

CINTAS[®]
READY FOR THE WORKDAY[®]

WE'RE READY[™]

CINTAS 2020 ESG REPORT



WELCOME

to our 2020 Environmental, Social and Governance (ESG) Report, in which we share our ESG performance with investors, employee-partners, customers, communities, suppliers and other interested parties.

ESG AT CINTAS

From the very start of our company's origins, the Cintas business model has been based on sustainable practices. Our journey started in 1929 during the Great Depression when Doc and Amelia Farmer collected shop towels that had been disposed of by manufacturing facilities along the Ohio River. They washed, recycled and sold the clean towels back to companies. Today, 79% of our total company revenue comes from our Uniform Rental and Facility Services business. All of these items are cleaned and processed in ways that extend their lifespan and, when not in use, are re-stocked for future customers to maximize their lifespan. Our lasting commitment to the environment and our communities is evident from our processes and innovation, which ensure our rental facilities are operating efficiently. Our positive discontent drives us to do what is best for our employee-partners, shareholders, communities and the environment.

• Our Positive Impact in 2020 (p.3)

Working to help make the world a better place.

• Energy and Emissions (p.4)

Reducing our overall energy use, energy intensity and greenhouse gas (GHG) emissions.

• Water (p.5)

Minimizing freshwater withdrawals, reusing water and maintaining the quality of water we return to the environment.

• Safety and Health (p.6)

Maintaining the safety and well-being of everyone who works at or visits our facilities.

• Sustainable Supply Chain (p.7)

Protecting supply chain workers' rights and sourcing responsibly.

• Governance, Ethics and Integrity (p.8)

Doing business in an honest, professional and ethical way.

WHAT'S NEXT?

In 2021, we aim to expand our ESG reporting — including more clearly defining our governance around ESG-related risks and opportunities; continuing to be a leader in industry for water usage; exploring initiatives to replace fossil fuel (fleet); and continuing to optimize fleet fuel efficiency. We also look to continue our alignment with the [United Nations Sustainable Development Goals](#).

This report is for the fiscal year
June 1, 2019 to May 31, 2020.

ABOUT CINTAS

Headquartered in Cincinnati, Ohio, Cintas Corporation helps more than 1 million businesses get **Ready for the Workday®**.

We provide highly specialized products and services, including corporate uniforms, entrance and logo mats, restroom supplies, fire protection products, promotional products, cleaning products, first aid and safety products, and training.

We operate nearly 500 facilities in North America, including five manufacturing facilities and 12 distribution centers, and employ more than 40,000 people.

Key facts

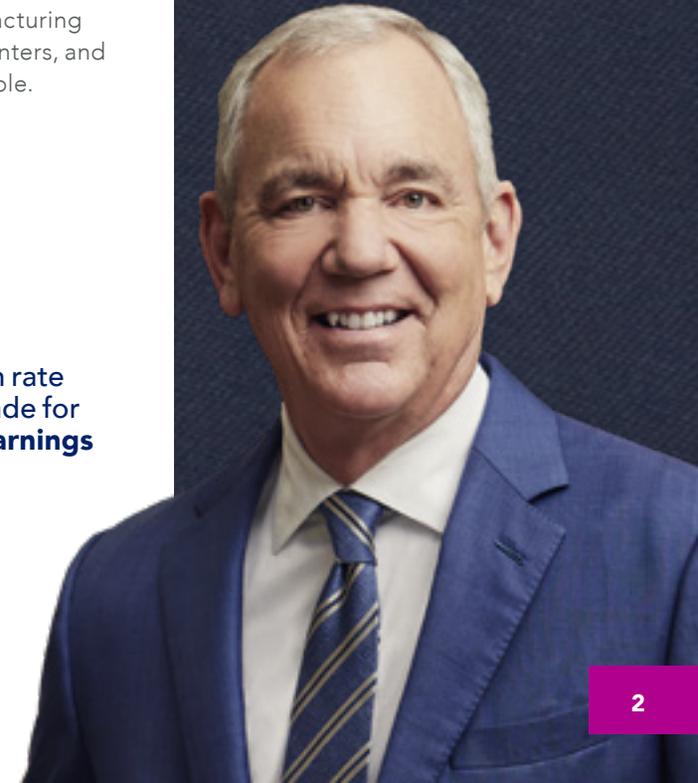
\$7.09 billion
revenues

7.2%
compound annual growth rate
(CAGR) over the last decade for
revenue and **19.2% for earnings
per share**

36 years
consecutive increase in
shareholder dividend

“
Our company is dedicated to operating to the highest ethical and safety standards, creating a diverse and inclusive workplace, providing sustainable products and services, and caring for our communities. We're committed to doing the right thing and we're excited about the progress we believe we can make in the future. //”

Scott D. Farmer
Chairman and Chief
Executive Officer, Cintas



WE'RE READY™ TO MAKE THE WORLD A BETTER PLACE

We strive to make a positive impact for our own people, as well as supporting good causes and lending neighbors a helping hand.

RESPONDING TO COVID-19

Using our Preparedness Plan, we implemented controls including physical barriers, social distancing, appropriate Personal Protective Equipment (PPE), and additional hygiene and cleaning regimes. Keeping people safe remains our top priority. Thanks to the diligence and flexibility of our employee-partners, we also continue to focus on providing essential products and services to our customers, from cleaning supplies, disinfectant services, hand sanitizer to scrubs, face masks and face shields.



200,000+

face masks and other safety supplies donated to various schools/organizations containing and treating COVID-19

DIVERSITY AND INCLUSION

Supporting diversity and equality at Cintas means fostering a respectful, creative, productive environment where every employee-partner can reach their full potential — regardless of gender, ethnicity, nationality, disability or age.

In 2020, Cintas was again included on the Military-Friendly® Employers list, earning a “Better for Veterans” designation, and was also named to the 2020 Disability Equality Index® “Best Places to Work.”

Our four Employee-Partner Business Resource Groups — focused on women, African American, Hispanic and Latin American, and military and veteran employee-partners — provide platforms for skills, experience and perspectives to shine through. In addition, our Management Trainee program helps us find the best talent for our leadership pipeline, and we monitor representation across manager and board positions.

COMMUNITY ENGAGEMENT

We're proud to partner with leading not-for-profit community organizations to make a positive impact.

We created our **Clothe the Kids** campaign with **Matthew 25: Ministries**, a humanitarian aid organization. Since 2003, our employee-partners have provided more than 3 million articles of clothing for disadvantaged children and contributed thousands of volunteer hours.

Our collaboration with the **American Heart Association** dates back to 2005. Since 2016, we have trained more than 714,000 customers on lifesaving CPR and first aid. We have also committed to raise \$100,000 every year through heart walks and runs. By forming and sponsoring Relay For Life teams, we help the **American Cancer Society** fund vital research, education and counseling.

Our First Aid & Safety Division has started a multiyear program with the **American Diabetes Association**. In FY '20, we gave Cintas First Aid Cabinets to 68 youth camps in 28 U.S. states, reaching more than 7,500 young people with type 1 or type 2 diabetes or prediabetes.

American Diabetes Association: Cintas visits ADA-sponsored summer camps as a part of our ongoing collaboration with the organization



This year, we celebrated the first anniversary of the **Cintas Partner Assistance Fund**, created to provide financial assistance to employee-partners who have been negatively affected by natural disasters. The fund began with \$500,000 seed money from the company. In FY21 the company is committed to donating \$2,000,000 to the fund.



\$490,059

raised for the American Heart Association through employee-partner giving, fundraising and corporate-wide auctions since 2005

WE'RE ENGAGED IN ADDRESSING THE CHALLENGE OF CLIMATE CHANGE

We are committed to reducing energy use and GHG emissions, and helping to address the global impact of climate change.

REDUCING ENERGY USE

The energy Cintas consumes in our rental operations includes electricity, primarily for lighting and process equipment, and fuel — natural gas and propane — for dryers, boilers, steam tunnels and building heating. Due to the nature of our operations, natural gas consistently represents the majority of gross energy consumption, accounting for 79% of a total 4.58 million gigajoules (GJ) (4.34 million MBTUs) in FY '20. As a result of introducing initiatives designed to improve wash chemistry and optimize laundry load weights in FY '20, our engineering team achieved a 7.4% (503,940 GJ) reduction in gross energy consumption.

We are measuring the energy intensity of our operations in megajoules (MJ) per 100 pounds to contextualize our energy consumption relative to the weight of material processed. This metric has become increasingly important to monitor as our business continues to grow and we realize a year-over-year increase in the total weight of material laundered. The average energy intensity of our rental operations has reduced from 178.25 MJ/100lbs in FY '19 to 160.57 MJ/100lbs in FY '20, meaning that 100 pounds of material processed today



Efficiency improvements are continually implemented at Cintas laundry facilities through innovation and upgrade of operations in an effort to preserve the natural environment

requires 10% less energy than was required a year ago. Note that this 10% reduction in energy intensity is a higher percentage than the 7.4% reduction of gross energy consumption, which is not being normalized to account for a 2.8% increase in laundry processed in FY '20. We are committed to lowering the total amount of energy that we consume in our operations, regardless of the fact that we are processing more each year. Data from the Textile Rental Services Association of America (TRSA) indicates that for in-plant production, we use 30% less energy than our peers.

In FY '20, we also upgraded our lighting technology to LED at nine locations, where we are achieving up to a 50% reduction in lighting load. We are working to accelerate implementation of LED lighting upgrades at an additional 30 of our rental locations in FY '21.

LOWERING GHG EMISSIONS

The consumption of energy and fuel within our rental and facility service operations result in GHG emissions, including carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O). In FY '20, our GHG emissions for the U.S. and Canada totaled 954.8 million pounds of CO₂ equivalent (CO₂e). Our gross direct (Scope 1) GHG emissions were 7.8% lower than in FY '19, while indirect (Scope 2) emissions fell by 6.1%. TRSA comparisons suggest that our emissions, are more than 10% lower than the industry average.

We continue our efforts to reduce vehicle emissions by focusing on increased fuel efficiency, alternative fuels and route optimization.

With 28.5 million hundredweight of material laundered, our GHG emissions intensity for FY '20 is down 9.3% from FY '19.



10%
annual reduction in energy use by Cintas rental operations through energy-efficiency initiatives



6.7%
annual reduction in total gross Scope 1 and 2 emissions



Cintas laundry process is **55%** more energy efficient than home laundry*



TRSA reporting shows Cintas uses **30%** less energy than peer companies, which results in 10% lower emissions than industry average

*Home laundry calculations are based on WSI (Washing Systems LLC) studies

WE'RE COMMITTED TO USING WATER RESPONSIBLY

Water is essential for our operations, but we know we must be a steward of this shared resource by minimizing use and maximizing reuse.

USING LESS WATER, REUSING MORE

In FY '20, our North American rental operations withdrew 3.16 million kilogallons (11.9 million m³) of freshwater — 390,600 kgal less than in FY '19 — from 14 major river basins, including the Mississippi – Missouri (30.9% of the total), St. Lawrence (18.4%) and the Gulf of Mexico (15%).

We continually evaluate opportunities to reduce our water use from areas experiencing high water stress. Our 2020 water risk assessment identified 19% of total rental operations are in areas of high water stress across North America. Around 20% of our water use was withdrawn in areas with high or extremely high levels of water stress, a 1% reduction from FY19.

Most of the purchased water we use for our rental operations is freshwater obtained from third parties, although, where available, we treat and reuse water for rinsing of mats. A mix of water-efficiency projects and continual process improvement is being used to reduce our reliance on freshwater. We have also installed water reclamation and reuse systems across many of our facilities.

We carefully monitor and control our laundering process to minimize water usage intensity; in FY '20, the amount of water required to process a pound of laundry was 11% less than industry peers, according to the TRSA's 2018 report.

MANAGING WASTEWATER

Our laundering processes generate far less wastewater than home laundering. During the laundry process, an estimated 10% of freshwater is lost to evaporation, while the rest is reused or discharged.

Our facilities discharge washing process effluent to publicly owned treatment works in compliance with local discharge standards and permits, which require varying degrees of pretreatment and reuse. This year, we returned an estimated 2.8 million kgal (10.6 million m³) of the water withdrawn to local water bodies.

Looking ahead, we plan to install more advanced wastewater treatment technologies, such as membrane filtration. Membrane filters will enable us to increase the amount of water we can reuse, while also removing emerging pollutants.

88.4%

of water withdrawals were returned to the environment

The Cintas laundry process is

42%

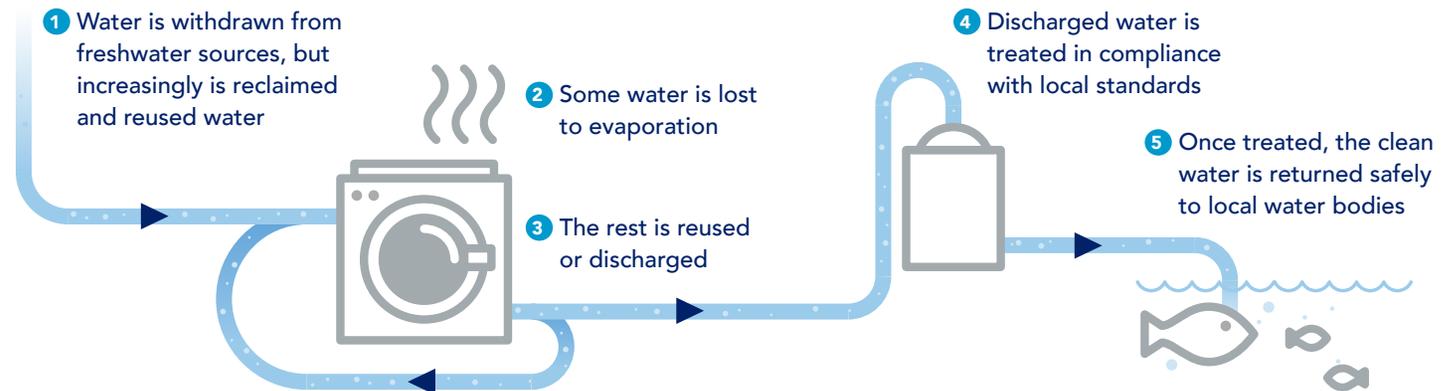
more water efficient than home laundry*

TRSA reporting shows Cintas required

11%

less water per pound of laundry to process than peer companies

Water and our laundering processes



*Home laundry calculations are based on WSI (Washing Systems LLC) studies

WE'RE **INSPIRED** TO CONTINUE MEETING THE HIGHEST STANDARDS

Guided by our Safety Vision, we want every site to be injury-free, every employee-partner to help improve safety and Cintas to be known as a global leader in safety and health.

MANAGING SAFETY AND HEALTH

To enforce internationally recognized standards, we have implemented an occupational health and safety management system in accordance with the Occupational Safety and Health Administration (OSHA). Employee-partners, contractors, vendors and visitors are all covered by the system, which focuses on hazard prevention, training, management commitment and worker involvement. We're also engaged in continuously improving performance through our Safety Improvement Committees in every operation, while corporate safety and health partners conduct annual reviews of our operations.

Our safety and health team has developed more ergonomic ways to handle laundry, a system for accessing industrial laundry machinery, a device for safe electrical maintenance and programs for contractors to earn safety qualifications. Such initiatives have contributed to a reduction in total injury rate (TIR) over the last decade, from 5.28 in FY '10 to 1.79 in FY '20.

 **66%**
reduction in TIR over the last decade

SAFETY AND HEALTH TRAINING

Every year, our employee-partners receive online, on-the-job and classroom training on 30 safety topics — and all maintenance staff must complete the Maintenance Safety Certification. In addition, every manager attends OSHA's 10-hour Safety



#1

Cintas has a strong commitment to safety engagement at our facilities. So it's not surprising that more than 100 of our U.S. locations have received OSHA's **"VPP Star Recognition for Workplace Safety"** — the ultimate award for the practice of exemplary occupational safety and health. Of course achieving this distinction is no small feat, given the fact that it can take several years to complete the rigorous onsite evaluations conducted by OSHA and other agencies.

Improvement course and each member of our Senior Management team takes the Management and Leadership Skills for Environmental Health and Safety Professionals Course, part of the Harvard T.H Chan School of Public Health safety and health curriculum.

HEALTH AND WELLNESS

Our long-running Live Well program supports employee-partners on their health and wellness journeys. We provide free biometric screening, annual free flu shots, tobacco cessation sessions and an employee-partner assistance program, which offers advice on mental health, legal and financial issues.

The Live Well program includes free flu shots on location for all employee-partners



WE'RE DEDICATED TO MAINTAINING AN ETHICAL SUPPLY CHAIN

We require our vendors and contractors to conduct business in an ethical and moral manner, both domestically and internationally.

MANAGING HUMAN RIGHTS AND LABOR RIGHTS IMPACTS

We have zero tolerance of all forms of forced, trafficked, slave and child labor in our supply chain, as outlined in our Vendor Code of Conduct.

We proactively review and monitor compliance with the Code's conditions using an annual 322-point audit program. These are third-party, independent audits conducted by auditors certified under WRAP (Worldwide Responsible Apparel Production) guidelines.

Each of these social compliance audits of our suppliers results in a Corrective Action Plan. We reserve the right to terminate our business relationship with any supplier that does not take the corrective actions needed to address any non-compliances.

HUMAN RIGHTS TRAINING

Cintas conducts training to ensure that employee-partners and others with direct responsibility for supply chain management are aware of the issues and concerns surrounding the supply chain, including the risk of human trafficking and modern slavery. To reduce business and reputational risk, human rights training is mandatory for all supply chain supervisors and managers.

TRACE e-learning: helps companies conduct business ethically and in

compliance with the U.S. Foreign Corrupt Practices Act, UK Bribery Act and other similar anti-bribery legislation

Using real-life scenarios and referencing current global regulations, the TRACE e-learning course outlines the requirements of global trafficking-related statutes, including the UK Modern Slavery Act and U.S. Federal Acquisition Regulation, which helps learners to understand human trafficking risks and formulate a plan to identify and avoid trafficked labor.

ASSESSING NEW SUPPLIERS

Our purchasing agreements require all suppliers and contractors to comply with the Vendor Code of Conduct and applicable laws within each country of operation and conduct their business in an ethical manner. While we recognize the many different legal and cultural environments throughout the world, the Code sets out the basic requirements all vendors must meet to do business with us.



Around
200

social compliance audits of our suppliers were conducted during FY '20



WE'RE READY™ TO CONTINUE DOING THE RIGHT THING EVERY DAY

Across our company, we are committed to corporate responsibility, operating honestly and fairly, and doing what's right.

GOVERNANCE STRUCTURES

The Cintas Board of Directors is the highest governing body in our organization. Our Board is made up of eight members (six male and two female) and all senior leaders report to our CEO, Scott Farmer, who is also Chairman of the Board.

The entire Board oversees our risk management process. We use a comprehensive enterprise risk management (ERM) process to monitor, measure and manage risks, review our risk exposure and elevate certain key risks for discussion at Board level as appropriate.

The directors are organized into committees — the Executive Committee, Nominating and Corporate Governance Committee, Audit Committee and Compensation Committee — to address key issues in greater detail.

VALUES, PRINCIPLES AND STANDARDS

Our Corporate Culture spans our beliefs, ethics and values, including honesty and integrity, hard work, trust and respect, as well as defining a common language and customs. All management trainees and manager-level hires undergo Corporate Culture training. Employee-partners celebrate and recommit to the company's culture and values at an annual "Spirit Day" across all locations.

Our Code of Conduct and Business Ethics framework outlines our values and our high standards of ethical conduct. Although our entire management team is responsible for teaching and modeling our organization's values, principles, standards and expected behaviors, our CEO maintains ultimate responsibility for them.

//
Our Corporate Culture spans our beliefs, ethics and values, including honesty and integrity, hard work, trust and respect. **//**



The Cintas Code of Conduct is an important part of our values and reflects our company's commitment to ethical business practices and regulatory compliance

REPORTING CONCERNS

We are committed to complying with all applicable laws and regulations, and to reporting situations or issues that are in violation of the law, company policy or our core principles. Employee-partners have access to several mechanisms to report questions or concerns: they can speak with their supervisor, a Human Resources

representative or the Compliance Department, or call the Cintas Direct Line, a dedicated, 24/7 toll-free phone line operated by an independent third party.

2020 GRI INDEX

As part of our company's commitment to communicating progress on environmental, social and governance (ESG) topics, for the first time we are reporting publicly against a set of consolidated indicators. This GRI Index accompanies our 2020 ESG Report and references the Global Reporting Initiative (GRI) Standards as annotated throughout the document. All standards are the 2016 versions, except where noted in the GRI standard column.

We report our progress in order to drive further improvements, recognizing there is more to do to make our operations more efficient, use our planet's natural resources more sustainably and drive our world-class safety program. In the coming year, we will expand our ESG reporting and we will be defining our governance around the management of ESG issues.

The data in this report relates to the period from June 1, 2019 to May 31, 2020, unless otherwise stated.

GRI STANDARD	GRI DISCLOSURE		PAGE NUMBER(S), URL(S) AND/OR INFORMATION	
General Disclosures				
Organization profile	102-1	Name of the organization	a. Name of the organization.	Form 10-K , p. 3
	102-12	External initiatives	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	Partnerships Cintas Cares: Community
Strategy	102-14	Statement from senior decision-maker	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	Commitment
	102-15	Key impacts, risks, and opportunities	a. A description of key impacts, risks, and opportunities.	Form 10-K , pp. 5–10
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	a. A description of the organization's values, principles, standards, and norms of behavior.	About Us Commitment Corporate Character
	102-17	Mechanisms for advice and concerns about ethics	a. A description of internal and external mechanisms for: i. seeking advice about ethical and lawful behavior, and organizational integrity; ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.	Code of Conduct and Business Ethics , pp. 3–4

GRI STANDARD	GRI DISCLOSURE		PAGE NUMBER(S), URL(S) AND/OR INFORMATION	
General Disclosures continued				
Governance	102-18	Governance structure	a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	Proxy Statement , pp. 6–8
	102-2	Activities, brands, products, and services	a. A description of the organization’s activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	Form 10-K , pp. 3–4 Website
	102-20	Executive-level responsibility for economic, environmental, and social topics	a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics. b. Whether post holders report directly to the highest governance body.	Economic responsibility is held by the Chief Financial Officer. Environmental responsibility is held by the Chief Administrative Officer. Social responsibility is shared between the General Counsel and the Chief Administrative Officer. All of these roles and all other senior leaders report directly to the Chief Executive Officer, who is also Chairman of the Board. Governance is foundational to achieving long-term value, by aligning and driving both financial and societal performance, as well as by ensuring accountability and building legitimacy with stakeholders. Achieving this alignment requires governance to oversee the setting of a company’s environmental, social, and economic aspirations, to ensure that risks and opportunities associated with these dimensions are respectively navigated and embraced over time, and to ensure that the interests of stakeholders, including shareholders, are protected. The individuals and structures governing organizations have significant influence on the quality of oversight and the decisions made.
	102-21	Consulting stakeholders on economic, environmental, and social topics	a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics. b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	Proxy Statement , pp. 6 and 39 Cintas customer service line (800) 246-8271 Cintas direct line for employee-partners (800) 292-9480 Code of Conduct and Business Ethics , p. 1

GRI STANDARD	GRI DISCLOSURE		PAGE NUMBER(S), URL(S) AND/OR INFORMATION	
General Disclosures continued				
Governance continued	102-22	Composition of the highest governance body and its committees	a. Composition of the highest governance body and its committees by: <ul style="list-style-type: none"> i. executive or non-executive; ii. independence; iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics; viii. stakeholder representation. 	Management and Directors Proxy Statement , pp. 6–8
	102-23	Chair of the highest governance body	a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.	Cintas' CEO is also Chairman of the Board. Scott Farmer is a fourth generation CEO who has been with the company for 38 years, has served as CEO since 2003, and as Chairman since 2016. Proxy Statement , p. 6
	102-24	Nominating and selecting the highest governance body	a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members, including whether and how: <ul style="list-style-type: none"> i. stakeholders (including shareholders) are involved; ii. diversity is considered; iii. independence is considered; iv. expertise and experience relating to economic, environmental, and social topics are considered. 	Proxy Statement , p. 6
	102-25	Conflicts of interest	The reporting organization shall report the following information: <ul style="list-style-type: none"> a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures. 	Proxy Statement , p. 34

GRI STANDARD	GRI DISCLOSURE		PAGE NUMBER(S), URL(S) AND/OR INFORMATION
General Disclosures continued			
Governance continued	102-26	Role of highest governance body in setting purpose, values, and strategy	a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.
			Proxy Statement , p. 6 Website Cintas' highest governing body upholds the Code of Conduct
	102-3	Location of headquarters	a. Location of the organization's headquarters.
			6800 Cintas Boulevard P.O. Box 625737 Cincinnati, OH 45262-5737
	102-31	Review of economic, environmental, and social topics	a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.
			Proxy Statement , p. 1 Cintas Audit Committee Charter
	102-35	Remuneration policies	a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; ii. Sign-on bonuses or recruitment incentive payments; iii. Termination payments; iv. Clawbacks; v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees. b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.
			Proxy Statement , pp. 11–30

GRI STANDARD	GRI DISCLOSURE		PAGE NUMBER(S), URL(S) AND/OR INFORMATION	
General Disclosures continued				
Governance continued	102-36	Process for determining remuneration	a. Process for determining remuneration. b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. c. Any other relationships that the remuneration consultants have with the organization.	Proxy Statement , pp. 11–13
	102-38	Annual total compensation ratio	a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	Proxy Statement , p. 28
	102-39	Percentage increase in annual total compensation ratio	a. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	Proxy Statement , p. 28
	102-4	Location of operations	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	Form 10-K , p. 3
Stakeholder engagement	102-40	List of stakeholder groups	a. A list of stakeholder groups engaged by the organization.	Customers, investors, employee-partners, communities, suppliers, and environmental and regulatory agencies.
	102-41	Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements.	Approximately 2.8% or 1,120 unionized employee-partners out of 40,000 employee-partners are covered by collective bargaining agreements. Tracking these affiliations allows Cintas to facilitate local responses to a globalized economy and serves as a basis for sustainable growth and secure investment returns. The results help bridge the widening representational gap in global work arrangements, and facilitate the input of those people, regions and economic sectors — especially women and informal sector workers — who otherwise may be excluded from participating in processes that build decent work environments.

GRI STANDARD	GRI DISCLOSURE		PAGE NUMBER(S), URL(S) AND/OR INFORMATION	
General Disclosures continued				
Reporting practice	102-45	Entities included in the consolidated financial statements	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	Form 10-K , p. 23
	102-46	Defining report content and topic Boundaries	a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	North America Uniform Rental and Facility Services Plants (U.S. and Canada)
	102-5	Ownership and legal form	a. Nature of ownership and legal form.	Form 10-K , p. 1
	102-50	Reporting period	a. Reporting period for the information provided.	This ESG Report data includes the Cintas Fiscal Year 2019 (FY '19) and Fiscal Year 2020 (FY '20). The Cintas fiscal year runs from June 1 through May 31.
	102-55	GRI content index	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	This content GRI Index references some Standard Disclosures, as noted throughout the document.
	102-6	Markets served	Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.	Form 10-K , p. 3
	102-7	Scale of the organization	a. Scale of the organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided.	Form 10-K , pp. 3–4

GRI STANDARD	GRI DISCLOSURE		PAGE NUMBER(S), URL(S) AND/OR INFORMATION	
Material topics				
ECONOMIC				
GRI 201: Economic performance	201-3	Defined benefit plan obligations and other retirement plans	<p>a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.</p> <p>b. If a separate fund exists to pay the plan's pension liabilities:</p> <p>i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;</p> <p>ii. the basis on which that estimate has been arrived at;</p> <p>iii. when that estimate was made.</p> <p>c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.</p> <p>d. Percentage of salary contributed by employee or employer.</p> <p>e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.</p>	<p>Cintas offers all non-union employee-partners within the U.S. a retirement plan, The Cintas Partners' Plan, that comprises a 401(k), profit sharing and employee stock ownership plan. We do not have a defined benefit plan for this population. The company makes an annual contribution each year to the Partners' Plan for eligible employee-partners. The contribution varies each year. Form 10-K, p. 58 Form 5500</p>
	201-4	Financial assistance received from government	<p>a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:</p> <p>i. tax relief and tax credits;</p> <p>ii. subsidies;</p> <p>iii. investment grants, research and development grants, and other relevant types of grant;</p> <p>iv. awards;</p> <p>v. royalty holidays;</p> <p>vi. financial assistance from Export Credit Agencies (ECAs);</p> <p>vii. financial incentives;</p> <p>viii. other financial benefits received or receivable from any government for any operation.</p> <p>b. The information in 201-4-a by country.</p> <p>c. Whether, and the extent to which, any government is present in the shareholding structure.</p>	<p>Per our FY '20 tax calculations, we expect to claim a federal Work Opportunity Tax Credit on our federal tax return of approximately \$400,000. This credit has been as high as \$1.3 million in prior years. We may receive additional federal credits from Federal Enterprise Zones and Indian Employment Credits of another \$100,000. None of these credits are considered material from a federal income tax standpoint.</p>

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ECONOMIC continued		
GRI 202: Market presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<p>a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.</p> <p>b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.</p> <p>c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.</p> <p>d. The definition used for 'significant locations of operation'.</p>
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	<p>a. Total number and percentage of operations assessed for risks related to corruption.</p> <p>b. Significant risks related to corruption identified through the risk assessment.</p> <p>All locations/employees are considered with respect to risks related to corruption. Anti-corruption training for applicable employees is performed every year, overseen by the Chief Compliance Officer. An audit is performed every other fiscal year to ensure compliance and identify any potential issues.</p>

GRI STANDARD	GRI DISCLOSURE	PAGE NUMBER(S), URL(S) AND/OR INFORMATION	
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ECONOMIC continued			
GRI 205: Anti-corruption continued	205-2 Communication and training about anti-corruption policies and procedures	<p>a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.</p> <p>b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</p> <p>c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.</p> <p>d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p> <p>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p>	Anti-corruption policies are communicated to 100% of governance body members and employees, all of whom receive training on the subject. They are not specifically communicated to other board members. Global Sanctions Compliance ensures that the appropriate vendors are aware of Cintas' policies. As necessary, suppliers are compliant with Cintas' policies or provide an example of their robust policy.
	205-3 Confirmed incidents of corruption and actions taken	<p>a. Total number and nature of confirmed incidents of corruption.</p> <p>b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.</p> <p>d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.</p>	No incidents have occurred, to date.

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GRI 301, 302: Energy	301-3 Reclaimed products and their packaging materials	<p>a. Percentage of reclaimed products and their packaging materials for each product category.</p> <p>b. How the data for this disclosure have been collected.</p> <p>From the very start of our company’s origins, Cintas’ business model has been based on sustainable practices. Our journey started in 1929, during the Great Depression, when Doc and Amelia Farmer collected shop towels that had been disposed of by manufacturing facilities along the Ohio River. They washed, recycled and sold the clean towels back to companies. Today, 79% of our total company revenue comes from our rental business, which continues to include shop towels as well as uniforms and floor mats. All of these items are cleaned and processed in ways which extend their lifespan and when not in use are re-stocked for future customers to maximize their lifespan. Cintas’ lasting commitment to the environment and our communities is evident from our processes and innovation, which ensure our rental facilities are operating efficiently. Cintas reclaims and donates products to Matthew 25: Ministries (M25M). M25M tracks the number of pallets and pounds of product by category — building, cleaning, clothing, house, linens, medical, personal, school, and sewing. Cintas does not currently have a process to track reclaimed product donations in-house. Data is currently collected and tracked by M25M. In the calendar year 2019, Cintas donated 465,685 pounds of reclaimed materials.</p>

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ENVIRONMENTAL continued		
GRI 301, 302: Energy continued	302-1 Energy consumption within the organization	<p>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption <p>d. In joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> i. electricity sold ii. heating sold iii. cooling sold iv. steam sold <p>e. Total energy consumption within the organization, in joules or multiples.</p> <p>f. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>g. Source of the conversion factors used.</p> <p>Energy consumption for Cintas Rental and Facilities Services includes electricity and fuel (natural gas and propane). Natural gas and propane are used to heat dryers, boilers, steam tunnels and buildings. In FY '19 and FY '20, natural gas accounted for 79% of energy used within our Rental and Facilities Services operations. Electricity is used mainly to operate process equipment and for lighting. Fleet fuel data is not currently included in our energy totals, as comprehensive data is not available at this time. We are working to centralize measurement and tracking of fleet fuel and plan to incorporate this into future reporting. Between FY '19 and FY '20, total measured energy consumption for Cintas Rental and Facilities Services decreased by 7.38%, despite a measured 2.8% increase in gross weight of material laundered. A reduction in energy intensity, measured in British Thermal Units (BTUs) per 100 pounds (CWt) of material laundered, is an important performance indicator for Cintas. We have consistently demonstrated the ability to improve operational performance while the business continues to grow. Data from the Textile Rental Services Association of America (TRSA) indicates that for in-plant production, we use 30% less energy than our peers.</p> <p>Source of the conversion factors used. ASHRAE SI Guide for HVAC&R.</p> <p>See GRI 302-1 Appendix</p>
	302-3 Energy intensity	<p>a. Energy intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>d. Whether the ratio uses energy consumption within the organization, outside of it, or both.</p> <p>In FY '20, our rental plants achieved a 10.0% decrease in energy intensity from FY '19 with an average 157.37 kBtu/CWt (160.57 MJ/CWt). Cintas was 30% less energy intensive than the industry average in the 2018 TRSA sustainability report. Energy intensity for Cintas rental plants is calculated by dividing plant energy consumption, which includes fuel and electricity, by the weight of material laundered. This metric is reported in kBtu/CWt, or thousands of British thermal units required to process 100 pounds of material.</p>

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GRI 301, 302: Energy continued	302-4 Reduction of energy consumption	<p>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p>
	302-5 Reductions in energy requirements of products and services	<p>a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.</p> <p>b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>c. Standards, methodologies, assumptions, and/or calculation tools used.</p>
		<p>In FY '20, Cintas rental plants achieved a 10% reduction in energy consumption as the result of several conservation and efficiency initiatives relating to wash chemistry, load weight accuracy, LED lighting pilots, Sling weight optimization project to slowly increase laundry load weights for certain classifications. Gross reduction in energy consumption achieved in FY '20 over our FY '19 baseline is primarily associated with a reduction in fuel and electricity totaling 477,644,672 kBTU (503,940 GJ). To calculate total reduction in energy consumption, energy consumption per CWt (100 pounds of material processed) in FY '20 was subtracted by the energy consumption per CWt in FY '19. The difference was then multiplied by the total laundry poundage processed in FY '20. This normalizes the reported reduction of energy consumption by accounting for a 2.8% increase in laundry processed in FY '20. The LED lighting pilots demonstrated >50% reduction in electricity from lighting.</p> <p>On an annual basis, use of Cintas in place of home laundry reduces energy consumption by 656,280 MMBTU. The Cintas laundry process is 55% more energy efficient than home laundry. Home laundry calculations are based on assumptions and methodology from industry vendors. Home laundering assumes 100% high efficiency washers — heavily soiled material in top load machines using on average 20 gallons per load (50/50 hot wash/cold rinse) with an average load size of 10.5 pounds and a cycle time of 45–70 minutes. On average, home laundering uses 436 BTUs of energy to launder one pound of material, while in FY '19 the Cintas laundry process used 198 BTUs of energy.</p>

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GRI 303: Water and effluents	303-1 Interactions with water as a shared resource	<p>a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization’s activities, products or services by a business relationship (e.g., impacts caused by runoff).</p> <p>b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.</p> <p>c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.</p> <p>d. An explanation of the process for setting any water-related goals and targets that are part of the organization’s management approach, and how they relate to public policy and the local context of each area with water stress.</p> <p>Water used for operations in FY '20 North American rental plants is sourced from 14 major river basins, with five sources comprising <80%: Mississippi – Missouri (30.9%), St. Lawrence (18.4%), Gulf of Mexico (15%), U.S. North Atlantic Coast (9.1%) and U.S. State of California (7.6%). Most purchased water used for rental plant operation is freshwater from third parties. Where available, Cintas sources reclaimed water for irrigation and rinsing mats. Third-party freshwater is softened and pumped to washers for use in the washing process. During the washing process, an estimated 10% of freshwater is lost to evaporation while the rest is sent to varying degrees of pretreatment prior to reuse or discharge. We are looking at advanced wastewater treatment technologies, including membrane filtration. While membrane systems are generally more costly and difficult to maintain, systems installed at our aquired locations are working reasonably well and providing higher levels of reuse than traditional wastewater pretreatment systems.</p> <p>Our 2020 water risk assessment identified 39 North American rental plants in areas experiencing high to extremely high water stress. Water sourced from these areas accounts for 20.3% of FY '20 total water withdrawal. To lessen operational expense and reduce our reliance on freshwater, Cintas has installed water reclamation systems at 7 of our plants in high to extremely high water stress areas. Another 30 locations with reclamation and reuse systems are in place at plants in low to medium water stress areas. At monitored rental plants, up to 45% of treated wastewater from our industrial-size washing machines is reused for the same process and/or recycling to a different process.</p>

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GRI 303: Water and effluents continued		<p>We engage in ongoing water efficiency projects and continual process improvement. We carefully monitor and control our laundering process to minimize water usage intensity. In FY '20, the amount of water required to process a single pound of laundry was on average 11% less than industry peers according to reporting from TRSA, our industry collaborative for textiles. Cintas promotes a more environmentally conscious community and leads the industry in our continued commitment to increasingly efficient use of natural resources.</p> <p>On an annual basis, use of Cintas in place of home laundry reduces consumption by 2.25 million kgal of water. The Cintas laundry process is 42% more water efficient than home laundry. The basis for these calculations is listed in GRI 302-5. On average, home laundering uses 1.9 gallons of water to launder one pound of material, while in FY '19 the Cintas laundry process used 1.11 gallons of water.</p>
303-2	Management of water discharge-related impacts	<p>The reporting organization shall report the following information:</p> <p>a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:</p> <ul style="list-style-type: none"> i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving waterbody was considered.
		<p>Cintas' laundering processes generate far less wastewater than home laundering options. Our facilities discharge washing process effluent to publicly owned treatment works (POTWs) in compliance with local discharge requirements and/or permits. Sampling and monitoring is completed as required by each permit. Varying degrees of pretreatment are utilized to comply with local requirements and facilitate water reuse at many locations. We utilize internal effluent clarity guidelines for benchmarking purposes. Cintas continually evaluates new technologies to provide greater wastewater treatment and reuse capabilities.</p>

'kilogallons v megaliters' to be discussed with our Cintas engineers for future updates

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Material topics continued

ENVIRONMENTAL continued

GRI 303: Water and effluents continued	303-3	Water withdrawal	<p>The reporting organization shall report the following information:</p> <p>a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water. <p>b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv. <p>c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories: i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids).</p> <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>We continually seek to reduce our use of water from areas where it is scarce. Our 2020 water risk assessment identified 39 rental operations in areas of high water stress across North America. Around 20% of our water use was withdrawn in areas with high or extremely high levels of water stress, a 1% reduction from FY '19 and below the industry norm. In FY '20, Cintas North American rental plants withdrew a total 3.16 million kilogallons (11.9 million cubic meters) of freshwater from 14 different North American water basins. Between FY '19 and FY '20, total water withdrawal decreased by 390,600 kgal, representing an 11.0% year-over-year reduction.</p> <p>See GRI 303 Appendix</p>
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ENVIRONMENTAL continued			
GRI 303: Water and effluents continued	303-4 Water discharge	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable. b. A breakdown of total water discharge to all areas in megaliters by the following categories: <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids). c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids). d. Priority substances of concern for which discharges are treated, including: <ul style="list-style-type: none"> i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used. 	<p>In FY '20, Cintas returned an estimated 2,802,196 kgal (10,607,467 cubic meters) or 88.4% of water withdrawn to local water bodies. In areas of high to extremely high stress, an estimated 82.3% of water withdrawn was returned. Our facilities discharge washing process effluent to POTWs in compliance with local discharge permits. Sampling and monitoring is completed as required by each permit. Varying degrees of pretreatment are utilized to comply with local requirements and facilitate water reuse at many locations. We utilize internal effluent clarity guidelines for benchmarking purposes. Cintas continually evaluates new pretreatment technologies to provide greater water reuse capabilities.</p> <p>See GRI 303 Appendix</p>

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GRI 303: Water and effluents continued	303-5 Water consumption	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors. 	<p>An estimated 365,662 kgal (1,384,183 cubic meters) or 11.6% of FY '19 water withdrawal was consumed and not discharged. This includes an assumed 10% of water withdrawn and lost to evaporation.</p> <p>See GRI 303 Appendix</p>
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent. b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>FY '20 gross direct (Scope 1) GHG emissions for the U.S. and Canada were 183,814 mtCO₂e, a 7.8% reduction from FY '19. Our emissions baseline is FY '19, which includes the acquisition of G&K Services. Gases included in the FY '19 base year calculation for the U.S. and Canada include CO₂, CH₄, and N₂O. Source of country-level emission factors is IPCC Fifth Assessment Report (AR5).</p> <p>See GRI 305 Appendix</p>

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GRI 305: Emissions continued	305-2 Energy indirect (Scope 2) GHG emissions	<p>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.</p> <p>c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>
305-4	GHG emissions intensity	<p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p>
		<p>FY '20 gross indirect (Scope 2) GHG emissions U.S. and Canada were 249,293 mtCO₂e, a 6.1% reduction from FY '19. Indirect emissions baseline year, included gases and emissions factors are the same as direct emissions, described in 305-1. The consumption of energy and fuel for the operation of our Rental and Facility Services result in GHG emissions including carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O). TRSA comparisons suggest that our emissions are more than 10% lower than the industry average.</p> <p>See GRI 305 Appendix</p> <p>Total Scope 1 and 2 GHG emissions in FY '20 was 954,837,546 lbs CO₂e over 28,513,066 CWt (100s of lbs) of material laundered, the average GHG emissions intensity for FY '20 is 33.5 lbs CO₂e/CWt, a 9.3% reduction from FY '19.</p> <p>GHG emissions intensity is calculated as the ratio of Scope 1 and 2 GHG emissions to every 100 pounds of material laundered by Cintas. Cintas was 10.6% less than the industry average in the 2018 TRSA sustainability report.</p>

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GRI 305: Emissions continued	305-5	Reduction of GHG emissions	<p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.</p> <p>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>c. Base year or baseline, including the rationale for choosing it.</p> <p>d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>e. Standards, methodologies, assumptions, and/or calculation tools used.</p>	Total gross Scope 1 and 2 reduction of GHG emissions in FY '20 was 69,511,665 lbs CO ₂ e, a 6.7% reduction from FY '19. When factoring in CO ₂ e intensity metrics per CWt, GHG emissions were reduced by 98,348,963 lbs CO ₂ e, while poundage increased 2.8% in FY '20 compared to FY '19.
SOCIAL				
GRI 401: Employment	401-1	New employee hires and employee turnover	<p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <p>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</p>	See GRI 401-1 Appendix
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ul style="list-style-type: none"> i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. <p>b. The definition used for 'significant locations of operation'.</p>	All benefits except parental leave are offered to all employees (full time and part time), but not to temporary workers. Significant locations of operation are defined as by the Cintas Corporation.

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GRI 403: Occupational health and safety	403-1 Occupational health and safety management system	<p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>a. A statement of whether an occupational health and safety management system has been implemented, including whether:</p> <p>i. the system has been implemented because of legal requirements and, if so, a list of the requirements;</p> <p>ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.</p> <p>b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.</p> <p>Cintas has implemented an occupational safety and health management system in accordance with the Occupational Safety and Health Administration (OSHA) Voluntary Protection Programs (VPP) to enforce protective workplace safety and health standards. VPP recognizes employers and workers in the private industry and federal agencies who have implemented effective safety and health management systems and maintain injury and illness rates below national Bureau of Labor Statistics averages for their respective industries. In VPP, management, labor and OSHA work cooperatively and proactively to prevent fatalities, injuries and illnesses through a system focused on hazard prevention and control; worksite analysis; training; and management commitment and worker involvement. Every three to five years, Cintas worksites undergo a rigorous onsite evaluation by a team of safety and health professionals. Cintas employees, contractors, vendors and visitors within our operations are covered by the OSHA VPP system. The system also applies when travelling to and from and interacting at Cintas customer sites.</p> <p>www.businesswire.com www.osha.gov</p>

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GRI 403: Occupational health and safety continued	403-2 Hazard identification, risk assessment, and incident investigation	<p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: <ul style="list-style-type: none"> i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals. c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals. d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system. <p>Our dedication to world leadership in safety and health is demonstrated by giving back to the profession. Our award-winning, highly-credentialed Safety & Health (S&H) team provides education sessions at numerous conferences and symposiums. Along with serving on professional S&H boards, Cintas has more than 40 VPP Special Government Employees (SGEs) across our organization — all of them mentoring companies on how to become safer places of work. Cintas regularly leads the industry in developing S&H processes and equipment.</p> <p>We're regular contributors in industry training sessions and have developed: The Safeload system for safer, more ergonomic handling of soiled laundry; the patented Graceport device for safe electrical maintenance; contractor safety qualification processes; and the wash-alley safety system for safe access to industrial laundry equipment.</p> <p>At the request of the Honduran government, we helped establish a standard for safety and health — and we became the first workplace in Honduras to receive the "Safe Company with Safe Work" designation.</p> <p>Cintas location employee-partners complete evaluations of their work area to identify work-related hazards and assess risks on an ongoing basis. On a monthly basis, our local general manager verify completion of monthly compliance. Locations self-assess and complete a Safety Scorecard; driver assessments; and CSOP (Cintas Safety Observation Program). The driver assessment is a route ride conducted by a Service Supervisor that is a certified SMITH Evaluator. The observation is focused on SMITH Evaluator topics.</p> <p style="text-align: right;"><i>Continued on next page</i></p>

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The CSOP is an observation of any partner by a member of leadership, SIC member or frontline partner. The CSOP is there to identify any behaviors that require additional coaching (i.e., improving posture, lifting, pushing material properly). Quarterly, we conduct corporate safety evaluations. Corporate Safety and Health (S&H) employee-partners perform routine assessments within Cintas locations to assure safe operation and work with the location on safety action items. Annually, we complete S&H risk assessments. Corporate S&H employee-partners conduct annual reviews of Cintas operations, including a review of safety programs and Cintas safety initiatives, the results of which are incorporated into our Safety Scorecard.

403-4 Worker participation, consultation, and communication on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.
- Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

Every employee-partner is engaged in continuously improving safety. More than 45 of our employee-partners are designated as OSHA Special Government Employees (SGEs) — with the responsibility of mentoring companies in safety and health.

Cintas participates and partners with OSHA's VPP program to evaluate and assess our Safety and Health management system for effectiveness. Through this partnership, employee-partners receive safety training covering more than 30 topics each year. Managers are required to attend OSHA's 10-hour Safety Improvement course. Senior management team members are required to take this comprehensive overview of proven principles, which are featured as part of the Harvard T.H. Chan School of Public Health safety and health curriculum. Maintenance employee-partners must successfully complete Maintenance Safety Certification — arming them with the knowledge they need to consistently act with safety in mind. Transformational safety processes seek to actively involve our employee-partners. Employee-partners are trained at our Ergonomic Excellence Centers to develop and implement solutions for safer job performance.

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An abridged description of the Safety and Improvement Committee (SIC) follows. **SIC Composition:** Each Cintas Rental operation will have a SIC comprising appointed employee-partners from various departments and work areas in the facility. To preserve committee tenure, continuity and effectiveness, members should serve a term of at least one year, and whenever possible, multiple employee-partners should not be changed out in the same month. **SIC Member Training:** Additional training will be given to SIC members to develop skills needed to participate in safety responsibilities such as investigations, analyses and training. **SIC Member Responsibilities:** In addition to attending and participating in regular committee meetings, individual members of the SIC will be given additional safety responsibilities. **Management Roles and Responsibilities:** The General Manager, HR Manager and local S&H Coordinator should attend all meetings. The General Manager's role in these meetings is to ensure that the committee is focused and productive. Also, the General Manager will ensure that action items generated in meetings are promptly assigned, followed-up and completed. It is also the responsibility of the General Manager to ensure "quality control" of the committee. **SIC Meeting Details:** The SIC will meet monthly on Company time. The committee is encouraged to meet more frequently at the GM's discretion as needed (e.g., to investigate an incident, to review a process change or to review safety audit/inspection results). Additionally, locations should incorporate the following into their meetings when applicable: discussion of recently completed safety audits; root cause analyses of recent incidents; hazard analyses of any planned changes (new equipment, processes, etc.); guest speakers and member training/development activities.

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GRI 403: Occupational health and safety continued		We're engaged in continuously improving safety and health through our SICs, defining strategies and leading effective change. SICs have been established at every operation and typically meet on a monthly basis. The committees make recommendations directly to the operation's General Manager who has decision-making authority.
403-5	Worker training on occupational health and safety	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. A description of any occupational health and safety training provided to workers, including generic training, as well as training on specific work-related hazards, hazardous activities, or hazardous situations.
		Cintas employee-partners receive safety training covering more than 30 topics each year. A training matrix is used to assign required training based on scope of work/job assignments. Trainings are varied between computer-based/in-person/classroom. Knowledge is verified by means of performance test/assessment acknowledgement. All Cintas managers are required to attend OSHA's 10-hour Safety Improvement course. Management Safety Leadership Skills Course: Our passion for safety starts from the top. All members of our Senior Management team are required to take this comprehensive overview of proven principles, which are featured as part of the Harvard T.H. Chan School of Public Health safety and health curriculum. Maintenance Safety Certification: All of our maintenance employee-partners must successfully complete this certification — arming them with the knowledge they need to consistently act with safety in mind.

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GRI 403: Occupational health and safety continued	403-6 Promotion of worker health	<p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.</p> <p>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.</p>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>The reporting organization shall report the following information:</p> <p>a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.</p>
		<p>Cintas provides multiple medical insurance plans for its employee-partners, along with dental and vision insurance coverage. There are multiple medical plans that employee-partners may choose from, with varying levels of deductibles and out-of-pocket expenses. In general, the company covers up to 80% of its employee-partners' medical coverage while employee-partners are typically responsible for 20%.</p> <p>For many years, Cintas has run its Live Well program to encourage employee-partners to make progress on their health and wellness journeys. The company provides free annual biometric screening, free annual flu shots, access to a tobacco cessation program and an Employee Assistance Program (EAP) that provides free access to counseling for mental health, legal and financial issues.</p>
		<p>From product design to how we service customers, safety and health concerns are at the forefront of decisions. Products/services — Safety and Health processes for handling our services — non-rippled mats; microfiber containers for service.</p> <p>For further details, see: https://www.cintas.com/firstaidsafety/</p>

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GRI 403: Occupational health and safety continued	403-9 Work-related injuries	<p>The reporting organization shall report the following information:</p> <p>a. For all employees:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. <p>d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p> <p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p> <p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>										
		<p>Cintas tracks the total number of injuries and fatalities as a result of work-related injury. Since 2008, Cintas' Total Recordable Injury Rate has decreased nearly 70%. All incidents are investigated and recorded. Cintas meets/exceeds OSHA requirements (investigation of near-misses and driver incidents) and electronically records each incident. Trends are tracked weekly. Each division regularly holds safety and health meetings, which in part are a review of work injuries and corrective actions.</p> <p>Total Incident Rate (TIR)</p> <table border="1"> <tr> <td>FY '20</td> <td>1.79</td> </tr> <tr> <td>FY '19</td> <td>2.18</td> </tr> <tr> <td>FY '18</td> <td>2.37</td> </tr> <tr> <td>FY '17</td> <td>2.27</td> </tr> <tr> <td>FY '16</td> <td>2.47</td> </tr> </table> <p>The job safety analysis document is used to assess hazards for all jobs and determine training, administrative controls, engineering controls, and PPE to mitigate those hazards.</p>	FY '20	1.79	FY '19	2.18	FY '18	2.37	FY '17	2.27	FY '16	2.47
FY '20	1.79											
FY '19	2.18											
FY '18	2.37											
FY '17	2.27											
FY '16	2.47											

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GRI 403: Occupational health and safety continued	403-10 Worker-related ill health	<p>The reporting organization shall report the following information:</p> <p>a. For all employees:</p> <p>i. The number of fatalities as a result of work-related ill health;</p> <p>ii. The number of cases of recordable work-related ill health;</p> <p>iii. The main types of work-related ill health.</p> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>i. The number of fatalities as a result of work-related ill health;</p> <p>ii. The number of cases of recordable work-related ill health;</p> <p>iii. The main types of work-related ill health.</p> <p>c. The work-related hazards that pose a risk of ill health, including:</p> <p>i. how these hazards have been determined;</p> <p>ii. which of these hazards have caused or contributed to cases of ill health during the reporting period;</p> <p>iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</p> <p>d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>All incidents are investigated and recorded, tracking weekly trends. Cintas meet or exceed OSHA requirements. Cintas' ergonomics program is a participatory-based program in which frontline employee-partners are educated on ergonomic principles and empowered to execute ergonomic improvements for their job tasks.</p> <p>COVID-19 processes: Cintas has developed a Preparedness Plan in response to the COVID-19 pandemic. All Cintas employee-partners (managers and frontline) are responsible for implementing and complying with this plan. Per the guidance outlined in OSHA publications – Guidance on Preparing Workplaces for COVID-19 and Prevent Worker Exposure to Coronavirus (COVID-19), Cintas has assessed and evaluated hazards and risks to which employee-partners may be exposed and determined no job to be greater than medium exposure risk. Cintas has selected, implemented and enforces controls to prevent exposure that meet or exceed those outlined for medium exposure risk, including engineering controls where feasible, social distancing, and appropriate PPE, hygiene and cleaning supplies.</p>
GRI 404: Training and education	404-2 Programs for upgrading employee skills and transition assistance programs	<p>a. Type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>	<p>Cintas provides many training programs that upgrade our employee-partners' skills, including local need-based, new product and service training, on the job training and skills development training. When appropriate the company may provide transition assistance programs to employee-partners whose employment was terminated (Outplacement).</p>

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GRI 404: Training and education continued	404-3 Percentage of employees receiving regular performance and career development reviews	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.
Cintas' policy is that all employee-partners receive an annual performance review and career discussion. Annual performance reviews and career development reviews are tracked in the HRIS System for all employees, (except for Rental SSRs) and all production employee-partners. Due to how we archive this data, the details by gender were not available for past years. Of the 16,529 employee-partners who had review forms available to them in FY '19, 95% reported that their performance reviews were complete, and 90% of employee-partners reported completing their six-month development discussion.	GRI 405: Diversity and equal opportunity	405-2 Ratio of basic salary and remuneration of women to men
a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	As federal contractors, Cintas does a confidential compensation analysis by job category each year. Cintas is committed to ensuring salary and all components of compensation are administered in a manner free from discrimination based on any protected class, including gender. Compensation standards are set by the Office of Federal Contract Compliance Programs (OFCCP). In recent years, Cintas has been audited over 50 times by OFCCP. In the course of our audits, we have never had an adverse ruling related to our compensation practices.	GRI 103: Management approach
103-2 The management approach and its components	Aligns with GRI 408, 409	We require suppliers to have verification of compliance requirements and Codes of Conduct completed before initiating production. In a total review of active supplier contracts, 97.7% of Codes of Conduct were completed and signed before production. Cintas Corp Policy C-49 on Supplier Compliance includes our Code of Conduct, which all suppliers are required to sign. Our Code of Conduct prohibits child labor, according to the International Labour Organization (ILO) definitions. Policy C-49 defines requirements for a physical compliance audit of the facility that includes 300+ points of audit, conducted by independent, third-party auditors.

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GRI 103: Management approach continued	<p>408-1 Operations and suppliers at significant risk for incidents of child labor</p> <p>a. Operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"> i. child labor; ii. young workers exposed to hazardous work. <p>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. <p>c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p>	<p>During Cintas' FY '20, Cintas conducted approximately 200 audits of suppliers through third-party auditors. Each facility compliance audit has a Corrective Action Plan (CAP) report issued to report any issues identified and required corrective actions (includes documentation and timeline requirements). Cintas has a defined corporate policy on Social Compliance that we execute across our Cintas Supply Chain of vendors, which outlines requirements of our vendor base via our Cintas Code of Conduct and is validated through an onsite supplier facility compliance audit via a third-party auditor. In select situations where Cintas is evaluating/ selecting a new supplier who currently has an active/valid certification through another recognized process, we evaluate accordingly in areas such as the following:</p> <p>Scope and depth of the audit process for the compliance certification to ensure it meets/exceeds Cintas' process</p> <ul style="list-style-type: none"> • Disclosure from the vendor relative to any noted findings from the audit/assessment done via the certification process • Record of active/current certification document to confirm it's specific to the supplier/facility to be utilized by Cintas <p>We work with the suppliers to utilize acceptable certifications that validate our Cintas Code of Conduct principles are evident in the factory, while not creating unnecessary time/expense commitments for them to comply. There are varying certifications that we've accepted based on this process such as the following: industry brand/company certifications, Worldwide Responsible Apparel Production (WRAP), Intertek and SA8000. Audits are performed as per the Cintas Vendor Code of Conduct, policy C-49, and the timing is at Cintas' discretion. There has never been a report of child labor violation.</p>

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GRI 412: Human rights assessment			
GRI 103: Management approach	103-2	The management approach and its components	Aligns with GRI 412 Cintas requires its vendors and contractors to conduct business in an ethical and moral manner, both domestically and internationally, as specified in our Code of Conduct. Cintas reinforces this code with an annual 322-point audit program of major contractors and suppliers conducted by third-party, independent auditors that are well-experienced and certified under WRAP guidelines. Read more here and here .
	412-2	Employee training on human rights policies or procedures	a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations. Cintas utilizes third-party training via TRACE e-learning (Training On Demand), with the focus of training employee-partners and suppliers to identify human trafficking and address suspected abuses. In FY '20, around 300 Cintas Global Supply Chain employee-partners completed this one-hour, annual training.
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. b. The definition used for 'significant investment agreements'. Cintas uses the Supplier Working Agreement (SWA) template that contains the following wording on social compliance: SWAs are signed for approximately 70% of Facilities Services suppliers, 75% of Direct Sales and Strategic Market spend and 70–80% of Rental Garments/ Fabric spend. Social compliance language in SWA: The supplier is expected to abide by all social compliance guidelines, regarding the programs below and complete the required documentation for each: Vendor Code of Conduct, Anti-corruption, Confidentiality.

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GRI 414: Supplier social assessment				
GRI 103: Management approach	103-2	The management approach and its components	Aligns with GRI 414	Cintas Corporation and its subsidiaries seek to conduct business in a lawful, ethical and moral manner in all countries in which we have the privilege to work. To achieve this purpose, we expect our vendors to subscribe to certain moral and ethical principles in conducting business. While Cintas recognizes that there are different legal and cultural environments throughout the world, the Vendor Code of Conduct sets forth the basic requirements all vendors must meet in order to do business with Cintas.
	414-1	New suppliers that were screened using social criteria	a. Percentage of new suppliers that were screened using social criteria.	100% of new vendors must meet Vendor Code of Conduct standards in order to do business with Cintas.

OUR PARTNERS MAKE US A RECOGNIZED LEADER



Forbes Magazine
2020 Best
Employer for
Diversity



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