



Nice-Pak Forest Stewardship and Responsible Sourcing Policy

Commitment for Sourcing Naturally Derived Fiber and Palm Oil Derived Ingredients

Commitment to Forest Stewardship and Sustainable Sourcing

Nice-Pak is dedicated to producing products that contribute to a cleaner, healthier world. Our commitment to sustainability spans our entire manufacturing and supply chain networks. Many of our products incorporate forest-derived materials, including the fibers in some wet wipe applicators, corrugated packaging, and, to a lesser extent, palm oil derivatives. We recognize that forests are vital, offering a range of benefits such as supporting biodiversity and maintaining air and water quality.

Protecting this essential natural resource is not only critical for maintaining environmental health, but also for upholding human rights and supporting overall human well-being. Sustainable forest management contributes significantly to human prosperity and is a key component in addressing climate change.

Although Nice-Pak does not directly manage any forests—and most of our direct suppliers are not forest owners or managers—we acknowledge our responsibility to ensure that our sourcing practices do not contribute to deforestation or conversion of natural ecosystems. This responsibility extends throughout our supply network.

Policy Scope and Implementation

This policy sets forth our expectations for both our suppliers and our own operations. It is integrated internally and across our multi-tiered global supply chain, covering suppliers, and our internal procedures and processes. The policy applies raw material transformation in our supply chain for naturally derived materials, including wet wipe applicators, nonwoven fiber, paper and corrugated packaging, wood pulp, and palm-derived ingredients.

To ensure adherence to these standards, all suppliers are required to abide by the Supplier Code of Conduct, which references this policy. Suppliers are also responsible for monitoring and certifying compliance not only within their own operations but also among their suppliers and sub-suppliers.

Certification

Nice-Pak requires all suppliers to certify their operations for sustainable forest management in accordance with this policy and to demonstrate that naturally derived materials are legally harvested. We recognize and support all credible forest certification standards, including the Program for the Endorsement of Forest Certification (PEFC), Sustainable Forestry Initiative (SFI), and Forest Stewardship Council (FSC) for naturally



derived fiber, as well as the Roundtable on Sustainable Palm Oil (RSPO) for palm oil and other naturally derived ingredients, where applicable.

We expect suppliers to share their plans to advance sustainable fiber sourcing, including certification and traceability. Suppliers of ingredients containing palm oil are expected to provide RSPO certification and mill level data. Compliance is verified through independent third-party certification audits of our chain of custody.

Multiple forest certification standards play an important role within our supply chain in achieving our policy commitments. We participate in SFI, PEFC, RSPO, and FSC certification programs and require suppliers to report the volume or percentage of raw material certified to each of these standards, as well as the tree species and country of origin for fiber. We encourage suppliers to trace their forest products to the forest of origin and provide that information as it becomes available.

For palm-derived ingredients, we participate in the RSPO certification program and require suppliers to report the percentage of palm and certified RSPO palm in our product ingredients. We encourage suppliers to purchase segregated RSPO palm oil for Nice-Pak products whenever possible.

Our ambition is for the naturally derived materials in our products to be certified to a recognized standard and to be deforestation and conversion free. We strive to label products with SFI, PEFC, RSPO, or FSC logos to inform consumers of responsible resource use and management.

[Innovation for Sustainability, Traceability, and Verification](#)

We encourage and support research and development of economically viable, sustainable alternatives to forest-derived materials, including agricultural byproducts and post-consumer recycled content.

We are committed to the continuous improvement of greenhouse gas (GHG) emissions, wastewater emissions, and human health impacts throughout all production stages. Our decarbonization efforts include tracking emissions, setting reduction targets, and reporting our progress.

Traceability of raw materials is pursued in partnership with our suppliers, utilizing technology, data sharing, and reporting. We are audited annually by SFI, FSC, PEFC, and RSPO.



Our requirements to avoid risk in the supply chain

- Derived from wood that is legally harvested and traded in full compliance with the EU Timber Act, the U.S. Lacey Act and any other applicable regulation at every jurisdiction in the supply chain (country of origin, processing, shipping/import).
- Forest management practices are in place to maintain and conserve biological diversity.
- No sourcing from protected areas, ancient forests or endangered species habitat.
- No sourcing from conversion sources originating from regions experiencing forest area decline.
- No sourcing other types of controversial sources, including “conflict timber,” recognizing that definition may change over time.
- No sourcing from areas that were deforested or cleared after 12/31/20 (or earlier).
- Advance traceability of forest products to sourcing region and forest location

Human Rights

Nice Pak recognizes human rights as detailed in our Human Rights Policy. Materials are sourced in accordance with the Universal Declaration of Human Rights (UDHR), and we acknowledge the rights of indigenous and rural communities to sovereignty over their territories, lands, and resources. We require our suppliers and sub-suppliers to uphold these principles as well.

Transparency

Suppliers are required to share data with us, enabling transparency with customers and consumers regarding our performance. They must report, as requested, on various metrics for each lot of material and in aggregate, including the percentage of certified raw material, country of origin, tree species, certification standards in place, third-party audit reports, environmental emissions (such as greenhouse gases, waste, and wastewater), and the location of forests when feasible. We believe in partnering with our suppliers to establish traceability and transparency, striving for 100% of our forest-derived raw material to be traceable by 2030. We encourage suppliers make deforestation and conversion free commitments, and our palm oil suppliers are encouraged to trace their palm oil to the mill level and report this information. Metrics to track progress will be reviewed with leadership annually and shared publicly. We report to CDP, Thesis, RSPO ACOP, and SEDEX on our responsible sourcing policy commitments and performance, as applicable.

A handwritten signature in black ink, appearing to read 'Rich Koulouris', is written over a horizontal line.

Rich Koulouris
CEO