain and engaged our suppliers to measure specific social and environmental management practices. Results of this work are helping us baseline our supplier sustainability in line with our Supplier Code of Conduct, while advancing our understanding of supplier diversity and Scope 3 emissions engagement.



Expanding our use of social audits to protect human rights

For over 10 years we have been members of the Supplier Ethical Data Exchange (SEDEX). We participate in the Sedex Members Ethical Trade Audit (SMETA) covering labor, health and safety, business ethics, and environmental practices. In 2020, three SMETA audits and multiple customer-specific ethical audits occurred across our own facilities. In addition, our newly earned "AB" status with SEDEX enables us to obtain SMETA audit reports from our Tier 1 suppliers. These reports will include education on preventing modern slavery and enhancing visibility of our supply chain through a risk assessment tool.



Strong policies to protect workers throughout the supply chain

In Europe, our Human Rights and Modern Slavery Policy and the accompanying Modern Slavery Statement provide detailed expectations for suppliers and have been extended to follow UN Principles. We also work to protect human rights in the temporary labor force. Our multi-stakeholder initiative Stronger Together is a collaboration of employers and suppliers with the objective of reducing the risk of slavery. To lead by example, our associates have 24-hour access to an ethics hotline.



Sustaining Environments

What we make, and how we make it,
makes a difference

Our environmental initiatives span the entire lifecycle of our products as we work to continuously improve product design, reduce operational greenhouse gas emissions, and promote sustainable forestry.





Sustaining Environments

Our Goals

Why it Matters to Us

Aligned with UN Sustainable Development Goal

<https://sdgs.un.org/goals>

Goal 1

Innovate with science-based, sustainable materials and processes related to our applicators, chemicals, packaging and manufacturing.

Plastic pollution is a global crisis affecting the health of our oceans and well-being of people everywhere. We pioneered the development and commercialization of biodegradable, plastic-free products and continue to innovate for sustainability. We also strive to reduce the incorrect disposal of our products through clear labeling on our packaging, making it easy for consumers to care for the plumbing and waste water treatment systems that keep our water clean and ecosystems healthy.

3 GOOD HEALTH AND WELL-BEING



6 CLEAN WATER AND SANITATION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Goal 2

Achieve carbon neutrality for purchased electricity and direct emissions.

A stable climate and human health are directly related. Leading the wet wipes industry on climate action supports our primary focus on protecting the health and well-being of people. In addition, energy efficiency, renewable energy, and climate impact affect our bottom line and the longevity of our business. Decreasing our carbon footprint reduces our long-term energy costs and protects our operations from the escalating physical risks of climate change.

3 GOOD HEALTH AND WELL-BEING



13 CLIMATE ACTION



Goal 3

Promote sustainable forestry and raise awareness of the health benefits of forests.

Some of our key product ingredients are derived from forest products. We are making investments to ensure that healthy, thriving forests will be able to support life for future generations. Educating our partners, associates, and consumers on the interconnected nature of forestry and human health is essential to advance understanding and action.

15 LIFE ON LAND



17 PARTNERSHIPS FOR THE GOALS





Goal 1
Innovate with sustainable material and processes

Sustainable materials and processes

Leading the industry with award-winning innovations, education, and advocacy

Flushability technology

Nice 'N CLEAN® SecureFLUSH™ Technology
Flushable Wipes disrupted the flushable wipe market with a breakthrough, flushable wet wipe that's strong and durable—yet breaks apart even faster than toilet paper.¹ A recent winner of INDA's World of Wipe Innovation Award, **SecureFLUSH** ensures responsible care for plumbing and wastewater. Moving forward, we plan to expand into additional categories and innovate our **Nice 'N CLEAN** Moist Toilet Tissue to internationally recognized standards of flushing, like the International Water Services Flushability Group (IWSFG) and UK Fine to Flush.



We aim for our plant-based products to meet one or more of the following definitions:



Flushable

Product can be disposed of in the toilet without causing environmental or infrastructure issues; suitable for disposal via wastewater conveyance and treatment systems.



Compostable

All materials in the product safely turn into usable compost, which can be supported by scientific testing.



Biodegradable

Product will completely break down and return to elements found in nature within one year, as supported by a quantitative scientific study.



Responsible flushing education and advocacy

Consumer education is another essential force behind our leadership on end-of-life impact. We have promoted responsible flushing practices through the use of easy-to-identify iconography on baby, cosmetic, and household cleaning wipes, and other relevant packaging worldwide.

We are active participants in the Responsible Flushing Alliance, an independent, nonprofit trade association focused on consumer education. In addition, we're educating our contract customers on the importance of compliance with this international standard for labeling. To advocate for positive impact at the industry level, we are active members of INDA, the Association of the Nonwoven Fabrics Industry, and EDANA, the voice of nonwovens in Europe, Middle East and Africa.



¹ Compared with the leading brand of two-ply toilet paper.
* UK packaging launching in 2022.





Goal 1
Innovate with sustainable material and processes

Sustainable materials and processes

How we're taking action toward a plastic-free future

Introducing new S.M.A.R.T. goals

In support of leading circular economy frameworks, including the UK Plastics Pact, Nice-Pak is proud to announce three new global sustainable packaging goals:

- **25% reduction** in plastic packaging material by 2025³
- **25% recyclable packaging** by 2030³
- **30% recycled content** in our packaging by 2030

Globally, over half of the wipes produced by Nice-Pak are now plastic-free¹

Following pledges in 2019 to actively promote plastic-free products we've worked with customers to remove plastic from their products. Across the UK business, we aim to eliminate plastic from 80 percent of our wipes by the end of 2022. We have also solidified our commitments to a circular economy and sustainable packaging design by becoming an associate member of The UK Plastics Pact Initiative, supported by the Ellen MacArthur Foundation. Our achievements in packaging innovation include removing 2,000 tons of plastic packaging through product re-engineering in 2020-2021.

We meet the unique needs of healthcare and foodservice customers

In the healthcare market, we drive sustainable innovations in the packaging of our products. PDI's recently launched **Super Sani-Cloth®** Softpack uses 80% less plastic² and makes shipping six to seven times more efficient.³

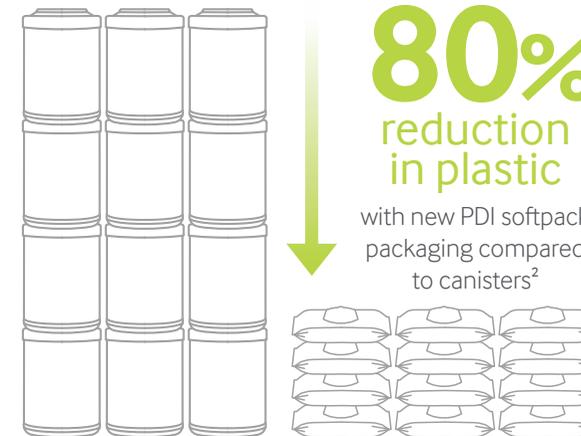
For the eighth year in the foodservice market, **Sani Professional** is helping customers to achieve landfill diversion goals with a compostable, selectable size, perforated, dry towel, which is certified industrially compostable by the Biodegradable Products Institute (BPI).



More than **35 million packs** use recyclable packaging in Europe, 2021



More than half of our products are 100% plant-based



¹Based on total fiber purchases, wet wipe applicators, Nice-Pak, 2020-2021, global, a 14% increase from 2020.

²In comparison to weight of plastic for similar canister format; data on file. PDI large canisters (160 wipe count) and softpacks (80 wipe count) contain approximately the same amount in square inches of wipe material per container.

³Data on file.
¹Compared to a base year of 2020.



Goal 2

Achieve carbon neutrality for purchased electricity and direct emissions

Sustainable materials and processes

How we invest in sustainable, high-efficiency manufacturing processes

Setting new S.M.A.R.T. goals

To further promote water and wastewater stewardship, Nice-Pak will reduce global manufacturing process-related water consumption 10% by 2030¹.

Practicing water and wastewater stewardship

Nearly all of the water we use is utilized by customers and consumers in our products, or is treated and returned to the environment.

~43% of water

used ends up in our products which are used by consumers, healthcare facilities, and foodservice companies to clean and disinfect without the need for additional on-site water.

57% of water

used is for manufacturing processes. Process water is screened, pH balanced, and returned to the local wastewater treatment system for final filtration before reentering the watershed.

Reducing landfill waste

As part of our lean manufacturing philosophy, we aim to continuously drive down waste in all aspects of our operations.

- **5 out of 6 manufacturing facilities** send zero waste to landfill including all of our European manufacturing plants
- **71% of our waste** in 2020-2021 was diverted from landfills through recycling and/or waste-to-energy

¹Compared to a base year of 2020.





Goal 2
Achieve carbon neutrality
for purchased electricity
and direct emissions

Our path to carbon neutrality

How we're leading the industry toward the next frontier

Staying future-focused with a new S.M.A.R.T. goal

Nice-Pak is aiming for a 42% absolute reduction in global Scope 1 and Scope 2 green house gas (GHG) emissions by 2030 against a 2020 baseline. We will measure and report progress toward this goal annually as we implement a combination of holistic strategies.

Driven to stay ahead

As a family-owned enterprise, our values drive us to make bold, industry-leading decisions for the betterment of communities near and far. When we first installed a rooftop solar power system on our Orangeburg, New York manufacturing facility and headquarters in 2014, it was the largest clean energy system of its kind in Rockland County—and one of the ten largest in the state. Today, in response to the urgency to combat climate change on a global scale, we have expanded our energy efficiency and renewable energy initiatives dramatically.

We're encouraged to see hundreds of the world's largest companies, some of which we serve as a supplier, setting Science-Based Targets (SBTs) to reduce greenhouse gas emissions, too. We are working to develop our own targets consisting of near-term and longer-term milestones with the ultimate aim of reaching net-zero emissions.

35% 
of global electricity
use was renewable in 2021 (up from 8% in 2019)

5/10 
global locations
now source renewable electricity

 3 sites are now powered by
100% renewable
electricity

*Compared to a base year of 2020.





Goal 2

Achieve carbon neutrality for purchased electricity and direct emissions.

Our path to carbon neutrality

How renewable power, practices, and policies help reduce our footprint

Our European sites are now powered by 100% renewable electricity

Throughout 2020 and 2021, we sourced all of our electricity in Europe from renewable sources using off-site, market-based mechanisms called REGOs—or RECs in North America. This more than tripled the amount of renewable energy we purchased preventing approximately 4,000 metric tonnes of GHG emissions and helping to reduce our climate impact by 10%. Such actions support Nice-Pak International's drive for carbon neutrality by 2030.

In North America, on-site solar power generates our renewable electricity.

Net-metered rooftop solar energy systems help to reduce our peak demand and annual grid electricity consumption. In 2020-2021, systems in Orangeburg and West Nyack, New York prevented approximately 2,300 metric tonnes of GHG emissions.

Europe is leading the way with regional policies and good management practices

Our environmental and energy policies exemplify our approach to driving down GHG emissions. Key components of the energy policy include maintaining a position at the forefront of new, energy-efficient technologies, and procuring energy-efficient products and services. To continuously improve our energy management practices through the use of data, we achieved ISO 50001 certification in 2021. Additionally, we plan to achieve ISO 14001 certification by the end of 2023 for three facilities.

Global GHG and renewable electricity scorecard¹

Greenhouse Gas (GHG) Emissions All values in metric tonnes CO ₂ e	2019 (prior report)	2020	2021	2020-21	% change 2019-2021
Total, Global²	19,112	18,338	17,249	-6%	-10%
Scope 1 + Scope 2, <i>Global</i>	15,542	17,642	16,952	-4%	9%
Scope 1 + Scope 2, <i>Europe Only</i>	2777	544	930	71%	-67%
Scope 3 Air Travel ³	3,570	696	297	-57%	-92%

Renewable Electricity Consumption All values in megawatt-hours (MWh)	2019 (prior report)	2020	2021	2020-21	% change 2019-2021
Total, Global²	3,270	13,452	12,454	-7%	281%
% of Total Electricity, <i>Global</i>	8%	30%	35%	15%	323%
% of Total Electricity, <i>Europe Only</i>	23%	100%	100%	n/a	343%



Solar panels at Orangeburg and West Nyack, NY locations.

¹ Scope 1, 2, and 3 emissions are calculated according to the GHG Protocol Corporate Standard and CDP.

² Total emissions for 2020, 2021 include all sites within operational control of Nice-Pak and PDI.

³ European air travel data not available at time of publication. 2020 values were used to estimate 2021.



Goal 3
Promote sustainable forestry and raise awareness of its benefits

Our commitment to sustainable forestry

The policies, partnerships, and products that help to promote and protect our greatest resource

Trees sustain life through photosynthesis, providing us with oxygen to breathe. They capture carbon, helping to fight climate change. And, they provide the foundation to our products. That is why we are committed to being an ally to our greatest resource. Here's how we are working to promote sustainable forestry and raise awareness around the critical role that forests play in human health and well-being.

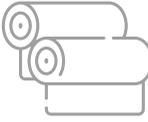
Global forest stewardship policy

Adopted in August 2021, this sets Nice-Pak's expectations for the responsible sourcing of naturally derived fiber and palm oil and covers all steps of raw material transformation along our supply chain for:

- wet wipe applicators
- wood pulp
- nonwoven fiber
- palm oil
- paper and corrugated packaging
- palm-derived ingredients

Global membership in the Roundtable on Sustainable Palm Oil

Nice-Pak supports the use of only sustainable, traceable, deforestation-free palm oil. Overall, our use of palm oil and its derivatives comprises less than 1% by weight of the ingredients in our lotion formulations.

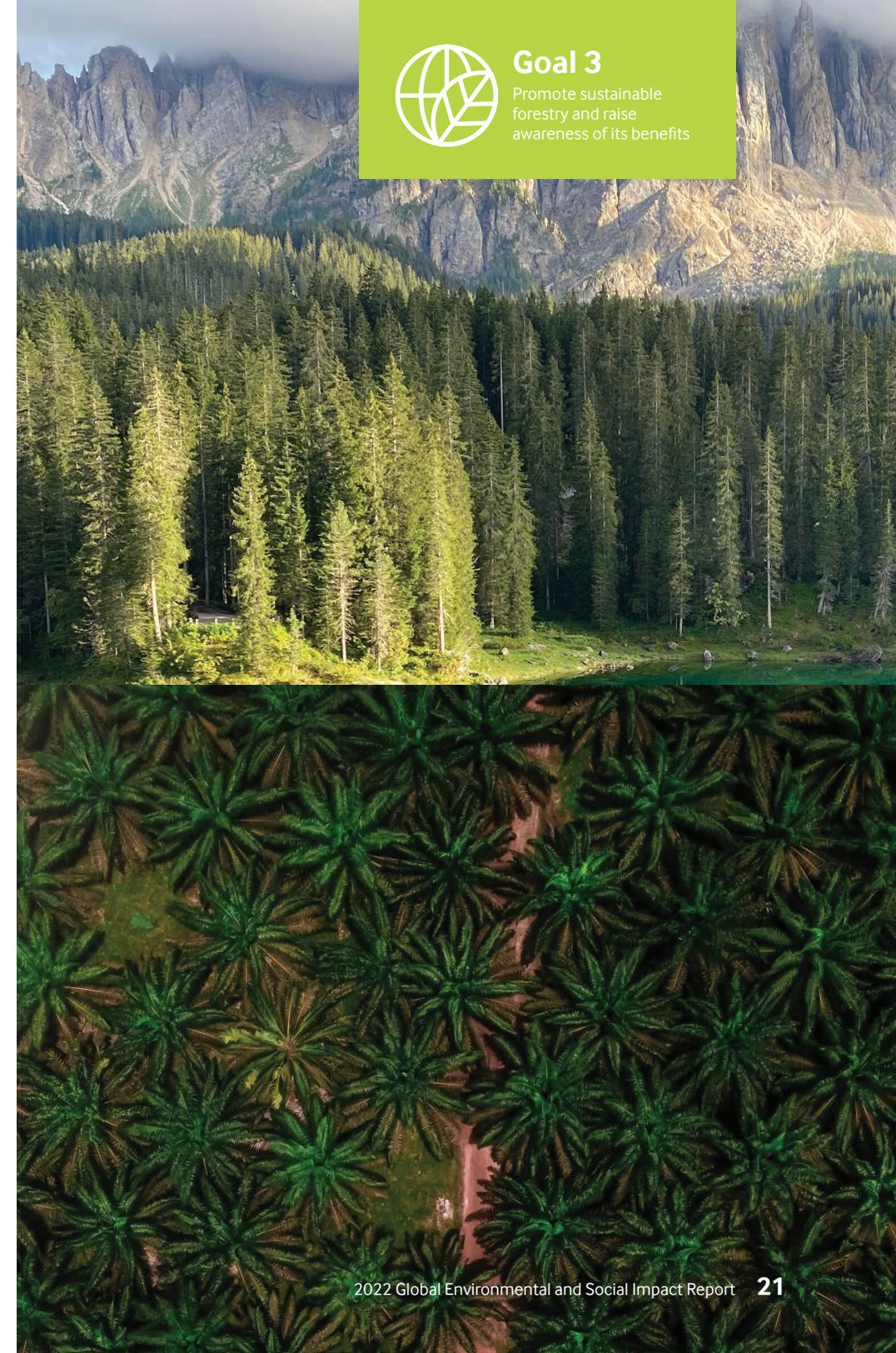
30% 
increase of certified fiber
in our products in 2021*

100% 
committed
to certified palm oil by the end of 2022

 **86%**
of palm oil sourced
globally is certified to the RSPO sustainability standard for Nice-Pak**

* Wet wipe fibers sourced/purchased on a surface area basis, 2021, NP/NPI, global, includes FSC and PEFC certified product.

** 2020, tonnage basis, representing RSPO mass balance certification. 2021 data pending at time of publication.





Goal 3
Promote sustainable forestry and raise awareness of its benefits

Our commitment to sustainable forestry

The policies, partnerships, and products that help to preserve our natural resources for future generations

Our Nice 'N CLEAN® brand leads the way

By 2025, we aim for 100% of the naturally derived materials in our branded products to be certified to a third-party standard, starting with our **Nice 'N CLEAN** brand. This will ensure that the ingredients in our wipes come from responsibly managed forests, as determined by third-party organizations.

PARTNERING FOR HEALTH AND PLANET



Our partners in impact

Nice-Pak spearheaded an innovative, multi-dimensional partnership with the non-profit organization American Forests and the Sustainable Forestry Initiative's Project Learning Tree, to amplify the link between trees and human health through community tree planting, forest landscape restoration, and youth education, which will maximize positive impacts on human and environmental health.



Planting 150,000 trees across the U.S. by 2025



Capturing 92,000 metric tons of carbon over the trees' lifespan



Educating 22,000 K-12 students on forests and human health through new partnerships



Forests and trees are a natural climate solution and contribute to better public health outcomes. Supporting communities has always been a priority at Nice-Pak, and we are proud to partner with American Forests and Project Learning Tree to improve the health of people and the environment.



Robert P. Julius

Chairman and CEO, Nice-Pak Products, Inc.





Engaging and Educating Communities

What surrounds us lives within us

With a focus on education and service, we can create strong linkages between our companies and our communities, as we work to improve the health of our spaces—and the health of those who live, work, and play within them.





Engaging and Educating Communities

Our Goals

Why it Matters to Us

Aligned with UN Sustainable Development Goal

<https://sdgs.un.org/goals>

Goal 1

Raise awareness of our environmental and social performance to associates, customers, and partners.

We strive to be recognized as good corporate citizens who do the right thing for the planet and for society. Demonstrating transparency through regular, detailed sustainability reporting is important to many of our stakeholders including customers, communities, and associates.

17 PARTNERSHIPS FOR THE GOALS



Goal 2

Measurably improve diversity, equity, and inclusiveness across our global organization.

We are continually making progress towards overcoming persistent societal inequalities, such as the gender pay gap, as part of our commitment to taking care of our associates and our neighbors.

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



Goal 3

Strengthen volunteering, corporate giving, critical product donations, and education.

It is important to us to actively improve the communities where we live and work. This starts with creating good employment opportunities and extends to the impact that we can have by supporting community organizations with donations of time, money, and products to promote good health and well-being. Partnerships amplify our ability to support people and communities near and far.

3 GOOD HEALTH AND WELL-BEING



11 SUSTAINABLE CITIES AND COMMUNITIES



17 PARTNERSHIPS FOR THE GOALS





Goal 1
Raise awareness of environmental and social performance

Our performance on full display

How leading with transparency builds greater trust

In addition to our CSR reports and educational content, we report our performance on environmental and social issues through the following standardized assessments:



Proud to be a
Sedex
Member

Nice-Pak is proud to be a member of The Sustainability Consortium (TSC) for over six years. With that, we participate as a user in The Sustainability Insight System (THESIS) to help benchmark, quantify, and take action on critical sustainability issues within our business. Our investment in disclosure improves transparency for our customers and communities by aligning our progress reporting with global standards and by allowing our stakeholders to benchmark our performance.



Maintained and advanced our six **2019 global pledges** by setting specific goals to address climate, forests, water, and packaging.



Engaged stakeholders to advance understanding of plant-based fibers in the European market.



Reported to **CDP Forests** supply chain sustainability disclosure platform for the first time in 2021 and continued to report to CDP Climate in 2020 and 2021.



Goal 2

Measurably
improve DEI

Diversity, equity and inclusion

How we're working to ensure our companies reflect and represent diverse backgrounds

To us, it's not just about bringing a diverse team to the table; we are also aiming to foster a culture where we are better together as our authentic selves—enabling each of us to be the difference at home, at work, and in the communities in which we live and serve. As we broaden our diversity, equity, and inclusion (DEI) lens, additional programming is planned for 2022 and beyond, including focus groups which will play a large role in our DEI strategy moving forward. This strategy and commitment is rooted in a listen, learn, and act approach—grounded in continuous improvement. Through the transparency of our intentions and the integrity of our collective actions, we strive to attract, retain, and develop a diverse talent pool.

This year's DEI focus: Closing the gap

The Women's Empowerment Network (WEN), one of the cornerstones of our DEI work, aims to create a community of mutual respect amidst an atmosphere of learning by connecting associates with internal and external experts for deeper knowledge sharing. WEN kicked off programming in 2021 with the moderated panel events, "Pearls of Intentional Leadership" and "Unconscious Bias," which stimulated thoughtful discussions. Five new sub-committees provided opportunities for members to get more involved in driving the mission of WEN, helping to keep this network of highly engaged associates motivated to advance their careers through continued skill-building.

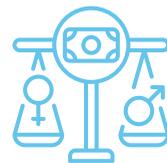
The enthusiasm showed! 2021 membership grew to 100 male and female associates, along with new additions to the WEN Steering Committee. Moving into 2022, WEN is targeting an additional 10% increase in membership, 30% increase in program participation, launch of a mentorship program, and three community involvement events.



Welcomed **100 new members** to new Women's Empowerment Network



Successfully onboarded **first female engineering apprentice** in the UK



Committed to **ensuring pay equity** across the enterprise



In 2021, Hannah Hughes, joined as a new member of our UK Engineering team, representing a major milestone towards our long-term ambition to adjust the gender balance in what is typically a higher-paid sector of the business. Hannah's simple and powerful message to other women pursuing career and technical skill development: "go for it."



Goal 3

Strengthen volunteering, giving, donating and educating

Our global impact

How we deliver millions of dollars in critical aid through non-profit partnerships

Caring for communities near and dear

Our donations, fundraising, sponsorships, and volunteerism make a difference in the local communities near our offices and plants:

- Hospices
- Youth sports teams
- Food banks
- Schools and colleges
- Outreach organizations

Caring for communities far and wide

When disasters strike, cleaning, disinfecting, and hand hygiene are critical along the road to recovery, yet may be difficult or impossible when clean water is scarce. Wipes play an essential role, offering hope, health, and safety to a growing number of people located within areas impacted by natural and man-made disasters. That's why **Nice-Pak and PDI signed the Resilient Response pledge in 2021 to proactively rush wet wipes into these disaster zones as a critical emergency response tool** via a partnership with Good360, the global leader in product philanthropy and purposeful giving. To meet ongoing demand for emergency aid, we have adopted a proactive approach to assessing and pre-positioning donations with Good360 to get help to people even faster.

OVER
\$5M

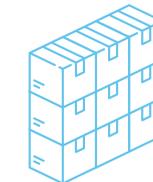
in donated cleaning and disinfecting products to Good360



Tens of thousands in cash donations to 20+ local community charities



anniversary celebration of PDI *Be The Difference*® Day in Rockland County, New York



74,000 cases of PDI Sani-Cloth® Bleach wipes donated to Good360 to battle COVID-19



70,000 packs of personal care and hygiene products rushed from our European facilities to Ukrainian refugees



NP associates helping with the donation to Ukrainian refugees



Wipe donations to Good360 provide relief for the Texas winter storms in February 2021

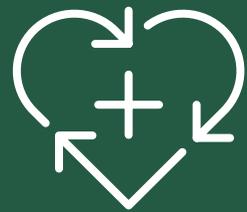


Our warehouses activating to support communities in times of need



Wherever we go next, we journey together

As we look to the future, our focal pillars and goals will continue to guide our evaluation of progress and the addition of new milestones toward which we reach. We invite you to follow our journey and look forward to celebrating each success as it comes.



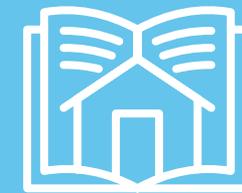
Protecting People

- Develop products that improve health and well-being through superior skin hygiene and surface disinfection.
- Improve lives through comprehensive health, safety and wellness programming.
- Formalize standards and processes that address the safety, environment, diversity and health of our supply chain.



Sustaining Environments

- Innovate with science-based, sustainable materials and processes related to our applicators, chemicals, packaging and manufacturing.
- Achieve carbon neutrality for purchased electricity and direct emissions.
- Promote sustainable forestry and raise awareness of the health benefits of forests.



Engaging and Educating Communities

- Raise awareness of our environmental and social performance to associates, customers, and partners.
- Measurably improve diversity, equity and inclusiveness across our global organization.
- Strengthen volunteering, corporate giving, critical product donations, and education.



Join us on our journey and learn more about our companies

nicepak.com

nice-pak.co.uk

wearepdi.com