



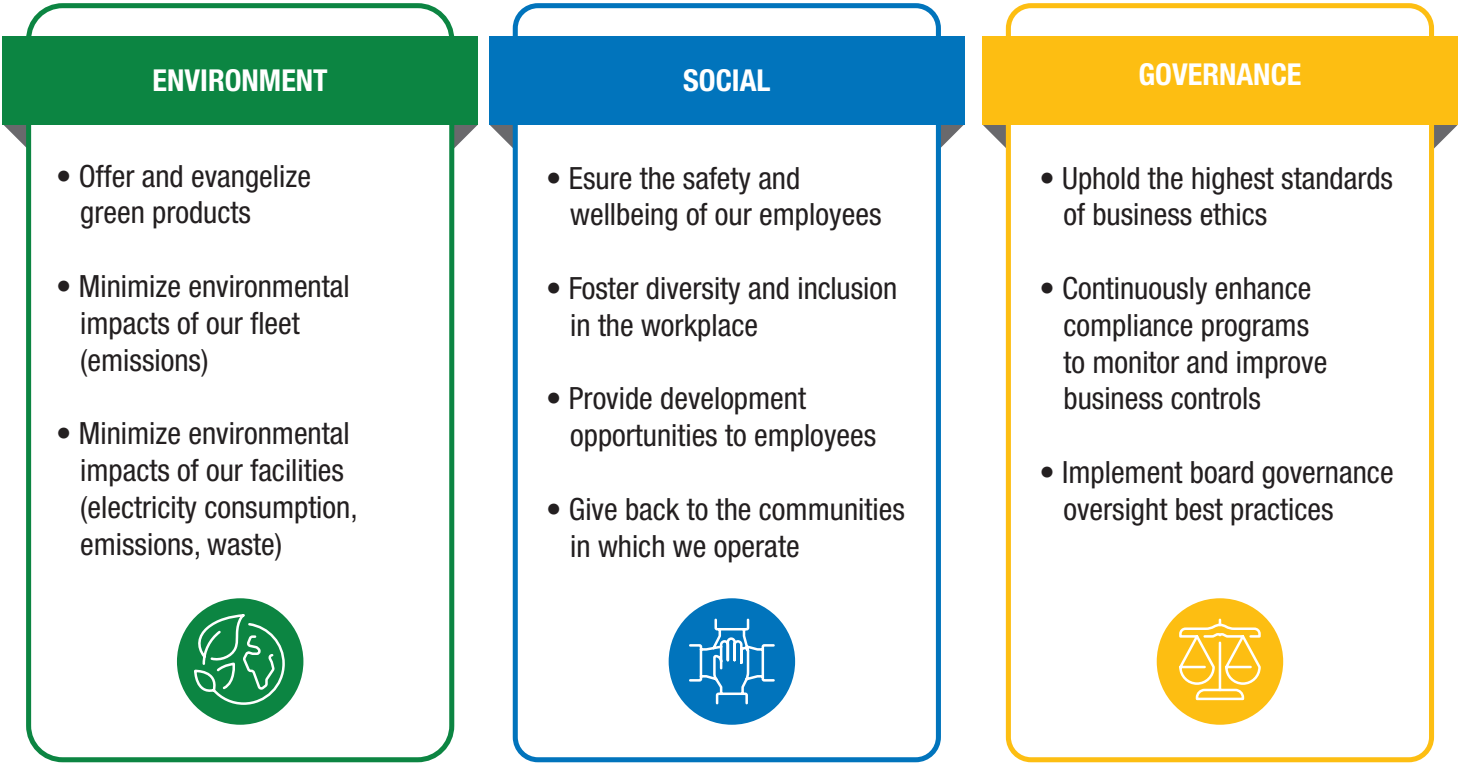
ENVIRONMENT, SOCIAL, AND CORPORATE GOVERNANCE OVERVIEW

Imperial Dade has been in business since 1935. Our founders practiced corporate social responsibility from the beginning, but they just called it “good business”. Our mission has always been to help our customers succeed, while providing a rewarding place for our associates to work.

We accomplish this by operating in an ethical, safe, and conscientious manner. Today, our company is much larger. We are now the leading independently

owned and operated distributor of foodservice packaging, facilities maintenance supplies, and equipment in the United States, Puerto Rico, and the Caribbean.

To that end, we take a more formal approach to corporate social responsibility through the following Environmental, Social, and Governance (ESG) commitments:



In this document we will highlight some of our efforts in each of these categories.

ENVIRONMENT



Imperial Dade is committed to reducing our impact on the natural environment and promoting sustainable business practices in the industries we serve. We have LEED Accredited Professionals and CIMS-Green Certified experts on staff to ensure continuous improvement in the area of environmental stewardship.

Our headquarters facility is LEED Certified. Additional distribution facilities employ a green cleaning policy and we focus on reducing energy and water usage. LED motion-sensing lighting and water-saving fixtures have been installed in our locations. We recycle corrugated boxes, office paper, plastics, pallets, furniture, and computer equipment. Our modern fleet is routed with sophisticated software to minimize the miles traveled in delivering products to our customers, reducing fuel consumption and emissions. We provide detailed carbon disclosure reports to our customers to assist them in assessing and minimizing their own carbon footprint.

In 2005, we developed our consultative Greensafe™ Program to assist our customers with their sustainability initiatives. We offer an extensive selection of environmentally preferable housekeeping and foodservice supplies, many of which carry third-party certifications from recognized NGOs including EcoLogo, Green Seal, and Safer Choice. Product life cycle assessments are available, allowing customers to more thoroughly evaluate options. We continuously seek out the latest product technology to enhance our offering of sustainable products and seek to work with our customers in a consultative manner to evaluate greener alternatives wherever possible.



SOCIAL

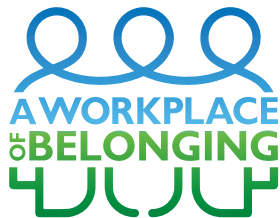


At Imperial Dade, our associates continue to be our greatest asset. Their safety, wellbeing and ability to achieve are our greatest priority. Our average employee tenure is 20 years, and many associates work their entire career with our company.

Imperial Dade is an Equal Opportunity Employer and we recognize the benefits of having a diverse team with varied backgrounds and perspectives that match the diversity we see in our customers and communities in which we operate. This diversity extends from ethnic background to gender to life experiences. We believe that when people feel they belong, they thrive. We know that different perspectives lead to better ideas. That is why building an inclusive culture is key to our continued success.

At Imperial Dade:

- Respect is expected
- Communication is honest
- People are empowered
- Uniqueness is valued
- Success is a team sport



- We work with veterans placement agencies in our recruitment efforts, matching the transferable skills of veterans with open positions.
- We have partnered with ISSA (the leading cleaning industry trade organization worldwide) and its Hygieia network (a charitable organization dedicated to advancing and retaining women in the industry) to provide our employees with training and networking opportunities to expand their horizons.



SOCIAL (continued)

Safety is a key component of Imperial Dade's culture. We have national safety leadership coordinating continuous improvements of our ongoing safety training, equipment, and technologies to ensure our associates have a safe and healthy workplace. We reinforce safe work practices through digital signage, our safety month programming, and our safety awards program. Imperial Dade's commercial motor vehicles are equipped with back-up cameras and Mobileye™ crash avoidance systems that are integrated with our Smart Drive™ video recording system.

Imperial Dade's family-oriented culture extends to the communities in which we operate and where our associates and their families live. Our charitable giving includes localized monetary and in-kind donations to a variety of non-profit organizations with an emphasis on education, health and child services. Imperial Dade responds to natural disasters in our communities and

beyond by donating supplies and bottled water to those impacted as well as supporting local food banks and shelters.

Our robust emergency response plans allow us to resume operations quickly and safely, ensuring we can continue to serve our customers that provide critical services to the public. Our associates are also encouraged to and recognized for volunteering with organizations that are of personal interest to them. We are proud to have so many team members that are active in their communities. Imperial Dade strives to make a positive economic impact by creating jobs and supporting local businesses in the communities where we operate. Management at each of our facilities has localized decision-making ability resulting in partnerships with neighboring businesses. We take care to properly maintain our facilities and fleet vehicles in a safe manner.

GOVERNANCE



Imperial Dade's ESG initiatives are core to how we operate. ESG activities are overseen by a Steering Committee chaired by our President, Jason Tillis, with representation from leaders of all functions of the business including our CFO, CHRO, SVP of Product, SVP of Operations, and CMO, with dedicated participations from other members of our team. ESG commitments and their progress are part of reviews with our Board of Directors.

Finally, our ethical business standards and expectations of conduct are formally codified in our Employee Handbook and Supplier Code of Conduct.

