



“We believe in contributing to the well-being of the countries and communities where we conduct business.”

— *This We Believe*

Elena Tyulyuleva, Key Account Manager, prepares for an outing with children at a North Tushino, Russia, orphanage “adopted” by JohnsonDiversey’s Russia employees as part of the Global Children’s Initiative.



Volunteerism is the heart of our commitment to the communities in which we do business. Our employees give of themselves to enrich the lives of children who live in poverty through our Global Children's Initiative, share their expertise and leadership to make communities cleaner and more sustainable, and give their time and talents to dozens of programs that help make the world a better place in every area where we do business.

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# Global Children's Initiative

## Volunteerism, creativity form the heart of JohnsonDiversey's social responsibility programs

JohnsonDiversey's role as a leading global provider of cleaning and sanitation solutions to schools inspired the company to invest in schools and children worldwide as the central focus of its social responsibility commitments. Through our Global Children's Initiative, established five years ago, we team the passion and creativity of our employees worldwide with the needs of the world's children. We commit ourselves, by contributing time, supplies and expertise, to creating a cleaner, healthier future for the people who will inherit that future.

Through our Global Children's Initiative, we "adopt" schools in impoverished communities near each of our business operations. The activities we undertake with each school are tailored to the needs of the community.

Since the inception of the program, employees have donated storybooks for toddlers in China and Singapore and repaired outdoor play equipment in the Czech Republic. They installed play facilities at a refugee camp in Denmark and provided eyeglasses to children in Morocco. At an orphanage in Russia, we brought together our employees and our vendors' employees to shampoo carpets, clean furniture and play games with the

children. Employees donated holiday treats and the gift of their time to severely handicapped children living in a group home in South Africa.

Bicycle helmets we donated for children in schools in Vietnam and Thailand have already saved several youngsters from severe head injuries in accidents.

Near our Global Headquarters in Sturtevant, Wisconsin, our leaders from several countries and disciplines talked with

35  
NUMBER OF SCHOOLS  
JOHNSONDIVERSEY  
IS WORKING WITH  
WORLDWIDE



## “JohnsonDiversey’s commitment goes beyond giving money to a cause.”

— Roger Neugebauer  
Chief Operating Officer  
World Forum Foundation

students about the importance of education, leadership and cross-cultural cooperation. In Egypt, we installed cooking appliances at a residential facility. In Kenya and Malaysia, we built washrooms. We’ve hosted art contests, soccer tournaments and nature adventures.

JohnsonDiversey has worked with the World Forum Foundation to identify schools in need of our help near locations where we have concentrations of employees. The World Forum Foundation is devoted to promoting an ongoing global exchange of ideas on the delivery of quality services to young children in diverse settings. JohnsonDiversey has worked with the World Forum Foundation on a variety of projects for nearly a decade.

“JohnsonDiversey’s commitment goes beyond giving money to a cause. The program they have created builds direct connections between their employees and the children, and as such serves as an example to other organizations looking to make a difference in the communities where they do business,” said Roger Neugebauer, Chief Operating Officer of the World Forum Foundation.

While the activities vary from location to location, year to year, they have a vital common denominator: the interaction of JohnsonDiversey employees with the children and staff of each school.

The two activities common to all our Global Children’s Initiative sites are an annual “facilities day” when employees donate their time and talent to make improvements at the school, and an annual “Clean Hands” day,

when we donate hand-soap dispensers, as well as our expertise and creativity to help children understand the vital role of good hand hygiene for health.

As part of its International Year of Sanitation, the World Health Organization declared October 15, 2008 to be the first-ever Global Handwashing Day. For JohnsonDiversey, however, it was not “first ever,” but rather the fourth year in which we held Clean Hands Day programs at our adopted schools to help youngsters understand the critical role of handwashing in good health. The parameters of these programs were as broad as the ingenuity and interests of the employees who led them.

### For example:

- Marketing and Human Resources staff in Turkey donned costumes and teamed with a professional acting coach to stage a short play about germs that make children sick. It was the centerpiece of a half-day extravaganza presented by JohnsonDiversey employees to the more than 200 students of the school in Kasimpasa. A JohnsonDiversey employee band provided music for the day, and children sang along to a Bug Blasters® ditty written to help make handwashing fun.
- Our Philippines team promoted events for more than 100 youngsters at the White Cross Children’s Home in San Juan, Manila. The events included a puppet show and video, as well as the installation of hand-soap dispensers, and of course, hands-on practice in good washing protocols.



Children at our adopted school in Cibinong, Indonesia, practice the handwashing lessons.

### JOHNSONDIVERSEY SUPPORTS FORUMS THAT CONNECT CHILDREN WITH NATURE

JohnsonDiversey was pleased to provide major funding for The Working Forum on Connecting Children with Nature, a program organized by The World Forum Foundation at the Arbor Day Foundation in Lincoln, Nebraska. Architects, engineers, environmentalists and others came together to talk about how to engage children in the natural environment. Major nature organizations were represented at the forum, including the Audubon Society, The Nature Conservancy and the U.S. Forest Service.

Educators and environmentalists alike have hailed the importance of increasing children’s exposure to nature. Nature tends to relax children, helps alleviate behavioral problems and engages their intellectual curiosity. It also is critical in developing the next generation of people who will care for the earth, in their daily lives and as future leaders of nature organizations. Projects that began with ideas at the forum on nature flourished as the participants returned to their home communities.

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## JohnsonDiversey social responsibility programs: Global Children's Initiative, continued

→ At Clara Nunes Public Preschool near our Sao Paulo, Brazil offices, 280 children were entertained and taught by JohnsonDiversey clowns. A school official praised the approach.

"We feel that this initiative is most valuable, and the materials used in the presentation were well suited to the children's age. They could participate actively, making questions and comments from their own point of view. The team found a really fun way to teach the children about the importance of handwashing, and they reacted very well," said Célia Maria C. Viselli, the school's Pedagogic Coordinator.

→ Ultraviolet lights used in conjunction with special hand cream that makes germs "glow" in the light were a hit at several locations. The 500 students at Pali Chimbai Municipal School in Mumbai, India were eager to use it.

"All the children were so eagerly raising their hands and standing up to try for themselves. It was a fun-filled, educational experience," said Mala Jhavar, who led the JohnsonDiversey team.

## JohnsonDiversey launches White Star™/MC sustainability certification for Turkish resort facilities

As a display of our commitment to transform our industry, JohnsonDiversey has initiated a creative approach to help premier lodging facilities meet the demands of tourists attuned to the value of sustainable business practices.

We have partnered with the Turkish Hoteliers Federation and other leading suppliers to the lodging industry to establish the White Star™/MC program, a systemized approach to evaluating and reducing the environmental impact of a hotel or resort operation. JohnsonDiversey led the creation of the program, partnering with global suppliers Electrolux and Grundfos as cosponsors.

White Star, or Beyaz Yildiz in Turkish, builds on well-recognized star rating systems for the hospitality industry. There are nearly 3,000 hotels in Turkey, one-third of which are rated as five-star accommodations. Any hotel in Turkey can apply for the rigorous White Star audit to assess the environmental impact of its operations and identify areas for improvement. Only those that meet at least 65 percent of the environmental management criteria will earn White Star certification. The White Star audit criteria align with the ISO 14001 environmental management standard, the EU Flower standard of the European Union, and other internationally recognized criteria. To retain White Star certification, hotels and

resorts must pass follow-up audits every six months.

A White Star audit, conducted by JohnsonDiversey Consulting's environmental engineers, enables participating hotels and resorts to document the environmental impact of their operations, implement a systematic approach to setting and achieving environmental objectives, and regularly assess and improve their environmental profile.

These are the key elements of sustainable environmental operation for the lodging industry.

We launched the White Star program in August 2008 with a Sustainable Environment and Productivity Summit. Turkish Culture and Tourism Minister Ertuğrul Günay and Energy and Natural Resources Minister Hilmi Güler keynoted the summit. A representative of the United

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Yagmur Sagnak (far left) addresses the Sustainable Environment and Productivity Summit sponsored by JohnsonDiversey at the launch of the White Star™/MC hotel sustainability certification program. Yagmur heads JohnsonDiversey's Institutional and Laundry business for Europe, the Middle East and Africa.



# 10

THE WHITE STAR™/MC  
AUDIT ASSESSES  
EACH FACILITY IN 10  
CATEGORIES:

- water management
- energy management
- air quality management
- waste management
- chemical usage
- environmental commitment
- ecological architecture
- environmental awareness
- environment management system
- other services and practices



Nations Development Program, university professors studying sustainability and corporate environmental responsibility, and representatives of nongovernmental organizations also attended.

“Eliminating non-value adding costs through improving operational efficiency and creating competitive advantage in the international tourism market are very important for making Turkey a destination for environmentally sensitive ‘green’ tourism. We believe the White Star program is going to be a big step for Turkish tourism,” Günay said.

The Energy and Natural Resources Minister also spoke highly of the project.

“One of the most important issues that the earth faces is environmental pollution and environmental disasters that are originating from global warming,” Güler said. “Our natural resources are decreasing. Due to this danger at the door of human beings, all the industries of the world have started to rethink the environment and ways of protecting the future of mankind. Environmental consciousness is increasing every day . . . We should plan many more projects like White Star.”

JohnsonDiversey has completed audits of more than 20 hotels, with 14 earning White Star certification. We expect to conduct more than 100 audits in 2009.



White Star certification represents a significant competitive advantage and marketing opportunity for hotels and resorts. The results of the audits will help property managers identify cost savings measures that can range from 20 percent to 80 percent savings on water, air, energy and waste management, while providing facilities that are healthier for human beings and the natural environment.

The White Star program builds on the successful food safety audit and certification model we established with restaurants in Turkey and have since expanded into other areas of Europe. Through the White Lily® program,

JohnsonDiversey’s food safety experts audit restaurants for compliance with internationally recognized HACCP (Hazard Analysis and Critical Control Point) food safety principles. A restaurant that passes the rigorous audit earns White Lily certification, which includes marketing materials that advertise the restaurant’s high levels of food safety protection to prospective customers.

The White Lily program has enjoyed high levels of customer awareness throughout Turkey. A recent survey showed that 55 percent of people surveyed knew of the White Lily program in Turkey, and of those, 77 percent said they preferred to dine in White Lily-certified establishments. Sixty-three percent of people who knew about the White Lily program said they would tell others about it and suggest that others look for White Lily icons when selecting restaurants.

We have expanded the success of the White Lily program to other areas of Europe. Chain and independent restaurants alike are seeking JohnsonDiversey’s expertise in auditing and food safety consulting through the White Lily program in Poland and Hungary, and we have plans to continue its reach throughout the region.

## Forum brings together top thinkers in sustainable facility care

As the industry leader in sustainable building care, JohnsonDiversey continuously seeks partnerships with other leaders to bring together the best ideas in the field to the benefit of our customers, suppliers and the public. In April 2008, we co-hosted a Sustainable Facility Care Forum to enable facility care leaders to advance sustainability as a crucial business strategy for facility managers and service providers.

Leonardo Academy, a nonprofit organization dedicated to sustainability in buildings, joined us in organizing the event. We welcomed more than 190 people for the daylong forum headlined by a presentation from Daniel C. Esty, Yale University professor and co-author of *Green to Gold: How Smart Companies Use Environmental Strategy to Innovate, Create Value and Build Competitive Advantage*. Esty made the business case for sustainability, while other panelists addressed best practices and new methods in sustainable facility care. Kevin Kampschroer, acting director for the U.S. General Services Administration's new Office of Federal High Performance Green Buildings, delivered a presentation on the relationship between human behavior,

facilities and business. The panelists included speakers from the GREENGUARD Environmental Institute, U.S. Green Building Council, Food Marketing Institute, Cleaning Industry Research Institute, Virox Technologies Inc., UGL Unicco, the University of Alberta, Envision Realty Services and others.

During the event, we presented the Sam Johnson Leadership in Sustainability Award to Furman University in Greenville, S.C. The award recognizes the university's outstanding commitment to sustainability, including its broad application of green cleaning practices and its educational outreach campaign to build environmental awareness on campus and throughout the surrounding community. Additionally, the campus is the first building in South Carolina to earn LEED certification from the U.S. Green Building Council.

"Furman University has developed an exemplary culture of sustainability, one that permeates the school's mission and differentiates it among liberal arts colleges throughout the country," said JohnsonDiversey Chairman Curt Johnson as he presented the award.

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### JOHNSONDIVERSEY SUPPORTS SUSTAINABLE FACILITY CARE IN JAPAN

Working in partnership with the Japan Sustainable Building Consortium, JohnsonDiversey developed its Green Care program to meet JSBC's CASBEE (Comprehensive Assessment System for Building Environmental Efficiency) requirements. CASBEE's mission is to promote sustainable buildings in Japan, and JohnsonDiversey has supported that goal by providing green cleaning education and resources to JSBC and its affiliates.

In 2008, at a Green Facility Seminar organized by JohnsonDiversey, in Yokohama, Japan, JSBC introduced new CASBEE criteria and assessment tools for evaluating how building design, cleaning systems and maintenance contribute to the environmental impact and indoor air quality of facilities.



Dan Esty, a thought leader in sustainable business practices, Yale professor and best-selling co-author of *Green to Gold*, addresses the Sustainable Facility Care Forum at the Newseum in Washington, D.C.



We asked participants a key question: “What, if anything, motivates you to pursue sustainable facility care?” More than half the audience responded, “because it’s the right thing to do.”



A broad range of facility care professionals took part in the forum, including building service contractors and in-house facility service providers from higher education, health care, government and retail, as well as distributors and property managers. The opportunity for them to exchange practical ideas was a key reason for our

sponsorship of the program. Thirteen facility care professionals prepared posters and presentations to share their work in sustainable practices with their colleagues during the forum.

Participants gave high marks to the forum in a post-event survey, praising its relevance to their work and expressing interest in future events.

They also gave us important insights into their own sustainability thinking. We asked participants a key question: “What, if anything, motivates you to pursue sustainable facility care?”

More than half the audience responded, “because it’s the right thing to do.”

We agree.

## Milk quality, job opportunities continue to grow through JohnsonDiversey partnership in Turkey

A program to improve the quality of milk in the rural southeastern region of Turkey continued to show promise in 2008. The project, a collaboration between JohnsonDiversey and the government of Turkey, is intended to provide sustainable jobs for women in the area and to establish a viable source of quality raw milk for the region.

The area has been plagued with very poor milk quality for many years, as well as poor living standards, limited education and a poor social infrastructure. In 2007, JohnsonDiversey initiated a partnership with Turkey’s Ministry of Agriculture and Rural Affairs, and the United Kingdom’s International Agriculture Technologies Center to establish a training program for women dairy farmers in the region. JohnsonDiversey has donated products and equipment to help improve farm sanitation and milking hygiene.

Five female veterinarians have completed a training program with the IATC and with JohnsonDiversey, and have been working with farmers for the past year. Since February 2008, they have conducted monthly testing and monitoring of milk quality. The veterinarians and JohnsonDiversey staff conduct field visits to evaluate the farm operations and help establish corrective measures to continue improving the quality of the milk.



Dubbed “Save the Milk,” the project is helping women in the region establish a stronger economic footing in the community. A target outcome of the project is to encourage a national processor to establish a processing plant in the region or to engage a processor in buying the milk, which would substantially increase the value of the milk produced on the farms.

## JohnsonDiversey chairman, employees scale heights to help others

JohnsonDiversey Chairman Curt Johnson, his son, Odinn, and a handful of JohnsonDiversey employees scaled great heights to help others. Four great heights, to be exact.

They formed two teams in the annual Four Peaks Challenge, scaling the four highest mountains in the United Kingdom. The event raises funds for children with mental, physical and social disadvantages and is organized by Wooden Spoon, a charity established by rugby fans in the U.K. 25 years ago.

Participants form teams of four to climb Ben Nevis in Scotland, Helvellyn in England, Snowden in Wales and Carantouhill in Ireland. The winning team is the one that climbs all four — and completes the travel between them — in the shortest time.



Two JohnsonDiversey teams prepare to scale one of the Four Peaks for which the challenge is named. Chairman Curt Johnson, who snapped the picture, joined the JohnsonDiversey teams as a fun, challenging way to raise money to help children.

63  
TEAMS PARTICIPATED  
IN THE 2008 EVENT AND  
RAISED MORE THAN  
£459,000 (U.S. \$900,000)

“This was an amazing experience and a grueling one,” Johnson said. “Our team did a great job. Each of the four peaks was beautiful in its own way and each presented different challenges. The weather was generally nasty, but we got a great boost from knowing we were helping to raise a substantial amount of money for disadvantaged kids.”

Johnson was part of the JD Green team, along with his son, friend Jon Dudley, and Sean Ellett from JohnsonDiversey’s U.K. office. A JD Engineering team of employees joined them, comprising Ian Veazey, James Wright, Andy Kent and Dale Brown.



Chairman Curt Johnson, far right, gears up with JohnsonDiversey’s Four Peaks Challenge teams (left to right): Jon Dudley, James Wright, Dale Brown, Ian Veazey, Andy Kent, Odinn Johnson and Sean Ellett



# Soap made from the pistachio nut oil is prized for its ability to nourish and soften skin and hair, and the process for making it is an important part of Anatolian Turkish culture.



## Soap-making venture produces premium product, renewed hope

An innovative collaboration between JohnsonDiversey employees in Turkey and a women’s business organization continued to gain ground in 2008, providing luxury soap to local hotels and helping women in an economically challenged area improve their lives.

Bittim soaps are named for a species of wild pistachio native to southeast Turkey. Soap made from the pistachio nut oil is prized for its ability to nourish and soften skin and hair, and the process for making it is an important part of Anatolian Turkish culture. The tradition was threatened in recent years by cheaper soaps made from low-quality materials in unhygienic plants. JohnsonDiversey worked in partnership with KAGIDER, an association of women entrepreneurs, and CATOM, a group of multipurpose community centers, to establish a workshop in Mardin, Turkey, where women receive



Women in Mardin, Turkey, make luxury soap by hand, using premium, natural materials and ages-old, traditional formulas. The partnership between JohnsonDiversey, a women’s entrepreneurial group in Turkey, and a group of community centers has restored the production of a prized Turkish luxury soap and provided the women with valuable, sustainable jobs.

through instruction and hands-on training in making the soaps according to the old, traditional formulas and processes using premium raw materials.

JohnsonDiversey sells the soaps to more than 300 premium hotels and resorts throughout Turkey as part of our *Racine de la Vie* (roots of life) amenities package. The women who produce the soap also have expanded their sales to local hotels and facilities, began exporting it to a wholesaler in France, and are developing a line of soaps packaged for retail sale.



The daughter of a Bittim employee displays a basket of the prized soaps.

## “We commit ourselves to act...”

Around the world, JohnsonDiversey employees seek ways to serve our communities with a helping hand and a caring heart. We go beyond corporate donations and impersonal investments to hands-on, person-to-person caring to meet the needs of the communities where we do business. These are some of the creative ways we did so in 2008:

### Leaders support sea turtle protection effort

Support of JohnsonDiversey’s social responsibility initiatives starts with our leadership. Whenever possible, we integrate volunteer projects into our local, regional and global leadership meetings. At the first meeting of our Central Europe, Turkey, Africa and the Middle East Leadership Council, 90 executives visited Archelon, the Sea Turtle Protection Society of Greece and worked on physical improvements to the property. The nonprofit organization protects a variety of species of sea turtles by preventing people from endangering their egg laying and nesting behaviors. Archelon also conducts monitoring and research activities, restores habitats, rehabilitates sick and injured turtles and raises public awareness of the importance of the creatures in the environment. JohnsonDiversey’s leadership team painted a fence around the property, planted trees, and designed posters to convey the importance of protecting the turtles’ habitat as well as the entire natural environment. JohnsonDiversey regularly donates cleaning products to the rescue center and supplies communication materials for its annual community awareness event.



### Habitat effort builds nine homes in five years

For the fifth consecutive year, JohnsonDiversey employees took part in a Habitat for Humanity home building project near our Global Headquarters. Chairman Curt Johnson and other members of the company’s senior leadership team pitched in. In the first year of our participation in the effort, we built one home. Every year since then, we have built two homes per year. In



Employees help build Habitat for Humanity homes near our Global Headquarters.

late September 2008, our employees constructed homes eight and nine. These homes help to stabilize some of the most impoverished neighborhoods in the community. Employee groups throughout the Global Headquarters and North America regional headquarters pitched in during the eight-day project, as did staff from UTI, our third-party

logistics provider. In all, 210 people swung hammers, sawed boards, ran errands, kept the tools and work areas safe and orderly, and coordinated meals for the other volunteers. Employees also raised about \$75,000 toward the costs of construction.

### Helping disabled students learn job skills

Through our association with the Kanagawa Building Maintenance Association, we have helped Japanese students with cognitive disabilities acquire practical skills in the professional cleaning industry. About 45 students from the Minamiosawa Gauken school took part in a daylong program at JohnsonDiversey’s floor care laboratory in Kanagawa in 2008, as an extension of their classroom training. The training we provided included an overview of what building service contractors do, and instruction on specific cleaning tasks such as sweeping, mopping, dusting, vacuuming, collecting garbage and cleaning toilets. Some of the past participants in the program applied to participate in a cleaning competition as part of the Kanagawa Abilitylympic program. The Abilitylympics — a term coined from the phrase “the Olympics of Abilities” — began in Tokyo in 1981 to commemorate the United Nations International Year of Disabled Persons. The Abilitylympics highlight the vocational skills of people with disabilities, and



help raise public awareness of the significant contributions people with disabilities can make in the workforce and in society.

### Donations help China clean up, rebuild after devastating earthquake

More than 68,000 people died when a magnitude 8.0 earthquake destroyed Chengdu, the capital of the Sichuan province of China on May 12, 2008. Tens of thousands more were missing and hundreds of thousands injured. JohnsonDiversey responded immediately with compassion and practical assistance. The company donated 1,200 boxes of disaster relief products that were urgently needed for the decontamination and cleaning of affected areas. Employees contributed CNY 100,000 (nearly U.S. \$15,000) in cash to the relief effort through the Shanghai Red Cross. We are grateful that all JohnsonDiversey employees in China were safe from harm in the earthquake. Some employees' families suffered injuries in the earthquake, and some lost their family homes. Every employee in the stricken area worked hard for months to help bring some normalcy back to the area and to support the people and our customers who were stricken.

### Dollars for Doers backs employee volunteerism with cash contributions

To foster a spirit of volunteerism and extend our opportunities to serve the communities in which we operate, JohnsonDiversey offers employees the Dollars for Doers program. Dollars for Doers is a part of the SC Johnson Fund and provides cash donations of \$250 per fiscal year to eligible nonprofit organizations where an employee or retiree volunteers at least 40 hours per year. As a result, these organizations

benefit twice — first through the employee's or retiree's time and talent, and second through the donation from the Fund. There is no limit to the number of organizations for which an employee or retiree can apply for a grant, although contributions to a single organization are limited to 10 per year.



TO FOSTER A SPIRIT OF VOLUNTEERISM, JOHNSONDIVERSEY OFFERS EMPLOYEES THE DOLLARS FOR DOERS PROGRAM

### Swiss scout camp gets food safety training from JohnsonDiversey

More than 23,000 children who took part in a two-week scout camp near Lake Zurich, Switzerland, had the protection and comfort of JohnsonDiversey's environmentally preferred, superior



Scouts prepare a meal at a Swiss camp. JohnsonDiversey donated food safety products and training to the two-week camp.

cleaning products to make their stay safer and more comfortable. JohnsonDiversey donated PurEco® chemicals for restroom cleaning, kitchen cleaning and fabric wash at the camp, and donated food safety training materials for the camp staff. PurEco is our line of certified, environmentally responsible cleaning products, certified by either or both of Europe's independent green-cleaning certification bodies, Nordic Swan and EU Flower. The scouts, age 8 to 16, also cooked during their time in the camp and benefited from the food safety training materials.

### Partnership with Spanish foundation helps people with disabilities find jobs

To help people with disabilities gain increased access to the job market, JohnsonDiversey's operations in Spain have started a collaboration with Fundación Adecco (Adecco Foundation), an arm of the Adecco Group worldwide staffing agency. The foundation in Spain, established in 1999, partnered with JohnsonDiversey employees to focus on three projects:

- Assisting JohnsonDiversey employees whose relatives have physical or mental disabilities develop personal and professional skills to increase their employment options;
- Improving the accessibility of our new facilities in Barcelona; and,
- Providing social activities for and with people with disabilities, sponsored by JohnsonDiversey.

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After a magnitude 8.0 earthquake destroyed Chengdu, China, employees donated nearly \$15,000 to the relief effort, and the company contributed 1,200 boxes of disaster relief products.

### Building homes, building hope in Cambodia

Home building was on the agenda of the first 2008 meeting of JohnsonDiversey's regional leadership team in Asia Pacific. The region's executives, along with the leaders of the Global Children's Initiative in surrounding countries, took a day to construct houses for six families in Danrei Chlornng, in the Kandal Province of Cambodia. They undertook the project in partnership with Tabitha Cambodia, a charity that works with the poorest members of the community, helping them establish cottage industries to generate income, create savings programs and develop the community. The home building projects are especially important, as they engage volunteers directly with the Khmer people who were marginalized under



Khmer families in Cambodia gather in front of one of the new homes built for them by JohnsonDiversey's Asia Pacific leadership.



Employees and their families pitch in to tidy beaches in Greece.

former political turmoil. The homes they built will shelter 13 adults and 22 children.

### Employees in India donate a day's pay to help flood victims

More than 3 million people were displaced in the Bihar region of India after monsoon rains caused the Kosi River to break its banks near Nepal in mid-August. Villages were destroyed. Families were left without shelter, food or drinkable water. Roads and bridges were wiped out, marooning the flood victims away from the help they

needed. More than 190 people died. Our employees in India responded with help. Every employee in JohnsonDiversey India donated a full day's pay to a fund established by the Confederation of Indian Industry, a nonprofit Indian business organization.

### Employees and families clean up Greek beaches

For the fifth consecutive year, JohnsonDiversey employees in Greece joined a pan-Mediterranean campaign to clean beaches along the Mediterranean Sea. Employees and their families



worked in cooperation with Mesogeios SOS, a nongovernmental organization addressing environmental issues in Greece. They were pleased to find that as they worked, sunbathers who watched them got up and pitched in. A municipal official thanked the employees and their families, and said it would be ideal if more companies followed JohnsonDiversey's example in protecting the local environment.

**Grant helps establish a new classroom for children with disabilities in Mumbai**

JohnsonDiversey India contributed Rs1.26 L (U.S. \$2,500) to the Punarvas Education Society in Mumbai to help the organization expand its assistance to children with cognitive disabilities. The funds will help support the establishment of a new classroom for 10 children. Punarvas provides care, education and rehabilitation services to 130 children, with a staff of 32 teachers. About two-thirds of the organization's funding comes from government sources, and the group relies on donors for the remainder of its needs. Punarvas is expanding its services and hopes to serve 500 children.

**Award honors outstanding volunteer service**

Each year, JohnsonDiversey honors the volunteer efforts of its employees through the H.F. Johnson Community Service Awards program. The top award includes a \$5,000 donation in the winner's name to the nonprofit organization of the person's choice. Up to 10 additional awards may be granted

each year, each consisting of a \$500 donation to a nonprofit organization of the winner's choice and a certificate of recognition for the winner.

The 2008 winner of the H.F. Johnson Community Service Award was Barbara Klein, who has donated platelets every month for the past eight years. Platelets are clotting agents in blood that are critical to the survival of bone marrow transplant recipients and people being treated for blood disorders, including leukemia. Klein also volunteers with the Society for the Prevention of Cruelty to Animals.

Those whose volunteer service earned H.F. Johnson Community Service Recognition Certificates in 2008 were:

- Tim Montreal, who volunteers about 340 hours a year to Cherry Creek Youth Sports in Colorado.
- Sheri Wolf, who has served for eight years with the American Cancer Society's Relay for Life in Racine, Wisconsin; and,



Barbara Klein, the 2008 winner of the H.F. Johnson Community Service Award

→ Andrea Carrao, who donates her scientific expertise to support water quality initiatives at the River Bend Nature Center in Racine.

Any JohnsonDiversey employee or retiree in the United States may be nominated for the award, which recognizes the winner's significant service as a community volunteer.



**United we give**

Employees have consistently made JohnsonDiversey one of the top contributing companies in the annual United Way campaign. In 2008, U.S. employees gave \$152,142.14, which was matched by the SC Johnson Fund, bringing the total to more than \$300,000. Every year, JohnsonDiversey contributes significantly to the SCJ Fund as one of the separate companies of the Johnson Family.