

what
matters
most



GOJO 2016/2017
SUSTAINABILITY
REPORT



**Saving Lives and Making Life Better
Through Well-Being Solutions.
It's our Purpose; it's who we are.**

what matters most

Our Purpose inspires our commitment to sustainability, and we see a tremendous opportunity to connect people with solutions for healthier lives, while creating a brighter future and a better world.

Living our Purpose allows us to have a positive impact on public health and the world in which we live, each and every day. It drives us to find new ways to create Sustainable Value through innovative solutions—solutions that bring social, environmental and economic value for all GOJO stakeholders. It is the reason we are continuing to advance our 2020 Sustainable Value Strategies and Goals.

GOJO 2020 SUSTAINABLE VALUE STRATEGIES



**INNOVATE TO CREATE
SUSTAINABLE VALUE**



**ELEVATE PUBLIC
HEALTH & WELL-BEING**



**STEWARD A THRIVING
ENVIRONMENT**



**FOSTER A CULTURE OF
SUSTAINABLE VALUE**

Letter from GOJO Chair & CEO and Vice Chair

At GOJO, our Purpose, **Saving Lives and Making Life Better Through Well-Being Solutions**, compels us to create social, environmental and economic value for our employees, our customers, society and all our business touches. Our culture enables us to constantly learn from our experiences, innovate our solutions to meet increasingly higher standards for performance and sustainability, and celebrate our successes. While we feel grateful and proud of our achievements, we are never satisfied.



We are excited to share our next set of enterprise sustainability goals, having challenged ourselves to meet (and, in some cases, exceed!) our first-ever such goals during the first half of the decade. These goals both provide direction to our entire team as well as make shareable our commitment to doing our part to help create a better world.

Our 2020 Sustainable Value Strategies and Goals are informed by the perspectives of our stakeholders and demonstrate our belief that understanding what matters most to the people we serve and working together to address shared challenges are paramount to our short and long-term success. They are bold and set the pace for others whom we invite on this journey with us.

Meeting our stakeholders' evolving needs while holding ourselves to leading sustainability standards is extremely important to our work. The UN General Assembly defined 17 Sustainable Development Goals (SDGs) to address current global issues such as poverty, protection of the planet, and prosperity for all. Aligning our sustainability goals with the UN SDGs aligns the efforts we at GOJO make to address the highest priority global sustainability challenges.

As a result of our new goals and new alignment with the SDGs, 2016 was a year of transition for our sustainability work. We set a strong foundation for advancing our 2020 Sustainable Value Goals by communicating them to stakeholders, establishing implementation plans and ensuring accountability across GOJO workgroups. Beyond our focus on planning for success, we are pleased to have made measurable progress against a number of goals. By the end of 2016, we achieved 13% of our 2020 Sustainable Supply Chain Goal and, in 2017, we have already more than doubled the number of suppliers engaged in the GOJO Supplier Scorecard program.

As we reflect on our progress, we also recognize the challenges ahead. For instance, making significant progress against our 2020 Dispenser Material Recovery Goal is requiring us to address complex economic and logistics challenges throughout our value chain. When we first realized we could not be successful on our own, we sought an external partner to engage in creative problem-solving with us and are now focused on collaborating to identify potential



Marcella Kanfer Rolnick
GOJO Vice Chair

Joe Kanfer
GOJO Chair & Chief Executive Officer

solutions to test and learn our way beyond the challenges. As an organization committed to collaboration both within and beyond our walls, we embrace this opportunity

Within our organization, GOJO team members are applying our SWOW principle of leading and learning to overcome the challenges posed by our 2020 Goals. At the same time, we are continuing to encourage more team members to engage in sustainable practices. The Sustainable Ways of Working (SWOWSM) Engagement Team is building awareness of opportunities to create Sustainable Value across the enterprise and is working to infuse SWOW into our core processes for the greatest positive impact at an even greater velocity.

We celebrated several noteworthy accomplishments during the 2016-2017 reporting period. Our innovative spirit led us to the development of new solutions in new categories that merited the brand PURELL[®] because they deliver no-trade-off protection – safe and efficacious. In 2016, we introduced a line of PURELL surface disinfectants and sanitizers,

earning GOJO the recognition by the United States EPA as a 2017 Safer Choice Partner of the Year for launching these innovative products that perform well and carry the EPA Design for Environment certification for their superior safety profile.

This is an exciting time of growth and opportunity at GOJO, and our Purpose remains at the center of everything we do. As we reflect on our first year of advancing our 2020 Sustainable Value Goals, we're proud to look back on what we've done, while looking forward to what we will accomplish in the coming years.

PLEASE JOIN US.


Marcella Kanfer Rolnick
GOJO Vice Chair


Joe Kanfer
GOJO Chair & Chief Executive Officer



The GOJO Purpose, Saving Lives and Making Life Better Through Well-Being Solutions, drives everything we do, from the innovative hygiene solutions we deliver, to the ways our team members work, to our daily decisions.

About Our Report

The GOJO Purpose, Saving Lives and Making Life Better Through Well-Being Solutions, drives everything we do, from the innovative hygiene solutions we deliver, to the ways our team members work, to our daily decisions.

As a privately held family business, we are not expected to report on our sustainability progress, but we believe it is important to keep our stakeholders informed—both so they can see our goals in action and understand and influence our work going forward. We openly share our practices, learnings and the challenges we have encountered along the way.

This is our sixth annual sustainability report, and our second year reporting in accordance with the Global Reporting Initiative's (GRI) G4 guidelines "Core" option. GRI is an independent, international organization that helps businesses, governments and other organizations understand and communicate the impact of business on critical sustainability issues. GRI is considered the world's leading reporting framework.

We are excited to share our story, using the highest standard in sustainability reporting, and to explain how we are continuing to learn about and address what matters most to all our stakeholders. We welcome feedback on this report, our sustainability priorities and results. In this 2016/2017 Sustainability Report, all metrics presented cover the calendar year from January 1 to December 31, 2016. Additionally, some of the information we provide in the report narrative is about decisions and events that took place in early 2017.

"This is our sixth annual sustainability report, and our second year reporting in accordance with the Global Reporting Initiative's (GRI) G4 guidelines "Core" option."

The indicators at the bottom of each page represent disclosures that fulfill GRI requirements.

G4-7 | G4-28 | G4-30 | G4-32

About Our Company

Our company was founded on the promise of a safer way to clean hands. During World War II, GOJO Co-founder Goldie Lippman and her co-workers came home from working at a rubber factory in Akron, Ohio, with raw and damaged skin from the harsh, carcinogenic chemicals used to remove the graphite, carbon and tar from their hands. Caring for people's health and well-being is what inspired Goldie and her husband Jerry to create a new kind of hand cleaner. Jerry's innovative spirit and passion to create an effective hand cleaner that was gentler and safer for the workers' skin was the beginning of GOJO.



Goldie & Jerry Lippman
GOJO Co-Founders

Sustainability has been a part of the GOJO story from the beginning. Jerry and Goldie created and instilled a culture of practicality, resourcefulness, perseverance, integrity and social responsibility, and that culture remains intact. Sustainability plays a pivotal role in how GOJO operates today.

Since our founding in 1946, we have gone from producing a single hand cleaner to delivering a broad portfolio of hygiene solutions, throughout the world. We develop industry-leading well-being solutions, including hand sanitizers, hand soaps, hand sanitizing wipes, as well as skin lotions and innovative dispensing and electronic hand hygiene compliance monitoring systems. Our latest innovation, PURELL® Surface Disinfecting and Sanitizing Sprays are EPA Design for Environment certified and demonstrate our commitment to delivering well-being solutions for people, places and the environment.



Our 2020 Sustainable Value Strategies and Goals illustrate how we live our commitment to sustainability. Our dedication to protecting health and well-being guides our work. Today, we source sustainable materials, advance sustainable chemistry practices, earn third-party product certifications, reduce waste, and look at ways to partner with stakeholders to drive sustainable practices. We will continue to innovate, create and deliver sustainable hygiene products, and work toward our vision of healthy people living on a healthy planet for generations to come.

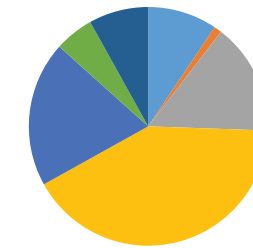
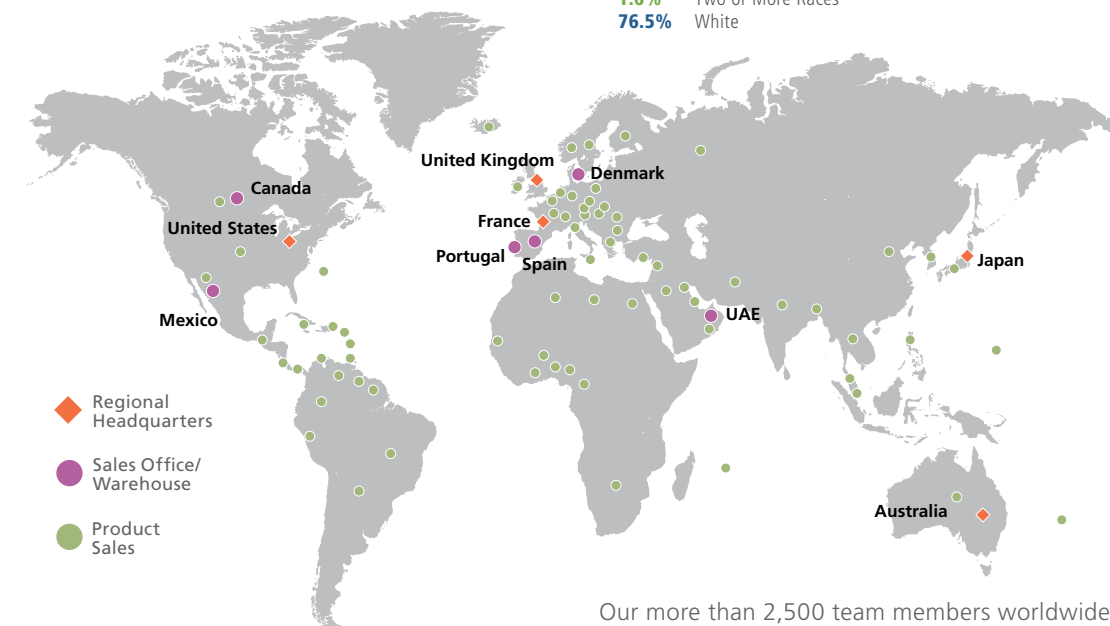
Over the last 70 years, we have grown to serve a wide range of away-from-home markets, including schools, healthcare facilities, hotels, office buildings and manufacturing facilities. Today, GOJO continues to expand our presence around the world with sales in more than 83 countries across North America, Latin America, Europe, Asia and Australia.

Our Team

GOJO is comprised of a team of people who have a passion for making the world a healthier place. Collaboration and a commitment to advancing the latest science led us to become a leading global producer of skin health and hygiene solutions for away-from-home settings.

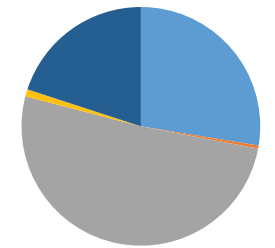
With global headquarters in Akron, Ohio, GOJO also has regional headquarters in Australia, France, Japan and the United Kingdom and a variety of sales offices, warehouses and sales teams located throughout the world.

GLOBAL OPERATIONS



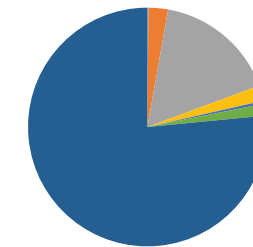
COUNT BY FUNCTION

9.4%	Administrative Support Workers
1.0%	Executive/Senior Level Officials/Mgrs
15.1%	Managers
41.4%	Manufacturing
19.7%	Professionals
5.3%	Sales Workers
8.1%	Technicians



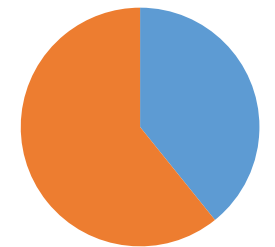
ENTERPRISE GENERATIONAL

0.4%	Greatest Generation (Born before 1946)
27.6%	Baby Boomers (1946–1964)
51.0%	Generation X (1965–1984)
20.0%	Millennials (1985–1994)
1.0%	Generation Z (1995–2012)



ENTERPRISE ETHNICITY

0.1%	American Indian/Alaska Native
2.6%	Asian
16.6%	Black or African American
2.1%	Hispanic or Latino
0.4%	Not Identified
1.6%	Two or More Races
76.5%	White



ENTERPRISE GENDER

39.2%	Female
60.8%	Male

Our more than 2,500 team members worldwide work together daily to design, manufacture and market our innovative portfolio of products and services. The GOJO Purpose, **“Saving Lives and Making Life Better through Well-being Solutions,”** connects us, and our diverse backgrounds, expertise and ideas generate social, environmental and economic sustainable value for GOJO and all our stakeholders.

Governance of Our Commitment to Sustainable Value

The Enterprise Sustainability Governance Team (ESGT), co-led by Nicole Koharik, Corporate Communications Director, and Joe Sarley, Product Development Director, and composed of various cross-functional leaders, is accountable for the ongoing strategic governance and implementation process that ensures social, environmental and economic sustainability are critical components of GOJO business practices. GOJO designed this team, and others like it across our organization, to facilitate networked leadership and decision making.



GOJO Enterprise Sustainability Governance Team

The ESGT assesses opportunities, determines priorities, sets goals and develops long-range plans for how we will reach them. The team meets on a bi-weekly basis to share insights and ensure our progress. There is an executive sponsor for each key enterprise sustainability initiative, as well as a cross-functional team that leads the development and implementation of priority initiatives. Significant decisions are brought before the senior leadership team to generate dialog, assess our strategic thinking and determine **“How Might We...?”** The GOJO Vice Chair works closely with the ESGT and the GOJO Board of Directors is engaged in dialog regarding our sustainability priorities as well. Working closely with leadership and the Board of Directors has been instrumental in the ESGT’s initiative to incorporate the GRI’s G4 guidelines into our 2020 Sustainable Value Goals.

Our Purpose-driven commitment to advancing social, environmental, and economic sustainability in everything we do guides us. We use the GOJO Sustainable Chemistry and Packaging Policies with Guiding Principles to drive our product development decisions. We commit to keeping these policies industry-leading as customer preferences and technologies evolve. Our GOJO Code of Ethical Conduct ensures our team acts ethically, and in 2015, we established a Supplier Code of Conduct to ensure ethical corporate behavior in our supply chain.

GOJO subscribes to the externally developed principles of The American Cleaning Institute’s (ACI) Charter for Sustainable Cleaning and GC3, The Green Chemistry Commerce Council. GOJO is also a member of the Roundtable on Sustainable Palm Oil (RSPO) and supports the goals of the organization.

Beyond governance teams, policies and principles, we take pride in asking ourselves “What is the right thing to do for the enterprise, society, our customers and our stakeholders?” says Srinu Venkatesh, Ph.D., GOJO Chief Science Officer and Executive Sponsor of Sustainability. We look at this from a long-term point of view. Accountability is important at GOJO; we value being accountable for our own actions and communicating openly and honestly. Innovation and encouraging our team members’ drive for better ways, coupled with our commitment to ethical behavior, have a strong influence on our sustainable practices. Venkatesh goes on to say, “There have been big wins in the last five years throughout the company, but we want to get to the point where everyone in the enterprise is engaged in Sustainable Ways of Working (SWOW).” GOJO has a cross-functional team in place focused on engaging each GOJO team member in SWOW™, with the goal of integrating sustainability at every level of the enterprise, ensuring it is a part of every practice.

Partnerships & Awards

KEY PARTNERSHIPS

GOJO supports and collaborates with a variety of organizations that have missions aligned with our Purpose. Some of these organizations include:

- Akron Canton Regional Foodbank
- Akron Children’s Hospital
- Akron General Medical Center
- American Red Cross
- BizNGO
- Fowler Center for Business as an Agent of World Benefit
- City of Hope
- Healthy Schools Campaign
- Practice Greenhealth
- United Way of Summit County
- United States Green Building Council
- World Health Organization – Private Organizations for Patient Safety (WHO POPS)

AWARDS & RECOGNITION

GOJO received the following awards for leadership in sustainability in 2016 and early 2017:

GOJO Australia Sustainable Manufacturer of the Year Award

Food & Beverage Magazine recognized GOJO Australia as the 2016 Sustainable Manufacturer of the Year. Reflecting the initiatives set out in our 2020 goals, this honor recognized our accomplishments in reducing operating impacts since 2010. Since committing to reduce our environmental impacts, GOJO has increased waste recycled by 6 percent, reduced solid waste generation by 47 percent, and reduced hazardous waste by 70 percent.

GOJO Earns National Recognition in 3 CSR Award Categories

In March 2017, GOJO was recognized at the PRNews Spring Awards Luncheon for our 2015 Sustainability Report. GOJO was also named a finalist in the Corporation with Less than 25,000 Employees category. Additionally, Nicole Koharik, GOJO Corporate Communications Director, was a finalist for CSR Professional of the Year. GOJO is honored to be recognized in such prestigious company.

GOJO Awarded the 2017 EPA Safer Choice Partner of the Year Award

The EPA’s Safer Choice Program partners with businesses and other industry leaders to help reduce health and environmental risks by advancing the manufacturing and use of safer products and technologies. When consumers see the Safer Choice label on a product, they can be confident that the ingredients have been through a rigorous EPA review. The label means that EPA scientists have evaluated every ingredient in the product to ensure it meets Safer Choice’s stringent criteria. When people use Safer Choice products, they are protecting their families and the environment by making safer chemical choices.



Stakeholder Engagement & Materiality

As we set out to develop our bold 2020 Sustainable Value Strategies and Goals, we undertook a materiality assessment in 2015 to determine what aspects of sustainability most significantly impact both our business and our stakeholders. A materiality assessment helps to verify current sustainability focus areas, uncover blind spots and prioritize what matters most.

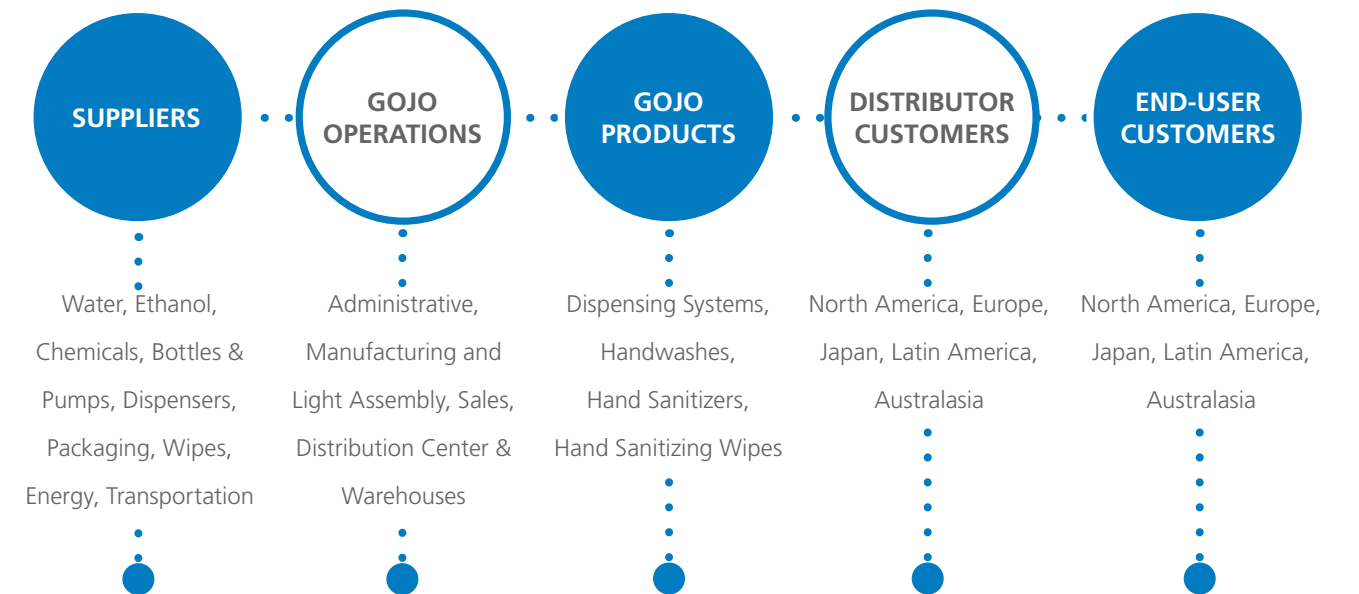
To objectively determine our sustainability priorities, a third party facilitated our materiality assessment. The process began with industry research and peer benchmarking to identify potentially significant social, environmental and economic impacts, risks and opportunities. We looked to various influential organizations in our industry who are committed to driving sustainability to understand their perspective.

- American Cleaning Institute (ACI)
- American Sustainable Business Council
- BizNGO
- Environmental Working Group
- EU Ecolabel
- Healthy Schools Campaign
- Leading Retailers' Sustainability Chemistry Policies/Standards
- Practice Greenhealth
- RepRisk
- Sustainable Packaging Coalition
- The Chemical Footprint Project
- The Children's Environmental Health Network (CEHN)
- United Nations' Sustainable Development Goals (UN SDGs)
- U.S. Department of Education – Green Ribbon Schools
- U.S. EPA Design for Environment (DfE)
- U.S. Green Building Council



GOJO VALUE CHAIN

With industry research and peer benchmarking in hand, we brought together nearly 20 cross-functional GOJO leaders to evaluate our impacts, risks and opportunities across our value chain:



GOJO Stakeholder Engagement

To further understand the significance of various sustainability topics, we interviewed several of our distributor and end-user customers. We chose stakeholders who represent several customer segments and are industry leaders with strong sustainability practices that brought advanced thinking to our assessment.



While we actively engage with distributors, end-user customers, suppliers, partners, non-governmental organizations (NGOs), industry associations and influencers throughout the year, for this research and these interviews, we focused exclusively on sustainability.

Synthesizing and quantifying the information gathered from the various stakeholders led to the identification of our top nine Sustainable Value material topics, some within our operations and some across our value chain.

Sustainable Value Material Topics

2020 GOAL INNOVATE TO CREATE SUSTAINABLE VALUE

Implementing Sustainable Chemistry *Boundary: GOJO Operations*
Establishing corporate governance for the regular review of product chemistry; adopting internal policies promoting the use of chemicals, processes and products with inherently low-hazard potential; redesigning products and processes to avoid the use of and/or generation of hazardous chemicals—moving to safer chemicals (low to no toxicity and degrade into innocuous substances).

Stakeholder Groups Raising these Topics: GOJO Team Members, Sustainable Chemistry Influencers, Customers, Distributors, NGOs, Industry Associations

Obtaining Relevant Product Certifications *Boundary: GOJO Operations*
Understanding which third-party certifications are relevant and matter most to customers/end users; pursuing what it takes to achieve certification.

Stakeholder Groups Raising these Topics: GOJO Team Members, Customers, Distributors, Sustainable Chemistry Influencers

Sourcing Sustainable Materials *Boundary: GOJO Operations, Supply Chain*
Factoring environmental impacts into product and packaging design and materials sourcing; using more sustainable materials (e.g., biobased or plant-based ingredients versus petroleum-based); offering fragrance-free or naturally fragranced products; determining and sourcing the lighter footprint option

Stakeholder Groups Raising these Topics: GOJO Team Members, Customers, Distributors, NGOs, Industry Associations

2020 GOAL ELEVATE PUBLIC HEALTH & WELL BEING

Elevating Thought Leadership in Hygiene Education and Promoting Public Health *Boundary: GOJO Operations, Across Value Chain*
Conducting studies, producing/delivering education and expanding technology solutions to promote hygiene education and behaviors that improve individual and public health.

Stakeholder Groups Raising these Topics: GOJO Team Members, Customers, Distributors

Partnering to Advance Sustainability *Boundary: GOJO Operations, Across Value Chain*
Collaborating with industry groups, community groups, other manufacturers and our stakeholders to promote sustainable value; education up and down the value chain; partnering to advance sustainable practices and solutions.

Stakeholder Groups Raising these Topics: GOJO Team Members, Suppliers, Customers, NGOs

2020 GOAL STEWARDSHIP A THRIVING ENVIRONMENT

Developing Products and Programs to Reduce Customer Waste *Boundary: GOJO Operations, Customer Operations*
Creating recyclable products and/or biodegradable formulas; expanding our end-of-use/take-back programs.

Stakeholder Groups Raising these Topics: GOJO Team Members, Customers, NGOs, Industry Associations

Advancing Sustainable Supply Chain Practices *Boundary: GOJO Operations, Supply Chain*
Screening suppliers for ethical and sustainable practices (e.g., human rights and working conditions); helping suppliers adopt ethical and sustainable behaviors

Stakeholder Groups Raising these Topics: GOJO Team Members, Customers, Distributors, Industry Associations, NGOs

Measuring and Reducing Our Most Significant Environmental Impacts *Boundary: GOJO Operations, Across Value Chain*
Determining our most significant environmental impacts and implementing initiatives to reduce our impacts.

Stakeholder Groups Raising these Topics: GOJO Team Members, Customers, NGOs, Media, Certification Organizations

2020 GOAL FOSTER A CULTURE OF SUSTAINABLE VALUE

Infusing SWOWSM throughout GOJO Processes and Culture *Boundary: GOJO Operations*
Increasing GOJO team member awareness of progress towards our 2020 goals and helping them take action to strengthen their own commitment to Sustainable Ways of Working (SWOWSM).

Stakeholder Groups Raising these Topics: GOJO Team Members

Although not new focus areas for GOJO, we have confirmed these topics are the ones that matter most, and are confident that by making greater investments using these as our focus for our 2020 goals and allocating the appropriate resources, we can truly create Sustainable Value.

Teams and individuals accountable for each goal have identified key performance indicators to track and evaluate our progress going forward. Annually, we will report our progress and the challenges and opportunities we intend to address. Advancing our leadership in these areas continues to drive social, environmental and economic Sustainable Value for all GOJO stakeholders.



Motivated by exceeding our 2015 goals, and inspired by positive feedback from our stakeholders, we set the bar high for 2020. We see opportunity to have a significant positive impact beyond our own operations, creating new sources of Sustainable Value for GOJO, our customers, people who rely on our well-being solutions to help them stay healthy, our suppliers, our team members, our collaboration partners and our community.

2020 Sustainable Value Strategies & Goals

GOJO was built on providing products that care for the well-being of others, and that passion is deeply rooted in our culture to this day. It's for that reason that we have publicly committed to advancing our strategic priorities, along with our 2020 Goals. As we work toward 2020, we have aligned ourselves with the United Nations' Sustainable Development Goals (SDGs), which are designed to address the ways in which countries, companies and citizens improve the lives of people around the world.

SUSTAINABLE DEVELOPMENT GOAL ICON INDEX

1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS	

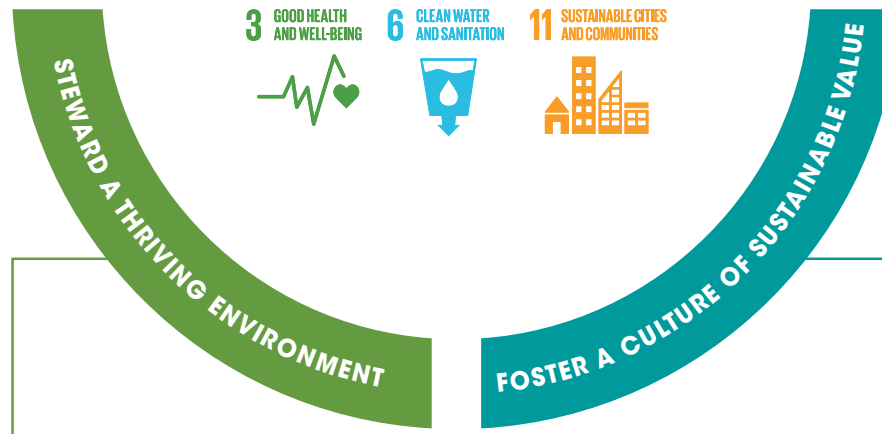
Innovate to Create Sustainable Value

- Establish and maintain an industry-leading sustainable chemistry policy, including reducing our Chemical Footprint by 50% by 2020
- Double global sales from products with third-party certifications by 2020
- Reduce packaging by 15% by 2020



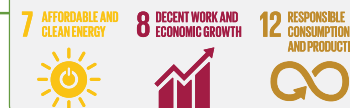
Elevate Public Health & Well-Being

- BHAG: Bring Well-Being to One Billion People Every Day
- Be our industry's most recognized advocate for well-being through hygiene by 2020



Steward A Thriving Environment

- Recover and reuse or recycle 50% of dispenser materials from the value chain by 2020
- Ensure 90% of GOJO Strategic, Preferred and Collaborative suppliers meet GOJO Sustainable Value Responsible Sourcing Criteria by 2020
- Power GOJO distribution operations by renewable energy by 2020



Foster A Culture of Sustainable Value

- Business processes are infused with SWOW™ to create Sustainable Value
- Engage 40% of employees in Sustainable Ways of Working (SWOW™) by 2020
- BHAG: Engage all employees in Sustainable Ways of Working (SWOW™)



2016 Performance

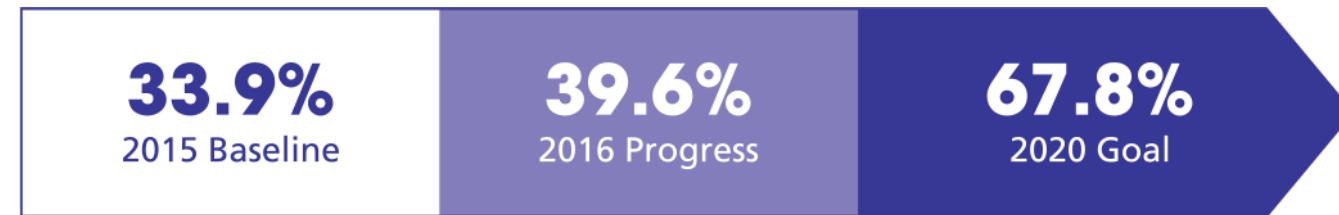
At GOJO, we understand that better human health and well-being relies on maintaining a healthy environment, and our Purpose drives us to view our work in the context of the lives we touch every day.

Here is our full 2016 scorecard, which demonstrates our progress in the first year of advancing our 2020 Sustainable Value Goals.

2020 GOAL
Obtaining Relevant Product Certifications

Grow Our Sales of Certified Products

Percent of GOJO global sales from our third-party certified products

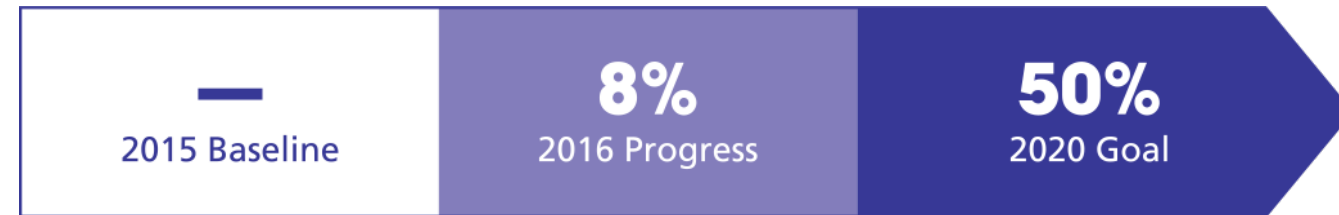


We experienced continued organic growth of our third-party certified hand hygiene portfolio in 2016, across markets. We expect significant progress in 2017 to be driven by new product launches, including the expansion of PURELL into the surface category, and further innovation.

2020 GOAL
Implementing Sustainable Chemistry

Reduce Our Chemical Footprint

Percent reduction in total mass of chemicals of high concern (CoHCs)

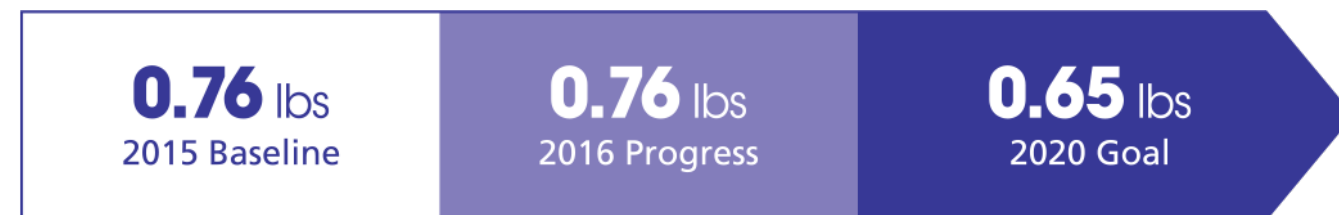


Our 2016 progress reflects reductions of Triclosan and parabens in existing products. We began phasing out Triclosan as part of the implementation of our sustainable chemistry policy in 2013. In our involvement with the Chemical Footprint Project, we implemented additional projects to dramatically reduce parabens and titanium dioxide; we also avoid using these ingredients in new products.

2020 GOAL
Sourcing Sustainable Materials

Reduce Packaging

Lbs. of packaging per 1000 uses



In 2016, we established the process for measuring this goal and calculated the baseline. Additionally, we reorganized the packaging workgroup to establish a resource structure in support of this goal, including the appointment of a sustainable packaging champion. We expect future progress to be driven by increases in the efficiency and recycled content of our secondary packaging.

2020 GOAL
Elevate Health & Well-Being

Bring Well-Being to One Billion People Every Day

In terms of hand hygiene delivered, the estimated number of direct uses every day



2020 GOAL
Elevating Thought Leadership in Hygiene Education & Promoting Public Health

Be the Most Recognized Well-Being Advocate in our Industry

People reached by our media impressions, speaking engagements, scientific communications, and social media conversations



Building on a strong foundation as a recognized advocate of well-being, in 2016, we increased our outreach and visibility of our messaging to key stakeholders through both technical and business platforms. This included publishing nine scientific papers, making 485 million media impressions and participating in six national sustainability conferences. We are currently in the process of expanding this metric to include social media communications.

2016 Performance

2020 GOAL
Developing Products & Programs to Reduce Customer Waste

Recover and Reuse or Recycle 50% of Dispenser Materials

Percentage of dispenser materials touched by the GOJO Field Services Team recovered and recycled



During the baseline year of 2015, we provided dispenser recycling services through a GOJO-funded pilot project, with the intention of understanding the associated opportunities and challenges. In 2016, we focused on expanding our learnings through market research. We are currently partnering with a third-party to identify potential solutions to the challenges we identified.

2020 GOAL
Advancing Sustainable Supply Chain Practices

Increase Suppliers Meeting GOJO Sustainable Value Responsible Sourcing Criteria

Percentage of Strategic, Preferred, and Collaborative suppliers submitting a Sustainable Value Scorecard



In 2016, we convened a subset of our suppliers to formally introduce the GOJO Supplier Sustainability Scorecard. In 2017, we more than doubled the number of supplier participants and are planning for continuous annual increases to the number of included suppliers.

2020 GOAL
Measuring & Reducing Our Most Significant Environmental Impacts

Power our Distribution Operations on Renewable Energy

Percentage of distribution operations' energy coming from renewable sources

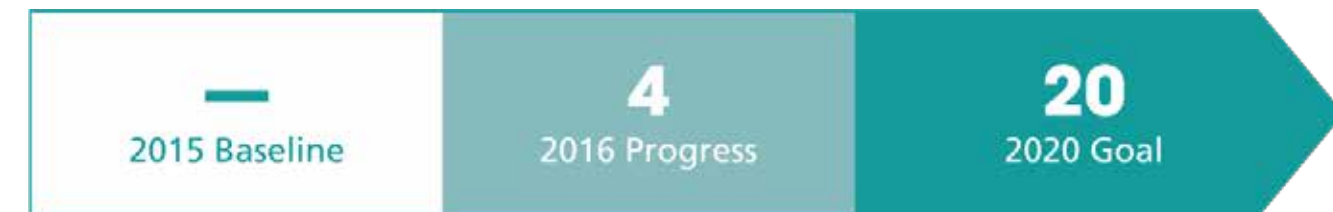


In 2016, we conducted the scoping, financial analysis and identification of potential renewable energy solutions. In 2017, we are evaluating our options and defining an optimal path forward.

2020 GOAL
Infuse SWOW™ Throughout GOJO Processes & Culture

Infuse Core GOJO Processes with SWOW™ to Create Sustainable Value

Number of GOJO process infused with SWOW™



In 2016, we established a team to define the strategy and develop implementation plans for achieving our goals. Our current focus is on the formal integration of SWOW within planned 2017 process updates.

2020 GOAL
Infuse SWOW™ Throughout GOJO Processes & Culture

Engage All Employees in SWOW™

Percentage of employees who participate in SWOW™ events or Sustainable Value Projects



At GOJO we stretch ourselves by setting ambitious goals. This first year of progress helped us better understand the related challenges and opportunities of formally engaging employees in SWOW. Applying the SWOW principle of "Leading and Learning," we decided to elevate this goal to a BHAG and adopt a more realistic goal of engaging 40% of employees in SWOW by 2020.



At GOJO, our Purpose-driven commitment to sustainability powers us to innovate our well-being solutions and ways of working. With an understanding of our stakeholders' requirements and aspirations for more sustainable solutions, we find creative ways to innovate to create Sustainable Value through our work. We deliver market-leading solutions that utilize the best available technologies, while addressing what matters most to our customers. Innovation is at the core of what we do.

Innovate to Create Sustainable Value

As we envision new possibilities, we consistently ask ourselves **"How Might We?"** We seek to understand the latest science and thinking around sustainable materials, including chemistry and packaging. We continue to work to address our stakeholders' evolving preferences for sustainable solutions and practices. One way we do this is through sourcing sustainable materials. This aligns with our approach to drive product improvements that deliver social, environmental and economic value, while fulfilling the market desire for effective products that promote human and environmental health.

Our innovative spirit has been at the foundation of our company since the beginning and continues to inspire us. This spirit is exemplified in the expansion of the PURELL® brand into new categories. In 2016, we introduced surface disinfectants and sanitizers, revolutionary solutions with no tradeoffs between safety and efficacy. In early 2017, we launched high-performing HEALTHY SOAP® products that leave hands healthier than regular soaps and are made with renewable ingredients.

We practice our Sustainable Ways of Working (SWOW) principle of Leading and Learning when we innovate, dedicating ourselves to leading our industry in sustainable practices and solutions, while continuously expanding our knowledge and commitment to find better ones.

Obtaining Relevant Product Certifications



GOJO is proud to offer the world's **largest portfolio of third-party certified hand hygiene products**. In talking with our customers and monitoring our sales, we see increasing interest in adopting third-party certified products to support customer sustainability objectives. Today, there is a growing expectation that our products deliver "human and environmental health benefits" in addition to our long-standing reputation for high performance, explains Nicole Koharik, GOJO Corporate Communications Director.

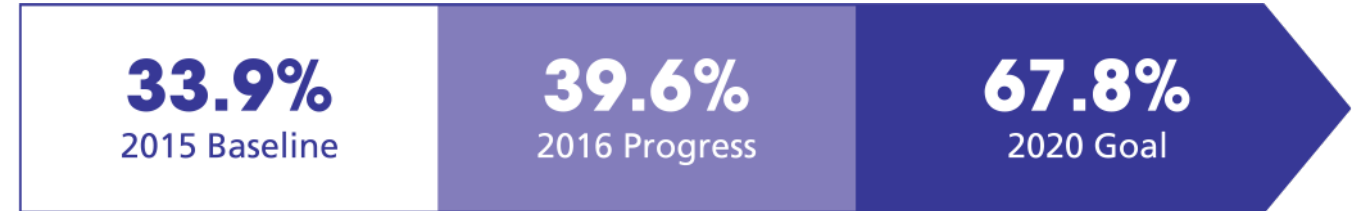
With third-party certified products, customers don't need to be experts in green chemistry. They can choose better options for human health and the environment with the knowledge that **highly respected, third-party organizations** have taken a science-based approach to verify our products' effectiveness, safety profiles, and sustainability benefits, and have audited our operations to ensure we are producing them in sustainable ways.

Our Regulatory Team collaborates with project teams and product managers to assess our products against third-party standards, and manage the certification process with third-party agencies. Additionally, our

Regulatory Team provides valuable guidance to help our GOJO teams design products to meet third-party certification standards. "When we decide to pursue product certifications, we determine which certifications are most valuable, then we develop the product within the requirements and work with the third-party organization to provide the necessary documentation, testing, and feedback required for approval," says Nicky Mortensen, GOJO Regulatory Affairs Specialist.

2020 GOAL Obtaining Relevant Product Certifications

Percent of GOJO global sales from our third-party certified products



We experienced continued organic growth of our third-party certified hand hygiene portfolio in 2016, across markets. We expect significant progress in 2017 to be driven by new product launches, including the expansion of the PURELL® brand into the surface category, and further innovation.

PURELL® Brand HEALTHY SOAP® Product is Formulated to Achieve ECOLOGO® & USDA Biobased Certifications

In 2016, GOJO introduced a new line of PURELL® brand HEALTHY SOAP® products, which feature ingredients that help our customers enjoy the benefits of an effective hand soap, along with the added reassurance from a product that was created with the environment in mind.

HEALTHY SOAP® products achieved both USDA Biobased and UL ECOLOGO® certifications. Earning two high-profile certifications for reduced environmental impact and sustainability throughout the lifecycle creates a tremendous amount of Sustainable Value for our customers and other stakeholders, and fits the PURELL brand promise itself.

From the beginning of this project, we sought to use ingredients that not only came from

renewable sources, but also left minimal traces in the environment after use. Venkat Padyachi, Product Development Senior Scientist II, helped manage the development of our HEALTHY SOAP® products, and added, "As we developed these products, we applied our sustainable chemistry practices every step of the way. The result is a portfolio of high-performance products, made with even safer, more sustainable raw materials that minimize our environmental footprint."

HEALTHY SOAP® products are the next chapter in our sustainable chemistry work, and have been a great proving ground to realize that using renewable, environmentally responsible ingredients can lead to breakthroughs in the way we create our products.



Expanding the PURELL® Brand Portfolio with DfE Certified Surface Sprays

In 2016, GOJO introduced a revolutionary line of new products from the PURELL Brand, designed to leverage our expertise in germ kill on skin, and apply it to surface disinfection and cleaning. Breaking into a new category brought a steep learning curve, including developing an Enterprise core competency in EPA surface regulations.



David Miller,
Market Development Director, PURELL® Brand

Through our development process, we created products that not only rapidly kill germs in as little as 30 seconds, but also achieved the EPA's lowest allowable toxicity rating, meaning they require no precautionary statements, handwashing after use, or signal words like "danger," "warning," or "caution."

The EPA Design for the Environment (DfE) certification recognizes products that meet specific criteria with regards to ingredients, lifecycle analysis, environmental impacts and industry best practices. PURELL Surface Sprays were formulated to meet these requirements, and our commitment to creating a product that is both effective and sustainable allowed us to create an industry-changing product.

The audacious goal of "no trade-offs"—that is, products that are both safe and effective with no compromise—galvanized teams across the enterprise, including Healthy Places, Sales, Regulatory, R&D, Supply Chain, and Market Research.

Innovation on this scale takes a cooperative effort by everyone, and for this project, we implemented several new processes. "We embraced a culture of learning and growth", said David Miller, Market Development Director, PURELL® Brand. "We not only had to educate our internal GOJO teams on the new products and EPA regulations, but also many of our distributor partners and end users."

Dewain Garner, Product Development Principal Scientist II, played a role in developing these new formulations, and shed some light on the process, saying, "We chose ingredients for their low impact on the environment during manufacturing, and their low persistence in the environment after use."

This sharing of knowledge helped us set a strong example for how to create Sustainable Value on a large scale. In doing so, we created revolutionary new products that uphold the safe, effective, and better for you pillars of the PURELL brand, without doing harm to the environment.



Well-formulated products combined with effective hand hygiene helps decrease the spread of germs that can cause illness and infection. We formulate our products to help reduce the spread of germs, maintain and improve skin condition, be aesthetically pleasing, and meet our high standards for safety and sustainability.

Implementing Sustainable Chemistry

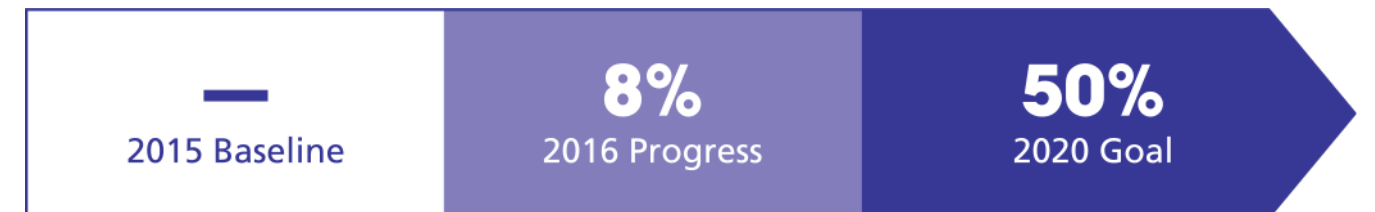
GOJO is the first company to publicly commit to reducing our chemical footprint by 50 percent by 2020. No other company in the world has made such a strong declaration to advance sustainable chemistry. Our commitment to protecting human health drives our thoughtful formulations. Our intention is to continuously elevate the safety profile of our portfolio, while leading by example and encouraging others to reduce their chemical footprint.



Amanda Copeland - GOJO Product Development Senior Scientist I

2020 GOAL Implementing Sustainable Chemistry

Percent reduction in total mass of chemicals of high concern (CoHCs)



Our 2016 progress reflects reductions of Triclosan and parabens in existing products. We began phasing out Triclosan as part of the implementation of our sustainable chemistry policy in 2013. In our involvement with the Chemical Footprint Project, we implemented additional projects to dramatically reduce parabens and titanium dioxide; we also avoid using these ingredients in new products.

To guide our product development efforts, we adhere to The GOJO Sustainable Chemistry Policy, which outlines the guiding principles and fundamental approaches that inform our decisions and actions for implementing sustainable chemistry throughout our product portfolio.

GOJO Team Members Become Authorized GreenScreen® Practitioners

A core part of our business – and our sustainability priorities – is ensuring that all GOJO products are safe for human health and the environment. Understanding the intrinsic hazards of ingredients helps us identify and find safer alternatives. By monitoring these ingredients of concern, we can phase them out of our formulations.

GreenScreen for Safer Chemicals is a broadly recognized method for chemical hazard assessment developed by Clean Production Action, the NGO that founded the Chemical Footprint Project. It is utilized by manufacturers, governments, and NGOs to find the safest alternatives to chemicals of concern in order to reduce their chemical footprints. An authorized GreenScreen practitioner goes through an extensive six-month training program to perform high-quality hazard assessments using GreenScreen.

In 2016, GOJO Sustainability Analyst, Roberto Bellino, along with GOJO Product Safety and Sustainability Manager, Antonio Quiñones-Rivera, completed the GreenScreen Hazard Assessment course, and are now authorized GreenScreen practitioners. This makes Quiñones-Rivera and Bellino two of only 31 authorized assessors in the United States.



Antonio Quiñones-Rivera, GOJO Product Safety and Sustainability Manager, & Roberto Bellino, GOJO Sustainability Analyst

“Sustainable Chemistry is a strong driver of the GOJO 2020 Sustainable Value Strategies and Goals. The use of GreenScreen Assessments will allow us to deepen our knowledge regarding new chemicals and will help us continue to develop even safer products,” said Antonio.

The ever-changing landscape of material assessment, combined with our focus on creating even safer, more effective products led us to complete the GreenScreen training. Bellino was impressed with how much support the initiative received. “This project made me realize that at GOJO we are not afraid of learning new methodologies and tools to advance our knowledge in formulating products that are safer for humans and the environment.”

Obtaining this authorization expanded our in-house assessment capabilities. Beginning in 2017, we expect to implement the GreenScreen evaluation into several GOJO processes, in our ongoing effort to achieve our 2020 Sustainability Goal to reduce our chemical footprint by 50 percent.

Paraben-Free Wipes

Parabens were identified as chemicals of concern by leading third-party experts, and as a company that is on the forefront of sustainable chemistry, GOJO is taking initiative to eliminate such ingredients from our products.

GOJO sought a solution that would allow us to eliminate parabens from our PURELL® Wipes; a core product in the PURELL brand portfolio. By creating a cross-functional team, consisting of stakeholders on the Product Management, Global Sourcing, Product Development, Packaging and Market Insight and Development teams, we found and implemented an approach that met the needs of our customers and our business.

Working closely with Research and Development, the team evaluated the impact and benefits of reformulating our wipes. Now, we are able to make more compelling claims about our wipes, seek new opportunities to address specific regulatory or customer challenges, and continue to develop even safer, more effective products.

Vanessa Riedlinger, Senior Engineer II-Wipes, a member of the team emphasizes the importance of this kind of project at GOJO. “Sustainability is a process, and every improvement counts. It’s part of the ‘How Might We?’ culture at GOJO, where we push the envelope and apply our learnings to future projects.”



We are continuing to find new ways to increase the Sustainable Value of our high-capacity wipes refills, and develop more sustainable wipes products. “The smallest steps can lead to great accomplishments that get us closer to achieving our 2020 goals,” added Riedlinger.

This drive for continuous improvement has allowed us to evolve and innovate, to develop products that go beyond killing germs and to deliver increased Sustainable Value.



Sourcing Sustainable Materials

To create solutions that bring well-being to people and the planet, we are adopting more sustainable materials for formulations and packaging; this includes avoiding materials known to be harmful to humans and the environment and maximizing the use of better alternatives. Beyond the materials we select, we evaluate where they are coming from and the impact from sourcing the materials. We also apply life cycle thinking and life cycle analysis, or LCA, metrics to guide decisions and continuously improve our product designs.



Daniel Davis
GOJO Maintenance Mechanic

Our 2020 Sustainable Value Strategies inspire us to reimagine some of our most fundamental policies and processes to identify improvement opportunities. In September of 2016, GOJO was accepted as an official member of the Roundtable on Sustainable Palm Oil. This worldwide organization works to ensure that Responsibly Sourced Palm Oil (RSPO) practices are used, reducing the impact from traditional palm oil sourcing.

Going into 2017, we developed a Packaging Sustainability Champion role that will focus communication and activities on department projects to reuse or reduce packaging materials used in the distribution process. A different GOJO team member will take on this role each year, in order to engage and educate all packaging engineers in sustainability initiatives.

Here are some additional examples of our progress:

Materials:

- Increasing the use of naturally derived ingredients in our products
- Completely eliminating the use of expanded polystyrene
- Supporting the goals of Responsibly-Sourced Palm Oil (RSPO) as a member

Packaging:

- Conducting a baseline evaluation of GOJO packaging materials and identified opportunities to reduce packaging waste. We are embracing circular economy principles to inform our thinking
- Transporting PURELL® Advanced Hand Sanitizer 2oz. bottles between our manufacturing facilities, we switched from corrugated cardboard boxes to reusable totes

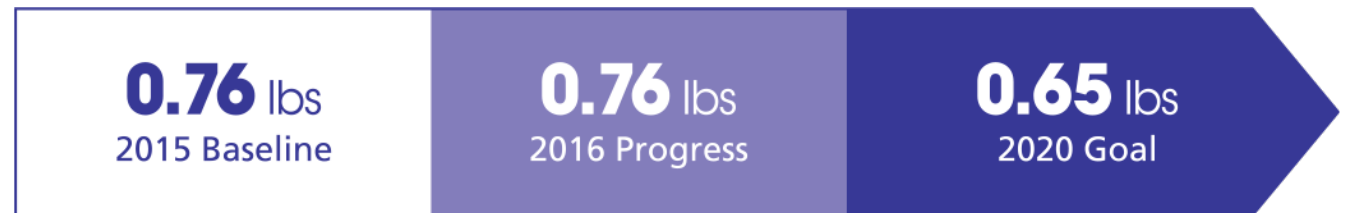
Paper:

- Creating new partnerships with printers who value sustainability
- Using Forest Stewardship Council (FSC) certified paper ensures forests are managed carefully for generations to come. All of our paper is now FSC-certified or post-consumer recycled paper



2020 GOAL Sourcing Sustainable Materials

Lbs. of packaging per 1000 uses



In 2016, we established the process for measuring this goal and calculated the baseline. Additionally, we reorganized the packaging workgroup to establish a resource structure in support of this goal, including the appointment of a sustainable packaging champion. We expect future progress to be driven by increases in the efficiency and recycled content of our secondary packaging.

GOJO Becomes an RSPO Member Company

Sourcing sustainable palm oil is one of the most significant sustainability topics in the world today. If not done sustainably, it drives deforestation, human rights issues, and wildlife displacement. In September of 2016, GOJO was accepted as an official member of the Roundtable on Sustainable Palm Oil (RSPO). This worldwide organization works to ensure that Responsibly Sourced Palm Oil practices are used, reducing the impact from traditional palm oil sourcing.



GOJO RSPO Team

As a first step, this membership enabled us to purchase RSPO Certified glycerin for GOJO Lippman manufacturing campus in Cuyahoga Falls, OH. By committing to systematically increase the use of RSPO certified materials in our manufacturing, we are able to make progress on our 2020 Sustainable Value Strategies, including Innovate to Create Sustainable Value, Elevate Public Health & Well-Being and Steward a Thriving Environment. Additionally, it demonstrates our enterprise-wide commitment to creating a healthier world.

Dewann Weltmer, Global Sourcing Senior Director, puts the effort into perspective, saying, "This project is critical to GOJO. Not only does it support our 2020 goals, it also meets our

stakeholders' expectations. We've positioned ourselves as leaders in sustainability, and this helps us continue to earn our reputation."

A cross-functional team, consisting of members from Quality Assurance, Global Sourcing, Regulatory, Product Development, Manufacturing and Marketing worked together to achieve this goal.

In 2017 and beyond, Weltmer says, "Global Sourcing, along with Product Development and members of the Enterprise Sustainability Governance Team are meeting to determine which ingredients to evaluate next, and develop priorities for next steps."

We are proud of what GOJO has done so far, and we are eager to identify improvements in 2017, as we look to build on the momentum gained from GOJO becoming an RSPO Member Company.



GOJO has dedicated more than 70 years to advancing the science of hand hygiene and developing safe and effective well-being solutions for away-from-home settings. In collaboration with thought leaders, organizations and individuals, who, like GOJO, are committed to improving health for people around the world, we are able to help reduce infection rates, improve public health and ultimately save lives. We have a long history of working with industry experts, such as professors and infection control professionals, who are “willing to change the status quo and think about things that are different to improve health outcomes,” says GOJO Hygiene Sciences and Public Health Advancements Vice President, Jim Arbogast, Ph.D.



“it’s all about making advancements in public health.”
 Jim Arbogast, Ph.D.
 GOJO Hygiene Sciences & Public Health
 Advancements Vice President

Elevate Public Health & Well-Being

Our founding was based on this very notion. Our co-founder, Jerry Lippman, collaborated with a Kent State University chemistry professor to develop our first product with his knowledge of lanolin, oils, surfactants and creating stable gels. Today, collaboration remains vital to bringing the world’s brightest and most cutting-edge ideas to our product development process. “At the end of the day,” Dr. Arbogast explains, **“it’s all about making advancements in public health.”**

We are inspired by our Big, Hairy, Audacious Goal (BHAG) to “Bring Well-Being to One Billion People Every Day.”
This goal keeps us focused on expanding our reach—both educationally and with our solutions.



In terms of hand hygiene delivered, the estimated number of direct uses every day



Elevating Thought Leadership in Hygiene Education & Promoting Public Health

Our commitment to public health and well-being and to advancing the science of skin health and hygiene and promoting its importance is core to who we are. We regularly engage in studies, projects and educational outreach programs promoting public health and healthy behaviors, and we leverage new technologies to support behaviors that improve well-being for people and the environment.



People reached by our media impressions, speaking engagements, scientific communications, and social media conversations



Building on a strong foundation as a recognized advocate of well-being, in 2016, we increased our outreach and visibility of our messaging to key stakeholders through both technical and business platforms. This included publishing nine scientific papers, making 485 million media impressions and participating in six national sustainability conferences. We are currently in the process of expanding this metric to include social media communications.

An example of elevating our thought leadership is our partnership with the CDC's Division of Healthcare Quality Promotion and the CDC Foundation to eliminate healthcare-associated infections. The CDC's Clean Hands Count campaign, which was launched on World Hand Hygiene Day, May 5th, in 2016, provides hand hygiene educational materials and tools for patients, healthcare providers

and caregivers in the U.S. including hospitals and long-term care facilities. "This partnership expands patients' and healthcare providers' knowledge of hand hygiene practices," said Charles Stokes, CDC Foundation President and CEO. "We are grateful to GOJO for their support to help protect patients from healthcare-associated infections."

GOJO Advances the Science of Good Hygiene with 2016 Publications

As an advocate for public health and well-being and a leader in advancing the science of good hygiene, we conduct and publish research regularly to address important questions in ways that inspire new thinking and innovations.

In 2016, we published eight technical publications and white papers covering a range of important topics, from the positive effects of a comprehensive hand hygiene program in the workplace, to opportunities to utilize biomimicry to drive sustainable product innovation.

Through these publications, we are reaching thousands of stakeholders, including customers, technical experts, peers, non-governmental organizations (NGOs) and others that can apply this new information to address challenges and make contributions to help create a healthier world.

2016 GOJO Publications

Impact of a Comprehensive Workplace Hand Hygiene Program on Employer Health Care Insurance Claims and Costs, Absenteeism, and Employee Perceptions and Practices. Journal of Occupational Environmental Medicine.

Health-related work losses cost US employers more than \$260 billion each year, the indirect costs of poor health, most notably absenteeism and attending work while sick. Examining the correlation between hand hygiene and illness, GOJO found that by implementing a comprehensive hand hygiene program that included soap and hand sanitizer, employers were able to reduce claims from hand hygiene preventable illnesses by 24%.

Streamlining the Front End of Innovation for Environmentally Sustainable Products. Research-Technology Management.

In 2013, GOJO conducted a full lifecycle assessment for our touch-free dispensing systems, in an effort to evaluate the sustainability of the technology. During that assessment, we found that by making our pump mechanisms more efficient, we could greatly increase battery life, reducing waste and prolonging the effective lifecycle of our products. Looking at this challenge from a biomimicry perspective led us to create a cross-functional team, conduct workshops and develop a more sustainable solution.

Soap: The science behind it, the changing regulatory landscape ahead, and tools and tips for selecting a soap that's right for your facility.

Alcohol-based hand rubs receive a lot of attention when it comes to preventing the spread of germs, but washing with soap and water is also a critical method of reducing infection. According to the CDC and WHO, when hands are visibly soiled or contaminated, washing with soap and water is the ideal way to clean hands and help prevent the spread of infections.

Human health risk assessment of chloroxylenol in liquid hand soap and dishwashing soap used by consumers and health-care professionals. Regulatory Toxicology and Pharmacology. When evaluating our ingredients, we go to great lengths to ensure that we're developing the mildest, most effective formulations possible. Recently, we conducted a human risk assessment of chloroxylenol in liquid hand soap and dishwashing soap used by consumers and healthcare professionals, to determine any adverse effects on the skin. It was determined that chloroxylenol presented no observed adverse effect levels, and was a safe ingredient for use in soaps.

Effect of different alcohols on stratum corneum kallikrein 5 and phospholipase A2 together with epidermal keratinocytes and skins irritation. International Journal Cosmetic Science.

GOJO conducted a study of the effects of various types of alcohols on bacteria, as well as their effects on the skin. We found that ethanol performed equally well in terms of germ kill as the others, but was tolerated much better by the skin. PURELL® products are formulated to be gentle on skin, while killing over 99.99% of germs on skin. We achieve that by formulating our products to maximize the alcohol's effects and incorporating skin conditioners.

Health care worker hand contamination at critical moments in outpatient care settings. American Journal of Infection Control.

GOJO worked with the American Journal of Infection Control to publish a study that demonstrated how important hand hygiene is to reducing the spread of germs in outpatient care settings. By outlining the 5 key moments for hand hygiene, as defined by the WHO, we were able to help reinforce the importance of an effective hand hygiene program, and provide recommendations for healthcare providers.

FDA Consumer Antimicrobial Handwash Proposed Rule: What does it mean and does it impact healthcare or not?

In December 2013, the U.S. Food and Drug Administration (FDA) issued a Notice of Proposed Rule on Consumer Antimicrobial Handwashes. The Proposed Rule that there is not enough evidence to show that antimicrobial soap products have an added benefit over plain non-antimicrobial soaps in the consumer setting, which means that for the time being, the FDA is not requiring consumer companies to remove antimicrobial soaps from the consumer market at this time. Additionally, the decision has no bearing on alcohol-based handrubs in any setting, including healthcare.

Frequency of Use of Alcohol-Based Hand Rubs by Nurses: A Systematic Review. Infection Control & Hospital Epidemiology.

Hand hygiene is a major component of healthcare workers' responsibilities, and in extreme cases, they can be required to use an alcohol-based hand rub up to 100 times per day. We published the results of a study that found ethanol – the active ingredient in PURELL® Hand Sanitizers is an effective way to fight the spread of germs, and was tolerated better by the skin than isopropanol.

GOJO Helps Educate School Facilities Professionals at ISSA

GOJO was proud to be a platinum sponsor of the first Healthy Schools Campaign Green Clean Schools Forum, which was held at the 2016 ISSA/INTERCLEAN North America tradeshow. This event brought together leading university facility operators to raise awareness about green cleaning best practices, products and trends that will help them elevate their cleaning programs.

GOJO Corporate Communications Director Nicole Koharik co-led a workshop about healthy infection control practices for the education market, including the importance of hand hygiene, surface cleaning in schools and navigating products with third-party certifications.



As a platinum sponsor we were able to conduct a series of group tours of the GOJO booth to educate facilities professionals about supporting health and safety in schools and to share how to use innovative PURELL solutions to achieve positive student health outcomes. Tour participants tested multiple PURELL® products, including new PURELL® Surface Disinfecting and Sanitizing Sprays with EPA Design for the Environment certification. Additionally, guests had opportunities to network and share ideas on how to keep schools cleaner and reduce their environmental impact at the same time.



Steve Schultz,
GOJO North American
& International Business
President

GOJO Leader Named City of Hope Spirit of Life Honoree

Each year, the National Business Products Industry (NBPI) recognizes an executive with the Spirit of Life award, City of Hope's highest humanitarian honor. The honoree and their company are charged with spearheading the annual NBPI City of Hope fundraising efforts, serving as City of Hope's top ambassador for that particular year. Steve Schultz, GOJO North American and International Business President has been named as City of Hope's 2017 Spirit of Life Honoree.

"The GOJO Purpose is Saving Lives and Making Life Better Through Well-Being Solutions, and we are proud to help organizations, like City of Hope, which are driven by a similar purpose," said Schultz. "Each and every day, City of Hope is furthering the fight against cancer and other life-threatening illnesses. We are happy to continue our support of their efforts."

For 34 years, leading companies and executives from the NBPI have engaged in an organized annual fundraising effort in support of City of Hope. During that span, NBPI donations and fundraising programs have raised more than \$145 million for City of Hope. GOJO has worked with City of Hope and their partners from the NBPI to help raise money for cancer research for several years.



healthcare claims tied specifically to hand hygiene preventable illnesses were **reduced** by over **24%** intervention group compared to the control group

* Arbogast, JW., L. Moore-Schiltz, W. Jarvis, A. Harpster-Hagen, J. Hughes, A. Parker. 2016. "Impact of a Comprehensive Workplace Hand Hygiene Program on Employer Healthcare Insurance Claims plus Costs, Absenteeism, and Employee Perceptions and Practices." Journal of Occupational and Environmental Medicine

GOJO Supports Centers of Disease Control (CDC) Efforts to Raise Awareness of Antibiotic Resistance

Antibiotic resistance is one of the biggest threats to global health, food security, and development today. Antibiotic resistance is rising to dangerously high levels in all parts of the world. New resistance mechanisms are emerging and spreading globally, threatening our ability to treat common infectious diseases.¹

The CDC reports, approximately two million people each year in the United States alone become infected with bacteria that are resistant to antibiotics and at least 23,000 people die annually as a direct result of these types of infections. In addition, many more people die from other conditions that were complicated by an antibiotic-resistant infection.

Science indicates the root cause of antibiotic resistance is over-prescription and overuse of antibiotics by humans and in animals. Antibiotic overuse results in the inability to prevent and control infections as certain bacteria develop defenses against entire classes of antibiotic compounds.

GOJO is deploying solutions that help reduce the spread of germs that can cause infection and illness, thereby helping reduce the need for antibiotics and development of resistant organisms. A primary

prevention approach is effective hand hygiene. Practicing good hand hygiene—handwashing and hand sanitizing—helps prevent the spread of germs that can cause infections in the first place and, in turn reduces the use of antibiotics.

In June 2015, GOJO publicly declared our commitment to antibiotic stewardship, when we joined more than 150 other organizations at the White House for the White House Forum on Antibiotic Stewardship. This event brought together Federal and private constituencies involved in the development, promotion and implementation of antibiotic stewardship activities to ensure the responsible use of antibiotics in the United States.

Public health education is a key component of executing our commitment to antibiotic stewardship. In 2016, GOJO supported the CDC's "Get Smart" program, including a multi-year media effort, targeting healthcare and public health leaders, educators and parents, to raise awareness of hand hygiene as a preventive measure to reduce health risks from antibiotic resistance. To learn more about our commitment to antibiotic stewardship, see this post on the GOJO Hand Hygiene Blog from GOJO Chairman and CEO Joe Kanfer.



1. Antibiotic Resistance Threats in the United States, 2013. U.S. Department of Health and Human Services, Centers for Disease Control and Prevention. 2013.

Stakeholder Collaboration—one of our Sustainable Ways Of Working (SWOWSM) principles—helps GOJO to expand our resources and knowledge, learn about new opportunities and create new sources of social, environmental and economic value for our business and our stakeholders. GOJO builds relationships where we can establish common ground based on mutual interests. In sustainability, no one has all the answers because the space is always evolving. Partnerships help to strengthen both our internal competencies and our industry leadership position.

Partnering to Advance Sustainability



Antonio Quiñones-Rivera, Ph.D., GOJO Product Safety & Sustainability Manager

“These are true partnerships, sometimes we lead and sometimes others lead, but, in both cases, we always learn. For example, through our participation with the Chemical Footprint Project, we worked together with leaders of Clean Production Action to define the approach for identifying and measuring chemicals of high concern. They taught us about the process of chemical footprint assessment and we shared our knowledge about certain chemistries in order to derive the best tool for good analysis.”

Antonio Quiñones-Rivera, Ph.D.,
GOJO Product Safety & Sustainability Manager

Antonio Quiñones-Rivera, Ph.D., GOJO Product Safety and Sustainability Manager, explains “These are true partnerships, sometimes we lead and sometimes others lead, but, in both cases, we always learn. For example, through our participation with the Chemical Footprint Project, we worked together with leaders of Clean Production Action to define the approach for identifying and measuring chemicals of high concern. They taught us about the process of chemical footprint assessment and we shared our knowledge about certain chemistries in order to derive the best tool for good analysis.”

Marty O’Toole, GOJO Industrial and Government Vice President & General Manager, explains, “At times, we find that organizations we partner with grapple with the same challenges that we face. We found one way we can help overcome these obstacles is by sharing our thinking and helping the right conversations to take place and by offering different ways to approach the issue.”

GOJO and Akron-Canton Regional Foodbank Partner to Deliver Daily Essentials to Local Families in Need

Goldie and Jerry Lippman’s compassion extended beyond our employee base and into the local community. With this legacy seamlessly embedded within GOJO today, we actively support the health and well-being of others within the communities where we operate. One longstanding example that began with Jerry is our collaborative relationship with the Akron-Canton Regional Foodbank.

Since 2008, GOJO and the Akron-Canton Regional Foodbank have worked together to help improve the lives of families in need in Northeast Ohio through The Essentials Program, a collaborative effort to deliver soap to the people of the community.



Nicole Koharik,
Corporate Communications Director,
& Dan Flowers,
Akron-Canton Regional Foodbank CEO

“We work together to collect and package surplus soap for distribution within our charitable network. This innovative collaboration reduces waste, meets a critical public health need and improves the quality of life for people struggling with poverty in our community.”

Dan Flowers,
Akron-Canton Regional
Foodbank CEO

“We work together to collect and package surplus soap for distribution within our charitable network. This innovative collaboration reduces waste, meets a critical public health need and improves the quality of life for people struggling with poverty in our community,” says Akron-Canton Regional Foodbank

CEO Dan Flowers. In 2016, community demand and production to deliver the soap to families in need both reached record levels, which translated into more people having access to products that help improve quality of life. Additionally, the low cost associated with these Essentials products allowed clients to use more of their budgets on food for their families. The Akron-Canton Regional Foodbank is a vital resource for thousands of families in Northeast Ohio, and we are proud to stand beside them to help our community.



Dr. Steve Schein
Corporate Sustainability
Strategist

GOJO Gains Insight from Industry Experts

As a part of our ongoing drive to incorporate Sustainable Ways of Working (SWOWSM) into everything we do, GOJO sought out the expertise of Sustainability Consultant, Steve Schein. Schein is a sustainability expert, author and consultant who is partnering with the GOJO SWOWSM Engagement Team, as they work to engage employees in our sustainability initiatives at GOJO.

“The most impressive thing to me is that GOJO is a private company, yet they’re still going above and beyond what a company like this is expected to do in terms of sustainability,” said Schein. Steve worked with Roberto Bellino, GOJO Sustainability Analyst, and Brittany Darrow, GOJO Healthcare Marketing Associate, to lead sustainability workshops, figure out new ways to incorporate sustainability into our daily work, and develop ideas to create new skills that GOJO team members can learn to further embed SWOWSM into our culture.

Working with Steve has helped us gain new perspectives about making sustainability a part of everything we do at GOJO. From incorporating sustainability objectives into our sales and product development processes, to working with external partners on opportunities to advance social sustainability, he has facilitated many conversations that have sparked ideas to help us on our way to achieving our 2020 goals.



Steward a Thriving Environment

Keeping our planet healthy is essential to keeping people healthy. We need a thriving environment—flourishing forests, clean water and unpolluted air—to support the well-being of people and all forms of life. This necessitates using resources wisely. This is why we set environmental stewardship goals and track and report our progress towards them.

In 2010, GOJO first announced our voluntary five-year goals to minimize our environmental impact—committing to reduce emissions, water use and solid waste. By 2013, we exceeded our reduction targets; however, we did not stop there. In 2015, when we reflected on our accomplishments, we chose to raise the bar. Our 2020 Sustainable Value Goals involve our entire value chain, from raw material suppliers to operations and production to responsible in-field end-of-product-use management.

Developing Products & Programs to Reduce Customer Waste

GOJO dispensers are located within schools, healthcare facilities, airports, public restrooms and many other places to reduce the spread of illness by making hand hygiene easily accessible. GOJO completes numerous dispenser installations a year, with a single installation ranging from just a few dispensers to more than 10,000. In many cases, we are replacing old dispensers and historically, these dispensers ended up in our customers' waste streams and landfills.



2020 GOAL
Developing Products & Programs to Reduce Customer Waste

Percentage of dispenser materials touched by the GOJO Field Services Team recovered and recycled



During the baseline year of 2015, we provided dispenser recycling services through a GOJO-funded pilot project, with the intention of understanding the associated opportunities and challenges. In 2016, we focused on expanding our learnings through market research. We are currently partnering with a third-party to identify potential solutions to the challenges we identified.

In 2015, we kept nearly 80,000 dispensers from reaching the landfill. Instead, these materials went on to become sprinkler systems, computer cases and two-liter bottles. We quickly learned about the challenges associated with establishing a recycling program. There are mixed materials in dispensers, such as different types of plastics, springs and batteries. Thus, our third-party partner does the disassembling and works to find customers for the various materials, and we challenged our product development team to find ways to make dispensers easier to recycle.

In the meantime, in 2016, we engaged a new recycling partner to help us identify additional options for responsibly and sustainably managing dispenser materials at the end of their useful life. In 2017, expectations are to keep collaborating and finding new ways to engage customers, while developing programs that have a built-in recycling component for used or non-viable dispensers.



GOJO & Stericycle Team Members

Bigger is Better When It Comes to Waste Reduction

Working to reduce our customers' waste goes beyond recycling. As a global leader in hygiene for away-from-home settings and an organization committed to reducing our impact on the environment, we emphasize finding the most effective, efficient solutions for our customers. Higher-volume dispensing systems hold more product, require fewer refills to provide soap and sanitizer to customers and reduce the amount of packaging needed when shipping.

An end-user customer recently inquired about opportunities to increase their sustainability performance through the products they were purchasing for their restrooms. We found that by switching the customer from the 700mL GOJO LTX™ dispenser to the larger 1200mL GOJO LTX™ dispenser, the customer could achieve a 31.6 percent reduction in waste weight related to dispenser refills.

The conversion led to measurable Sustainable Value outcomes for the customer: In addition to the materials savings, the increased volume of product in the refills led to a savings of time and energy spent on maintenance, as the refills do not need to be changed as often, enabling maintenance staff more time to perform other tasks.

Advancing Sustainable Supply Chain Practices

GOJO Partners with Stericycle to Raise the Bar for Product Stewardship

As part of our ongoing commitment to creating a healthier planet, GOJO has partnered with Stericycle to develop a dispenser recycling program.

Stericycle, founded in 1989, began with a better way to deal with medical waste. Today, the company is a worldwide leader in environmental and compliance solutions for businesses.

While working with Stericycle, we leaned on their experience with creating recycling programs to help us determine the best course of action. From developing turnkey solutions that are easy to implement, to changing behaviors to be more sustainable on an individual level, the collaborative process taught us a lot about the challenges of recycling mixed plastics. For example, we learned exactly how design decisions can impact the efficiency and economics of dispenser recycling.

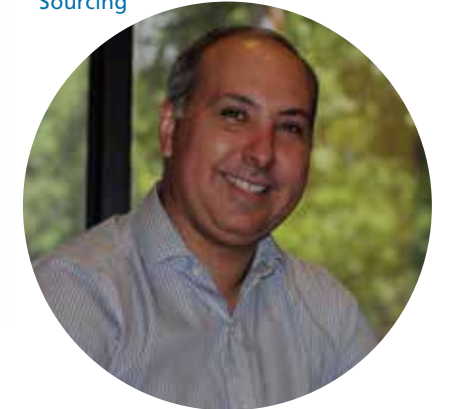
We are dedicated to creating a solution that is easy for customers to implement and we aim to use our recycling program to encourage more customers to recycle dispensers. Working with a leader in the healthcare industry who also has a strong company commitment to sustainability, provides us with new opportunities to continue to add Sustainable Value throughout the lifecycles of our products.

Through teamwork, collaboration and a shared passion for sustainability, GOJO and Stericycle are working to build on the success and learning of our 2016 pilot and find innovative ways to meet our 2020 dispenser material recovery goal.



“We initially set goals related only to our operations. This time around, we have goals that go end-to-end in our value chain.”

OSCAR UZCATEGUI
GOJO Senior Director of Global Sourcing



OSCAR UZCATEGUI
GOJO Senior Director of Global Sourcing



Engaging with our suppliers is vital to creating new sources of Sustainable Value. “It is a very exciting time for GOJO to expand sustainability to our suppliers,” says GOJO Senior Director of Global Sourcing, Oscar Uzcategui. “We initially set goals related only to our operations. This time around, we have goals that go end-to-end in our value chain.”

2020 GOAL
Advancing Sustainable Supply Chain Practices

Percentage of Strategic, Preferred, and Collaborative suppliers submitting a Sustainable Value Scorecard



In 2016, we convened a subset of our suppliers to formally introduce the GOJO Supplier Sustainability Scorecard. In 2017, we more than doubled the number of supplier participants and are planning for continuous annual increases to the number of included suppliers.

GOJO set a bold goal to ensure 90 percent of GOJO Strategic, Preferred and Collaborative suppliers meet GOJO Sustainable Value Responsible Sourcing Criteria by 2020.

By developing and implementing our Sustainable Value Sourcing program, we can insure that the suppliers with whom we work share the same vision for creating a sustainable supply chain, and continuing to advance more sustainable practices.

As a first step in advancing our Sustainable Value Sourcing program, GOJO requires all suppliers to read the Supplier Code of Conduct and return a signed copy to acknowledge understanding. The GOJO Supplier Code of Conduct is made up of five sections:

- Compliance with Laws
- Human Rights
- Conflict Minerals and Substances of Very High Concern
- Environmental Compliance
- Ethical Business Practices

Our Supplier Sustainability program is focused on gathering data, providing a platform for feedback and collaboration and expanding to include new suppliers every year. The feedback we receive from our suppliers is crucial to refining our process, our metrics and our goals for the program. GOJO

developed a supplier scorecard in 2015, which we piloted in March 2016 and formally rolled out in 2017. Thanks to the input and cooperation from our suppliers, the scorecard has evolved and has been streamlined to focus on actionable information, including the following:

- General information about the company, environmental metrics and how the design of GOJO products influences their sustainability program
- Availability and disclosure of data relating to GOJO material topics
- Materials—general chemical and/or material policies and packaging certifications, which provide details and examples of a specific GOJO product or process where modifications could increase Sustainable Value

The GOJO Sustainable Value Supplier Scorecard requires both quantitative and qualitative responses, providing not only data but also a written description about their practices, including the impacts of working with GOJO and opportunities to collaborate in new ways.



OSCAR UZCATEGUI,
GOJO Senior Director of Global Sourcing
& Dustin Davis,
Rockline Sales Manager

GOJO and Rockline Industries: Working Together for a Healthier Environment

Rockline Industries provides GOJO with materials for our wipes products and the company's commitment to reducing environmental impacts makes them an ideal partner to help advance our sustainable supply chain progress. Rockline was eager to engage with GOJO early on and throughout the process of developing and refining our supplier scorecard. Like GOJO, Rockline published its first Global Reporting Initiative (GRI) report in 2016 and is also pursuing an aggressive set of 2020 sustainability goals.

From developing 100 percent post-consumer packaging material to experimenting with alternative materials, Rockline is among the leaders in creating sustainable options for packaging. When asked about this commitment to reducing their environmental footprint, Rockline Sales Manager Dustin Davis responded, "It's the right thing to do. There's no question about it."

Rockline works with their suppliers and internal research and development department to continue to source more sustainable materials and to develop new ways to create products that are as durable and reliable as the market demands, while being better for the environment.

According to Davis, "It's an alignment of mindset. By working with our suppliers and customers like GOJO, we can exchange ideas and make sure our processes are not only meeting everyone's needs, but they are also functioning to create more sustainable products."

By partnering with a supplier that is dedicated to finding the least impactful ways to produce our wipes packaging, we are confident we have found a partner with the insights and experience to help us advance Sustainable Value.

The scorecard was developed in collaboration with our suppliers, whom we convened at our global headquarters in 2016 to introduce and receive their input on this new aspect of our sustainability program. The scorecard was first piloted with 10 suppliers from a wide cross-section of our supply chain. We were pleased with a 90 percent participation in the survey. We included 15 more suppliers in 2017, will engage a total of 40 suppliers in 2018 and double that to 80 suppliers by 2020, which is equal to 90 percent of our Strategic, Preferred and Collaborative suppliers. These suppliers account for 85% of our total supplier spending, and represent the most efficient, value-added of our supplier relationships.

As we pursue our 2020 goal, we will evaluate supply chain progress and identify opportunities for continuous improvement. The Supplier Sustainability program and scorecard are not being used to select, disqualify, penalize or judge suppliers. Instead, these steps are encouraging dialogue, collaboration and product innovation. We provide feedback and recognition to our suppliers. In the future, we aim to host workshops that bring together suppliers to share and highlight Sustainable Value accomplishments.

Measuring and Reducing Our Most Significant Environmental Impacts

Our commitment to reducing our environmental impacts is a vital part of our sustainability work. We look beyond compliance to best practices; we analyze our impacts, weigh the pros and cons of various options and make bold decisions to take action.



We have an Environmental Management System in place, aligned with ISO 14001 requirements. Our Supply Chain Management Team and Environmental Management Team engage with our suppliers and cross-functional team members to actively manage energy, water and waste. “We engage the network and avoid silos and independent groups. That’s how we advance innovation throughout GOJO—through collaboration,” says Ron Hammond, GOJO Chief Supply Chain Officer and Vice President.

In fact, Ohio Environmental Protection Agency (EPA) recognized GOJO for our strong sustainability program, significant progress, long-term goals and a continued commitment to sustainability, setting an exceptional corporate example. In 2012, we received the bronze level award from the Ohio

EPA’s Encouraging Environmental Excellence (E3) Program. We then earned both silver and gold level awards in 2015, becoming the first and only company in the State of Ohio to earn this award at all three levels of distinction.

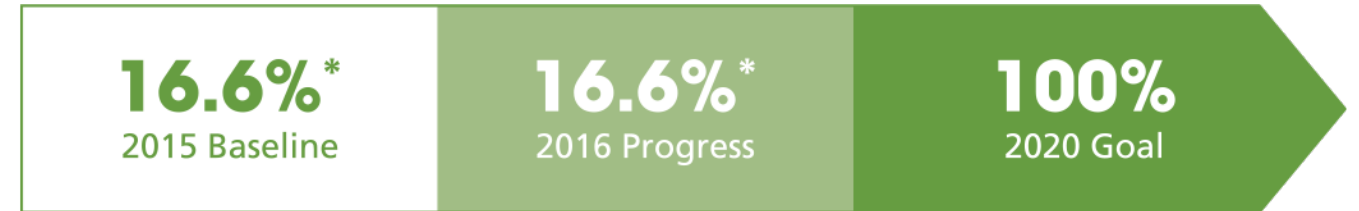
In 2016, we focused our efforts on research and scoping to inform potential approaches for advancing our 2020 renewable energy goal. This work included measurement of the electrical consumption of our distribution activities, identification of potential technologies and economic and environmental impact assessments for each option.



Ron Hammond,
GOJO Global Supply Chain Vice President

2020 GOAL
Measuring & Reducing Our Most Significant Environmental Impacts

Percentage of distribution operations’ energy coming from renewable sources



* GOJO is already purchasing renewable energy through Ohio energy grid mix

In 2016, we conducted the scoping, financial analysis and identification of potential renewable energy solutions. In 2017, we are evaluating our options and defining an optimal path forward.

Lighting Upgrade Leads to Energy & Costs Savings

In 2016, GOJO expanded operations to a facility in Wooster, Ohio. The added space allows us to continue to grow and meet our manufacturing needs, while simultaneously helping to create jobs in the area. Rather than causing significant environmental impact and ecosystem disruption by building a new site on empty green space, we chose to renovate a vacated industrial facility. We estimate that renovating, rather than building new, saved approximately five million pounds of materials.

Retrofitting the outdated lighting system in our new facility was one of the first jobs we took on, and in doing so, we were able to reduce lighting costs and ease the load on the electrical infrastructure.

Redesigning an outdated lighting system was a challenge, but thanks to the efforts of Wooster Facilities Maintenance Team members, Harry Ritenour and Todd Morello, the new system is a significant improvement over the previous one. “We created a template for the future to reduce and control our electricity usage for lighting based upon our real-time needs—we can schedule the lights for production schedules around the clock, or by shift,” said Morello. He added, “We can also dim the lights, and there are motion sensors and ambient light detectors, so the system ‘knows’ when we need light and when we don’t.”



OSCAR UZCATEGUI,
GOJO Senior Director of Global Sourcing
& Dustin Davis,
Rockline Sales Manager

“We created a template for the future to reduce and control our electricity usage for lighting based upon our real-time needs—we can schedule the lights for production schedules around the clock, or by shift.”

TODD MORELLO
GOJO Wooster Facilities
Maintenance Team

The system is connected to our Wi-Fi, and controlled from our local intranet, eliminating any wiring, except for the actual power source. This connectivity allows us to detect any issues with fixtures before they fail, adding security and reliability to the system. Morello adds, “The next step is to integrate the system into our production scheduling to achieve maximum control of the system, allowing us to understand how much power we’re using and when.”

Since coming online in February of 2016, we have recorded more than a 60 percent energy savings in comparison to the previous system. Additionally, the system’s capabilities will allow us to continue to learn and refine the way we light the facility, which will result in further savings.

Foster a Culture of Sustainable Value

Sustainable Ways of Working (SWOWSM) is our unique approach to integrating sustainability into everything we do. With SWOWSM, GOJO team members consider the social, environmental and economic impacts of their decisions and strive to make a difference through their daily work. This results in new sources of value for both GOJO and our stakeholders, including all those we touch and the environment. We are working to engage all team members in becoming sustainability champions by embracing the three pillars of sustainability and encouraging sustainable practices.



Our thinking and decisions are guided by the five SWOWSM principles outlined in the GOJO Sustainability Policy.

- Leading & Learning
- Proactive Continuous Improvement
- Economic Responsibility
- Environmental Management & Compliance
- Stakeholder Collaboration

2020 GOAL
 Infuse SWOWSM Throughout GOJO Processes & Culture

Number of GOJO process infused with SWOWSM



* GOJO is already purchasing renewable energy through Ohio energy grid mix

In 2016, we established a team to define the strategy and develop implementation plans for achieving our goals. Our current focus is on the formal integration of SWOW within planned 2017 process updates.



Percentage of employees who participate in SWOWSM events or Sustainable Value Projects



At GOJO we stretch ourselves by setting ambitious goals. This first year of progress helped us better understand the related challenges and opportunities of formally engaging employees in SWOW. Applying the SWOW principle of “Leading and Learning,” we decided to elevate this goal to a BHAG and adopt a more realistic goal of engaging 40% of employees in SWOW by 2020.

Infuse SWOWSM throughout GOJO Processes and Culture

Our Purpose and our 2020 Sustainable Value Goals ask each GOJO team member to share the accountability for creating Sustainable Value. Our Enterprise Sustainability Governance Team (ESGT) and various business leaders are stretching our perspectives and thinking, and educating our teams about the possibilities. At an individual level, mindsets are shifting to “how can I do even more good?” We work to empower team members to embrace sustainability as a driver of innovation—encouraging them to collaborate with peers to improve our processes and provide new sources of Sustainable Value.

Early in 2016, we chartered a new SWOWSM Engagement Team, which is comprised of team members from across the enterprise. These teams will help to accelerate shaping the culture and advancing SWOWSM across the enterprise by using a combination of communication, education and engagement methods to integrate sustainability

into our thinking and processes. The SWOWSM Engagement team meets often to accomplish their specific objectives to ultimately achieve our 2020 goal of engaging every employee in SWOWSM.

In 2017, the SWOWSM Engagement Team is working to create more awareness through events, communications and promotions. From teaming up with the GOJO United Way Team to hosting an Earth Day recycling event, the team is actively engaging GOJO team members and encouraging sustainability in our daily work.

We are leveraging SWOWSM to develop leaders for today and tomorrow, and by engaging employees in SWOWSM we will find inventive ways to achieve our 2020 Sustainable Value Goals and drive new sources of social, environmental, and economic value for GOJO and our stakeholders.

Annual United Way Campaign Event Engages Employees in SWOWSM

In 2016, the SWOWSM Engagement Team and United Way Team partnered to integrate an educational experience around the GOJO 2020 Sustainable Value Strategies and Goals in the GOJO United Way campaign event, “Follow Your Passion.” The event provided examples of what United Way does and how they help people in need by enabling various community organizations who benefit from the campaign to share their work with GOJO team members.

The SWOWSM Engagement team set up a booth to create awareness about its objectives and how our support of the United Way campaign helps to advance social sustainability. The team educated GOJO team members about our 2020 Goals with an interactive exercise and passed out handouts listing actionable examples of SWOWSM to booth visitors. Sustainability-focused items were auctioned off to raise money for the United Way campaign. Using recycled raw material barrels and drain kits, the team built two rain barrels to capture rainwater for irrigation.

Earth Day 2016 – What Does Sustainability Mean to GOJO Team Members?

On April 22, 2016, the SWOWSM Engagement Team hosted an event at all GOJO campuses to celebrate Earth Day and sustainability at GOJO. Many GOJO Team Members turned out to show their commitment to SWOWSM. To learn about why sustainability is important to GOJO Team Members, the SWOWSM Engagement Team invited employees to write a personal reflection about sustainability on a wall located on the sixth floor in Jerry’s Place.



Brittany Darrow,
GOJO Healthcare Marketing Associate

“This project is important for GOJO because it helps GOJO team members understand how engaging in the United Way campaign is advancing social sustainability—creating a better quality of life and improving the health and well-being of members in the community.”

Brittany Darrow,
GOJO Healthcare Marketing Associate

Overall, the SWOWSM Engagement Team’s involvement with the United Way campaign was a success, and resulted in employees talking about SWOWSM opportunities beyond environmental sustainability.

Brittany Darrow, GOJO Healthcare Marketing Associate, who co-leads the SWOWSM Engagement team with Roberto Bellino, GOJO Sustainability Analyst, describes this effort saying, “This project is important for GOJO because it helps GOJO team members understand how engaging in the United Way campaign is advancing social sustainability—creating a better quality of life and improving the health and well-being of members in the community.”

“Sustainability is critical not only to GOJO, but to society at large. Social, Economic and Environmental Sustainability isn’t optional or “nice to do”. It is consistent with our Purpose and essential to our future.”

Mark Lerner
President

“Sustainability is doing your part every day!”

Misty Lego,
Reception Attendant

“Sustainability is critical not only to GOJO, but to society at large. Social, Economic and Environmental Sustainability isn’t optional or “nice to do”. It is consistent with our Purpose and essential to our future.”

Mark Lerner
President





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The General Standard Disclosures were not externally assured.

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G4-32	This report has been prepared in accordance with G4 Core.	—
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SPECIFIC STANDARD DISCLOSURES

The Specific Standard Disclosures were not externally assured.

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what matters most

Learn more about our sustainability commitment
[Visit GOJO.com/Sustainability](http://www.GOJO.com/Sustainability)

The Global Leader in Hand
Hygiene & Healthy Skin
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