

Cintas / TRUE GBCI
Zero Waste to Landfill Certification
August 2020



Cintas - Commitment to Sustainability



Recycle. Reduce. Restore. Reuse. Rethink.

MISSION

Cintas is committed to deepening our connection with our customers, partners and communities by integrating environmentally sustainable practices, principles and solutions across our business lines

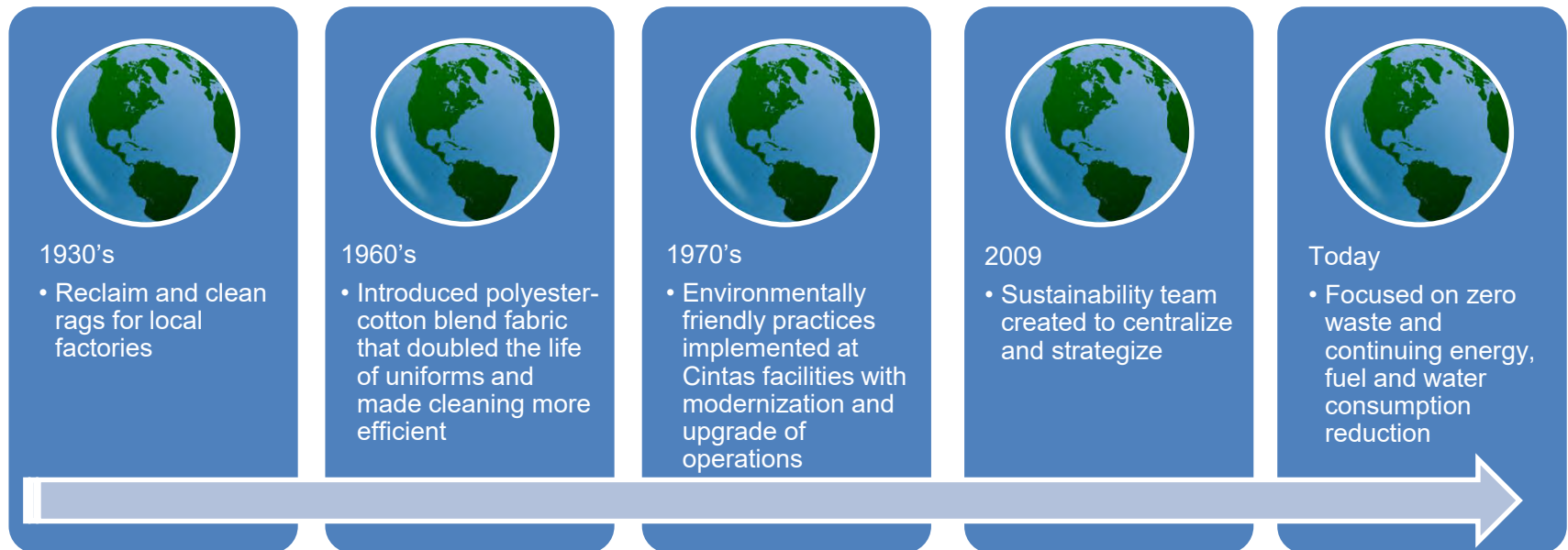
VISION

To be recognized as a leader in Corporate Social Responsibility within our industry that has a positive impact on our customers, partners and communities

UNIQUE VALUE

Helping our customers get Ready for the Workday by keeping their businesses running efficiently, clean, and safe by providing innovative sustainable solutions across all Cintas business lines

Our Sustainability History



Cintas has a rich history of sustainability. During the Great Depression, Cintas Founders Doc and Amelia Farmer created a process for laundering and **reusing** shop rags that were being disposed by manufacturing facilities.

Images such as these reinforce the importance of businesses establishing zero waste programs



What would Cintas founders think about images such as this landfill? Those are mountains of garbage seen along the horizon.

Steps to Zero Waste to Landfill

- Assemble teams & champions dedicated to the program
- Develop a plan to give us direction and help us achieve our goals
- Assess the internal waste produced to better understand the amount, nature and composition of our waste
- Make it easy for employees to get involved in the efforts. For example, we've identified types of waste in our facilities that can be donated, recycled, reused and repurposed, including textiles, cardboard, plastic, pallets and paper.
- Ongoing training for new and existing employee-partners
- Bring on new facilities as Cintas grows

Zero Waste Commitment

REDESIGN

Are waste containers the correct size? Should pick-up frequency be adjusted? (Republic Services input)

REDUCE

Can packaging be reduced? (work with suppliers)

REUSE

Can this item be used more than once? (donate to those in need)

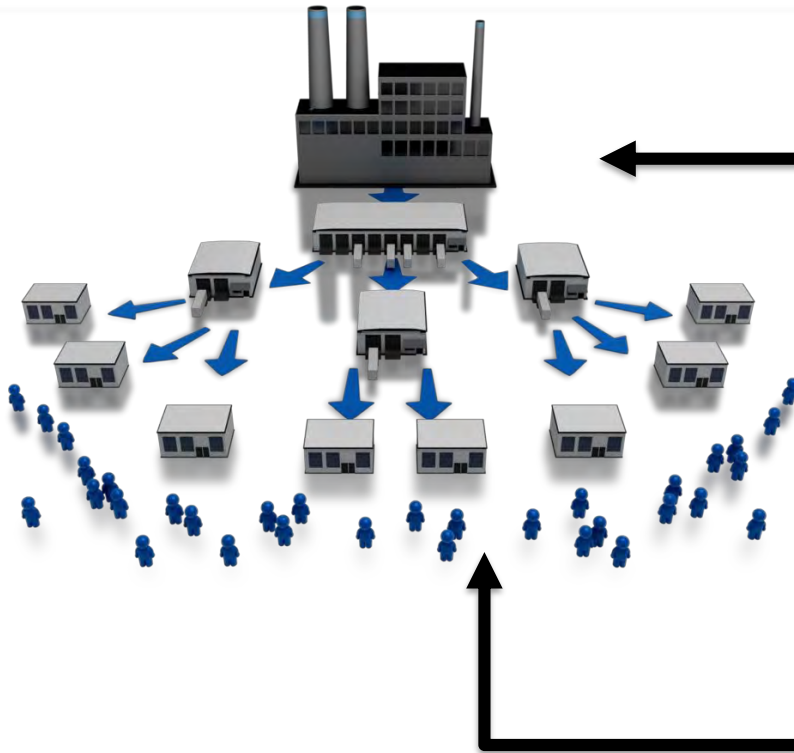
COMPOST

Can yard trimmings be left to naturally mulch onsite? (work with grounds services)

RECYCLE

Can the product be recycled for another useful purpose? (Leigh Fibers / textile scrap)

Zero Waste Project Scope



Initial focus on
Distribution Centers
(handling garments) -
eight assessments
complete with certification
at the **Gold + Platinum**
level.

Expand to
**Manufacturing, new
DC's and Rental
Locations** in the future

Innovative ZW Actions at our DC's:

Montgomery: since SAP has been implemented, cardboard and plastic packing has been reduced by more than 20%

Scranton: recycles machine and motor oil through an AutoZone in their area

Ashland: maximized the way that the trash compactor is used by adding a gauge, allowing for less frequent pick-ups

Mason: eliminated the need for paper print outs for partners that pick as they now use electronic devices that tell them where and what to pick

Toronto: purchased a shrink-wrap machine which has reduced the amount of shrink-wrap used in half, compared to manual use

Reno: landscape around the Cintas building relies heavily on drought tolerant trees and shrubs . Lawn areas have been eliminated and landscape improvements have incorporated drip irrigation and decorative rock to all shrub beds. Plant waste has been greatly reduced using shrub and tree species that require very infrequent pruning.

Dallas: identified an opportunity to re-use the thread domes that protect the direct embroidery thread used on the production floor and has worked with the vendor to eliminate the need for new thread domes purchased when thread is ordered.

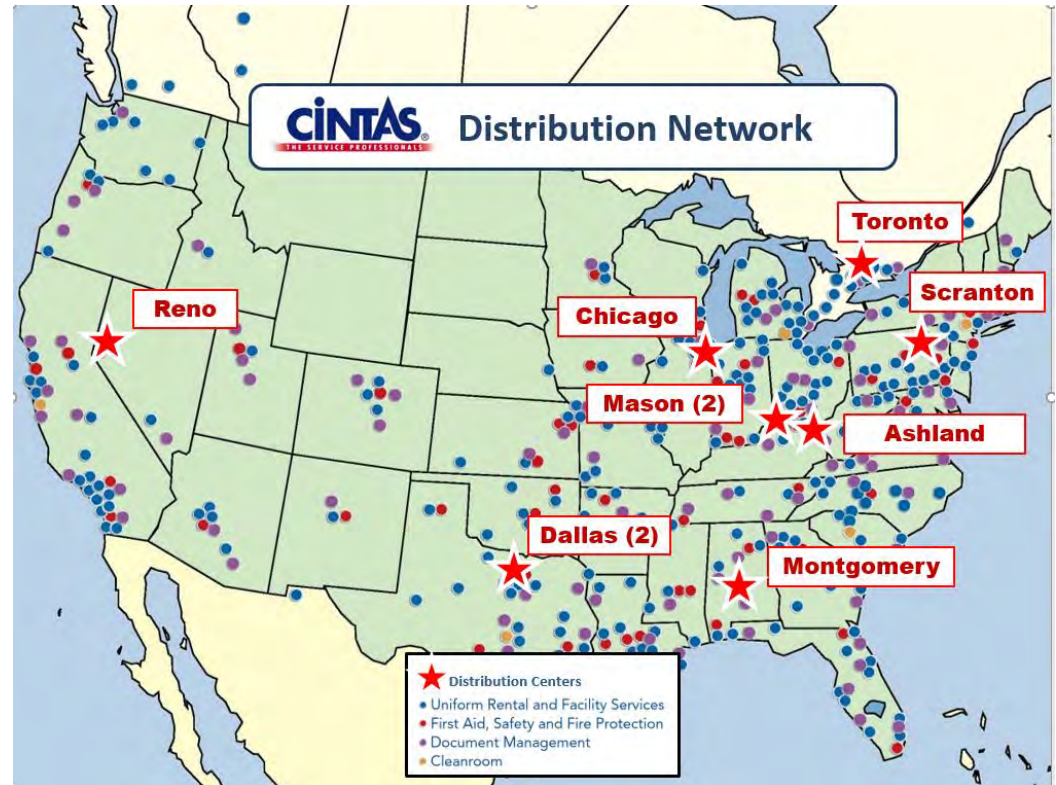
Chicago: overcame multiple obstacles to find a responsible outlet for direct embroidery backing, the stabilizing piece used behind the fabric when applying an embroidered logo/name to the shirt, jacket. Before the zero waste to landfill initiative, this material went to landfill.



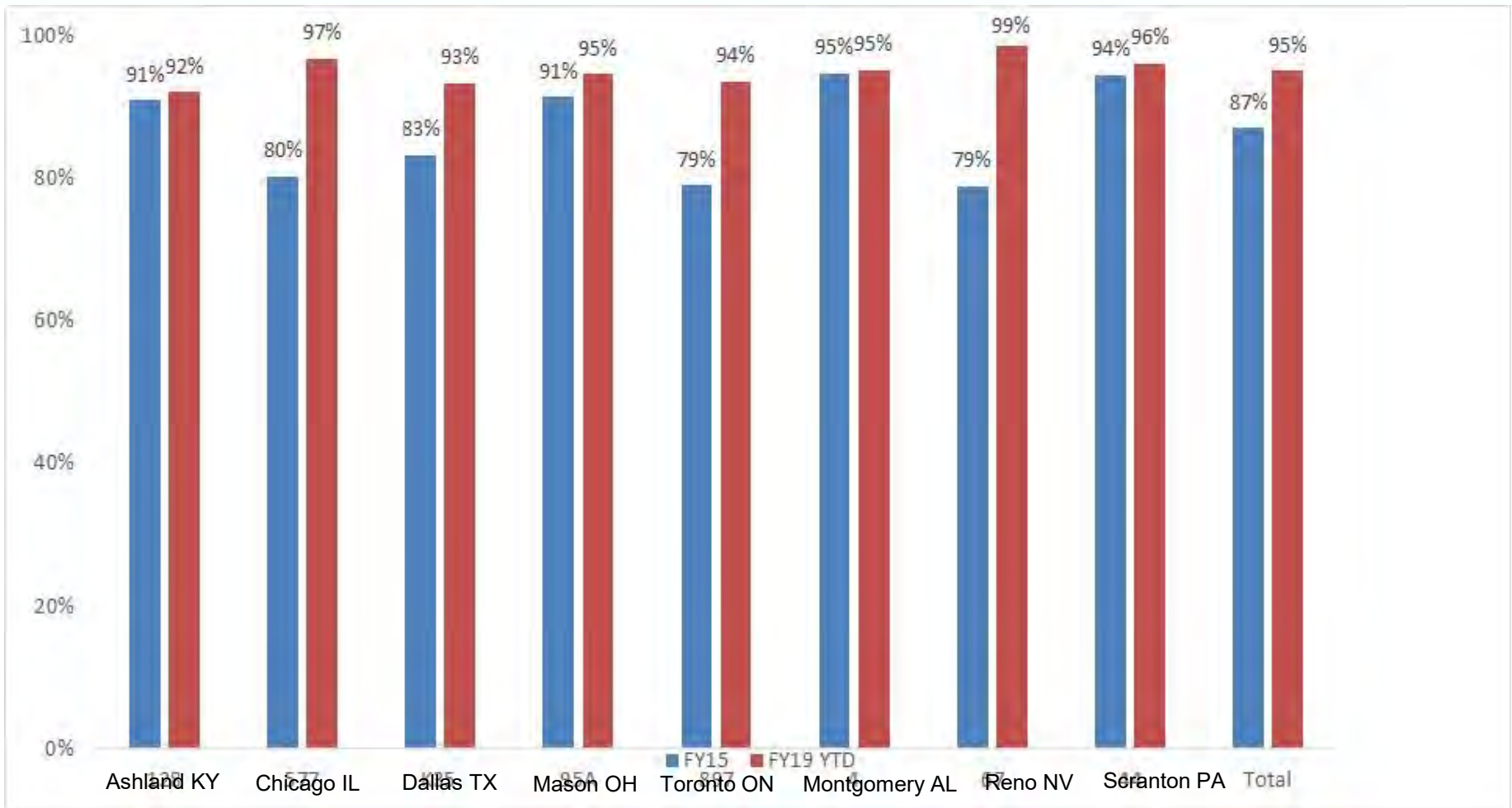
Cintas Distribution Centers that have completed Zero Waste Certification with TRUE

Completed

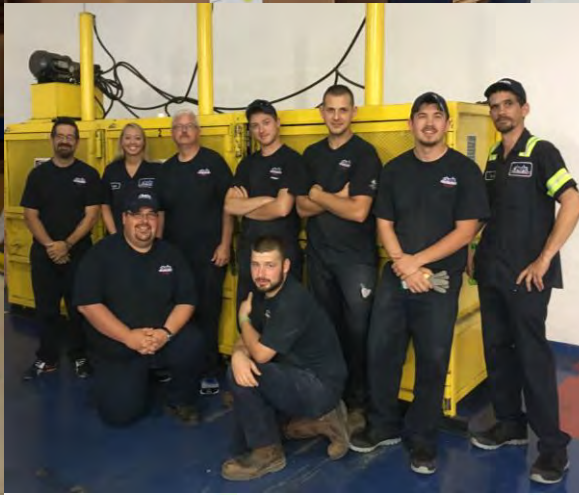
- Ashland, KY **gold**
- Dallas, TX **gold**
- Mason, OH **platinum**
- Montgomery, AL **gold**
- Reno, NV **gold**
- Scranton, PA **gold**
- Toronto, ON **gold**
- Chicago, IL **gold**



Distribution Center Waste Diversion



Employee Engagement



ZW Strategies

Category	Strategy	Category	Strategy
Redesign	Repair and reuse of pallets	Leadership	Zero Waste goal appears in waste management policy and Zero Waste Playbook
Reduce	With SAP implementation, cardboard and plastic packing has been reduced by 20%	Training	Verbal promotion, ZW bulletin boards, quarterly Sustainability newsletter from Corporate office
Reuse	Share shipments and freight logistics with Leigh Fibers and reuse containers for delivery of product from other Cintas locations	Zero Waste Analysis	Ashland self-regulates within the facility through partner engagement
Compost	Grassclippings are left to mulch naturally	Upstream Management	During supplier meetings we ask if company-wide waste reduction targets are in place
Recycle	Plastic, cardboard and aluminum are all recycled and processed at a local facilities	Hazardous Waste Prevention	Batteries and lightbulbs stored safely and recycled
Diversion	Montgomery DC has consistent diversion percentage of 99%	Closed Loop	Cintas purchases post-consumer recycled content janitorial paper products
Zero Waste Purchasing	We transfer equipment from one location to another before considering purchasing	Innovation	Scrap materials are sent to recycling partner to be downcycled

Bailing, Compacting and Storing Textile, Cardboard and Plastic



Efficient recycling practices in action at our Mason, Ashland, Chicago and Montgomery, AL Distribution Centers

CINTAS

Some Challenges We Overcame!



Transportation Expenses

Green Team Engagement

Sourcing Vendors

Data Collection

Recycling Solutions

Certification Process – lessons learned

- Identify a reputable 3rd party organization (TRUE GBCI)
- Secure support from company executives and employee-partners at locations
- Be prepared to provide supporting documentation pertaining to scorecard credits
- Leverage learning from DCs that have completed assessments
- Engage & educate all levels of employees
- Implement the vision and culture for zero waste practices as new facilities become operational within the company.



Baseline work 2019

Photos of Cintas Honduras La Ceiba and Mexico sewing & cutting locations which are establishing zero waste to landfill baselines through monitoring and tracking processes. Leveraging learnings from previous projects!



Mason Ohio DC earns Platinum Certification



<https://www.businesswire.com/news/home/20190311005590/en/Cintas-Facility-Mason-Ohio-Secures-Highest-Zero>

Cintas Chicago DC earns TRUE gold certification July 2020 – Zero Waste champions pictured below



*All **eight Cintas DC's** that spearheaded the zero waste program that started over six years ago have now been certified at either **gold or platinum** levels!*



Customer recycling program requests increasing



FEEL GOOD ABOUT YOUR NEW LOOK,
WHEN YOU RECYCLE YOUR OLD

Prevent your old apparel from going to landfills, while also preventing your garments from being worn by non-employees which could negatively affect your brand.

Brand protection: Your apparel is securely managed, completely destroyed, and recycled into other materials. Certificates of destruction will be provided, as well as the pounds diverted from a landfill.

Give it a second life: Your apparel will be reused in its textile state, in other products such as shipping containers and or even automobile insulation.



Beyond the benefits to you, the process offers great benefits to our environment. Apparel recycling allows us to reduce the amount textile products going into landfills. The U.S. EPA estimates that textile waste occupies nearly 5% of all landfill space.

How does it work?:

- Apparel is collected (1,000 lbs)
- Shipped to our recycling partner
- Apparel is secured until processing
- Apparel is shredded and reused in insulation
- Documentation is provided to you verifying destruction



Thank you!

Cintas Sustainability Website:

<https://www.cintascares.com/sustainability/>