

“We commit ourselves to developing and marketing products which are environmentally sound and which do not endanger the health and safety of customers and users.”

— *This We Believe*

Our statement of company values, written in 1976
See page 61



We preserve the earth for future generations by continually reducing the environmental impact of our products and operations and enabling our customers to do the same. As industry leaders in protecting the environment, we have made a public commitment to challenging, measurable reductions in our environmental impact. We're meeting those objectives through the creative, passionate commitment of our employees.

06	Leading our industry: JohnsonDiversey joins Climate Savers
09	Value Chain expands use of life cycle analysis
10	Warehouse changes improve efficiency
10	Employees make small changes to conserve energy
12	Our facilities are a "living laboratory"
13	Logistics changes help reduce environmental footprint
14	Manufacturing improves on all environmental-impact metrics



Climate Savers

Preserving the Earth: JohnsonDiversey commits to WWF's rigorous climate protection program

Climate change has become a clarion call of this generation, and JohnsonDiversey is leading our industry in responding to the call. In 2008, we achieved a significant new milestone in our legacy of environmental responsibility when we signed a covenant with Climate Savers, the well-respected and rigorous greenhouse gas reduction program of the World Wildlife Fund.

We committed to a challenging, measurable reduction in our impact on the climate. We agreed to be accountable for our commitment through a third-party validation process. We promised to partner with our customers and suppliers to help them reduce their greenhouse gas emissions. In short, we made a public commitment to be leaders in addressing climate change.

"Our involvement in Climate Savers is consistent with the company's long heritage of protecting the planet for future generations," said Chairman Curt Johnson.

JohnsonDiversey was only the 18th company worldwide to meet the stringent qualifications for acceptance into Climate Savers. Climate Savers is the only program to require companies to commit to an absolute reduction in their emissions of greenhouse gases.

21
 NUMBER OF COMPANIES
 WORLDWIDE THAT HAVE
 MET THE STRINGENT
 QUALIFICATIONS
 FOR ACCEPTANCE INTO
 CLIMATE SAVERS



“JohnsonDiversey has set a new standard for addressing climate change.”

— Carter Roberts
President and Chief Executive Officer
World Wildlife Fund — U.S.



As Climate Savers requires, we established a leadership target for emission reductions, placing JohnsonDiversey at the forefront of emissions reductions in our industry. We have committed to an absolute reduction in carbon dioxide emissions from our operations by 8 percent by 2013. We set 2003, our first full year as an integrated global business, as the benchmark year against which we'll measure our emissions reductions.

In announcing our membership in Climate Savers, Carter Roberts, President and Chief Executive Officer of the World Wildlife Fund in the United States, called it a demonstration of our industry leadership.

“JohnsonDiversey has set a new standard for addressing climate change,” Roberts said. “The company is stepping into uncharted territory with an initiative that should serve as a blueprint for the entire industry. Changes in corporate practice are essential if there is to be real progress in tackling conservation challenges. As we continue our efforts to reduce global greenhouse gas emissions, innovative partnerships with companies like JohnsonDiversey will be crucial to success.”

Membership in this elite program is a manifestation of JohnsonDiversey's fundamental belief that good business practices are inextricably linked with environmental stewardship. It is an opportunity to improve not only our own operations but to help define sustainability in the minds of our customers, our employees, our suppliers and our communities. It is one way that we will fulfill our purpose to transform our industry.

“Our goal is to not only practice sustainability in all we do, but also to help our customers become more sustainable in their operations,” said Ed Lonergan, President and Chief Executive Officer.

Climate Savers represents a substantial commitment of our resources. It includes a financial commitment, and more importantly, a commitment of people and thought leadership. It links environmentally responsible business practices to individual accountability at every level of our organization. Achieving the aggressive reduction targets we set in our Climate Savers covenant will engage every employee

in new thinking about the decisions we make every day. Climate Savers will give us the tools we need to make those decisions responsibly.



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Climate Savers

“What is important about Climate Savers is the change in thinking that it enables,” said Jeramy LeMieux, who is leading our implementation of the program. “We can get rid of assumptions about what our energy use is, and use hard facts. When we give people solid information to make choices, they can make choices that are better for the company and better for the environment.”

Simply put, kilowatts of energy represent carbon dioxide emissions. And every kilowatt of energy costs money. When we make choices that reduce carbon dioxide emissions, we are making choices that use less energy.

Continued on page 8 →

San Juan Diego is the first school we adopted under our Global Children's Initiative, which supports children who live in poverty. In addition to annual projects to clean and paint the school's facilities and provide hand washing instruction to students, our employees volunteer time to teach the children about climate change.



Preserving the earth: Climate Savers, continued

And that means we are spending less of the company's money and making the company more successful. With that in mind, the decisions employees make every day become tangible investments in the future of our enterprise and of our planet.

"We rely on the small actions the majority of people make every day, and on the little flashes of genius that will come when people focus on how their work affects our energy use. When every person is making choices with solid information in mind, we make a difference to the company's profitability and to our impact on the planet," LeMieux said.

At the same time, we are finding ways to help our customers examine and reduce the carbon footprint of their operations. Our low-temperature

laundry products save customers money and energy. Our water-management expertise helps customers reduce their water use and the associated energy costs. Concentrated products and innovative packaging have improved our transportation efficiency by 250 percent. Our award-winning, energy-efficient TASKI® equipment provides superior cleaning and maneuverability while using significantly less energy than similar machines.

We recognize that our effect on the natural environment includes not only

our own activities, but also those of our partners, suppliers and customers. We believe our commitment and actions set a high bar and serve as a model for our customers and the broader business community.

"Our customers all over the world are asking us to be their partner in developing solutions to reduce their environmental impact, protect human health and safety, and improve the economic strength of their enterprises," Lonergan said.

\$19^{MILLION}

AMOUNT WE'VE AGREED TO **INVEST**
TO MEET OUR CLIMATE SAVERS COMMITMENTS

\$31^{MILLION}

AMOUNT WE EXPECT TO **SAVE**
BECAUSE OF THOSE COMMITMENTS

THE PLAN:

- Use more fuel-efficient vehicles in our automobile and truck fleet worldwide
- Upgrade the energy efficiency of our buildings and operations
- Investigate alternative energy sources such as fuel cells and wind turbines
- Implement policies to reduce employee travel by upgrading our video teleconferencing capacity and Web-based collaboration tools
- Implement comprehensive plans to educate employees about the impact of their day-to-day decisions on energy use at work and at home



Expanded life cycle analysis reduces impact of operations

JohnsonDiversey has expanded the use of life cycle analysis to more fully understand and reduce the environmental impact of our operations and products.

When challenged to develop a way to include environmental impact in the Global Value Chain decision-making process, our Environment Health and Safety team saw a new use for life cycle analysis. Historically, we have used life cycle analysis information to evaluate decisions about our product development. The process enables us to consider the entire range of environmental effects related to our raw materials, packaging materials, manufacturing, shipping, and warehouse operations as well as customers' use and disposal of the product and its packaging.

Our EHS team applied life cycle analysis to develop data that will inform our decisions about our sourcing, manufacturing, warehousing and logistics operations. The Global Value Chain environmental impact report provides environmental impact calculations drawn from JohnsonDiversey's data about environmental key performance indicators, such as energy and net water consumption, as well as raw material impact data.

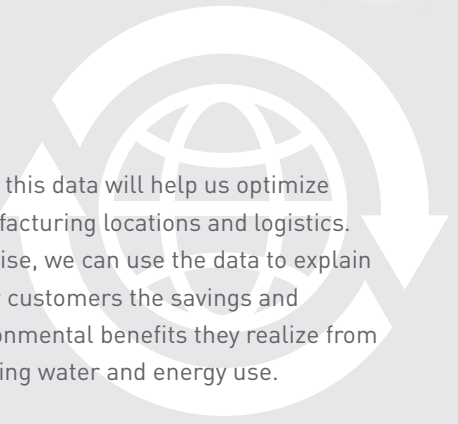
JohnsonDiversey presented the Global Value Chain environmental impact reporting tool at the International Life Cycle Assessment conference held in Seattle, Washington, where it was seen as an innovative and user-friendly way to make environmental impact data easily accessible for decision making.

The Global Value Chain environmental impact reporting tool adds to the hard data we have available to assess a number of factors, including:

- raw material and packaging costs;
- supply availability;
- warehousing and transportation costs; and,
- the timing and location of shipments.

Using this data will help us optimize manufacturing locations and logistics. Likewise, we can use the data to explain to our customers the savings and environmental benefits they realize from reducing water and energy use.

In one typical case, we redesigned our product packaging to allow an additional layer of products to be added to a shipment pallet, enabling us to improve our transportation efficiency and reduce the environmental impact of the shipments. It also allowed customers to conserve storage space and reduce unloading time by receiving fewer shipments per year for the same amount of product.



Practicing sustainability worldwide

Around the world, employees have made JohnsonDiversey's commitment to sustainable environmental and business practices come alive. They've tested practical, innovative ways to reduce the company's environmental impact and improve operations. A project that starts small and shows good results often inspires broader implementation as well as additional new ideas.

Warehouse consolidation in Turkey to deliver operational savings, environmental benefits

Consolidating warehouse operations and partnering with one of our suppliers will enable JohnsonDiversey's teams in Gebze, Turkey, to realize substantial operational savings and impressive reductions in the environmental impact of both companies.

25%

REDUCTION
IN LOGISTICS-RELATED EMISSIONS

160,000

LITERS
REDUCTION IN DIESEL FUEL
CONSUMPTION PER YEAR

457

METRIC TONS
OF CARBON DIOXIDE
EMISSIONS WILL BE ELIMINATED

JohnsonDiversey consolidated four warehouse operations into one, more efficient location adjacent to our manufacturing facility in Gebze. We installed a lift and conveyor system between the factory and warehouse to eliminate truck movement between our locations. The exclusive supplier of our paper tissue portfolio partnered with us to relocate its production operations in the same complex. In addition, we consolidated shipments to our customers to put their chemical and paper orders on the same truck.

Combined, we anticipate that these efforts will reduce our logistics-related emissions by 25 percent, including the elimination of 457 metric tons of carbon dioxide emissions.

Additionally, we will cut consumption of diesel fuel by an estimated 160,000 liters per year. By eliminating 457,000 kilometers of road travel per year, we will reduce our consumption of oil and tires, and decrease the chance of traffic accidents, human injuries and material losses.

By making our product handling more efficient and consolidating it to one location, we've reduced the number of forklift operations, with a resulting reduction in electricity consumption.

Additionally, we've reduced lead times on product deliveries and improved our service levels and inventory controls.

No sustainability initiative is too small for JohnsonDiversey, despite our size and global footprint. In constructing the new facility, we took special precautions to preserve seven trees on the construction site. The pine trees, each more than 20 years old, were carefully relocated to new locations on the site and are now growing vibrantly.

European employees make small changes to save energy and fuel, reduce waste

JohnsonDiversey employees are finding creative ways to demonstrate the cumulative effect of individuals making small, day-to-day choices to conserve energy.

A "Going Green" initiative launched in November 2007 has already yielded impressive results. Our Denmark operation installed energy-saving plugs at all office outlets. When employees turn off their computers at night, they also turn off the electricity to the computer, desk lamps and other electronics. Timers installed on coffee makers and printers automatically shut off power to those appliances at night, when the offices are vacant. Those simple changes contributed to a five-



The warehouse consolidation helped us reduce product delivery lead times, improve service levels, and decrease our impact on the environment.



to 10-percent reduction in electricity use in our Denmark facilities in 2008. Employees in Belgium and the Netherlands have engaged in similar efforts.

A drive to increase recycling resulted in a 14 percent reduction in the waste stream in Denmark, and the installation of new, low-flow toilets reduced water consumption by 18 percent. A recycling effort in Germany in 2007 contributed to a 262-metric ton reduction in waste.

In several countries in Europe, we encouraged employees to check the tire pressure on company cars once a month, an effort that can reduce carbon

dioxide emissions by about 800 metric tons per year. We determined that company vehicles contribute 38 percent of JohnsonDiversey's carbon dioxide emissions in the Europe, Middle East and Africa region. Properly inflated tires not only improve vehicle fuel efficiency, they also improve traction and braking distances to help prevent accidents.

In lieu of a meeting gift at a regional leadership meeting in Prague, we offered participants a year's membership in the World Wildlife Fund.

Employees have embraced these programs wholeheartedly, and have provided a constant stream of suggestions for improving results.

Employees lead drive for local green business certification

Taking to heart JohnsonDiversey's strong global commitment to environmental sustainability, a group of employees in JohnsonDiversey's Santa Cruz, California, offices looked for ways to "green up" their operations.

Their efforts earned them the status as a "certified green business" in the Monterey Bay Area Green Business Program. The program requires compliance in four major areas: pollution prevention, energy conservation, solid waste reduction and water conservation.

The self-designated, all-volunteer "Green Team" at JohnsonDiversey Equipment tackled all four projects in a single year. They replaced the facility's janitorial supplies and coffee service with greener options. They established an incentive program to encourage employees to use alternative transportation, and they planted trees locally and in Mexico to offset the facility's annual paper consumption. They began using biodegradable tableware for events, recycled more scrap materials through local organizations, purchased products in recyclable packaging, and increased the recycled content of the paper in office copiers and printers.

The team also joined a recycling program that uses proceeds from recycled waste to provide meals for senior citizens in need. In 2008, JohnsonDiversey Equipment in Santa Cruz provided 244 cubic yards of recyclable waste to the program, which in turn generated a contribution of 2,928 meals for local senior citizens.

Sustainable facility management on display every day at JohnsonDiversey global headquarters

JohnsonDiversey's Global Headquarters building in Sturtevant, Wisconsin, is a proving ground for our innovative products and programs, as well as a demonstration of our constant attention to water- and energy-management operations. We designed the facility as a "living laboratory" where customers can witness firsthand sustainable facility management in action.

Every aspect of the building and its operation showcases our belief in the value of sustainable facility management. It is a place where the sustainability is visible.

→ We designed the building with careful attention to green-building principles, including high levels of energy efficiency, extensive use of natural lighting, and individual workspace controls for lighting,

temperature and air circulation. The energy savings we realize from these building design elements exceed \$90,000 per year.

→ We initiated our Healthy High Performance Cleaning program in the Global Headquarters building, and continue to gather valuable feedback from our employees and our contract cleaning staff about our cleaning strategies, practices and guidelines that protect human health and safety as well as the natural environment. This investment in environmentally preferred cleaning practices is an important element of our commitment to provide our employees with a safe, healthy work environment, and is proof of our commitment to helping our customers do likewise.

- Our on-site food service facility is a daily showcase for our kitchen hygiene and SafeKey® food safety assurance platforms. The facility serves 93,250 meals each year, including daily breakfast and lunch service with hot food stations, deli service and a salad bar, as well as formal, seated dinners for corporate events.
- We have designated 10 percent of our vehicle parking capacity for employees who carpool or drive hybrid or alternative-fuel vehicles.
- We collect storm water to irrigate the grounds near our building, reducing our use of potable water by more than 2 million gallons a year. We designed our building and grounds to enable the restoration of

Continued on page 13 →



In early 2009, JohnsonDiversey's Global Headquarters in Sturtevant, Wisconsin, implemented a daylight cleaning program as part of our use of the building as a showcase for best practices in sustainable facility management.

2 MILLION
GALLONS OF WATER SAVED
BY COLLECTING STORM
WATER NEAR OUR
BUILDING EVERY YEAR



natural prairie grasses, wildflowers and landscapes. Our grounds include 15 acres of ponds and wetlands that provide a habitat for waterfowl and marine life. Additionally, we use pest management, fertilizer and snow removal chemicals and programs that have minimal environmental effects.

- In 2008, we inaugurated a major savings in printer and copy paper use by converting every printer and copier in the building to two-sided printing.
- Also in 2008, we eliminated the use of disposable cups in our cafeteria, at our coffee stations and as part of our coffee service at meetings.

In a 2006 assessment of our facility management, a leading industry publication praised our operations.

“If all buildings were like this, we would be in much better shape as a society,” said Tim Springer, a judge for the annual “Facility Executive of the Year” program conducted by *Today’s Facility Manager* magazine.

Logistics changes help reduce carbon dioxide emissions, improve safety and efficiency

JohnsonDiversey is committed to continuously improving our operational efficiency and profitability while reducing our impact on the environment.

Projects to reconfigure our product transportation operations in Europe and North America in 2008 drove significant reductions in carbon dioxide emissions, improved safety and reduced costs.

In Europe, we re-examined our product palleting and truck-loading operations. This initiative, paired with packaging improvements, enabled us to increase the number of product layers per pallet for five package types. By placing more products on each pallet, we reduced the number of forklift operations and truck transports required to ship our products. As a result, we:

- Created a safer, more efficient material-handling operation;
- Eliminated carbon dioxide emissions associated with excess truck shipments;

- Reduced the risk of transportation-related accidents;
- Saved money by reducing pallet-handling, fuel and inventory management operations.

These results benefited our customers as well, reducing the demand for floor space in their warehouses and reducing the staff time and costs associated with handling more product pallets.

The effort began in Enschede, The Netherlands, at our second largest European manufacturing plant. In a single year, we reduced carbon dioxide emissions from product transportation operations by 7.3 percent. The program’s success spurred us to implement similar changes in our factories in France and Italy and in a contract manufacturing operation, where we are already forecasting additional reductions in carbondioxide emissions.

In North America, we partnered with a third party to manage our product transportation. We worked with that team to consolidate customer orders to optimize our delivery routes and increase the efficiency of our truck-loading operations. We also implemented new policies with our product distributors to optimize deliveries. These policies addressed minimum orders and backorders and provided incentive pricing that helped drive shipping efficiencies. In two years, those efforts drove a 5.1 percent reduction in carbon dioxide emissions related to truck and rail shipments, even as the number of shipments increased 4.4 percent.

In addition, we have partnered with logistics operators that are part of the U.S. Environmental Protection Agency’s SmartWay Transport Partnership to drive additional reductions in carbon dioxide emissions.

Manufacturing sites improve on all environmental-impact metrics

JohnsonDiversey conducts rigorous measurement and tracking of the environmental impact of our manufacturing operations and uses the data to drive improvement plans. These plans yielded strong results in 2008, with documented reductions in our wastewater discharges, waste disposal, water usage and energy usage.

The efforts that contributed to those improvements include:

- We engaged all our employees in the Villefranche, France, manufacturing facility in an effort to reduce chemical oxygen demand generated by the plant's wastewater. Chemical oxygen demand (COD) is a measure of the organic compounds in water, and is a means of evaluating the level of organic pollution in wastewater. We established an annual COD reduction target and improved employees' knowledge about products that result in higher levels of COD. Working collaboratively with employees enabled us to deliver a 31 percent reduction in the level of COD per metric ton of product produced at that facility in 2008.
- We upgraded our off-site effluent treatment systems in India, Japan and China in 2008 to meet more stringent discharge regulations in those locations.
- We identified water savings opportunities at Waxdale, our largest manufacturing facility. We applied the AquaCheck™/MC auditing methodology that helps our customers reduce their

water use to the Sturtevant, Wisconsin-based plant. We are implementing changes in 2009 and are planning to conduct AquaCheck audits at additional manufacturing facilities.

- The water-savings technologies and expertise we provide our customers continue to be implemented in our own facilities. These include clean-in-place tank cleaning, efficient line-cleaning techniques, water collection and reuse, and batch sequencing to reduce the number of cleaning cycles.
- We installed energy-efficient lighting in several locations, and optimized heating, steam and compressed-air systems.
- We completed external energy audits at two manufacturing locations and expect to see the benefits of those improvements in 2009. Additional audits will be conducted in 2009 throughout the company.
- Engaging employees continues to yield new ideas to protect the earth, including the implementation of solar tubes to light restrooms and a warehouse in Argentina — the result of a suggestion from an employee who saw the tubes in use at a friend's house.

We continuously examine and improve the methods by which we evaluate our environmental impact. In the past several years, we have improved the precision of our reporting and analysis. Our 2008 results reflect the results of our efforts.

Key Performance Measures*

	2004	2005	2006	2007	2008
Effluent COD (kg/metric ton)	2.75	2.31	2.80	2.73	2.47
Waste Disposed (kg/metric ton)	2.76	2.90	3.29	2.89	2.48
Total Water (m³/metric ton)	1.15	1.15	0.96	0.99	0.97
Net Water (m³/metric ton)	0.52	0.56	0.50	0.53	0.51
Total Energy (GJ/metric ton)	0.43	0.39	0.37	0.38	0.33



	2004	2005	2006	2007	2008
Effluent COD (kg/metric ton)	2.75	2.31	2.80	2.73	2.47

Effluent COD is the chemical oxygen demand present in wastewater that is discharged from a site through a regulatory discharge authorization and the COD present in wastewater transported offsite to a third party for wastewater treatment and discharge.

	2004	2005	2006	2007	2008
Waste Disposed (kg/metric ton)	2.76	2.90	3.29	2.89	2.48

Waste Disposed is waste that is landfilled, incinerated or treated via another method that does not provide any beneficial reuse. We continue to use a three-step approach in reducing waste disposed:

- 1 Eliminate the generation of the waste;
- 2 Identify an alternative use of the waste;
- 3 Identify means to have waste processed to provide a beneficial reuse.

If none of the three alternatives are available for a specific waste stream, based on local regulations or geographic constraints, then we have the waste disposed in accordance with local regulatory requirements.

	2004	2005	2006	2007	2008
Total Water (m³/metric ton)	1.15	1.15	0.96	0.99	0.97

Total Water is the amount of water required to support both the production (water in product, washwater, cooling water) and the facility (e.g., restrooms, kitchens, sprinklers) at our manufacturing locations.

	2004	2005	2006	2007	2008
Net Water (m³/metric ton)	0.52	0.56	0.50	0.53	0.51

Net Water is calculated by subtracting the water included in our products from the Total Water consumed at a manufacturing location. We use Net Water to provide an indication of our water-use efficiency at a location.

	2004	2005	2006	2007	2008
Total Energy (GJ/metric ton)	0.43	0.39	0.37	0.38	0.33

Total Energy is the combination of electricity, natural gas and any other fuels used to support both the facility and production at our manufacturing locations.

* Data includes 29 manufacturing locations in 21 countries.