



Partnering for Impact
**Environmental &
Social Impact Report**
2025

Progress begins with partnership.

Addressing the complex challenges of sustainability demands teamwork, collaboration, and a shared determination to create lasting change together.

At Nice-Pak, we are driven by our values to be the manufacturing partner of choice, delivering products for a cleaner, healthier world - and to help our retail and brand partners reach their sustainability goals as well.

This report summarizes our progress toward meeting those shared goals. It reflects partnership across all functions including with our supplier partners, customers, and team members. From procurement and operations to human resources and R&D, we work to ensure we are operating responsibly toward people and the environment.

We have made great strides to help our customers reduce the environmental and social risk in their supply chain. We are committing to setting a Science-Based Target, to purchasing 100% renewable electricity, and to publishing our Scope 3 emissions.

With aligned purpose and strong partnerships, we're showing that meaningful progress isn't just possible – it's already happening.



Rich Koulouris
CEO

Deb Fillis Ryba
Global Director,
Environmental and Social Impact



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The background is a solid dark blue color with a repeating pattern of stylized human figures in a lighter blue shade. Each figure is composed of a simple circle for the head and several curved lines radiating from the bottom, representing arms and legs in various poses, suggesting a crowd or a community.

Who We Are

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Our Purpose



CREATING PRODUCTS FOR A CLEANER, HEALTHIER WORLD.

At Nice-Pak, we put our hearts into improving the lives we touch over 100 billion times per year. Each day we dedicate our work to a singular purpose – creating products for a cleaner, healthier world.

Who We Are



A SOLUTIONS
Partner

enabling the success of brand owners by delivering value through innovation, quality, reliability, and sustainability.



A HEALTH AND WELLNESS
Manufacturer

who works closely with well-known retailers and is deeply committed to excellence and the highest-quality products.



A GLOBAL
Leader

in wet wipe products that clean, disinfect and support healthful living, providing expertise in sourcing, formulation, consumer marketing, and insights.



How We Operate

With aligned purpose and unified values, we're better equipped to overcome challenges and achieve lasting results.

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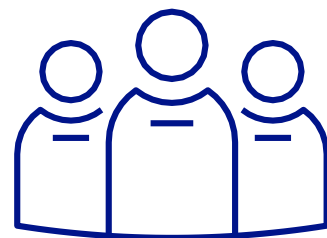
Factories

Jonesboro, AR
Mooreville, IN
Flint, UK
Wigan, UK

1,500 +

Associates across 7 global locations

Our Values



TEAMWORK

We are one team with a shared purpose.



INTEGRITY

We operate with integrity by showing respect in all our interactions.



EXCELLENCE

We foster a culture of excellence through creativity, determination and passion.



SAFETY

We are all responsible for physical and psychological safety in our workplace.



Mooreville, IN
Production

Plainfield, IN
Distribution

Montvale, NJ
Research & Development

Pearl River, NY
Global Headquarters

Jonesboro, AR
Production and Distribution

Wigan, UK
Nice-Pak International Manufacturing

Flint, UK
Nice-Pak International Headquarters & Manufacturing

Our Global Presence

Our Impact Partnerships



Managing Our Impact

As a unified team, we set sustainability goals, measure our impact, and hold ourselves accountable through our Environmental and Social Impact (ESI) management structure.

ESI Leadership

CEO, CFO, COO, CHRO,
SVP GM Marketing/R&D,
SVP Sales

Oversight to hold ourselves accountable, monitor progress, set standards through policy, and continually improve to deliver long-term value to our customers and the communities we touch.

ESI Steering Committee

Cross-functional leaders
across Operations,
Human Resources,
Marketing, R&D,
Procurement

Cross-functional leadership to ensure strategic alignment, inform actionable policies, support meaningful measurement, and deliver against goals by holding themselves and their teams accountable.

Working Groups

Teams in Operations,
Procurement, Human
Resources, Sales, R&D,
Business Technology

Teams work collaboratively to advance goals, manage data and ensure we meet our customers' expectations with a focus on electricity management, renewable energy, product stewardship, supplier engagement, community engagement and corporate philanthropy.

Partnerships

Reporting Partnerships



Nice-Pak is ranked #1 against our competition according to THESIS, The Sustainability Insight System.



Data collection, analysis, transparency and supplier engagement have improved our ability to report to CDP. We have improved our scores related to carbon, water and forest stewardship.

Industry Partnerships



Nice-Pak is actively engaged in multiple TSC initiatives, including the Sustainability Leadership Institute. In 2024, Nice-Pak received an award at TSC's annual summit for its leadership in educating supply chain partners on the value of data collected through the THESIS survey.



Leaders from Nice-Pak are on the board of the Responsible Flushing Alliance which was formed to help educate the public about the items that can or cannot be flushed.



Member of the Sustainable Packaging Coalition (SPC) - an organization that believes in the power of industry to advance sustainable packaging through education, collaboration and action.

Our Commitment to Quality



Teamwork Approach to Quality

We operate a robust Quality Management System that ensures we follow rigorous processes across our value chain and operations

Supplier Identification

We identify and select partners that help us optimize quality, innovation, and cost

Raw Material Inspection

All raw materials are inspected for quality and adherence to specifications before release

USP Purified Water

Use only USP purified water to manufacture all our wipe formulations

Good Manufacturing Processes

Follow International Standards (GMPs - ISO 22716) at all steps of our process

Third Party Audits

External organizations, including our retail partners, audit us regularly on a set of social, environmental, quality and safety standards

Supplier Qualification

To ensure all manufacturing operations meet our quality, regulatory, social, and environmental criteria

QC/QA Testing

Detailed in-process quality testing at each step of the manufacturing process

Final Product Testing

Finished-goods inspection and testing prior to shipment

Internal Process Audits

Conduct internal audit of all processes and continuously improve our processes

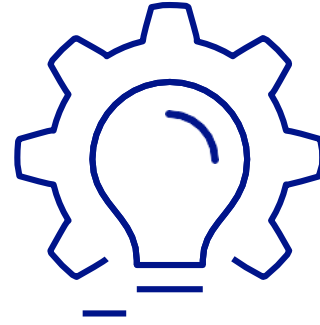
Customer Feedback

Gather valuable feedback through the “Voice of the Customer” program to ensure continuous improvement

Our Goals & Ambitions

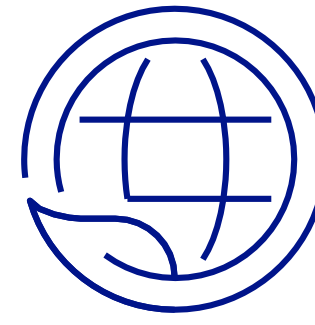


Our Impact Pillars



INNOVATING PRODUCTS

Embedding environmental and social considerations into products that promote convenient, healthy living.



SUSTAINABLE PROCESSES

Promoting efficient resource use at our plants and engaging suppliers to advance climate and forest stewardship.



SUPPORTING PEOPLE

Building safe, inclusive, high-performing teams that support each other and our local communities.

GOALS

Goals:

- Packaging: 25% recyclable packaging by 2030 and 30% recycled content by 2030; 25% less virgin plastic in our packaging by 2025
 - UK to reach 90% recyclable and 30% recycled packaging content by 2030
- Continue to increase certified fiber each year
 - By 2026, our UK business will purchase only certified product for plant-based fibers

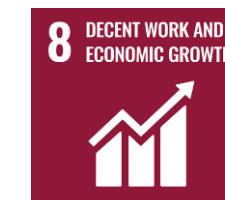
Goals:

- Purchase 100% renewable electricity by 2030
 - UK sites to reach carbon neutrality for Scope 1 and 2 by 2030
- Publish our Scope 3 in 2026
- Set a Science-Based Target by 2028
- 42% absolute reduction in Scope 1 and Scope 2 GHGS by 2030 against a 2020 baseline

Goals:

- Reduce the number of injuries each year, striving toward zero injuries of any kind
- Support and promote employee-led groups
- Use a consistent tracking system to quantify the impact of our Give Back Pak and other community volunteer efforts

ALIGNED w/
U.N. SDGs



How We Are Tracking: Innovating Products

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Over 90% of fiber we purchase carries a third-party certification

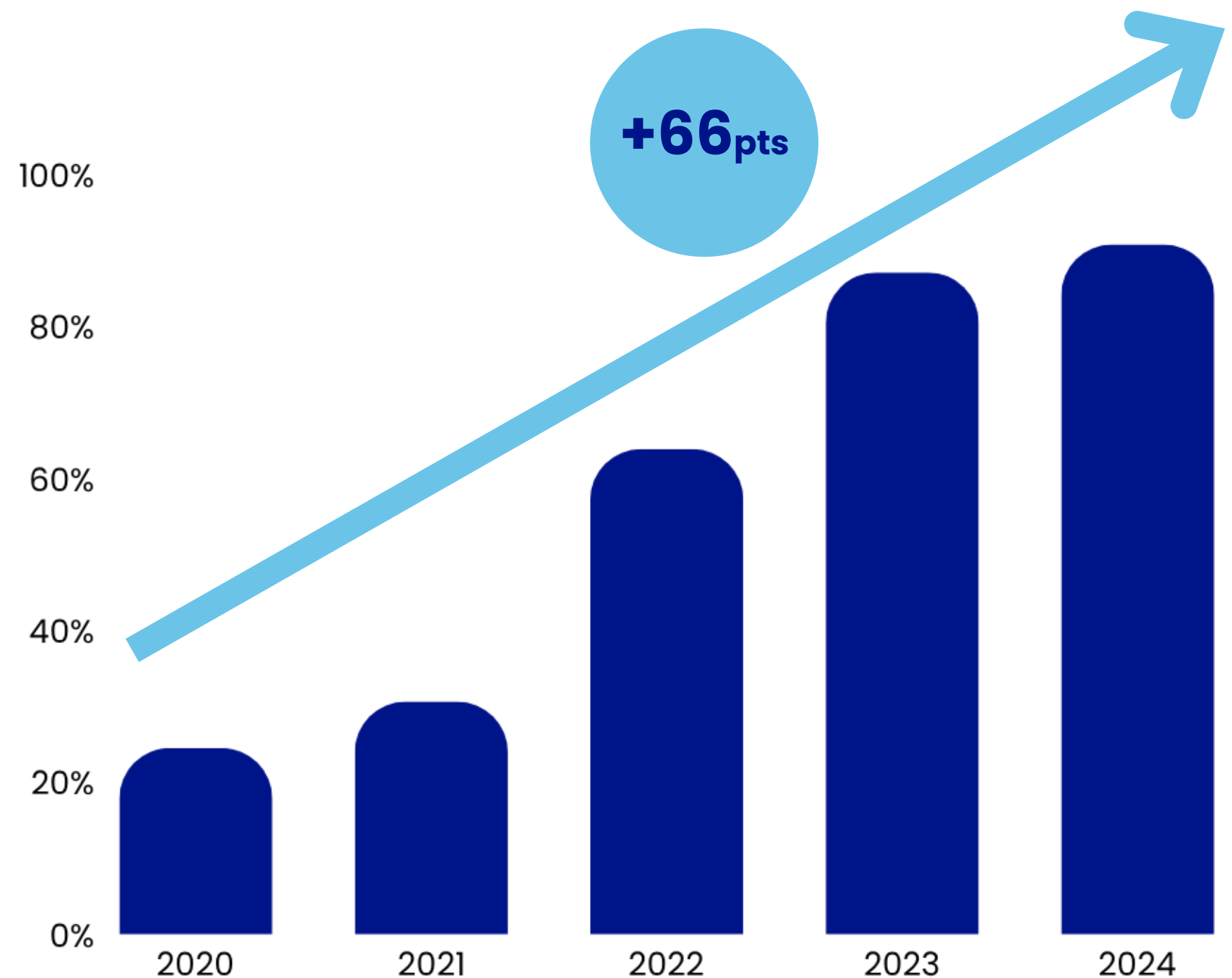
Buying certified fiber is important because it ensures our suppliers are sourcing from well managed forests. We aim to educate our consumers by putting the certification on pack.

Goal:

Continue to increase certified fiber as a percentage of overall fiber purchased.

Our UK Business will purchase only certified fiber by 2026.

Percent Certified Fiber Purchased by Year



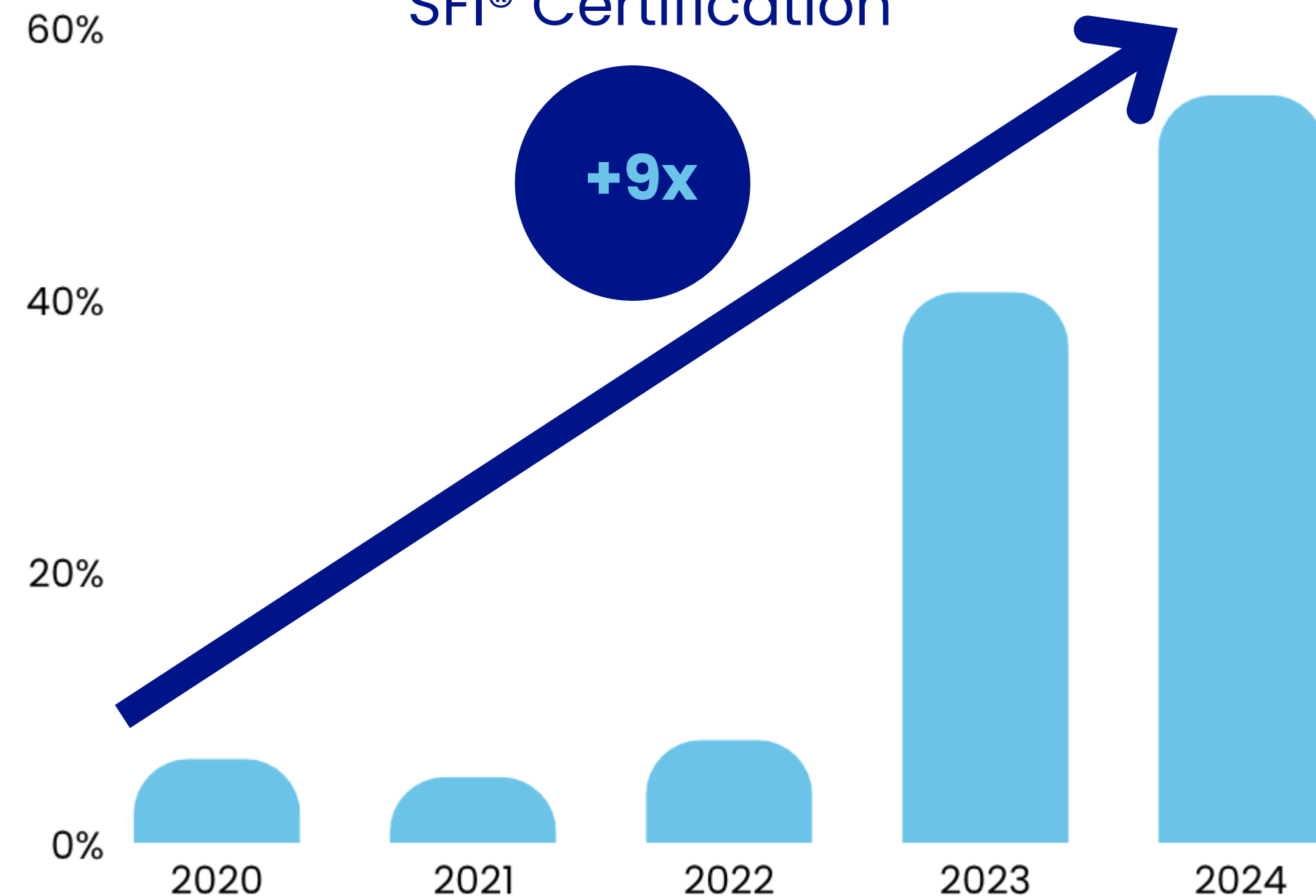
Our dedication to certified fibers has significantly shifted our sales mix

We work with certification bodies that set standards for responsible forest management, human rights, and audit our supply chain.

We offer multiple certification options to our customers so they can use the certification that can most effectively reach the customers in their market.



% Sold Products with FSC®, PEFC or SFI® Certification



Because of the shift to plant-based fibers, we've cut our sales of plastic fibers in half.

Consumers are increasingly choosing products made from plant-based fibers, and certified sourcing ensures these fibers come from responsibly managed forests. By displaying certification on our packaging, we make it easy for shoppers to make sustainable choices they can trust.

↓ 50%

Since 2020 we have decreased the amount of plastic fibers sold into the market by 50%



Better forest data, better insights

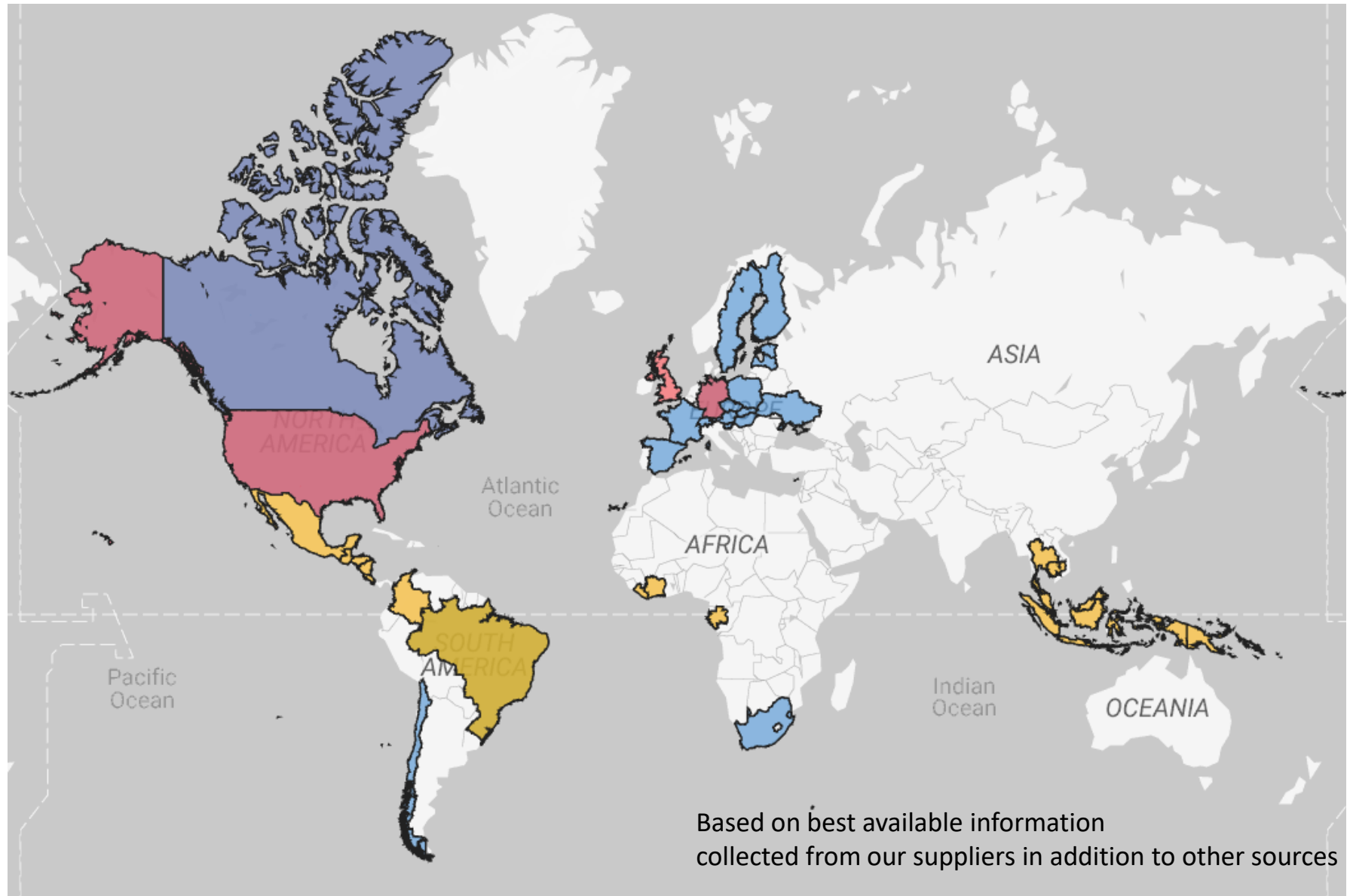
Identifying the locations of the forests we depend on for our ingredients and packaging can help mitigate risks and ensure supply.

Collecting country-of-origin information from our strategic suppliers and connecting it to our product data help our customers meet their deforestation-free commitments.

Goal

Continued engagement of our suppliers for product supply-chain transparency.

Known countries of origin of forest product ingredients, 2023



Ingredient ■ **Applicator** ■ **Packaging** ■ **Palm**

Note: Palm oil is a small but key ingredient in some Nice-Pak product formulations. We use third party certification called Roundtable for Sustainable Palm Oil (RSPO) to ensure the materials we use are sustainably sourced . RSPO mass balanced certified palm oil allows us to support our customers as they advance their sustainability goals .

Advancing packaging sustainability by partnering with customers and suppliers

Our packaging team has developed innovations to offer our customers sustainable packaging options.

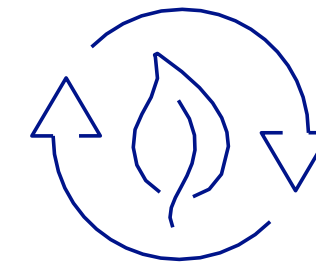
In 2024 we started producing products with Post-Consumer Recycled (PCR) flexible film pouches, both with and without a rigid lid.

The recycled content in these products was verified by GreenCircle Certified to validate the percentage of recycled content.



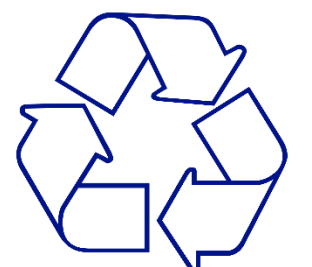
Reduce

Reduced total
use of plastic
20%+
since 2020



Reuse

Use of
125,396 lbs.
of Post Consumer
Recycled Plastic in
2024



Recycle

Products made with
**Recyclable Plastic
Packaging**
in UK

Kept 50+ metric tons of plastic out of waste stream



US Mooresville Facility has
certification for PCR



UK Recyclable Pouches

Skin Safe Commitment: *Nice-Pak's product safety team includes a board-certified toxicologist*

We review all formula ingredients, fragrances, and nonwovens for consumer safety, including detecting the presence of allergens and the potential for skin irritation and sensitization.

In addition, we clinically test our products on a self-identified sensitive-skin population. The test is reviewed by an independent Institutional Review Board consisting of physicians, chemists, and toxicologists to ensure the products and test protocol are safe.



How We Are Tracking: Sustainable Processes

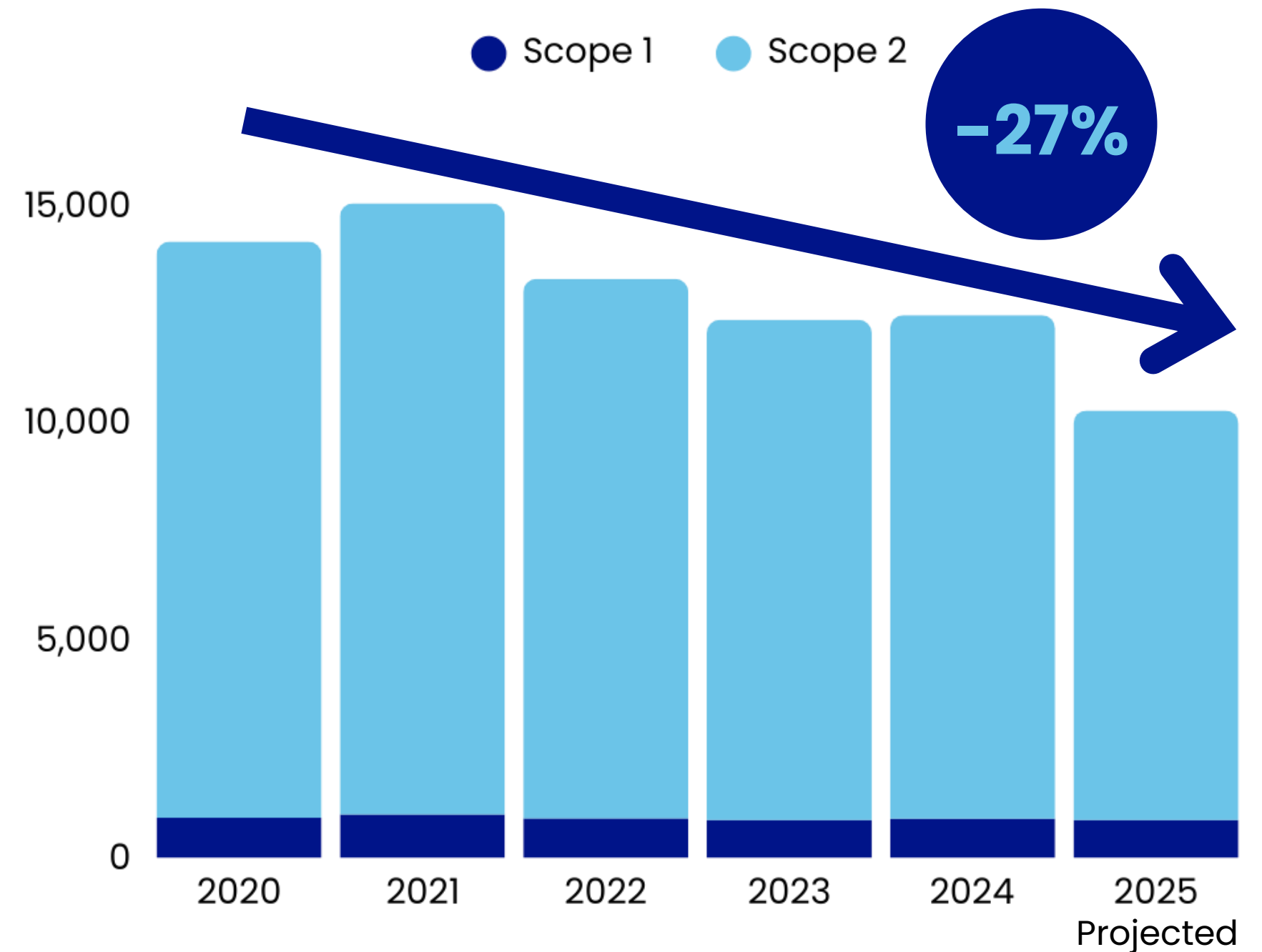


Scope 1 & 2: Nice-Pak is on track to achieve 42% reduction in GHG emissions by 2030 from a 2020 baseline

Gross Global Scope 1 and 2 Greenhouse Gas (GHG) emissions increased less than 1% between 2023 & 2024, resulting in a reduction of 12% overall from 2020–2024. With the purchase of renewable electricity, we expect to hit 27% reduction in 2025.

Through low and no cost electricity saving projects, Mooresville has reduced electricity use by 17% since 2020.

Projected Global GHG Emissions through 2025



Partnering with energy providers to purchase renewable electricity

Nice-Pak facilities in the UK have purchased only renewable electricity for the past 5 years.

In April 2025, Nice-Pak began purchasing 50% renewable electricity at our Mooresville, Indiana facility. We project that this will result in emissions reductions of an estimated 27% from 2020 baseline.

Our Goal is to purchase
100% renewable
electricity by 2030.



SUSTAINABLE *Processes*

Scope 3: Working with cross-functional teams and external partners to report the full emissions across our value chain

Scope 3 emissions are critical to address the carbon impact of our products. The data and tracking of these emissions is complex.

Over the past 5 years we have made strides in better data management, processes, and partnerships to improve our data collection and increase our ability to report.



**SUPPLIER LEADERSHIP
ON CLIMATE TRANSITION**

Supplier LOCT is a collaborative effort between companies and their suppliers, aimed at improving supply chain sustainability. Nice-Pak has joined this effort to help customers meet their sustainability goals.



CLIMATE CORPS

EDF Climate Corps trains graduate students to help companies advance climate and energy goals. Nice-Pak has partnered with EDF since 2021 to improve climate data management and reporting.

2020

Reported
2
categories

2023

Reported
8
categories

2026

Goal: Report
10
categories

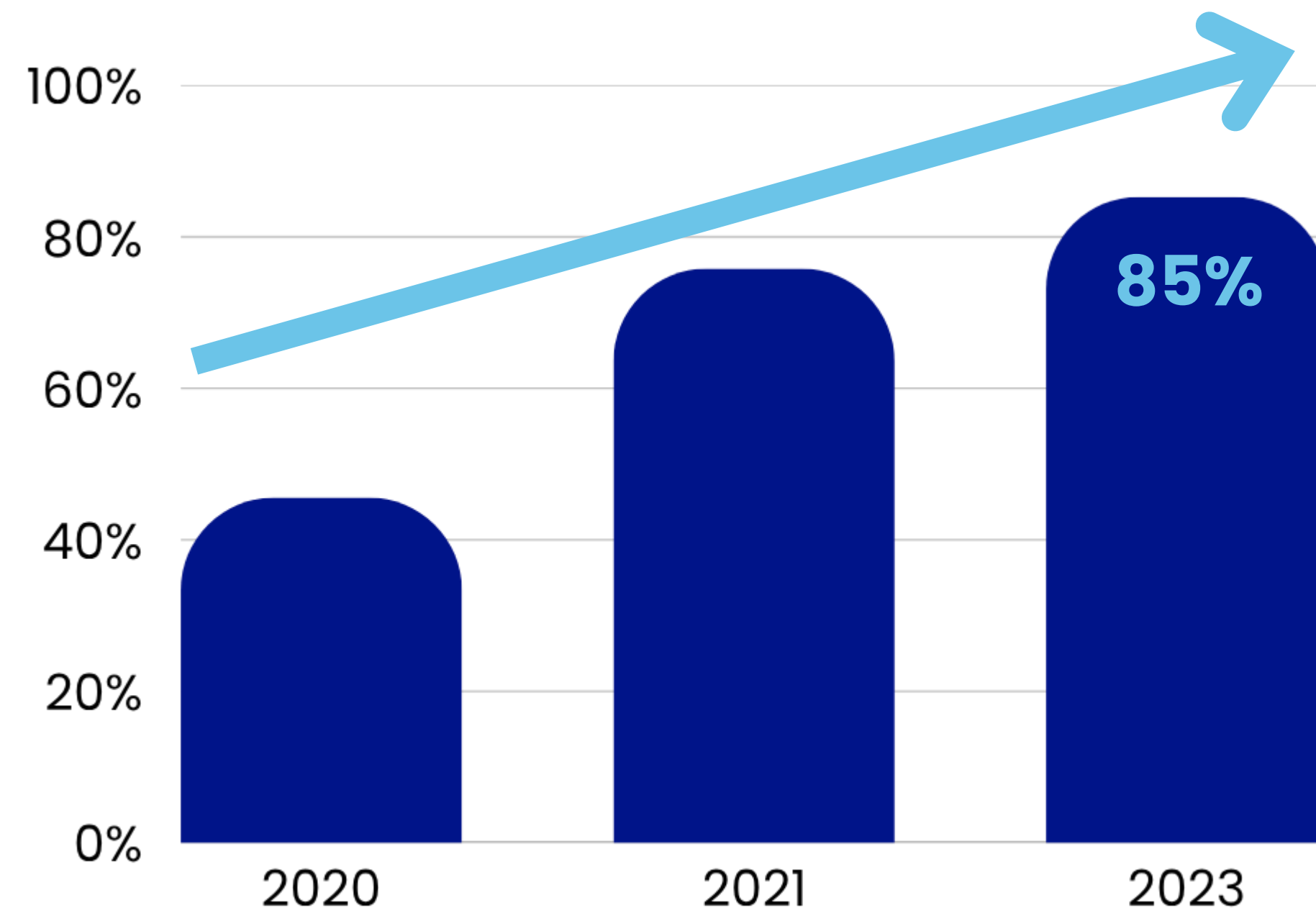
Partnering with suppliers to advance sustainable sourcing goals

As part of our supplier qualification process, we aim to partner with suppliers that look to improve sustainability.

Each year, we survey our suppliers to assess their progress. In 2023, participation in our engagement program increased to account for 85% of annual spend in North America.

Of the suppliers that report, 83% are tracking emissions and/or water usage.

Supplier Engagement annual spend in North America



Reducing waste across our manufacturing operations

Improved efficiency leads to smarter use of resources and reduced waste, including water waste, and the amount of waste sent to landfill.

Since 2020, 3 out of 4 plants are operating at zero waste to landfill. Both UK facilities are zero waste to landfill.



4.5%

Reduction in water
waste since 2020.



18%

Reduction in overall
waste since 2020.

How We Are Tracking: Supporting People



Partnering to achieve a Zero-Harm Culture



Key Pillars of Our Safety Commitment:

- Ongoing Training: Monthly site-specific safety sessions
- Employee Empowerment: Speak up, take action, stop unsafe work
- Behavior-Based Safety: Programs like Dupont STOP foster awareness
- Leadership Engagement: Active participation, goal tracking
- Health & Well-Being: On-site clinics & wellness programs, including mental health



Looking Ahead:

We're building on momentum, strengthening engagement, and driving toward zero injuries – because safety is our core value.

SUPPORTING
People

Our 8-year partnership with Good360 has helped us extend our impact to communities in need

Nice-Pak has donated over \$7 million worth of personal care and surface wet wipes to more than 700 nonprofit organizations, supporting disaster relief and recovery efforts worldwide.

By partnering with Good360's Resilient Response initiative, Nice-Pak ensures its products are pre-positioned and ready to be deployed quickly when and where they are needed most.

NICE-PAK MARKS

\$7 MILLION
of Product Donated to Disaster Recovery

592, 863

Lives Impacted by our Products



700+

Non-Profits Served



30+

Disasters Supported



SUPPORTING
People

Our associates: giving back to each other and to the communities where they live and work

Give Back Pak:

Internal organization started by passionate associates. It includes local volunteer opportunities fostering teamwork, civic engagement, and connection to our communities.

Women In Manufacturing:

Introduced to Nice-Pak by an associate committed to the unique experience of women in manufacturing. It creates opportunities for mentorship, career development, and advocacy—empowering women to grow, lead, and thrive.



Conclusion





Thank You

As we look to the future, our journey toward sustainability remains rooted in partnership. The progress we've made is a direct result of the collective commitment of our associates, communities, customers, and partners—each playing a vital role in driving meaningful change.

We are proud of what we've achieved, and we look forward to building on our progress in the years to come. With clear goals, shared responsibility, and a continued spirit of collaboration, we are confident in our ability to build a more sustainable, resilient world.

