



2016 Corporate Social Responsibility Report



NP
NICEPAK



HELPING FAMILIES STAY
HEALTHY & WELL
ONE WIPE AT A TIME™

+ PDI
BE THE DIFFERENCE®

Sister companies Nice-Pak Products, Inc. (Nice-Pak) and PDI are the world's leading producers of branded and private label wipes across consumer, healthcare and foodservice business channels.

We are two industry-leading organizations on a mission to advance public health and wellness while maintaining an unwavering commitment to social and environmental responsibility.

Nice-Pak

Our purpose: Helping families stay healthy and well, one wipe at a time™

Our mission: To lead category growth, we will drive education and increase awareness of wet wipes as the superior cleaning and hygiene solution through a relentless commitment to research, innovation, quality and our customers. We will meet this growing demand for wet wipes through excellence in manufacturing, service and business practices built on a foundation of trust and empowerment that enhances the well-being of our associates, their families, the communities in which we operate and the environment.



PDI

Our purpose: To lead the fight against preventable infections and help save lives

Our mission: Be The Difference®

Guiding principles:

- Quality comes first.
- Continuous improvement is essential to our success.
- Employee involvement is our way of life.
- Suppliers must be our partners.
- The community is our responsibility.



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About this report

Welcome to our Corporate Social Responsibility Report. We have prepared this report to update our customers, partners, consumers and other stakeholders on the company's performance relative to our environmental and social responsibility goals. The report provides both U.S. and European environmental impact data through 2015, as well as a comprehensive view of our commitment to corporate social responsibility by spotlighting key initiatives that support the health and well-being of our communities and associates in the U.S.

For a complete view of our European operations, please visit nicepak.com to download Nice-Pak International's Corporate Social Responsibility Report.



▶ Message from
Robert Julius, Chairman and CEO, Nice-Pak

Helping families stay healthy and well,
 one wipe at a time™



Our business success has always depended on helping our business partners achieve their objectives while advancing health and wellness and protecting the environment. Our products, and our way of doing business, are designed to improve the quality of life in homes, workplaces and communities. “Helping families stay healthy and well, one wipe at a time™” is our statement of purpose, and our mission statement outlines how we will achieve our goals.

As our company has grown over the last 60 years, our belief in our responsibility to be an outstanding company and an exemplary neighbor has not wavered. In fact, we have extended our definition of “our community” to include production and distribution locations in several countries and customers all over the world. We have donated in excess of 30 million wipes to disaster relief efforts around the globe. Our associates are the champions of our mission and purpose in their communities and neighborhoods, supporting over 20 charities and organizations, and we are deeply committed to employees’ safety and well-being.

Sustainability is a natural part of our purpose and mission, because human health and wellness are integral to sustainability. **At Nice-Pak, we call this “Thinking Clean, Working Green.™”** We are proud of the progress we have made since we set our sustainability targets in 2009. We will continue to work toward improving our performance within our four walls, including additional improvements in our water impacts and further enhancement of our product components and chemistry.

Our work toward our goals has taught us more about the impacts of our processes, and we will revisit these goals and recalibrate as necessary in our next round of goal-setting.

As a broad enterprise on a mission to advance public health and wellness, we have the unique opportunity to help educate families and communities across multiple markets

on the value of preserving natural resources for future generations. Together with our customers and suppliers, we look forward to expanding our educational and awareness efforts to help consumers understand the important role they can play in promoting the health and wellness of people and the environment.

Thank you for taking the time to read about our work to date. Most of all, thank you for partnering with us in our quest to contribute to a cleaner, healthier world for generations to come.

Robert Julius
 Chairman and CEO, Nice-Pak



▶ Message from
Zachary Julius, CEO, PDI

Be The Difference®

PDI is a purpose-driven organization dedicated to Be The Difference®. It is our mission and promise to partners, patients and customers that we will continue to lead the fight against preventable infections and help save lives.

Infection risks are everywhere, and so are we. In 2016, we formed the Infection Prevention business unit consisting of the PDI Healthcare and Sani Professional divisions. The Infection Prevention business unit is focused on the connection between healthcare-associated infections (HAIs) and community-associated infections (CAIs). In other words, we recognize that infections in the community can be spread to hospitals. According to the Centers for Disease Control and Prevention (CDC), an estimated 48 million food-borne illnesses result in 128,000 hospitalizations each year, and 722,000 HAIs result in 75,000 patient deaths each year.

Our goal is to prevent HAIs and CAIs from ever occurring in the first place. We couple this goal with a strong sustainability program that promotes a healthier environment. For example, in 2015, our

“We are always looking for innovative ways to reduce our carbon footprint and support our local communities.”

Sani Professional division launched 100% viscose towels for foodservice. These viscose towels are 100% compostable and are certified by the Biodegradable Products Institute (BPI).

In addition, our Contract Manufacturing business continues to leverage the company’s long history of creating the right partnerships with branded companies in consumer, healthcare, pharmaceutical and other B2B markets to support the growth of their products through our extensive wet wipe manufacturing capabilities. We are happy to report that our company’s manufacturing energy usage, electricity and waste per 1,000 sheets produced have decreased by over 20% since 2009.*

We are always looking for innovative ways to reduce our carbon footprint and support our local communities. Our associates are our greatest asset in this journey. In the 2016 Corporate Social Responsibility Report, we are pleased to share with you examples of how our associates are helping communities stay strong and well. We know that together, we can make all the difference in the world.



Zachary Julius
 CEO, PDI



* Represents aggregate of all Nice-Pak/PDI facilities

Global company profile

“Wet wipes are the optimum delivery system for cleaning and hygiene.”
 – Company founder Arthur Julius, 1956

To supply the growing demand for high-quality wet wipes, Nice-Pak/PDI created the world’s largest range of wet wipe products and state-of-the-art, FDA-registered and ISO-certified production facilities across the globe.

Global Headquarters

Orangeburg, New York

Manufacturing facilities

North America
 Jonesboro, Arkansas
 Mooresville, Indiana
 Orangeburg, New York

Europe

Flint, UK
 Wigan, UK
 Magdeburg, Germany

Distribution centers

Jonesboro, Arkansas
 Plainfield, Indiana
 West Nyack, New York

Innovation Center

28,000-square-foot research and development facility, Montvale, New Jersey

International offices

Ontario, Canada
 Shanghai, China

ON THE WEB
nicepak.com
wearepdi.com
nicepak.co.uk

+46%
 The increase in our global wet wipes production from 2009 to 2015*

* Number of sheets

2,500 associates worldwide

Awards and recognitions

We are proud of the recognition we have received from our partners and communities from 2013-2016.

- 2013 Certificate of Appreciation from Walmart’s Sustainability Office for our energy efficiency program that helped eliminate greenhouse gas emissions from Walmart’s global supply chain
- 2013 Partner Award of Excellence from Target
- 2014 Corporate Responsibility Award from the Walmart Consumables and Health & Wellness teams
- 2014 Rockland Business Association Green Award
- 2014 City, Water and Light Environmental Excellence recognition for our Jonesboro, Arkansas, manufacturing facility
- 2014 Simona & Jerome A. Chazen Business Award from the Center for Safety & Change, Rockland County, New York, for our support of domestic violence victims in the county
- 2014 NDC Vendor of the Year Award
- 2015 Association for the Healthcare Environment (AHE) Partnership Award
- 2015 McKesson Supplier of the Year Award
- 2016 Walmart Private Brand Supplier of the Year Award

Active memberships

To support best practices in sustainability, we play an active role in a number of industry trade associations and environmental stewardship affiliations:

- Association of the Nonwoven Fabrics Industry (INDA)
- EDANA, the international association for nonwoven and related industries
- The Sustainability Consortium®
- EPA SmartWay® partnership
- EPA Safer Choice program
- Earth Day Network
- 2020 Global Reforestation Initiative



Advancing health & wellness



For 60 years, we've worked with our retail partners to help them grow their wet wipe categories and provide leading-edge solutions that benefit their customers' health. Today, Nice-Pak is the leading producer of pre-moistened wipes for both major retailers' private brands and our own consumer brands.



Wipes for every need

Wet wipes are designed to provide versatile and efficient methods of cleaning for the entire family.

- For babies and toddlers – soft, superior wipes made with 100% plant-based fibers that are gentle on sensitive skin and the environment with naturally derived ingredients
- Beauty care – facial and cosmetic wipes made with 100% plant-based fibers that are good for your face and the earth
- Hands – antibacterial and hand sanitizing wipes to prevent the spread of germs
- Household wipes – convenient options that clean, disinfect and sanitize multiple surfaces, killing germs with every wipe
- Personal care – a range of wipes that promote cleanliness, including flushable wet wipes, feminine hygiene wipes and adult incontinence wipes

Learn more

Visit nicepak.com to learn more about how our wet wipes are helping families stay healthy and well, one wipe at a time™.



“Even one preventable infection is too many.”
– Zachary Julius



Through our Healthcare, Sani Professional® and Contract Manufacturing divisions, PDI provides innovative products, educational resources, training and support to prevent infection transmission and promote health and wellness.



Healthcare solutions

Our innovative and effective infection prevention products offer solutions for acute care, long-term care, dental and alternative care facilities.

- Interventional Care – skin antiseptic swabs, strips and alcohol preparation pads help protect even the most vulnerable patients
- Environment of Care – touchscreen wipes and a wide selection of germicidal disposable wipes help healthcare workers maintain a clean, sanitary environment
- Patient Care – hand-sanitizing wipes, wash cloths, flushable cleansing cloths and baby wipes are among the products that help patients, residents and visitors remain clean and comfortable

Sani Professional® division

We offer a fresh approach to food safety with our array of disposable, pre-measured, pre-moistened state-of-the-art wipe solutions for foodservice operations.

Contract Manufacturing

We apply our experience, skill, technology and state-of-the-art manufacturing capabilities to the development of products that meet the needs of leading consumer companies.

Learn more

Our unique, online infection prevention library includes clinical studies and educational tools to help healthcare workers understand the value of our evidence-based solutions and how to use them. Learn more at pdihc.com.



Contributing to a safer, healthier world

“At Nice-Pak/PDI, we live our lives as stewards of our planet and of one another’s well-being.”

– Dorothy Flora, Corporate EHS Manager

Nice-Pak/PDI has an Environmental, Health and Safety (EHS) Vision and Policy to reinforce our commitment to a safer, healthier world. We envision:

- An injury-free workplace
- Promoting health and safety throughout our operations and the communities in which we live
- Environmentally friendly products and services

We established clear guidelines to support our policy, such as incorporating EHS considerations into our decision-making and business planning, providing education and training to help associates fulfill the policy, and continuously tracking and improving our EHS performance.

Through education, training and programs that encourage continuous improvement, our associates stay safe on the job and help us advance our work in an environmentally responsible manner. For example, to ensure our associates stay safe on the job, we recently introduced a behavior-based safety training observation program that embeds safety into our work culture to help reduce injuries and support safe work practices.

In addition, we have an enterprise-wide EHS Council that meets to discuss EHS issues and track improvements.



Quality is not simply a value – it’s a practice

We take pride in helping families stay healthy and well, one wipe at a time™. Our guiding principle of “quality comes first” drives our work every day. Our comprehensive, holistic and structured approach to quality leads to the highest standards of environmental health, safety and sustainability.

All of our facilities are ISO 9001:2008 certified, which means we achieve and maintain the highest standards of quality assurance and have to demonstrate a superior quality system than companies claiming to be “ISO-compliant.” Both domestic and international second-party certification registrars and third-party regulatory bodies routinely and successfully inspect our quality systems.

18
Average number of independent quality audits successfully completed on our systems by customers and external agencies each year

U.S. SITE LICENSES AND CERTIFICATIONS

| | ORANGEBURG, NY | MOORESVILLE, IN | JONESBORO, AR |
|--|--------------------------------|------------------------|------------------|
| ISO 9001:2008 (Quality Management Systems) | ✓ | ✓ | ✓ |
| ISO 13485:2003 (Medical Device) | ✓ | | |
| ISO 22716:2007 (Cosmetic) | ✓ | | |
| FDA Registered | Drug, Medical Device, Cosmetic | Drug, Cosmetic | Cosmetic |
| EPA Registered | ✓ | | ✓ |
| UL Certified | Drug, Medical Device, Cosmetic | Drug, Cosmetic, Retail | Cosmetic, Retail |
| Health Canada Site License | ✓ | ✓ | |

In 2015, we rolled out the ISO 14001:2004 Environmental Management System, an international framework that will help our associates better manage our environmental responsibilities. Our goal is to obtain internal certification in 2018.

We operate our liquid compounding according to pharmaceutical quality standards and use only pharmaceutical-grade USP purified water to manufacture our wipes. We comply with FDA regulations for our healthcare products as well as health and wellness products for consumers.

We hold our vendors and suppliers to the highest quality and ethical standards and regularly include Corporate Social Responsibility in our audit and assessment programs.

40
Average number of quality audits we perform on third-party suppliers each year



Contributing to a safer, healthier world

Hand hygiene awareness and education

Our research and education initiatives help educate consumers and healthcare workers on the importance of practicing good hand hygiene to decrease the risk of infections at home, work and in the community.



PDI resources for healthcare include an infection prevention library that features clinical studies, videos, best practices and more.

Nice 'n CLEAN® marketing programs focus on family health and wellness and raising awareness on the importance of good personal hygiene. In October 2016, Nice 'n CLEAN participated in a USA Today special supplement, "Fighting the Flu," where we united with likeminded industry leaders to educate consumers on the measures they can take to prevent colds and flu, including the use of wet wipes for superior removal of germs on hands and hard surfaces.

"Keeping hands clean is one of the most important things you can do to stay healthy."
— CDC

Safety and inclusion for individuals with food allergies

According to Food Allergy Research and Education (FARE), food allergies affect 15 million Americans, and food allergies among children increased 50% between 1997 and 2011. Today, 1 in 13 children suffers from this serious medical condition.* Nice-Pak/PDI expertise and dedication to infection prevention through proper hand hygiene led us to take an active role in this growing public health concern. On the firm belief that our wipes provide a daily solution for the proper management and protection against food allergies, marketing, R&D and our clinical team collaborated on a clinical study to evaluate the removal of peanut allergen residue from hard surfaces. The research proved that **Nice 'n CLEAN Antibacterial Hand Wipes removes 99% of peanut residue from hard surfaces.** In 2016, determined to play a role in educating the public, Nice 'n CLEAN partnered with FARE, the #1 trusted resource and advocate for people living with food allergies. Through our high-quality products, clinical research capabilities and strong consumer reach, we act as an integral part of FARE's mission to improve the quality of life and the health of individuals with food allergies and to educate the public about this emerging epidemic.



The Prevalence, Severity, and Distribution of Childhood Food Allergy in the United States. Pediatrics. April 2011, and U.S. Census data

Thinking Clean, Working Green™

As the largest producer of wet wipes in the world, we are passionate about helping to improve health and well-being and quality of life in homes, workplaces and communities across the globe. It's that same passion that influences the footprint we leave on our planet, ensuring that we meet the needs of today without compromising the needs of future generations. We call it "Thinking Clean, Working Green," and it's part of who we are.

Leadership in sustainability

Largest Rooftop Solar Array

In Rockland County, NY
Among the 10 largest in the state



Carbon Disclosure Project (CDP) Supply Chain Program

Since 2010, NP/PDI reports greenhouse gas emissions and climate changes strategies through CDP and filed a global report in 2015.



100% Zero-Landfill Operations

Mooresville, IN, and Orangeburg, NY
Jonesboro, AR 99%

Since 2008:

Registered with US EPA program that provides partners with ways to reduce the environmental impact of freight operations

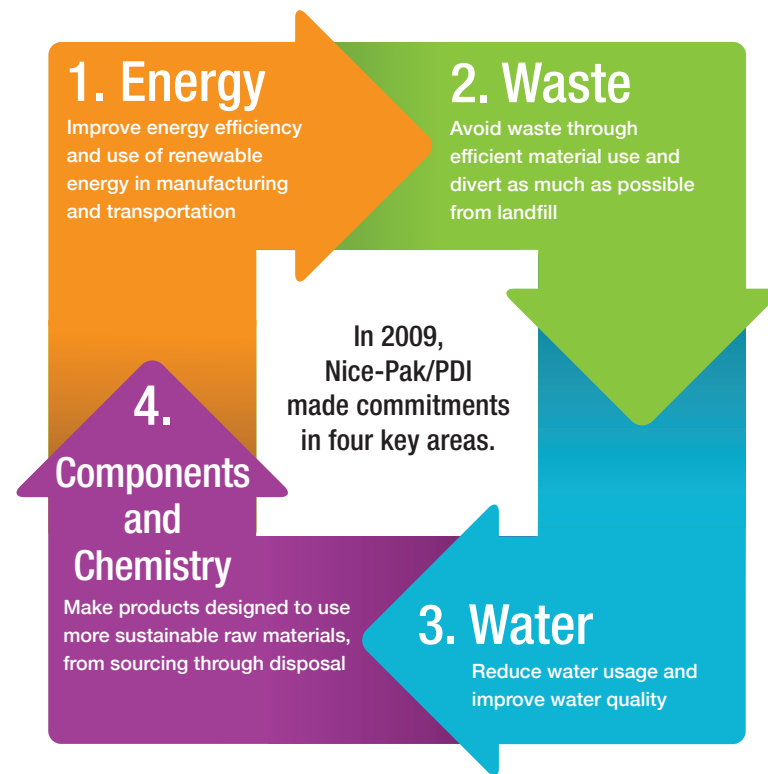


Thinking Clean, Working Green™

Sustainability is part of all our activities—from the earliest stages of design to the product's end of life. We take a lead role in educating consumers about the role they can play in preserving and regenerating our natural resources for future generations.

In 2009, Nice-Pak and PDI made several big commitments to greater sustainability:

Sustainability focus areas



Responsible sourcing of our materials

To preserve the environment for future generations, we are committed to responsible sourcing in our supply chain.

Sustainable palm oil

Worldwide concern has escalated over deforestation and the sourcing of palm oil. Nice-Pak currently produces a small number of products that contain palm oil. Our goal is to achieve 100% responsibly sourced palm oil. To date, we have reached 93% of that goal. We also have made a commitment to use only sustainably sourced palm oil in all new product development. Nice-Pak is voluntarily undertaking this effort. No current legislation or regulation in the United States requires the use of sustainably sourced palm oil. We also are committed to use palm oil that is only sourced from reliable vendors who can demonstrate that they procured the palm oil through sustainable methods.



Sustainable product innovation

This is more than a corporate responsibility. It's our responsibility as fathers, mothers, sons and daughters to offer products that are not only good for you, but good for the planet.

Using a proven approach, our world-class research and development team turns ideas into innovative products that feature safe and sustainable materials and formulations. As a result, we have the broadest library in the industry of market-tested and consumer-approved fibers, technologies, formulas and packaging across all of the markets we serve.



Foodservice

In 2015, we launched towels made from 100% viscose fibers for use in foodservice facilities. Viscose is made from wood pulp, produced from trees specifically grown for wood pulp manufacturing. The towels are 100% compostable and are certified by the Biodegradable Products Institute (BPI).



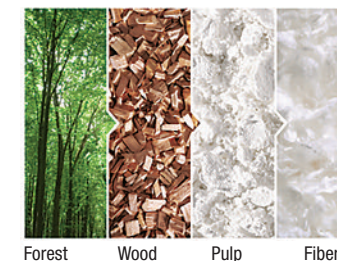
Healthcare

Designed for use on mobile equipment in hospitals, the convenient format for our PDI Sani-Cloth® AF3 Portable Pack not only makes disinfection easily accessible for hospital staff, but it also reduced packaging materials by 83%. The wipe substrate is made from strong cloth material, including natural wood pulp fibers. Since 2013, we have sold nearly 1.8 million cases of the environmentally friendly portable packs to hospitals.

Consumer

Taking care of the environment is important; protecting babies' sensitive skin is paramount. That's why we travel the world to find nonwoven technologies and formulas that are responsible to both.

Our own brand, Nice 'n CLEAN®, and most of our retailer brands are transitioning to a formula as gentle as water – made with purified water and 99% of ingredients derived from nature, including aloe, chamomile, calendula, licorice, cucumber and vitamin E.



Soft, strong, earth-friendly fibers

We are proud to offer wipes made with the environmentally friendly fiber, TENCEL®, in our own brand Nice 'n CLEAN and Costco's Kirkland Signature™ baby and facial wipes. TENCEL is an ultra-soft cellulose-based fiber made from the wood pulp of eucalyptus and other trees grown in sustainably managed forests. A renewable resource, TENCEL is produced through an advanced, closed-loop production process, designed to minimally impact the environment by economically using energy and water. Manufacturing wipes from high-quality raw materials such as cellulose ensures ultimate softness, superior performance and sustainability of our products.

Thinking Clean, Working Green™

Measuring the impact

We voluntarily collect and analyze environmental impact data. Data include metrics for:

- Process efficiency (scrap rates and solution yields)
- Energy use (electricity, natural gas, fuel oil, propane, diesel and gasoline)
- Greenhouse gas emissions (direct emissions from sources we own or control and indirect emissions from purchased electricity)
- Water consumption
- Materials efficiency and waste (including landfill, recycling and alternative waste management such as waste-to-energy conversion)
- Components and chemistry (including raw material purchased based on sustainable supply chains)

This report includes global data for all our manufacturing facilities, innovation center, distribution centers and warehouses, including associated offices.



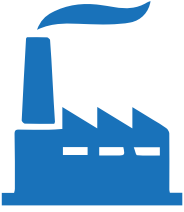

Lifecycle lens



By taking a lifecycle view of our products, we will continue to look for ways to drive efficiencies in our processes to reduce the resource intensity of our products and continue our quest for more sustainable component and chemistry options.

We continue to make progress in our focus areas, once again exceeding the reduction goals set in 2009 for energy usage, electricity and waste. Water is the primary ingredient in our formulations, and it is used in large quantities to properly clean and sanitize equipment. We will continuously look for ways to decrease our water usage through upgraded systems and procedures, but we will never sacrifice quality to do so.

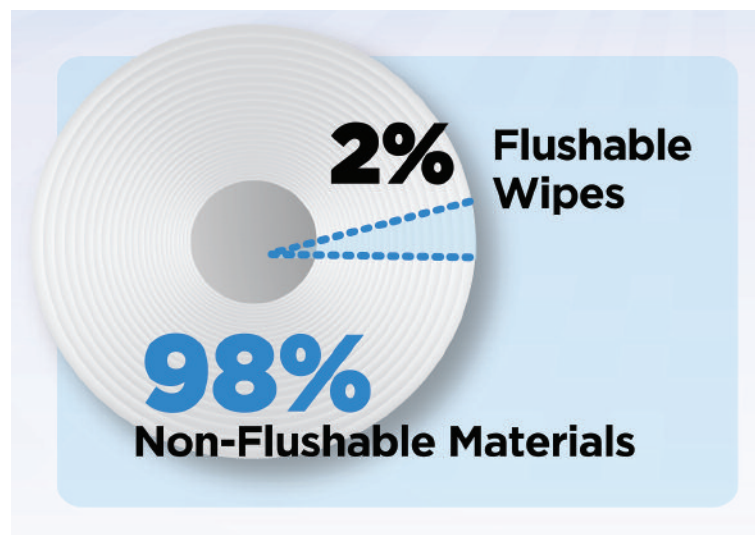
2015-2016 North America Initiatives

| | Reduction goal | 2015 Actual reductions | | |
|---|-------------------|------------------------|--------|---|
| | vs. baseline 2009 | North America | Europe | |
|  Water Consumption (gallons) per 1,000 sheets | -5% | -3.7% | -5.5% | Violation-free industrial discharge record Jonesboro, AR: 6 consecutive years Mooresville, IN, and Orangeburg, NY: 2015 |
|  Energy Usage (kWh) per 1,000 sheets | -10% | -22% | -27% | LED lighting In Orangeburg, NY, manufacturing facility and West Nyack, NY, Distribution Center |
|  CO₂ Emissions (kg) per 1,000 sheets | -15% | -21% | -72% | Electric-powered forklift trucks Replacing gas-powered trucks in Orangeburg, NY |
|  Waste Percentage of waste to landfill | -50% | -71% | -100% | Alternative waste management Mooresville, IN: 3,700 tons of waste converted to energy in 2016 99% recycling Mooresville, IN: glass, corrugated material, polyester (PET) strapping and plastics Plainfield, IN: aluminum, PET strapping and glass |

Thinking Clean, Working Green™

Responsible disposal of our products

Studies show that 98% of debris found in sewer systems is made up of products that should never be flushed, such as paper towels, baby wipes, feminine hygiene products and household surface wipes.* Non-flushable products can cause serious problems for wastewater systems and clog municipal pumps.



Collaboration

We are highly versed in the subject of wastewater clogging forensics, and we actively collaborate globally with key wastewater agencies, the Association of the Nonwoven Fabrics Industry (INDA) and local legislators to develop stricter guidelines and future flushable standards. We have named subject matter experts in the U.S. and UK working through ISO.

Education

Nice-Pak has led our industry in including Do Not Flush symbols on all non-flushable wipe packaging as well as providing educational materials in our packages on what not to flush. We advise customers on information and education to share with consumers about proper disposal.

Innovative technology

We will continue to focus our efforts on innovation and the development of the best available dispersible technologies to meet all future standards and to direct our customers toward substrates/technology that meet and exceed industry guidelines.

LEARN MORE

For more information about responsible flushing, visit Responsibleflushingalliance.com.

* NYC Department of Environmental Protection Collection Study at Wards Island Treatment Plant, February 2016



Empowering our associates

“We foster a culture within which our associates are mindful of their social, environmental and ethical responsibilities.”

– Robert Julius

Our associates are the champions of our purpose and mission. They imagine, create and deliver high-performing, safe wet wipes for consumers, customers and communities. They take great pride in the work they do and the difference they make in health and wellness for families and caregivers around the globe.

Our continued success is possible because of the knowledge, creativity and passion that our associates bring to work every day. We offer a variety of programs and opportunities to help them stay safe, healthy, well and ready for new challenges. We also host quarterly town hall meetings to keep associates informed of our company's progress and conduct annual employee surveys to ensure we are meeting associates' needs.

Our labor policies and practices are designed to provide a voluntary, safe, healthful, pleasant and fair work environment that complies with all regulatory and statutory requirements.

‘Why I Work Here’

In 2016, we launched the “Why I Work Here” video competition. Inspired by our corporate purpose video, associates felt empowered by the competition, and video submissions poured in, explaining what inspires them about working toward a healthy, safe future for families and communities. Five contest winners received a \$500 gift card for personal use and \$1,000 to donate to the charity of their choice.



Chairman's Award for Excellence



The Nice-Pak/PDI Chairman's Award for Excellence recognizes an individual associate for activities that best represent the qualities embodied in our founding principles and that support the Company's vision, mission and profitability. But most importantly, the Nice-Pak/PDI Chairman's Award for Excellence is committed to recognizing and championing the achievements of our greatest asset – our associates. Each year, one individual receives the Chairman's Award for Excellence, and five employees are recognized as runners-up.



Empowering our associates

A culture of learning

We are committed to providing a challenging work environment where associates and their ideas can develop and thrive. To demonstrate this commitment, we recently increased college reimbursement for associates. Today, associates who pursue undergraduate or graduate degrees can qualify for \$7,500 per year of tuition reimbursement.

Our financial assistance program helps Nice-Pak/PDI associates obtain skills, knowledge and experiences that increase performance in their current positions and improve their career opportunities within the organization.

To support professional growth, in April 2016, the Women of Nice-Pak Consumer Division honored Women's History Month by coordinating a professional development webinar and luncheon sponsored by Women Impacting Store Brand Excellence™ (WISE), a non-profit organization that emphasizes the importance of diversity and inclusion in driving growth in the store brand industry.

Diversity champions

Diverse perspectives, experiences, backgrounds and skills result in the best ideas for helping people and the planet stay clean and healthy. We provide a work environment in which all individuals are treated with respect and dignity, free from all forms of unlawful discrimination, harassment and retaliation. How have we championed diversity across our sites?

- Each year, Nice-Pak offers the Robert P. Julius Scholarship through the United Negro College Fund to provide a scholarship to a deserving high school senior of African-American descent.
- We partner with Hire Heroes USA to help veterans find jobs at our facilities. In 2014, the U.S. Marine Corp recognized us for our participation in Hire Heroes and other minority recruiting efforts.
- We partner with ARC of Rockland, providing jobs to the intellectually and developmentally disabled.

Enhanced well-being for associates

Our wellness programs help associates stay safe and healthy. Associates have access to:

- Virtual walking programs
- Nutrition education
- On-site Yoga and Zumba exercise programs
- Massages
- On-site flu vaccinations
- Blood, heart and blood pressure health screenings
- Weight loss programs

In 2016, 36 associates from our Jonesboro, Arkansas, plant took part in a holiday weight loss challenge. An on-site nurse monitored contestants' weekly weigh-ins. During the two-month competition, associates lost nearly 250 pounds and approximately 87% of body fat. Winners received gift cards and company store credit.



How our associates can Be The Difference®

Our associates have a heart for giving. They work in food banks, raise awareness of childhood diseases, paint non-profit offices, clean hiking trails and more to help local communities, charities and families in need. By sharing our human and financial resources, we support better health across the communities where we work, live, learn and play.



Annual Be The Difference® Day

In 2012, Rockland County, New York, officials formally recognized Be The Difference Day in honor of the company's 35-year history of social and economic impact on the local community. An annual event, Be The Difference Day shows how associates can Be The Difference every day in infection prevention and good health in local communities.

For example, in 2015, Nice-Pak/PDI associates assembled 500 hygiene kits and created 250 survival bracelets for service men and women to be included in care packages sent by Operation Gratitude to veterans, first responders, wounded warriors and caregivers. The bracelets were created from braided parachute cord and could be unraveled in an emergency to provide 8 feet of rope to hold up to 550 pounds.

In addition to the care package items, associates donated thousands of dollars worth of food to Legacy X Food Box, along with a cash donation made by the company.

Mooreville and Plainfield, Indiana

Helping families stay strong: A total of 124 children from low-income families received hats and mittens in 2014, thanks to generous donations from associates at our Indiana facilities. Throughout the year, associates take part in many drives, such as back-to-school backpack and food pantry drives, all designed to help struggling families in their communities stay strong.



Just clean fun: Indiana associates take part in the annual Labor Day Parade and hand out free wet wipes to help everyone stay clean and cool. Soon after the parade, many local children head back to school with new backpacks filled with school supplies, thanks to generous donations from Nice-Pak associates.



Empowering our associates



Getting to the heart of the matter: Every year, New York and New Jersey associates celebrate the American Heart Association's National Wear Red Day and in 2016, created a Heart Wall to promote fundraising efforts.

Operation 'Leave No Mess Behind'

To help people affected by Hurricane Sandy in December 2012, our associates coordinated a volunteer relief effort to clean up and repair flooded homes in Rockaway Park, New York.



Jonesboro, Arkansas

All in a day's work: Jonesboro Senior Leadership volunteered at the Food Bank of Northeast Arkansas in December 2016 and sorted donated items and learned about the food bank and its needs.

All in the family: In 2016, the Jonesboro facility donated a pallet of baby wipes to Helping Hands Food Pantry in support of KYLA CARES, a campaign started by the 8-year-old granddaughter of a Nice-Pak associate.



Day of Caring

Nice-Pak/PDI is the lead sponsor of the United Way's Day of Caring. Held in the spring and fall, associates are given a day to volunteer to help United Way programs in need, from clearing hiking trails to sorting clothing donations at a women's shelter. The United Way recently presented us with the Top Donor Award for our contributions.



A cool contribution: Nice-Pak CEO Robert Julius and PDI CEO Zachary Julius took the ALS Ice Bucket Challenge during the annual company picnic. Associates donated money for the chance to dump buckets of ice on the CEOs. The company matched the donations to support ALS (amyotrophic lateral sclerosis) research and awareness and to Meals on Wheels.



Philanthropy and partnerships

We strongly believe our purpose is about helping families stay healthy and well. We recognize the important role our high-quality products play in improving the lives of people who are affected by disaster, certain diseases and conditions.

We partner with leading research and advocacy organizations working on behalf of individuals and families affected by serious health issues, such as food allergies, Crohn's disease and ulcerative colitis. We participate as corporate sponsors donating funds, distributing millions of samples and providing education on how our products can benefit those living with these conditions.

Jackson Center for Conductive Education

At the Jackson Center for Conductive Education in Mooresville, Indiana, children with cerebral palsy and other motor disorders have a welcoming place to be creative, have fun and learn. Nice-Pak donates wet wipes to the Jackson Center and sponsors an annual golf event to raise money so that the center can continue to provide this valuable program at a cost that is affordable to most families.



Camp Korey

Each year, Nice-Pak is a proud sponsor of the Korey Golf Tournament, which benefits the Korey Foundation and supports Camp Korey's programs for children with life-altering medical conditions and their families at no cost.

Food Allergy Research and Education

Nice 'n CLEAN® is the exclusive wet wipe sponsor and a proud supporter of Food Allergy Research and Education (FARE), an organization that works on behalf of 15 million Americans with food allergies. Our Nice 'n CLEAN Antibacterial Hand Wipes are proven to remove 99% of peanut residue from hard surfaces, making environments safer and more inclusive for those with peanut allergies. We donate 1% of every purchase of Nice 'n CLEAN Antibacterial Hand Wipes to FARE to help advance critical education and advocacy work in communities across the country.



Crohn's & Colitis Foundation of America

We are an enthusiastic corporate supporter of the Crohn's & Colitis Foundation of America. Nice 'n CLEAN Moist Flushable Wipes provide a fresher clean than using toilet paper alone and soothe the skin. Nice 'n CLEAN Antibacterial Hand Wipes kill 99.9% of germs on hands, helping to protect those with compromised immune systems.

Costco Scholarship Program

We are an annual donor helping to provide financial assistance to highly qualified underrepresented minority students who wish to attend Seattle University or the University of Washington.

Seattle Children's Hospital

Sharing the belief that all children have unique needs and should grow up without illness or injury, each year we endow the Seattle Children's Hospital to help prevent, treat and eliminate pediatric disease.



Over 30 million wet wipes donated to relief organizations since 2010

2016 Corporate Social Responsibility Report



HELPING FAMILIES STAY
HEALTHY & WELL
ONE WIPE AT A TIME™



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