



Making Personal Care Sustainable

Making Personal Care Sustainable	04
Our Approach to Sustainability	08
Our Sustainability ESG Committee	12
Our 2030 Goals and Strategies	16
Our 2022 performance	44



Making Personal Care Sustainable

Dear Reader,

The fact that you are reading this is evidence that you personally care...

You care about the health, dignity and comfort of people - whether in your own family, your community, your patients, perhaps even yourself.

You care about the public health benefits made possible by the availability of hygiene products that are effective and affordable.

You care that these essential products are made with the lightest environmental footprint.

And you care about being part of something bigger - as companies, consumers and communities together advance the ideals of sustainable development.

Thank you. So do we.

Given the products we make and the diverse populations we serve, we are reminded daily how much we are all alike. No matter the color of our skin, the faith in our hearts, the political philosophy in our heads, the people we love, or the geography of our homes, we all give and we all need personal care in our lives.

Basic human needs reinforce basic human truths.

“Sustainability” is not a simple set of ready-made solutions for providing more than a billion essential products every year across 20 countries. Rather, it is a framework for making evidence-based optimization decisions about the design and delivery of products that perform and protect, are affordable, reduce environmental impacts, and meet changing consumer expectations.

Sustainability considerations inform what we make, how we make it, and how we act.

The alignment of our 2030 Sustainability Agenda with the United Nations’ Sustainable Development Goals helps reinforce our common cause with our customers, consumers and our communities. It also promotes accountability and provides opportunities to learn from one another.

We find it empowering to be part of something bigger than ourselves.

We also think it is good practice to periodically reflect and report on how our deployment of financial, natural and human capital advances our innovation agenda and strategy for sustainable growth.

In fact, the very process of producing this report is its own reward.

Defining our Approach to Sustainability, establishing Goals and Strategies for 2030 and Beyond, and building a framework for Measuring and Reporting Our Progress engages and motivates our entire organization in creating sustainable value for the people and communities we serve.

Thank you for joining us in personally caring.



Michael Fagan
President and CEO



Our Approach to Sustainability

Our commitment to advancing global sustainable development has three parts:

What we make.
How we make it.
How we act.

Our Approach to Sustainability

Our efforts to advance sustainability solutions are informed by the Sustainable Development Goals of the United Nations.

We strive to align our work with the sustainability interests of our customers and consumers, as supported by life cycle assessments.

We hold ourselves and our suppliers accountable through goal setting, benchmarking, and transparent reporting.



Our Approach to Sustainability



Bringing a longer-term view to our decision making can advantage our access to financial, natural, and human capital.

Innovation quickens when it is informed by opportunities to make our products and operations more sustainable.

Our communities, customers, and consumers become advocates and ambassadors for our business when they see we are focused on the larger, longer-term good.

Our Sustainability Committee

Embedding sustainability across our company touches every part of Attindas Hygiene Partners.

That's why our Sustainability Committee is made up of colleagues from diverse roles, backgrounds, experiences, and geographies.

Bringing different and fresh perspectives together enables us to think more strategically, act more quickly, and share the benefits of our work more widely.



AVIA GRAVES
VP, Global Human Resources

Avia is from Cincinnati, USA, and has a Master's degree in Labor & Employment Relations.

Avia brings 20 years of progressive HR experience and now heads the global HR function.

She enjoys gardening, cooking, camping, hiking, traveling and spending time with family and friends.



JOSÉ HIDALGO QUEIPO DE LLANO
Director Legal and Compliance

José is from Madrid, Spain. He has a degree in Laws, a Master's degree in Laws, and a degree in Philosophy.

José has been involved in the personal care industry for 25 years.

He volunteers with Oxfam Intermon. He is an avid reader and enjoys playing tennis and chess.



SAVANNAH SOCHA
Business Strategy Manager

Savannah is from North Carolina, USA. She holds a degree in Mathematics.

Savannah is growing our capabilities to assess the environmental lifecycle of the products we make. She also helps organize our partnerships with the Diaper Bank of North Carolina and other charitable organizations.

Savannah loves being outdoors! Hiking with her husband and dogs, kayaking, mountain biking, brewery hopping, camping and traveling the world.



FREDRIK GUSTAVSSON
Environmental Specialist

Fredrik lives in Tranås, Sweden. He studied Environmental Management.

Fredrik has been working in the personal care industry for 25 years and plays a key role in setting and achieving our environmental performance goals.

Fredrik supports the Swedish Society for Nature Conservation. He is an avid birder and enjoys wildlife photography and spending time in nature.



SUSANA BLANCO
Communications Manager

Susana is from Madrid, Spain. She holds a degree in Economics and Business.

Susana has worked in the personal care industry for more than 20 years. She supports our local and global communication strategies.

Susana is a volunteer in an Autism Association. She loves reading, cooking, hiking, traveling and music.



DAVID STRUHS
SVP, Global Corporate Services

David is from Indiana, USA and currently lives in North Carolina, USA. He has degrees in journalism, political science and public administration.

He has led government environmental agencies, and he has worked with energy utilities and in the forest products industry.

David works to make sure his many grandchildren are supplied with Attindas-made diapers.



GEORGE GURKIN
Facilities Manager

George is from North Carolina, USA. He holds a BSEE degree in Electrical Engineering. George has worked in the personal care industry for around 20 years. He supports all Facility responsibilities at the Greenville, NC site.

He is an Emergency Medical Technician. He loves boating, fishing, cooking, zip lining, traveling and music.



MARIANNE BARUTEL
Director, Global Category & Cross-Category Marketing

Marianne is from France and currently lives in North Carolina, USA.

Marianne has a degree in Business with a concentration in Audit and Finance. She began working in the personal care industry six years ago.

Marianne is a volunteer with the Diaper Bank of North Carolina. She loves spending time with her family, hiking and yoga.



JOSÉ CASTELLANOS
Business Support Director

José is from Madrid, Spain. He has a degree in Industrial Chemistry and a Master's degree in Production and Logistics Management.

José has worked in the personal care industry for 24 years.

He likes football (a.k.a., soccer) and is longtime fan of Real Madrid. José also enjoys hiking and sharing beers with friends.



MIKAEL HAKANSSON
Senior Product Designer

Mikael is from Örnsköldsvik, a province of Ångermanland, Sweden.

His holds a chemical engineering degree, with a concentration in pulp and paper, from the Royal Institute of Technology.

Mikael is involved in the scouting program in Sweden. He enjoys activities with his family, including fishing, hiking and badminton.



AHSAN YASIN
Parts Coordinator

Ahsan is from Pakistan and now lives in Sweden. He has a Master's degree in supply chain management and is pursuing another degree in sustainable manufacturing.

Ahsan also runs a nonprofit organization that conducts seminars on climate change and social responsibility.

He loves reading and visits the library every week. He also enjoys listening to music and taking long walks.

Our Goals and Strategies for 2030 and Beyond

After determining Attindas' Approach to Sustainability, we established the Goals and Strategies laid out in the pages ahead.

But first a word as to how we set these goals, our expectations for these strategies, and the work that still lies ahead in measuring and reporting our progress.

The early days of the sustainability movement saw ever-growing lists of issues that companies were asked to address in detail. Comprehensiveness and transparency effectively became goals in their own right, too often turning sustainability reporting into tick-the-box exercises - with little analysis and, too often, even less action. This is beginning to change, and we are glad for it.

Today, there is consensus in the sustainability community that companies should focus their time and energy on opportunities and risks that are most relevant and most actionable to them. Notable opinion leaders, such as the Global Reporting Initiative and the Sustainable Accounting Standards Board, have encouraged companies to focus their energies in those areas where they can do the greatest good - whether reducing undesirable effects of their operations, or accelerating and expanding the positive environmental and social benefits of their business.

As a member of the United Nations' Global Compact, Attindas accomplished this by adopting those UN Sustainable Development Goals that are most relevant to our business, and which align with the sustainability agendas of our customers.

Some use the terminology of "materiality" to reinforce that companies should focus their sustainability efforts on what is most relevant to their situation. While we support the spirit of this, we refrain from using the materiality reference since the term is laden with legal and financial meaning. We do not want to inadvertently suggest that every step we choose to take to advance sustainability needs to clear a specific financial relevancy hurdle.

Consider, for example, efforts to test and qualify new materials; to build teams that unlock the insights that come from bringing diverse backgrounds together; or efforts to make diapers more affordable by advocating that they not be subjected to sales taxes. The ROI on efforts such as these, while not readily quantifiable, is nonetheless important to improving the performance of our products, the performance of our people, and the public's access to essential health products.

The strategies we present in this report for achieving our goals have been carefully considered and, we believe, are realistic for a 2030 planning horizon. At the same time we acknowledge our strategies must remain works in progress. Achieving our goals will require learning as we go and the flexibility to innovate and respond to new opportunities and challenges over the remainder of this decade.

However, what must become more consistent is our capacity to collect, organize, compare, integrate and interpret data - to inform our strategies on this journey, to gain insights from accurate lifecycle assessments, and to promote accountability. It has become cliché to state that organizations measure what matters. What is too often left unsaid is just how challenging the measuring can be. Like many companies, Attindas is subject to the data challenges that result from changing assets, products, emissions factors, reporting methods and more. That is why this report is tied to our plans to establish a modern sustainability data management platform, including assessments of the environmental and social performance of our own suppliers.

We look forward to sharing the progress made and lessons learned in regular future reports.

Advancing Human Health, Dignity and Comfort

Strategies

We advance human health, dignity, and comfort by providing cost-effective absorbent hygiene solutions for protecting and promoting skin health in more than 20 countries. Our product innovation and sustainability agendas are intertwined as we strive to make better health outcomes ever more available and accessible to populations that are both growing and aging.

We begin by considering the people we serve as we strike balances between the types and amounts of materials that we use to make our products, the performance of our products in both homes and health care institutions, and the cost and accessibility of the essential solutions we provide people at all stages of life.

We listen to and collaborate with health professionals, caregivers, parents, government health agencies, and our suppliers to inform our work towards sustainable innovation.

Attindas will initiate a sustained effort in 29 relevant U.S. states to educate political leaders of the important public health benefits of access to affordable diapers for babies and adult incontinence products, and to advocate for the elimination of sales taxes on these products.

Attindas will coordinate, as appropriate, with relevant non-governmental organizations and customers in this effort.

Attindas will invite other manufacturers of absorbent hygiene products to join in and lend their voices to this public health advocacy.

Attindas will expand its efforts to help the users of our products select and receive the best products for their unique needs during every stage of life and to ensure optimal performance and affordability with the smallest environmental footprint.

Diaper Need is a Taxing Problem

More than half of U.S. states charge sales tax on diapers. In many states, cities and counties levy additional taxes on these essential products.

This may seem to be inconsequential until one realizes that one-in-three U.S. families cannot afford enough diapers to keep their baby clean, dry, and healthy. This leaves babies more vulnerable to painful rashes and urinary tract infections, which leads to more trips to the doctor and higher medical bills - bills that make the cost of diapers a comparative bargain.

According to the National Diaper Bank Network, this unmet diaper need means three-in-five parents miss work or school because they cannot afford the diapers required to leave their baby in childcare, leaving children and families less likely to reach their full potential.

That's why we are advocating in 29 state legislatures in the U.S. for the elimination of sales taxes on diapers. And it's why we support the work of diaper banks and other not-for-profit organizations that get diapers to families in need.

Will you please help?

Advocate for the elimination of sales taxes on baby diapers and adult incontinence products.

Visit the website for the National Diaper Bank Network for more information on how to advocate for this common-sense measure.



"Working with a leading diaper bank, I have seen first-hand how not having enough diapers can lead to even more serious health and economic challenges for families. That's why I am so passionate about this issue."

Marcy Lemieux, Chief Financial officer, Attindas Hygiene Partners, and Board of Directors member at the Diaper Bank of North Carolina



Right-sizing for better health and a smaller footprint

When public health declines, health care costs rise. And when health care costs rise, economic opportunity is diminished and social advancement is impaired.

So how is a diaper maker going to help address this complex problem? And how in the world might this make the environment a little bit better off?

The answer is surprisingly simple: Make sure users are selecting the right products to fit their needs.

Using products that are oversized or undersized can end up costing the consumer more, require more frequent changes, reduce skin health protection, and consume more natural resources. There are, quite simply, no advantages to using a product that doesn't provide the fit, form, or function that a person needs.

That's why Attindas Hygiene Partners is taking practical steps to educate caregivers, helping them make the optimal product selection.

And it's why we were so pleased that an independent study published in the **British Journal of Nursing** (vol. 32, no. 9) validated that the Attends Product Selector Tool in care home settings helped reduce incidents of leaks, lowered costs, and lightened environmental impacts.

The study found that a common cause of leaks is selecting the incorrect size and/or choosing the wrong absorbency level. The article also reminded that both products with too little absorbency - and products with too much absorbent capacity - can contribute to an increased risk of skin damage.

In addition to better health outcomes, staff workloads can be lessened by reducing unneeded changes. Using right-sized products to their designed capacity also reduces the burden on the planet.

Consumers at home can also realize the benefits of making informed product selections. Our professional staff at our HDIS support center (1-800-2MY-HOME) provide personalized, discreet, expert advice on selecting right-sized solutions for protecting health and providing dignity.

Wellbeing Project - Córdoba NHS

Angela Sierra is a nurse incontinence product specialist and she is working in the Sales Team of Spain, based in Pozuelo. She worked in many hospitals and care homes as a nurse, and she has been working for INDAS for 6 years.



Her mission is improving the quality of life of patients with incontinence, giving them advice and training on the correct use of absorbent hygiene products according to the patient's needs.

As result of Angela's initiative, WELLBEING Project - Córdoba national health service was born. The Córdoba project was a response to address the client's need to understand that the correct use of our absorbent hygiene products delivers not just better health outcomes, but better health outcomes that are more affordable.

With our IncoPack Nature product, Angela demonstrated to our clients that a 15% savings was possible, and that the right use of our absorbency levels improve the problems incontinence-associated dermatitis. Over the course of 4 years, this project delivered measurable health improvement, with the skin breakdown decreasing from 32% to just 2%.

This project represented economic savings for the Córdoba regional health service in the purchase of absorbency products, and the reduction of the medical cost associated with skin care treatments.

Angela shares the credit for this success with her supportive colleagues Antonio Rey and Hariharan Kumaravel. "What we do and how we work is improving the quality of life for people around the world," she said.

Improving Resource & Process Efficiency

We strive to advance the efficient use of resources through process improvements that reduce environmental impacts and lower costs.

We make purposeful raw material selections, product design and manufacturing decisions, and distribution choices that make our business more eco-efficient. This includes innovating packaging and logistics solutions to improve the efficient and reliable delivery of essential products to people



Strategies

Develop a credible pathway for our manufacturing facilities to be **climate neutral** by 2035, with an interim expectation to reduce our greenhouse gas emissions 60% by 2030 (from 2017 levels).



Establish and introduce an internal price on carbon to inform long-lived capital deployment, product and packaging design, and supply chain decisions to gain a systemic understanding of environmental risks and opportunities.

Advance sustainable packaging solutions that contain recycled/renewable materials. Target utilizing 80% of recycled/renewable materials in product packaging by 2030.

Promote responsible management of natural resources through independent certifications of our purchasing decisions.

Become 99% landfill free by 2030 for the management of manufacturing byproducts. Track the type of beneficial re-use of manufacturing byproducts to differentiate between recycling and energy recovery.

Air Supply

It's not much of an exaggeration to say that our manufacturing runs on air. Compressed air, that is.

Compressors at our manufacturing sites produce air that runs conveyors, glue guns, solenoids, cleans sensors, activates ultrasonic bonding systems, keeps fire systems activated, and much more. Losing a compressor in this environment is a little like losing a lung.

That's what happened in late 2021 at our plant in Greenville, North Carolina, when one of the site's three compressors failed. But our facility manager and his team turned this dire situation into an opportunity to design and install a more sustainable compressed air solution.

Rather than simply replacing the failed unit, the team at Greenville rented a temporary compressor, buying time to breathe - and think.

The three old compressors at the site have been replaced with two modern, efficient compressors that are right-sized for our operations and improve reliability. But that's only part of the story.

The team also recognized that replacing the compressors created the opportunity to relocate them. This was an important realization because, with compressed air, distance matters.

By relocating the compressors closer to the production lines, less energy is required since the air gets to the lines more quickly. This means a smaller carbon footprint for the Greenville plant.

The carbon footprint is reduced even further through the installation of variable speed drives (VSD). Think of it like driving a car - hitting the accelerator hard from a standing stop consumes a lot of energy - far more energy than is required to keep a moving car in motion. Compressors usually require a huge energy surge to start up quickly. However, the use of VSD allows for a more gradual start-up of the compressors, which requires substantially less energy. This reduces emissions and costs.

It's not surprising that replacing old equipment with new often leads to better environmental and economic performance. The lesson here, we think, is that when faced with the opportunity to replace old equipment, it pays to pause and determine the best, most sustainable solution. Don't squander the opportunity to maximize the benefits.

From a sustainability perspective, the results can be - shall we say - breathtaking.



George Gurkin Greenville
Facilities Manager

"If you do not change direction, you might end up where you are heading."

This self-evident observation is credited to the ancient Chinese philosopher, Laozi. Is it humorous? Slightly. Is it helpful? Surprisingly so.

Years ago, our manufacturing facilities on both sides of the Atlantic set out on the ambitious goal of minimizing - and eventually eliminating - manufacturing waste sent to landfills. Our plant in Sweden and our plant in Ohio, in particular, were firmly committed to this path. It was the type of path that Laozi was describing - and both of these facilities nearly ended up where they were heading.

That is, until enlightened leadership asked if this was really our desired destination. Was the vision of reaching the promise of "landfill free" distracting us from even better environmental and economic outcomes? The answer was yes.

Both of these manufacturing sites had nearly eliminated their reliance on landfills, largely by relying on the incineration of waste materials. When this journey began, that made sense. Well-designed and highly-regulated waste-to-energy facilities not only reduced landfilling, but also produced electrical power without the need of producing and consuming fossil fuels.

In some cases, turning waste into energy can still be beneficial. However, at Attindas, we have come to believe that the better path is not quite so linear. There are other off-ramps that can lead to even better results. This includes optimizing the amount of materials required to make the same quality products. It includes reducing scrap by improving the efficiency and reliability of our manufacturing lines. And

it includes recovering unused materials to be remade into material feedstocks - a step towards what some call "circularity."

Changing direction requires changing behaviors - and changing behavior is easier when (1) the environment changes, (2) when people support each other, and (3) when progress is celebrated. We are doing all three.

Waste collection bins for waste-to-energy materials are now few and far between on the factory floor. They have been replaced, in the right size and in the right places, to make it obvious and easy to separate materials for recycling.

Operators from all areas of our plants - production, mechanics, and warehouse - come together to share experiences and ideas for advancing progress in reducing and managing waste. An independent ISO auditor recently highlighted this as one of our greatest strengths.

And we set goals and celebrate when we achieve them. Our operation in Ohio has reduced the amount of materials sent to waste-to-energy facilities by 60% over the past few years, and our operation in Sweden is on track to make a 70% reduction.

We are still committed to completing the journey, but have a renewed appreciation for learning as we go *and adjusting our direction accordingly.*



Martina Jansson
Operator L15



Torbjörn Jacobsson
Operator
Environment



Thomas Olsson
TM Building/
Production

Parts are part of the solution

It has become common practice for companies to carefully select raw materials to improve the sustainability of their business. There are also endless examples of companies redesigning products to reduce their environmental footprint. Attindas Hygiene Partners is among them.

More recently, however, our sustainability progress has accelerated by taking a closer look at the seemingly mundane activity of ordering new parts for our diaper-making machines.

The machines we operate are long-lived assets, producing essential public health products for decades. That is why our periodic investments in maintaining and modernizing these machines present such an important opportunity to our sustainability agenda.

By building relationships with equipment manufacturers who share our commitment to innovation, our process of designing and installing new parts is no longer just about sustaining the operations of our assets - it's also about making our operations more sustainable.

Rob Jenniskens, Vice President
Innovent GmbH



One of the parts suppliers that has been instrumental to our progress is Innovent GmbH. New material-screening technology designed by Innovent for our machines reduces resistance to the pressurized air we use in making diapers. This may sound like a small adjustment. However, it has unlocked a cascade of efficiency improvements that benefit both the environment and our bottom line.

By improving air flow, we have:

- Reduced maintenance costs and machine downtime
- Improved energy efficiency
- Reduced raw material consumption
- Improved product performance, and
- Extended the life of our equipment

But that is not where the benefit of our collaboration ends. Together, we have taken steps to improve the efficiency of ordering and transporting the parts Innovent makes for us in Germany to our manufacturing facility in Sweden. The resulting reduction in transport-related air emissions reflects our support for the United Nations' Sustainable Development Goals.

Ahsan Yasin, Parts Coordinator
Attends Europe



Spanish Sun to Help Power Laboratorios Indas

Spain has long been a leader in solar power - not surprising since it is one of the countries in Europe with the most hours of sunshine. More than 11% of electricity generation in Spain comes from solar power, and that number is projected to double over the next few years.

Our Spanish plant, Indas, is supporting this growth as it prepares to install one of the largest solar power generation projects for on-site electricity consumption at its manufacturing plant in Novés (Toledo) in the Castilla - La Mancha region.

The solar power installation will include both rooftop and ground-level solar panels. The installation will be able to produce a large part of the electricity that the plant needs to manufacture essential hygiene products. It will produce 8.6 GWh of electricity per year, equivalent to 2,500 times the average household consumption in Spain.

David Félix, Operation & Plant Director of Laboratorios Indas, says: "This is another step toward Attindas' goal of having carbon neutral operations by 2035, and it marks an important milestone for Indas in the Iberian market."

The project is projected to reduce CO² emissions by 1,446 tons annually. That's approximately the equivalent of the amount of CO² that 172,149 trees would absorb from the atmosphere over 30 years.

On-site renewable energy production is just one part of Attindas' pathway for becoming "climate neutral" by 2035.

Other steps include energy efficiency improvements, realizing the advantages of a greening electricity grid in North America, purchasing energy from renewable sources, and carbon offsets where needed.

Embracing the Benefits of Inclusion and Diversity



We seek to make our business more sustainable by fostering a culture that **embraces diversity, promotes an environment of inclusion,** and provides equal access to career opportunities.

We intentionally recruit talent that reflects the diversity of the communities where we operate.

We strive to engage all our colleagues in understanding how their work contributes to the mission of **advancing human health, dignity, and comfort.**

We empower our people to propose ideas for making our business better.

Strategies

Make competency-based training available to all employees to **promote understanding of the importance of a diverse, inclusive workplace** and increase awareness of unconscious biases.



Develop diverse candidate slates for all open positions.

Build **partnerships with organizations** in our local communities that promote career development for women and minorities.

Promote equal opportunity by building and retaining a highly engaged bench of diverse colleagues with the right skills, where and when we need them to execute our business strategies.



Foster a **culture of openness**, understanding and respect by providing fora for employees to share their experiences, perspectives, and suggestions for promoting diversity and inclusion.



People in our hearts

As a socially responsible company, Attindas is committed to promoting diversity and inclusion in the workplace. The company recognizes the valuable contributions that refugees and immigrants bring to the local community and actively seeks to employ individuals from these communities. By providing employment opportunities, Attindas helps refugees and immigrants integrate into society and achieve their full potential.

The company is proud to be a leader in supporting the integration of refugees and immigrants into the workforce and is committed to creating a welcoming and inclusive workplace for all employees.

Next Generation

As a complementary alternative to traditional education system and an excellent opportunity to identify future professional talents, students visit our plant to learn about rewarding careers in a modern manufacturing environment.



Safety First

Our Attindas Novés plant has received from Factory Mutual Global, the accreditation "Highly Protected Risk (HPR)".

The North American insurer FM Global awards this certification to companies and industrial plants that perform the most excellent management to mitigate the risks inherent to their activity, especially focused on the prevention of material damage.

The "Highly Protected Risk" concept is based on the application of the highest standards of prevention and protection, minimizing the probability of an accident. This is the highest recognition of sustainable prevention and protection.





HDIS: A Decade of Top Workplace Wins

Family Helping Families Culture Makes the Difference At HDIS.

HDIS' 2022 "Energage" survey results could be summed up in two words: Family and Caring. Those two words have defined the HDIS culture for decades and led the company to its second National Top Workplace recognition.

Over the past 12 years, HDIS has participated in and been recognized by the local St. Louis, MO, Top Workplaces survey hosted by the *St. Louis Post Dispatch* newspaper and Energage. For national honors, Energage then analyzes results from all over the nation and recognizes the top 3% of companies who lead the competition with an engaged workforce and a people-first approach to culture. This honor also included National Culture Excellence Awards in Leadership, Purpose & Values, Work-life Flexibility, and Innovation.

"We have been through a lot of changes the past couple of years. How we work. Where we work. Our company focus," says Mark Nedvin, president of HDIS. "But what I am most proud of is our ability to adapt and keep our culture strong throughout all the change. It is a real testament to the HDIS employees, and our passion for what we do."

One employee summed it up best by saying, "Our mission is to make customers' lives fuller, and easier and by doing that they make our lives fuller as well. To be able to talk with a customer and hear that we gave them their dignity, independence and life back is truly the only reward needed."



Making Genuine, Personal Commitments to Ethical, Responsible, Caring Behaviors

We are committed to promoting our core values of **operating ethically**, sourcing responsibly, and caring about our employees and the communities we call home. We expect that all our employees are personally and genuinely committed to demonstrating these behaviors every day.

We maintain a continuous improvement approach to operating safely at all our locations. **We encourage employees to coach and support each other** about working safely. We are transparent in collecting, assessing, and sharing data and experiences to learn from our safety successes and failures.

We make clear our mandate, reinforced with rigorous systems, that every colleague understands and exercises the **highest business ethics every day**.

We set expectations for our suppliers to adhere to highest business ethics practices and to engage in efforts to promote sustainable development.



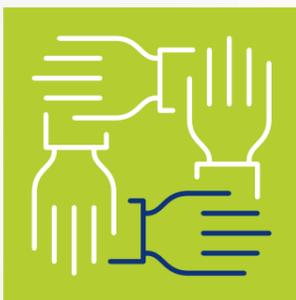
Strategies

Develop and implement a platform for improving the efficiency and effectiveness of our communications with our vendors regarding their efforts to promote ethical, responsible, sustainable practices.

Require that all our suppliers have signed the Attindas Code of Conduct, and that all principal suppliers have passed a Business Social Compliance Initiative assessment.

Develop our internal audit capacity to help sustain our compliance with our management standards and expectations.

Attindas will grow its relationships with non-governmental organizations that help to provide diapers and adult incontinence products to underserved populations in the communities that we call home.



Earthquake and War Relief

On February 6, 2023, a massive earthquake close to Turkey's border with Syria caused major loss of life and leveled entire neighborhoods. Given our culture of Caring, several locations in Attindas worked hard to deliver essential absorbent hygiene products to families in need in the region where the earthquake occurred. Thanks to our teams in Europe who worked with different NGOs to ensure these supplies get to the people who need them most.

We have donated more than 1,012,000 units of Indas products (66 pallets) to the A.M.A.P. Association (World Association for the Aid of People in Need), a non-profit NGO that is responding to this social emergency in Syria.

In Spain we have donated more than 1,650 boxes of medical supplies (66 pallets) to the A.M.A.P. Association (World Association for the Aid of People in Need), a non-profit NGO. All the material donated to this Association is sent directly through the Ukrainian Consulate in Spain to the Redemptorist Fathers in the city of Lviv (Ukraine), who will take these products directly to Ukrainian hospitals.

Chelino® campaign against childhood cancer in collaboration with the Asociación El Sueño de Vicky (Vicky's Dream Association). donation aimed at Ukrainian refugee families who arrived in Spain and who have children suffering from childhood cancer. 6,000 units of samples of Chelino Fashion & Love diapers in all sizes were donated.



World Central Kitchen

On February 24, 2022 Russia launched a large-scale military operation on neighboring Ukraine, invading the country on several fronts. Since the day after the attack from Russia began, WCK has been serving meals to thousands of families escaping the violence in Ukraine and people still remaining in the country each day. WCK is Providing hot meals, cooking for people in need.

Attindas employees have collaborated with World Central Kitchen in this campaign specifically designed to help the Ukrainian people.

Bringing Comfort and Care to Our Communities

In Raleigh, we collaborate with **Families Together**, where our President and CEO, **Michael Fagan**, is on the Board of Directors and we are excited to share that the **"Families Together 2022 Fall Campaign"**, which took place from October to the end of December 2022, not only reached but exceeded its goal.

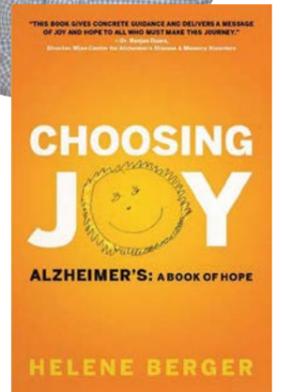
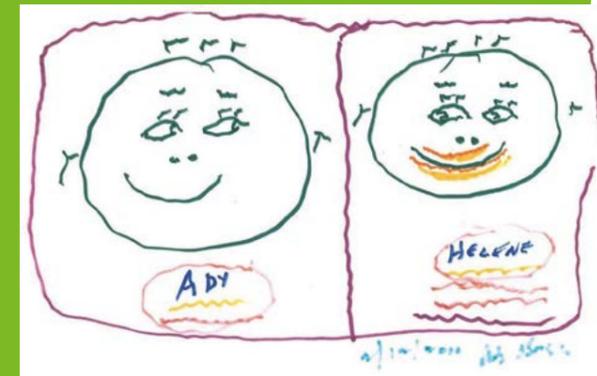
With the generous support from 437 generous donors throughout the community, including many of our Attindas colleagues, contributions help ensure more local families can move from homelessness to home! These funds will make a life-changing difference for families with children by ensuring they can access urgently needed housing such as Emergency Shelter, Bridge Housing, and permanent Affordable Rental Housing.



HDIS is Choosing Joy!

Sometimes in life, things fall into your lap that make a profound impact on your life. Recently, for employees at HDIS, it was the book **CHOOSING JOY** by Helene Berger, a long-time HDIS customer. In the book, Helene shares her stories and lessons learned from her time as a caregiver for her beloved husband, Ady. HDIS is the Attindas business that provides home delivery of hygiene products directly to customers.

In the book, she references her experience with HDIS. She shared how customer care advisers helped her a few years ago with their product counseling skills that allowed the couple to get a good night sleep... booster pads to give you that added protection throughout the night.



But after reading the first few chapters, we realized the book was so much more. It became an inspiration. It reminded us that we can keep learning, we can tackle hard situations, we can find solutions, and we, too, can Choose Joy.

"The story of Helene and Ady is both relatable and heartwarming," shares Mark Nedvin, president of HDIS. "To know that we have made a small impact in their experience is truly humbling. She has inspired all of us to keep pushing forward and continue making a difference in our customers' lives."

The book has made such an impact on us at HDIS, that we wanted to help our other customers Choose Joy as well. We dedicated a customer newsletter to Helene and Ady, so we could share her story with others in similar situations. Helene faced a reality that she did not choose, moved from total fear, to understanding that she had choices. She chose to give the best of herself to her husband while ensuring her own needs were fulfilled.

Our customers have started sharing their own experiences with Choosing Joy as well. "Thank you for including the article about Helene in your Family Letter. You don't have to be caring for someone with Alzheimer's to get something from this book. We can all certainly learn a lot from her. Thank you for sharing her with us," wrote Barb B.

We hope that people will continue to be inspired by Helene's story. As she says, "Know that you have the potential to make a difference and that hope, and even joy, is often a single choice away."

Caring to Address Diaper Poverty

In Attindas's spirit of caring and our commitment to help people live better, we continue collaborating with Diaper Bank of North Carolina to help get essential products to people in our state who are facing challenges in affording them. This is especially true in today's period of high inflation.

Attindas employees volunteer to pack diapers for distribution to families in need. The team building events are both rewarding and fun, and remind us of the importance of the products we make



Our Sustainability Reporting

Attindas Hygiene Partners, like many companies, grapples with the inherent challenges of collecting and reporting data that informs our sustainability efforts. These challenges include changing ownership of assets, acquisitions, manufacturing plant consolidations, adjustments from additional data verification, changing emissions factors and reporting methods, ongoing efforts to standardize metrics, and changes to internal reporting methods over time.

The good news is that since American Industrial Partners acquired our company in 2020, we have a heightened focus on improving data management in this area. Attindas is now in the process of establishing a platform for sustainability data collection and management that will improve the consistency of our reporting efforts and, importantly, allow us to combine data streams for new analysis that will give us new insights into the connections between sustainability performance and business success.

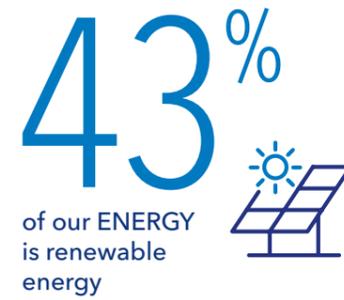
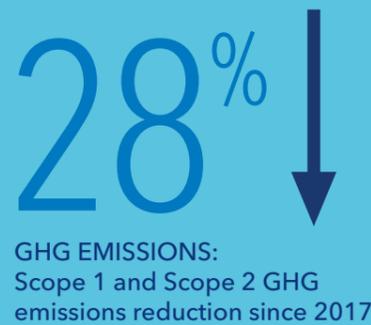
The data in this report represents the most current annual data available from our principal locations, using 2022 as our reporting baseline. This data has gone through a rigorous internal verification process. Given the purpose of this data, to directionally inform our various sustainability strategies, we do not currently think it is a good use of resources to have all of this data audited by a third party.

What is important is determining what data we choose to collect and report about our business. This is primarily informed by the interests of our customers and our participation in the UN Global Compact. As a “B2B” converting business, we recognize that our sustainability efforts are essential to our customers’ own sustainability agendas. We maintain this alignment through regular communications with our key customers. Our thinking about sustainability data also benefits from our engagement, through American Industrial Partners, with the Data Convergence Initiative. This partnership of private equity stakeholders is collaborating to harmonize the collection and reporting sustainability data within the private investment industry.

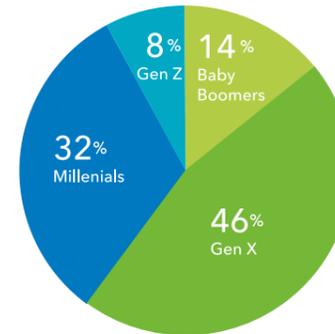


Sustainability Key Performance Indicators

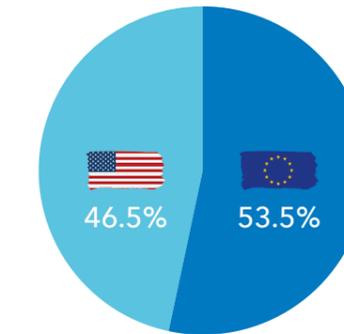
	UoM	2022
ENERGY CONSUMPTION		
Electricity	MWh	160,966
Electricity Purchased	MWh	92,319
Electricity Purchased - Renewable	MWh	68,647
% Renewable Electricity	%	42.6%
Energy Intensity Ratio	MWh/mpcs	36.9
Heat		
District Heating Purchased	MWh	6,501
Fuels		
Natural Gas	m3	508,319
Fuel Oil	Liters	14,421
Transportation Fuel	Liters	181,597
Cooling Media	kg	12
WASTE MANAGEMENT		
Landfilled Waste	MT	376
General Trash	MT	107
Production Dust	MT	269
Product Scrap	MT	-
% Landfill	%	1.7%
Beneficially Reused or Recycled Waste	MT	21,643
Plastic	MT	3,751
Product Scrap	MT	5,779
Paper / Cardboard	MT	5,871
Metals	MT	67
Production Dust	MT	1,238
Wood	MT	569
Other	MT	4,366
% Beneficially Reused + Recycled	%	98.3%
Hazardous Waste	MT	42
Water Usage	m3	95,784
GHG EMISSIONS		
Direct GHG Emissions - Scope 1	CO2e	1,599
Indirect GHG Emissions - Scope 2	CO2e	33,014
TOTAL GHG EMISSIONS Scope 1 & 2	CO2e	34,613



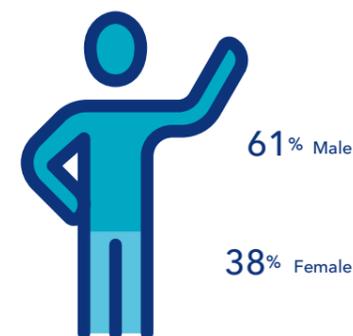
Employees by Generation



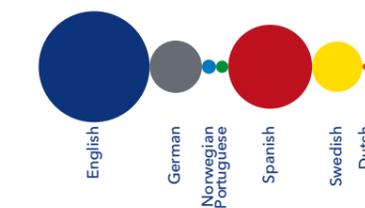
Employees by Continent



Employees by gender



Employees by language





Making it personal

Attindas
HYGIENE PARTNERS



[Attindas.com](https://attindas.com)