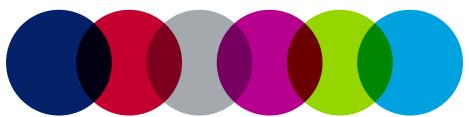




CINTAS®

2014 CORPORATE SOCIAL RESPONSIBILITY REPORT



**DEEPER KNOWHOW.
CARING SERVICE.**



We support communities in which we do business because it makes good business sense, and even more importantly because we believe it is the right thing to do.

COMMITMENT



CINTAS BEGAN WITH A BELIEF THAT SUSTAINABILITY MADE GOOD BUSINESS SENSE.

Our founders, Doc and Amelia Farmer, saw an opportunity in the midst of the Great Depression to reclaim and launder used rags that businesses had discarded, and resell them to other companies. Through our transformation from Acme Wiper and Industrial Laundry in the 1930s to what would become Cintas in 1973, and over many decades of growth, sustainability remains at the core of our company.

One of the best ways to progress on sustainability issues is to consistently report on our successes, our goals and the variety of ways we'll continue to work toward stronger diversity and inclusion, workplace health and safety, product and service innovations, corporate citizenship and environmental stewardship. From CEO Scott Farmer down, Cintas managers are fully engaged in our social, environmental, safety and diversity initiatives. This Corporate Responsibility report demonstrates how our actions reflect our thorough sustainability commitments.

We know corporate responsibility is important to our stakeholders—you've told us. And the employee-partners at Cintas have eagerly adopted sustainability practices and have welcomed the considerable responsibility that goes with them. Thanks to our employee-partners' commitment, Cintas' record in the arena of citizenship and environmental best practices is a good one, and is getting better every year. We're living our commitment to deeper knowhow and caring service.

We welcome your feedback and comments about this report. Please feel free to contact the Corporate Communications Department at (513) 573-4155.

MESSAGE FROM THE CEO



At Cintas, honesty and integrity are at the root of the decisions we make, the products and services we provide and the vision for the future that we hold. These traits are directly linked with our ongoing commitment to corporate responsibility. We're unified as a company in being world class in safety, providing sustainable products and services, maintaining a diverse and inclusive workplace and caring for the communities in which we do business.

Cintas partners are recognized for being positive, respectful, motivated and caring. Those characteristics are an important piece of our history, our culture and the essence of our business. We know good citizenship isn't a nice-to-have—our customers, employee-partners, shareholders and corporate colleagues expect it from us as a leader in our industry.

Our 2014 Corporate Responsibility Report is a comprehensive look at our sustainability successes and goals as we continue working towards ever improving outcomes. As in previous years, this report is available online both to conserve resources and to be easily accessible for our stakeholders. You'll find

detailed information about Cintas' safety, diversity, environmental and philanthropic contributions. This year we're also featuring perspectives from some of our employee-partners who champion these efforts. You'll see first-hand the commitment and passion that drives our people and our company.

Interest in corporate responsibility has certainly increased in recent years but that doesn't mean we've just begun practicing it at Cintas. We've long known that making sure our corporate goals align with social responsibility makes good sense. It's also the right thing to do. As in all other facets of our business, we approach social responsibility with both deeper knowhow and caring service.

We look forward to growing our collaboration and dialogue with our customers, employee-partners and shareholders as we continue to exemplify good citizenship together.

Scott D. Farmer

Chief Executive Officer

CORPORATE PROFILE



More than five million people go to work every day in a Cintas uniform.

Headquartered in Cincinnati, Ohio, Cintas Corporation provides highly specialized products and services to over 900,000 customers that range from independent auto repair shops to large hotel chains. The company now leads the industry in supplying corporate identity uniform programs, providing entrance and safety mats, restroom supplies, promotional products, first aid, safety, fire protection products and services, and industrial carpet and tile cleaning. We operate more than 400 facilities in North America, Europe and Latin America—including six manufacturing plants and eight distribution centers.

Cintas was founded by Richard T. Farmer, Chairman Emeritus. Robert J. Kohlhepp serves as Chairman of the Board, Scott D. Farmer is Chief Executive Officer and J. Phillip Holloman serves as President and Chief Operating Officer. With the guidance of this leadership team, and the diligent work of the over 30,000 employee-partners, Cintas has achieved continued success and is traded over the Nasdaq Global Select Market under the symbol CTAS, and is a component of the Standard & Poor's 500 Index.

2014 Earnings

**2014 REVENUES
A RECORD
\$4.6 BILLION**



**2014 NET INCOME
\$375 MILLION**



**2014 EARNINGS
PER DILUTED SHARE
\$3.05**



CORPORATE PROFILE



Cintas Products + Services

Work Uniforms & Apparel

More than five million people go to work every day in a Cintas uniform. And Cintas is the exclusive source for Carhartt rental workwear.

Facility Services

From clean, custom logo mats for entries to a complete scheduled commercial cleaning service and janitorial supplies program.

First Aid & Safety

First aid products for virtually any industry and any kind of workplace, restocking first aid cabinets and scheduling CPR and AED training.

Fire Protection

Fire Protection Services combined with innovative technology solutions to increase safety, ensure code compliance, simplify tracking, and provide financial value.

Flame Resistant Clothing

Flame resistant clothing with unparalleled service and FR products including Carhartt Rental FR garments. We have been managing specialized flame resistant clothing programs for more than 20 years.

Cleanroom Supplies

Our extensive network of regional distribution centers and local warehouses means you can rely on one vendor for all your necessary cleanroom products and supplies instead of dozens, saving you valuable time and repetitive administrative costs.

Promotional Products

Cintas provides custom promotional marketing products to a broad spectrum of companies with a Web-based ordering system and an enormous selection of promotional products.

Corporate Culture

"Corporate culture is the single most important distinguishing factor between greatness and mediocrity. It is a major reason Cintas is different from our competitors and other companies. It is our ultimate competitive advantage." Richard T. Farmer Founder & Chairman Emeritus

Since 1929, when "Doc" Farmer began his family business, a key to our success has been a culture that encourages meaningful, respectful relationships between the company and our employee-partners and the commitment to always do what's right. This spirit of teamwork, camaraderie and trust has become our most important competitive advantage and is a cornerstone of the Cintas culture.

CORPORATE PROFILE



Culture at Cintas is comprised of three elements:

Our Principle Objective

We will exceed our customers' expectations to maximize the long-term value of Cintas for its shareholders and working partners.

Our Corporate Character

We are professional.

We have high ethical and moral values.

We have a sense of competitive urgency.

We have a positive discontent.

Our Management System

We have a dynamic management system of policies and procedures.

Six Sigma

Six Sigma is a comprehensive approach to improve our bottom line by improving processes and ensuring that improvement itself becomes a continuous process. It ultimately helps to eliminate variation in regular procedures to reduce the rate of imperfections, and offers a roadmap to developing the best solutions. Our Six Sigma journey began in 2001 when we evaluated our growing company and determined we needed a strategic approach to process improvement and a way to leverage best practices more efficiently.

We started with a pilot Black Belt class with partners from National Accounts, Distribution, Production planning and logistics. We soon added a Green Belt training component to allow more partners to be exposed to the tools and techniques in the Lean Six Sigma toolkit. After initial pilot success, we decided to expand the program by including marketing, accounting, IT and the first rental group in the next Black Belt class. Since that time we have trained over 4,000 Green Belts and over 250 Black Belts, many of whom have been promoted to other positions within Cintas over the years.

Our Six Sigma Vision Statement

We will add value to our customers by leading transformative change, developing and executing innovative solutions and tools and improving and evolving current processes to help maximize sustainable, profitable growth across business divisions. The Six Sigma approach eliminates several tendencies that commonly inhibit processes from being improved upon. Some of these tendencies are:

Past success breeding a 'rest on your laurels' attitude

Dependence on inspection and rework to provide quality to the customer

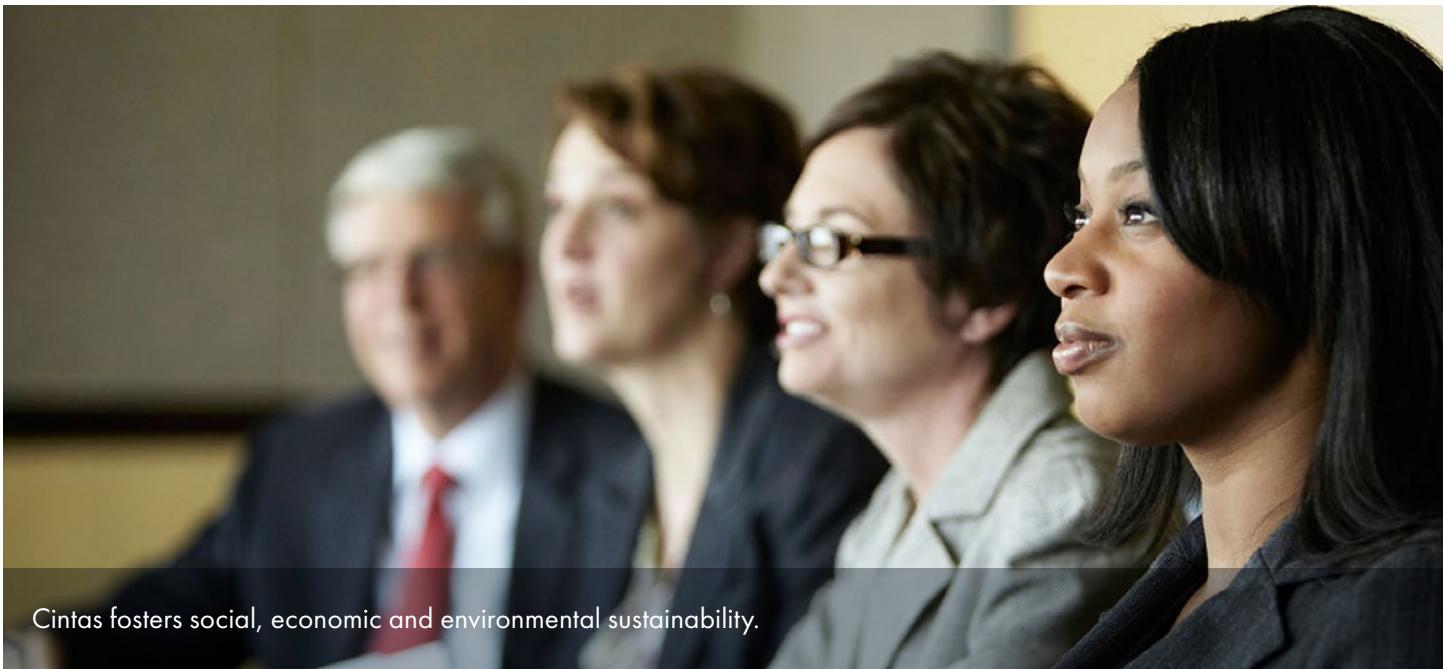
Reliance on trial and error

The rewarding of 'fire-fighting' actions

Too little focus on quality metrics

Embracing functional 'silos' which inhibit collaboration

GOVERNANCE



Cintas fosters social, economic and environmental sustainability.

"It's not just enough to do the right thing—it must be done the right way."

Robert J. Kohlhepp, Chairman

We do the right thing the right way. We know that solid corporate governance is the root of good business. We're committed to responsible, ethical business practices that our customers, employee-partners, suppliers, shareholders and neighbors have come to expect from us. Cintas offers deeper knowhow and caring service at all levels of our company.

We insist upon responsibility, accountability and consistency from members of our board of directors and company management at every level.

We operate according to the Cintas Code of Conduct, and acknowledge a commitment to practice business and make decisions based on the highest ethical standards. This mandates full compliance with laws and regulations and preserves the integrity of our company.

Code of Conduct Guidelines

We ask the following questions for guidance if a business decision is murky:

Will this action endanger anyone's life, health or safety?

Is it legal?

Will I be violating either a law or a company policy?

Is it honest in every respect?

How will my actions make me feel about myself? Will it make me proud or ashamed?

How will I feel if my actions were disclosed to the media?

How will I feel if my family knows about it?

Learn more about our Corporate Governance policies [here](#).



Cintas is committed to providing a safe, healthy, and inclusive work environment, sustainable products and services and care for the communities in which we do business.

PERFORMANCE



RECORD PERFORMANCE

Cintas achieved record revenue of \$4.6 billion in the fiscal year ending May 31, 2014 as well as record earnings per share (EPS) of \$3.05. For the thirty-first consecutive year, the Company increased its dividend. Fiscal 2014 was also the fourth consecutive year of double-digit EPS growth. And, Cintas' balance sheet is stronger than ever.

One of the best ways to progress as a company is to consistently report on our successes, our goals and the variety of ways we'll continue to work toward stronger diversity and inclusion, workplace health and safety, product and service innovations, corporate citizenship and environmental stewardship.

A few key facts about our outstanding performance:

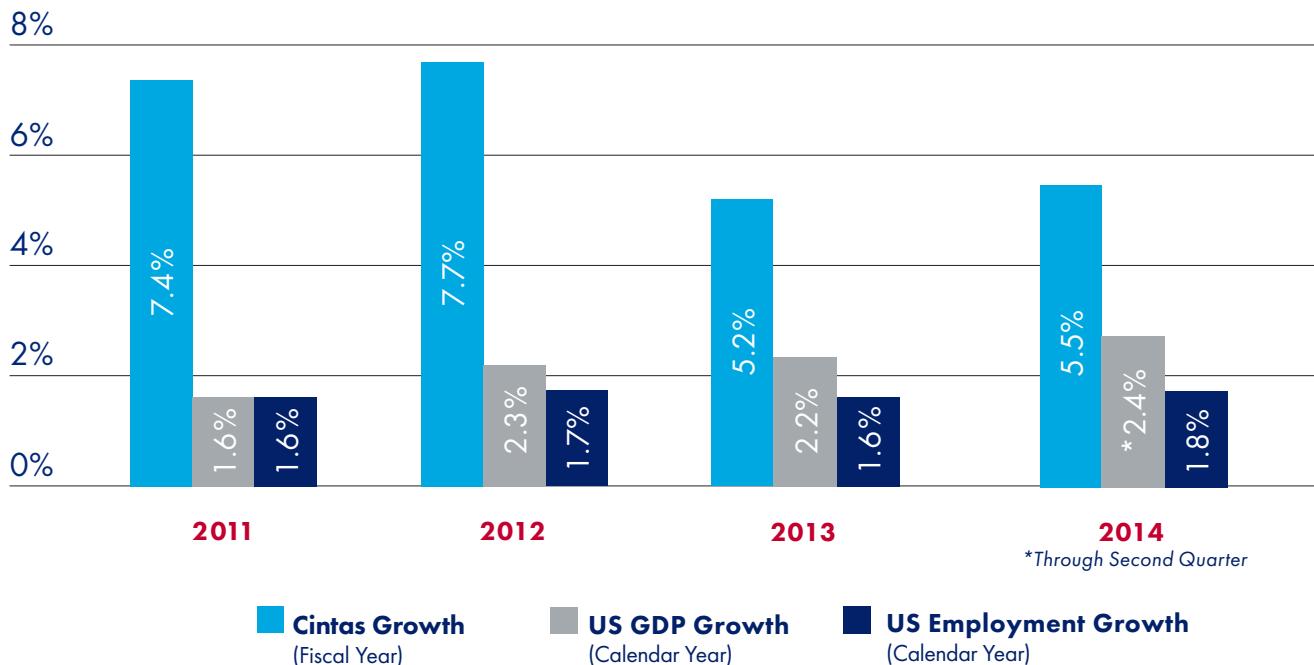
- We are the largest company in our industry.
- We are a market leader with an excellent reputation.
- We have an outstanding management team, most of whom have been with the company for many years.
- We are experienced, knowledgeable and committed.
- We are ownership-driven. Most of the executives have the majority of their net worth invested in Cintas stock. We are motivated more by the long-term value of Cintas than by salaries, bonuses and perks.
- We do extensive benchmarking by comparing costs and productivity for every Cintas operation throughout North America. This stimulates competition within our team and sets the scene for outstanding performance.

FINANCIAL PERFORMANCE + TRANSPARENCY



2014 Financial Performance

Cintas achieved record revenue of \$4.6 billion in the fiscal year ending May 31, 2014 as well as record earnings per share (EPS) of \$3.05. For the thirty-first consecutive year, the Company increased its dividend. Fiscal 2014 was also the fourth consecutive year of double-digit EPS growth. Cintas continued to grow at a greater rate than both US Gross Domestic Product and Employment rates. And, Cintas' balance sheet is stronger than ever.



In 2014, Cintas made some changes to our participation in the Document Management business. We sold our Document Storage and Imaging business and combined our Document Shredding business with Shred-it International, Inc. Under the agreement, Cintas owns 42% of the partnership. Scott Farmer, Cintas' CEO, stated, "We are confident that this transaction is the best path forward for our Document Shredding customers, our workforce and our shareholders. Together we expect that Cintas Document Shredding and Shred-it will be the industry leader, benefitting from the increased scale, resources and strong cash flow to uniquely position the new Company to provide world-class information protection services to its customers."

Cintas continues to develop and implement our program surrounding Section 1502 of the Dodd-Frank Act. We properly filed our report for calendar year end 2013 and continue to improve our process and reporting in calendar year 2014. As a result, we expect to have our program fully executed and compliant with the regulation for calendar year 2015.

Transparency

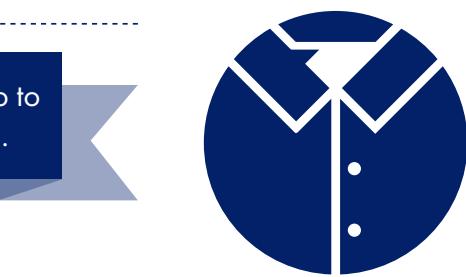
Cintas prepares its financial statements in accordance with U.S. generally accepted accounting principles. In addition, Cintas management maintains adequate internal control over financial reporting to provide reasonable assurance regarding the reliability of our financial reporting and the preparation of our financial statements. These financial statements and the internal control over financial reporting are audited annually by an independent third party. Our most recent financial statements, the independent third party's report on those financial statements, and management's reports and certifications relating to those financial statements are found in our Form 10-K for the fiscal year ended May 31, 2014. For an online version of the Form 10-K, please click [here](#).

Cintas is an adherent to the "Say On Pay" principle whereby a firm's shareholders have the right to vote on the remuneration of executives.

DATA HIGHLIGHTS

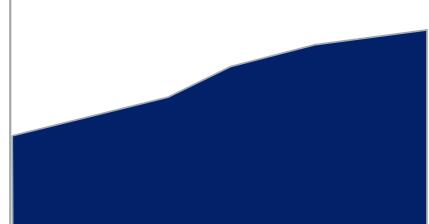


Cintas operates more than
400 FACILITIES

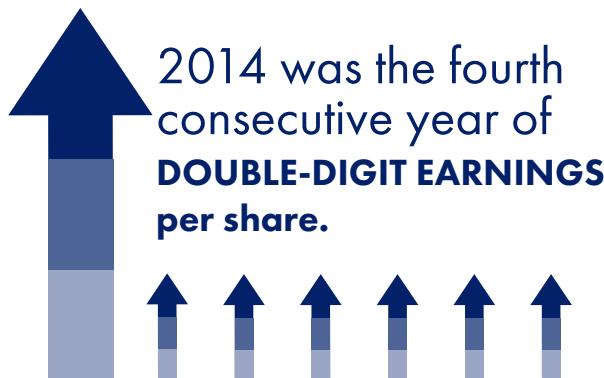


More than 5 million people go to work each day in a Cintas uniform.

Cintas closed fiscal 2014 with record revenues of **\$4.6 billion** and net income of **\$375 million**.



Cintas provides specialized services to more than
900,000 businesses of all types.

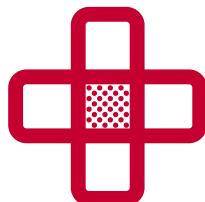


Cintas employs
30,000 PEOPLE

DATA HIGHLIGHTS



**Cintas protects
8 MILLION
hands a year.**



Cintas sold enough strip bandages to
**WRAP AROUND THE EARTH'S
EQUATOR** in 2013.

26 CINTAS LOCATIONS

have achieved the **VOLUNTARY
PROTECTION PROGRAM (VPP) STAR
CERTIFICATION**—the highest safety
designation by the Occupational Safety and
Health Administration (OSHA).



Since 2007, Cintas'
**Total Recordable
Injury Rate (TIR) has
DROPPED AN
EXCEPTIONAL
60.4%.**

Cintas has saved businesses **5.1 MILLION**
hours in 2013 by taking tasks off their plates.



DATA HIGHLIGHTS



ENVIRONMENTAL SUSTAINABILITY

Cintas Industrial Laundry provides approximately **50% WATER SAVINGS, 66% ENERGY SAVINGS, and 80% SOAP SAVINGS** compared to home laundry!



Choosing Cintas saves enough electricity to heat **7,443 homes** per year.



That's approximately **2,352,871 gallons of gasoline** per year, enough to fuel 4,247 autos each year.

We save up to **2,403,835 GALLONS OF WATER** every day over home laundry. That's enough to fill **1,329 OLYMPIC SIZED POOLS** or **17,548,000 BATHTUBS** every year.



**CINTAS UNIFORM PROGRAMS SAVE
10,099,925 CONTAINERS OF HOME DETERGENT.**

That savings would eliminate **168,969,697** loads of home laundry.



Cintas facilities have heat reclaimers that **reclaim about 95% of waste heat from boilers**, allowing us to use virtually no additional energy to heat incoming water.



Through new innovations such as heat-air recycling, Cintas has **CUT IN HALF THE ELECTRICITY** once required to complete the laundry process.



DATA HIGHLIGHTS



DIVERSITY + INCLUSION

Cintas has been actively recruiting members of the military for a **QUARTER CENTURY.**

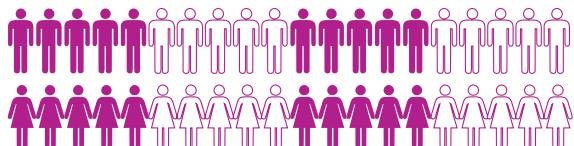
58 STUDENTS were part of the Cintas Scholar Internship Program in 2014.



THE 5 CORE ATTRIBUTES OF DIVERSITY AND INCLUSION AT CINTAS:

- Partner Engagement
- Supplier Diversity
- Corporate Citizenship
- Multicultural Marketing
- Governance

Diversity Plus Magazine named Cintas in **TOP 30 CHAMPIONS OF DIVERSITY.**



At Cintas, we spent almost **\$181 MILLION** with minority and women owned businesses in fiscal year 2014, which totaled **11%** of external domestic spend.

President and COO Phillip Holloman chairs the company's Supplier Diversity Executive Steering Committee and **35 executive-level members** make up its body.



DATA HIGHLIGHTS



CITIZENSHIP

Cintas has donated more than **\$500,000** in women's suiting apparel in support of Dress for Success.



Since 2005, Cintas employee-partners have sent care packages to active soldiers and their families thanking them for their time and sacrifice as part of the company's **ADOPT A MILITARY PARTNER PROGRAM**.



Our years of supporting Matthew 25: Ministries, an international humanitarian aid organization, has resulted in **13,666,220 POUNDS OF PRODUCT DONATIONS** to date.

During 4 Xavier University basketball games per year, a child is chosen based on merit and attitude to be a Scholarship Shooter. Winners receive a **\$1000 SAVINGS BOND** from Cintas for higher education—whether they make the basket or not.



Cintas employee-partners in Mason, OH collected and recycled **6,695 POUNDS** of electronics in a partnership with Cohen Recycling.



Cintas commits to raising **\$100,000 A YEAR** for the American Heart Association through our employee-partners' participation in fundraising events around the country.



AWARDS + RECOGNITION



Cintas is proud to be recognized by others for our employee-partners' commitment to customer service and our cultural commitment to excellence.

Commitment + Citizenship

- Forbes 2014 "America's Most Trustworthy Companies"
- Fortune 2014 "America's Most Admired Companies"
- Matthew 25 Ministries "Humanitarian Hall of Fame" award
- Frederick, MD received the Extending Goodwill award from Goodwill Industries of Monocacy Valley
- Meals On Wheels Corporate Partner of the Year 2014 in Greenville, NC
- 2014 "Best Employers in Canada" by Aon Hewitt
- Allentown, PA Rental Location designated "2014 Top Place To Work in Lehigh Valley"
- Mayors Council of Oklahoma "Employer of the Year Award"
- Culpepper Chamber of Commerce "Large Business of the Year Award"
- Exemplary Employer Award from Wisconsin Department of Workforce Development

Safety

OSHA VPP "Star" recognition

- Chandler, AZ Rental Plant
- Frankfort, IN Rental Plant
- Richmond, VA Rental Plant
- Reno, NV Distribution Center
- Charlotte, NC Rental Plant
- Terre Haute, IN Rental Branch
- Searcy, AR Rental Plant
- Aston, PA Rental Plant
- Statesville, NC Rental Branch
- Scranton, PA Distribution Center
- Fayetteville, NC Rental Branch
- Portsmouth, VA Rental Plant
- Strongsville, OH Rental Plant

- Corpus Christi, TX Rental Plant
- Baton Rouge Industrial, LA Rental Plant
- Lafayette, LA Rental Plant
- Mason, OH Distribution Centers
- Ft. Wayne, IN Rental Plants
- FAS Indianapolis, IN
- Providence, RI Rental Plant
- Ashland, KY Distribution Center
- Lawton, OK Rental Branch
- South Bend, IN Rental Branch
- Pittsburgh East Rental Plant

AWARDS + RECOGNITION



Safety (cont.)

Certificate of Recognition (COR)

- Calgary, Alberta Rental Plant
- Edmonton, Alberta Rental Plant
- Lindsay, Ontario Rental
- Torlake, Ontario Rental
- Toronto, Ontario DC
- Newmarket, Ontario Rental

Mexico PASST at Ensambles/Level 3

SHARP Safety & Health Achievement Recognition Program

- Macomb, MI rental plant
- Grand Rapids, MI rental plant
- Medford, OR rental plant
- Eugene, OR rental plant
- Greenville, SC rental plant
- Portland, OR first aid and safety operation
- 2 employee-partners in Baton Rouge, LA and Lafayette, LA are certified as Special Government Employees (SGE) able to assist OSHA with VPP inspections and mentoring aspiring VPP businesses.

- Mobile, AL rental plant presented the story of their Transformational Safety Journey at the Region IV VPPPA conference in Asheville, NC
- Jackson, MS rental operation had the story of their Safety Journey shared on the Mississippi American Society of Safety Engineers website.
- Minneapolis, MN rental plant received Governor's Safety Award

Eight locations in North Carolina earned the North Carolina Safety Award

- Greensboro, NC (Rental)
- Charlotte, NC (Rental)
- Charlotte, NC (First Aid and Safety)
- Asheville, NC (Rental)
- Statesville, NC (Rental)
- Greenville, NC (Rental)
- Fayetteville, NC (Rental)
- Raleigh, NC (Fire Protection)



AWARDS + RECOGNITION



Environmental Sustainability

- 2014 Supplier Sustainability Award from Marriott International
- Honorable Mention recognition from the National Pollution Prevention Roundtable for the release of the CARB Compliant Heavy Duty Hand Scrub
- Water Re-Use Customer of the Year from the Inland Empire Utilities Agency, Ontario, California
- Hampton Roads Sanitation Department Gold Pretreatment Award to Portsmouth, VA rental location for going one full year without a violation
- Fort Worth Water Department Pretreatment Partnership Award to Dallas rental operation for five years of 100 percent compliance with local, state and federal pretreatment regulations
- Missouri Environment Association Industrial Wastewater Committee Pretreatment Award to Springfield, MO rental plant



Diversity + Inclusion

- GI Jobs "Top Military Friendly Employer" for 2014
- Statement of Support from the Guard and Reserve
- Bedford Park, IL Rental operation recognized as 2014 Veteran Friendly Employer by the "Illinois Hires Heroes" Consortium
- United Migrant Opportunity Services Corporate Employer of The Year – Milwaukee
- Ohio Minority Supplier Development Council "Trailblazer Award" for Outstanding Efforts in Supplier Development
- St. Charles, (State) rental operation named "Berry Plastic's Supplier of the Year" for the 5th consecutive year
- South Central Ohio Healthcare Supplier Diversity Symposium- Individual Champion
- South Central Ohio Minority Supplier Development Council-MBE Empowerment Award
- Class II Corporation of the Year by the South Central Ohio Minority Supplier Development Council
- Diversity Plus Magazine Named Cintas in Top 30 Champions of Diversity
- UPTOWN Professional magazine's Catalyst Award
- WE USA Top 100 Leaders in Corporate Supplier Diversity
- Mayor's Council of Oklahoma Award for outstanding achievements in enhancing employment opportunities for people with disabilities





At Cintas, we embrace lessons learned from our safety journey every day.

RICK GERLACH

Senior Director of Safety And Health

SAFETY



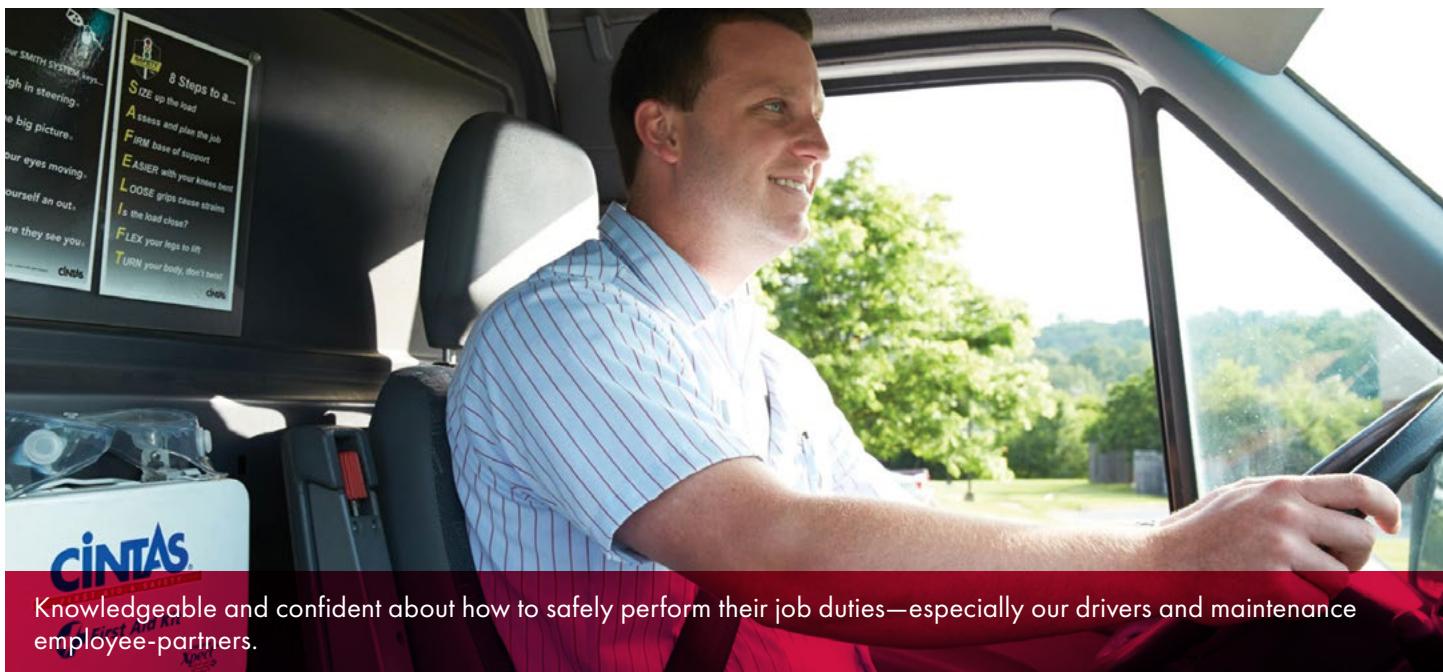
SAFETY IS EMBEDDED IN THE FABRIC OF CINTAS

At Cintas, we embrace lessons learned from our safety journey every day. And we live them—our employee-partners practice the safety habits learned on the job with their families and in their homes, from teaching family members how to use fire extinguishers to making conscious decisions not to text while driving. We're a team of spirited, diverse and professional employee-partners who employ rigorous transformational safety standards and stress safety as a core value. Cintas is widely recognized as an industry leader in safety innovation, and we work relentlessly at all levels of the company to be sure that remains true.

We pass our safety expertise directly onto our customers. Sargio Desdunes, Service Manager of Radley Acura explained, "We had some previous safety and image concerns throughout the dealership. Through a complete solution and single point of contact, Cintas helped us quickly solve these."

Our customers and competitors alike appreciate Cintas for traversing the leading edge of workplace safety. Our employee-partners are motivated to go above and beyond to deliver for our customers. Equipped with extensive training, a positive discontent for the status quo and a caring attitude, our employee partners compose the essence of what sets us apart. Cintas' safety journey has meant the company focuses not only on the work, but also on the best way to keep our partners safe as they perform the work.

SAFETY TRAINING



CINTAS
PROFESSIONAL EQUIPMENT

Knowledgeable and confident about how to safely perform their job duties—especially our drivers and maintenance employee-partners.

Cintas Knows Safety

Our Total Recordable Injury Rate has dropped an exceptional 60.4% since 2007. One of the driving reasons for this is our company-wide embrace of lessons learned from our transformational safety journey.

We know it's key for all of our employee-partners to receive extensive, thorough training so they're confident to safely perform their job duties—especially our drivers and maintenance employee-partners.

We know how important it is for safety principles and practices to be fully embedded in our corporate culture and at Cintas, our employee-partners always act with safety in mind. Every facility is assessed using a Cintas standard score-card supplemented with a comprehensive playbook that outlines steps needed to achieve compliance and beyond.

Engaged Employee-Partners

Maintenance Safety Certification Process

We know it's key for all of our employee-partners to receive extensive, thorough training so they're knowledgeable and confident about how to safely perform their job duties—especially our drivers and maintenance employee-partners.

During Fiscal Year '14, 450 partners on our maintenance team participated in an innovative, experiential Maintenance Safety Certification training process and 98% of them successfully completed the intensive 10-week process.

Safety Training Videos

Custom video is an essential tool for reinforcing Cintas' safety procedures and has become a way for employee-partners to see best practices performed in their own work environments.

Management Safety Leadership Skills Course

All members of Cintas' senior management team are required to take the Management Safety Leadership Skills Course developed by Dr. Richard Fulwiler, former Director of Worldwide Health and Safety at Proctor & Gamble. This course provides a comprehensive overview of the fundamental concepts and principles of health and safety management.

SAFETY TRAINING



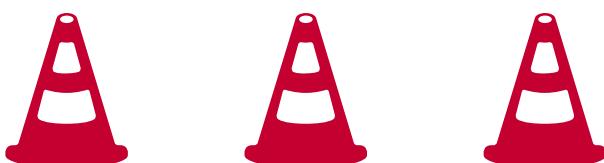
By the Numbers

In fiscal year 2014, Cintas employee-partners again received over **200,000 hours** of classroom safety training.



Approximately **100 additional members** of our management team attended OSHA's 10-hour safety improvement course.

To date, **over 4,800 Cintas managers and production workers** have received this training.



OUR SAFE WORKPLACE



25 Cintas locations have achieved the Voluntary Protection Program (VPP) Star Certification.

At Cintas, it's paramount that our facilities are satisfying places to work and that they operate consistently with internationally recognized standards.

Our employee-partners are expected to follow our conduct and ethics policies, and are encouraged and empowered to help make their workplaces safe. The health and safety of our employee-partners is an essential aspect of our journey, but is also critical to our success.

Cintas has a long history of safety engagement at our facilities. To enhance our already-impressive safety efforts, Cintas assembled an Executive Safety Council in 2007. Chaired by CEO Scott Farmer, the group includes 20 key employee-partners who meet every six months to address safety concerns and define strategies. Additionally, Safety and Improvement Committees operate at every Cintas site. Each facility's General Manager chairs the committee, and they knit together employee-partners from frontline production, service and office areas, as well as senior plant managers. This wide cross-section provides a rich and informed opportunity for frank discussions about how to best continue on our safety journey and make effective change.

OSHA Voluntary Protection Program Star Certification

25 Cintas locations have achieved the Voluntary Protection Program (VPP) Star Certification—the highest safety designation by the Occupational Safety and Health Administration (OSHA). Star Certification recognizes outstanding efforts by an employer and its employees to achieve exemplary occupational safety and health at their worksites. Under the VPP program, Cintas management, employee-partners and OSHA established cooperative relationships at facilities that implemented a comprehensive safety and health management system. To verify an exceptional level of safety at Cintas, a team of OSHA experts conducted rigorous onsite evaluations at each facility that achieved Star Certification.

In Indiana specifically, seven Cintas locations have been recognized for partner engagement and safety excellence by earning VPP Star status under the Indiana OSHA VPP program. Only one other company that does business in Indiana has as many VPP locations as Cintas. As a result of this achievement, Cintas is tied for first place overall in Indiana for the greatest number of VPP sites. In FY15, we expect to have at least one more site in Indiana earn VPP Star certification, making Cintas the #1 company in Indiana for VPP Star locations.

OUR SAFE WORKPLACE



Engaged Employee-Partners

Stretch and Flex

Cintas employee-partners are engaged in safety solutions every day. One of them is "Stretch and Flex," a series of stretching exercises done at the beginning of each shift and at lunchtime. Stretches keep their muscles limber, which in turn reduces the risk of sprains, strains and other injuries. An added benefit is that it provides a built-in opportunity for employee-partners to talk to each other about best safety practices. According to Rick Gerlach, Cintas' Senior Director of Safety and Health, "The value is not only having employee-partners limber up before work, but it also helps to drive and reinforce the culture of safety at Cintas."

Ergonomic Excellence Center: Greensboro, North Carolina

The Ergonomic Excellence Center at our Greensboro, North Carolina location is the first of its kind. Through a series of workshops, Cintas' Corporate Ergonomist trained a team of employee-partners to identify ergonomics risks and, as a result, they implemented dozens of solutions. The Greensboro Ergonomics Team has since identified solutions to help employee-partners across Production, Service and Sales perform their jobs in a healthier manner. The Ergonomic Excellence Center concept will be expanded to all Cintas groups in 2015 and 2016.

Fatality Prevention Audit Results

Fatality Prevention Audits (FPAs) have become an important part of the overall Cintas safety program. Like the Maintenance Safety Certification, this effort focuses on our maintenance teams, but was also expanded to include our Service Sales Representatives (SSRs).

For our maintenance employee-partners, the FPAs build upon the foundational knowledge base that they obtain by completing the Maintenance Safety Certification process. While the Maintenance Safety Certification measures the safety knowledge of our maintenance teams over approximately 15 safety areas relevant to their jobs, the FPAs focus solely on the potentially high-risk tasks that our maintenance experts encounter at least once per week in the performance of their job duties. The FPAs are a "one-on-one" meeting between one corporate safety employee-partner and maintenance employee-partner.

Living the Safety Journey Outside of Work

Cintas employee-partners routinely practice good safety at work, but have also taken their safety awareness home to their families, to their hobby workshops and garages and even to the grocery store. Here are some quotes from our employee-partners about the impact of their safety training:

- I purchased and installed a voice fire alarm for our home, and we created a fire escape plan and rallying point for the family.
- I follow the hydration program regularly and have found that I'm drinking a lot more water!
- I shared "Teen Safe Driving" tips with my daughter and not only does she use them, she shared them with her friends.
- I no longer head out to do yard work without proper protection! That means gloves, safety glasses and earplugs.
- With a newborn in the house, we're careful about implementing slips, trips and falls principles in the house, so we clear walking paths of toys and baby gear.
- I employ Safelift when picking up heavy objects—like the trash can at home or dog food at the grocery store.
- I don't climb the ladder alone. Whether I'm changing a light bulb or cleaning the gutters, I make sure someone is watching me and holding the ladder while I'm on it.
- When I go out the garage to work on my motorcycle, my first step is to put on gloves, safety glasses and, when necessary, a shop apron.

OUR SAFE FLEET



Cintas has a mobile workforce and safety stays top of mind.

The Cintas fleet travels millions of miles every year.

Cintas has a mobile workforce. Many of our employees operate vehicles on the road in the delivery of our products and services to customers. Hence on-the-road-vehicle safety is of great importance to us.

3 Points of Contact

Cintas employs a method that reduces injuries due to slips, trips and falls among our drivers. Grab bars are installed on the outside of all service vehicles along with handrails on the descending side of the passenger steps. Maintaining three points of contact means our Service Sales Representatives keep their feet and at least one hand in contact with the steps and a railing or grab bar at all times. This effectively reduces the possibility of injury while maneuvering the steps of Cintas service vehicles.

Safeload

Cintas' Safeload System is an engineering innovation that substantially changed the way our Service Sales Representatives handle soiled uniforms. For many years, soiled garments picked up at customer sites were stored in piles at the rear of the service vehicles and throughout the day the piles would grow in size, resulting in potentially unsafe footing conditions. Since implementing Safeload, soiled goods are now stored in heavy-duty cloth bags hung from rails inside the vehicle, resulting in a safer work environment with a clear walking path.

Pre-trip/Post-trip Inspections

Cintas requires all of our vehicle operators to perform a thorough physical inspection of their vehicles before putting trucks into service each day and after routes are completed. Drivers are trained extensively to recognize safety defects and they must complete a Driver Vehicle Inspection Report for each day their vehicle is used. If there are any safety issues, the vehicle cannot be put back into service until repairs are completed.

SAFETY DATA

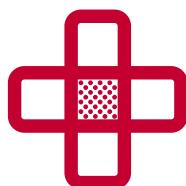


**Cintas protects
8 MILLION
hands a year.**



Cintas sold **18.5 MILLION** antacid tablets in 2013.

Cintas serviced more than
3 MILLION fire extinguishers
in 2013.



Cintas sold enough strip bandages to
**WRAP AROUND THE EARTH'S
EQUATOR** in 2013.

26 CINTAS LOCATIONS

have achieved the **VOLUNTARY
PROTECTION PROGRAM (VPP) STAR
CERTIFICATION**—the highest safety
designation by the Occupational Safety and
Health Administration (OSHA).



Since 2007, Cintas'
**Total Recordable
Injury Rate (TIR) has
DROPPED AN
EXCEPTIONAL
60.4%.**



Cintas has saved businesses **5.1 MILLION**
hours in 2013 by taking tasks off their plates.

SAFETY AWARDS + RECOGNITION



Safety

OSHA VPP "Star" recognition

- Chandler, AZ Rental Plant
 - Frankfort, IN Rental Plant
 - Richmond, VA Rental Plant
 - Reno, NV Distribution Center
 - Charlotte, NC Rental Plant
 - Terre Haute, IN Rental Branch
 - Searcy, AR Rental Plant
 - Aston, PA Rental Plant
 - Statesville, NC Rental Branch
 - Scranton, PA Distribution Center
 - Fayetteville, NC Rental Branch
 - Portsmouth, VA Rental Plant
 - Strongsville, OH Rental Plant
-
- Corpus Christi, TX Rental Plant
 - Baton Rouge Industrial, LA Rental Plant
 - Lafayette, LA Rental Plant
 - Mason, OH Distribution Centers
 - Ft. Wayne, IN Rental Plants
 - FAS Indianapolis, IN
 - Providence, RI Rental Plant
 - Ashland, KY Distribution Center
 - Lawton, OK Rental Branch
 - South Bend, IN Rental Branch
 - Pittsburgh East Rental Plant

Certificate of Recognition (COR)

- Calgary, Alberta Rental Plant
- Edmonton, Alberta Rental Plant
- Lindsay, Ontario Rental
- Torlake, Ontario Rental
- Toronto, Ontario DC
- Newmarket, Ontario Rental

Mexico PASST at Ensambles/Level 3

SHARP Safety & Health Achievement Recognition Program

- Macomb, MI rental plant
 - Grand Rapids, MI rental plant
 - Medford, OR rental plant
 - Eugene, OR rental plant
 - Greenville, SC rental plant
 - Portland, OR first aid and safety operation
-
- 2 employee-partners in Baton Rouge, LA and Lafayette, LA are certified as Special Government Employees (SGE) able to assist OSHA with VPP inspections and mentoring aspiring VPP businesses.
 - Mobile, AL rental plant presented the story of their Transformational Safety Journey at the Region IV VPPPA conference in Asheville, NC
 - Jackson, MS rental operation had the story of their Safety Journey shared on the Mississippi American Society of Safety Engineers website.
 - Minneapolis, MN rental plant received Governor's Safety Award

Eight locations in North Carolina earned the North Carolina Safety Award

- Greensboro, NC (Rental)
- Charlotte, NC (Rental)
- Charlotte, NC (First Aid and Safety)
- Asheville, NC (Rental)
- Statesville, NC (Rental)
- Greenville, NC (Rental)
- Fayetteville, NC (Rental)
- Raleigh, NC (Fire Protection)



Environmental sustainability is a link that connects all of us.

MELANIE BOYLE

Manager of Sustainability

ENVIRONMENTAL SUSTAINABILITY



A HERITAGE OF SUSTAINABILITY

The magnitude of preserving and protecting the environment has a long history at Cintas. Doc and Amelia Farmer, out of work in the Great Depression, started washing rags that factories would otherwise throw away and selling them back to businesses for reuse. Our very roots lie in reclaiming used rags and creating another life for them, and that commitment to stewardship still exists today. We remain dedicated to improving the lives of our customers, employee-partners and communities by integrating environmentally sustainable practices, principles and solutions across our business lines.

At Cintas, our employee-partners are fully engaged in practicing workplace sustainability and environmental stewardship, and environmental issues affect our decision-making at all levels. Our suppliers are also an instrumental part of our sustainability efforts. Throughout the Cintas supply chain, our business partners demonstrate an ongoing commitment to environmental best practices and we work together to find sustainable solutions.

Sustainability is an essential core value throughout Cintas but it's also key for us to partner with communities and organizations that share our commitment to environmental stewardship. We believe Cintas' commitment to our communities is at the heart of our business.

SUSTAINABLE PRODUCTS + SERVICES



Many Cintas cleaners, degreasers and paper products have been Green Seal certified, demonstrating they meet strict sustainability standards evaluated by a third party.

Cintas is an industry leader in sustainable products, services and innovations.

We continue finding ways to minimize our environmental footprint and that of our customers—in every way possible.

Recycled Suiting and Uniforms

Our customers are looking for more sustainable apparel options so Cintas offers 70 styles of uniforms made with recycled polyester. The Regeneration Collection is made from textiles created with plastic bottles, and diverted more than 19 million bottles from landfills in 2013. Click [here](#) to watch the recycling and textile creation in action.

In a terrific partnership with Marriott International, Cintas helped the hotel and hospitality chain meet their sustainability goals and we were recognized by Marriott with the 2014 Supplier Sustainability Award for our range of innovative products and services. Hotels across nine Marriott brands purchased uniforms from Cintas' product range made of Regeneration suiting. Each item of clothing purchased by Marriott contains an average of 25 plastic bottles and a client wear test resulted in feedback that the wearers preferred the fit, feel and care of the 100 percent recycled suit over their previous uniform.

Bottles Diverted from Landfill for Cintas' Regeneration Collection ►



SUSTAINABLE PRODUCTS + SERVICES



Plant-based AR Red™ Collection

Made with DuPont™ Sorona® renewably sourced fiber, the fabric we use in our AR Red Collection reduces carbon dioxide emissions used in the manufacturing process by as much as 63 percent. The collection was created in collaboration with the well-known Austin Reed brand, and consists of options for both men and women.



AR Red Collection

Phoenix Floor Mats

Cintas' Phoenix Floor Mats are manufactured by using post-consumer plastic bottles that are ground and extruded to produce a high-quality fiber, keeping thousands of plastic bottles out of landfills every year. This innovative fiber doesn't shrink as the mat is processed, guaranteeing it will collect as much soil and moisture over time as it does on the first day of use. Phoenix fiber also allows the mat to relax faster since there is less stress on the rubber, so chances for trips resulting in injuries are reduced.

Signature Series

Our complete restroom line was created with sustainability in mind. The Signature Series Paper Towel Dispenser is specially designed to minimize wasted resources. The design of the cabinet ensures that the user only takes one piece of paper at a time and the absorbent texture of the paper minimizes consumption. The Signature Series air freshener uses a wick system rather than blasts of aerosols or propellants, resulting in higher air quality. And the series features an EcoLogo™ Certified foam moisturizing soap. Click [here](#) to learn more about Cintas' Signature Series.

Microfiber Cleaning System

Cintas partnered with Rubbermaid Commercial Products to create an innovative Microfiber Cleaning System that reduces chemical and water usage up to 95 percent, and sends less waste to landfill since microfiber lasts up to 6 times longer than cotton. Click [here](#) to learn more about the system.

Green Seal Certified Products

Many Cintas cleaners, degreasers and paper products have been Green Seal certified, demonstrating they meet strict sustainability standards evaluated by a third party. Click [here](#) to learn more about Green Seal certification.

Cintas Drain Line Maintainer

Designed for commercial kitchens, the Cintas Drain Line Maintainer (DLM) digests the fats, oils, grease and other kitchen food wastes that accumulate in drain lines, keeping drains flowing freely. The Cintas DLM is not only more effective than bleach, it's safer for your pipes, plumbing, employees and the environment. As a result, the DLM was recognized by the EPA's Design for the Environment program.

Chemtron Coil Cleaning

Certified as a Green Process by the Green Clean Institute, Chemtron gives air conditioning units a professional deep cleaning, and enables hoteliers to lower their energy bills, extend the life of units and improve indoor air quality. It provides in-room energy consumption reductions of up to 17%.

SUSTAINABLE PRODUCTS + SERVICES



Cintas is a Partner in LEED Certification

Cintas is a member of the U.S. Green Building Council (USGBC) and has a wide range of products and services that contribute to LEED Certification, particularly among our Facility Services. In this category alone, there are eight products or services that comply with LEED credit requirements:

- Cleaning Chemicals
- Restroom Supplies
- Microfiber Cleaning System
- Parts Cleaning
- Mat Services
- Mop Services
- Towel Services
- Tile and Carpet Cleaning

Sustainability in Action

We practice sustainability throughout Cintas, but we also partner with communities and organizations that share our commitment to environmental stewardship.

Know Hope

The U.S. Environmental Protection Agency (EPA) estimates that about 21 billion pounds of post-consumer textile waste ends up in landfills each year. In order to do our part diverting waste, Cintas partnered with Know Hope, a Cincinnati-based, non-profit organization that makes and sells messenger bags to support impoverished people in developing countries. Cintas provides Know Hope with leftover material from our uniform production process, which Know Hope uses to line their bags. Funds from the bags are used to purchase products and provide services to families in Mexico, Africa, Haiti and Guatemala.

Matthew 25: Ministries

Our long history of supporting Matthew 25: Ministries, an international humanitarian aid organization, has resulted in 13,666,220 pounds of product donations—which otherwise would have ended up in landfill—to date. This partnership is even more rewarding because we're supporting a local non-profit in their mission to make the world a better place while maintaining our commitments to both sustainability and being a good corporate citizen in our communities.

Business Collaboration

- Cintas is a founding member of the Greater Cincinnati Green Business Council and Sustainability Council Southern California
- We're a charter member of the Laundry Environmental Stewardship Program, a pollution prevention and resource conservation effort documenting our commitment to self-regulation and continuous improvement on sustainability goals.

SUSTAINABLE FACILITIES



At Cintas, we fully engage our employee-partners in the practice of creating workplace sustainability and environmental stewardship.

Every Cintas employee-partner is engaged in sustainability.

Cintas has more than 400 facilities around the world and our high sustainability standards around energy efficiency, water usage and waste reduction make us both good corporate citizens and good neighbors.

Energy Efficiency

Lighting

About 25 percent of electricity usage at Cintas facilities comes from lighting, so we are converting to energy-efficient lighting at all of our sites.

Drying Methods

State of the art moisture measurement methods have allowed us to reduce garment drying time by as much as 50 percent, saving significant amounts of fossil fuel and eliminating related greenhouse gas emissions.

ENERGY STAR

Cintas has partnered with the U.S. Environmental Protection Agency on the EPA's ENERGY STAR program. This program provides a strategic approach to energy management by tracking an organization's current energy-efficiency and improvement. The focus on energy usage benefits both consumers and the environment by lowering utility bills and increasing the use of energy-efficient products and practices.

Water Usage

Waste Water Treatment

Cintas laundry facilities treat wastewater before discharging it to eliminate pollutants and we recycle water, dramatically reducing water usage.

Industry-Leading Sustainable Washing Standards

Cintas was the first industrial launderer in our industry to employ washing standards that are 100% NPE-free, phosphate-free and EDTA-free at all of its 175 uniform laundry facilities throughout North America.

OUR EFFICIENT FLEET



Cintas has over 10,000 vehicles running routes in the U.S. and Canada, so we take our responsibility to create a more efficient fleet very seriously.

We employ technology to reduce fuel consumption and greenhouse gas emissions, and we regularly reevaluate all of our routes to make adjustments for efficiency.

Integrating Compressed Natural Gas

Cintas is committed to environmental stewardship by reducing vehicle emissions through awareness, telematics technology and alternative fuel vehicles. We've begun piloting Compressed Natural Gas (CNG) vehicles in replace of gas and diesel. CNG is the cleanest of all fossil fuels, dramatically reducing the amount of harmful emissions into the atmosphere. The success of this pilot will bring more economical vehicles throughout the organization.

ENVIRONMENTAL DATA



ENVIRONMENTAL SUSTAINABILITY

Cintas Industrial Laundry provides approximately **50% WATER SAVINGS, 66% ENERGY SAVINGS, and 80% SOAP SAVINGS** compared to home laundry!



Choosing Cintas saves enough electricity to heat **7,443 homes** per year.



That's approximately **2,352,871 gallons of gasoline** per year, enough to fuel **4,247 autos** each year.

We save up to **2,403,835 GALLONS OF WATER** every day over home laundry. That's enough to fill **1,329 OLYMPIC SIZED POOLS** or **17,548,000 BATHTUBS** every year.



**CINTAS UNIFORM PROGRAMS SAVE
10,099,925 CONTAINERS OF HOME DETERGENT.**

That savings would eliminate **168,969,697** loads of home laundry.



Cintas facilities have heat reclaimers that **reclaim about 95% of waste heat from boilers**, allowing us to use virtually no additional energy to heat incoming water.



Through new innovations such as heat-air recycling, Cintas has **CUT IN HALF THE ELECTRICITY** once required to complete the laundry process.



ENVIRONMENTAL AWARDS + RECOGNITION



We are dedicated to improving the lives of our customers, employee-partners and communities by integrating environmentally sustainable practices, principles and solutions across our business lines.

Environmental Sustainability

- 2014 Supplier Sustainability Award from Marriott International
- Honorable Mention recognition from the National Pollution Prevention Roundtable for the release of the CARB Compliant Heavy Duty Hand Scrub
- Water Re-Use Customer of the Year from the Inland Empire Utilities Agency, Ontario, California
- Hampton Roads Sanitation Department Gold Pretreatment Award to Portsmouth, VA rental location for going one full year without a violation
- Fort Worth Water Department Pretreatment Partnership Award to Dallas rental operation for five years of 100 percent compliance with local, state and federal pretreatment regulations
- Missouri Environment Association Industrial Wastewater Committee Pretreatment Award to Springfield, MO rental plant



At Cintas, diversity and inclusion means appreciation of people from different backgrounds with completely different life experiences and perspectives, rather than mere tolerance. We want our partners people to freely bring their authentic selves to work.

ROBIN EVERHART

Senior Vice President & Chief Diversity Officer

DIVERSITY + INCLUSION



EMBRACING DIVERSITY AND INCLUSION

At Cintas, we're proud to reflect a growing diversity among our employee-partners and our supplier network. We're embracing a new generation of employee-partners, and with that, we're fostering inclusive work environments that will allow all of our people to bring their whole selves to work and reach their full potential. Similarly, we continue to assemble a supply chain that includes women-owned and ethnically diverse businesses. Partnering with diverse suppliers not only bolsters needed economic inclusion, it helps us to understand and better serve our customer base that is itself richly diverse.

Maintaining an inclusive workforce and utilizing a diverse supplier network are also competitive advantages—we know it will make a richer Cintas better equipped for a changing landscape.

OUR PEOPLE AND PARTNERSHIPS



We win together by working together as a team at Cintas, showing mutual respect to our colleagues regardless of background or tenure.

At Cintas, we foster and support a diverse workforce because it's essential to our continued success.

Cintas needs our employee-partners to bring their whole selves to work every day because we know that a diverse team of professionals with varied sets of experiences and perceptions only enhances what we provide our customers, and because it makes Cintas a better place to work. Our diversity efforts aren't limited to ethnicity, national origin, gender identity or age; our recruitment efforts are also focused on military veterans and employee-partners with disabilities.

In addition to our outstanding customer service record and transformational safety journey, Cintas strives to be a rewarding and growth-oriented employer. We've developed clear, focused recruitment and hiring objectives along with a strategy pipeline to achieve greater diversity in both upper management and among our employee-partners.

Our commitment to diversity has resulted in an increase in Management Trainees from traditionally under-represented groups. We provide extensive training, often utilizing our Cintas Inclusion Coaches to facilitate small group discussions that emphasize the necessity of fostering inclusion and appreciation for our colleagues rather than merely tolerating them.

OUR PEOPLE AND PARTNERSHIPS

5 Core Attributes of Diversity and Inclusion at Cintas



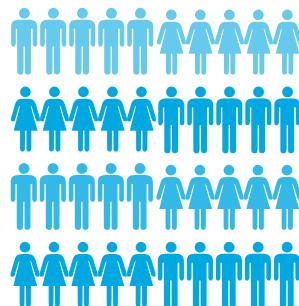
PARTNER ENGAGEMENT

employee-partner recruitment, retention, development and promotion



SUPPLIER DIVERSITY

economic inclusion, innovation and value



CORPORATE CITIZENSHIP

grassroots and corporate-sponsored philanthropy, volunteerism and social responsibility



MULTICULTURAL MARKETING

listening to our customers and delivering innovative products and services that exceed their expectations



GOVERNANCE

Chaired by our CEO, we have inclusion policies in place that provide equal opportunities for all partners and applicants



OUR PEOPLE AND PARTNERSHIPS



Partner Engagement in Diversity and Inclusion

Partner Business Resource Groups (PRBGs) are a pilot program underway at our Cincinnati headquarters. They're intended to engage and activate employee-partners who are allied or identify with a specific demographic so they have opportunities for business impact, leadership exposure, professional development and community involvement. A Cintas executive serves as a sponsor of each group, helping to communicate each PRBG's passions and efforts to upper management. Our PRBGs include Rise2, TODOS and WAVE.

RISE2

RISE2 is focused on engaging, inspiring, and developing the African American partners of Cintas to drive total business performance and establish a strong reputation as a great place to work for African Americans. Along with the African American Chamber, Rise2 was instrumental in Cintas' lead co-sponsorship of "Rise2 Action: The Conscious Customer," an event featuring nationally renowned speaker and author Maggie Anderson.



TODOS

TODOS is focused on engaging, inspiring and developing the Hispanic/Latino partners of Cintas to drive total business performance and establish a strong reputation as a great place to work for Hispanics/Latinos. In addition to other contributions, TODOS provided cultural competency series education which consisted of traditional and experiential learning for Cintas partners who have an interest in the contributions and impact of Hispanic and Latino cultures on our world.



WAVE

WAVE is focused on engaging, inspiring and developing the female partners of Cintas to drive total business performance and establish a strong reputation as a great place to work for women. WAVE presented Push Yourself/Pull Others, a forum aimed at promoting and engaging female leaders to push themselves, while helping to pull the next generation up the rungs of success. The event hosted approximately 300 local business leaders in the Cincinnati area and fostered conversations around opportunities for Tri-State businesses to empower women at all stages in their career.



Youth Engagement

At Cintas, we value education and offer opportunities for current college students and recent graduates. In our Scholars internship program, current students can gain the world-class business skills needed to be successful in their chosen careers. This opportunity is designed for students who want to make the most of their education and secure their future place in the business world.



Some of the 58 students who were part of the Cintas Scholar Internship Program in 2014.

OUR PEOPLE AND PARTNERSHIPS



"Being a student, working full-time, and being dedicated to my own personal development, can be a challenge at times but I am no stranger to hard work," Bailey said. "The Cintas Scholar Internship Program has proven to be the experience of a lifetime. The team building aspect of this program taught me how to conduct business at an advanced, personal and professional level. Meeting so many aspiring young professionals also allowed me to grow my network exponentially... The Cintas Internship Program has definitely helped shape my development and I'm very grateful to be a part of it."

Engaging Employee-Partners with Disabilities

We win together by working together as a team at Cintas, showing mutual respect to our colleagues regardless of background or tenure. Our Oklahoma City plant is home for three employee-partners with physical disabilities and, according to their supervisors they're each an integral part of the team.

Shea, an employee-partner who is deaf, works the night-shift unloading trucks. Peter has Usher syndrome, creating both vision and hearing loss, and he's responsible for unloading and stocking floor mats after they are cleaned and loading them for efficient delivery to our customers. Customer Service Representative Gregg, who is legally blind, answers phones and routes calls.

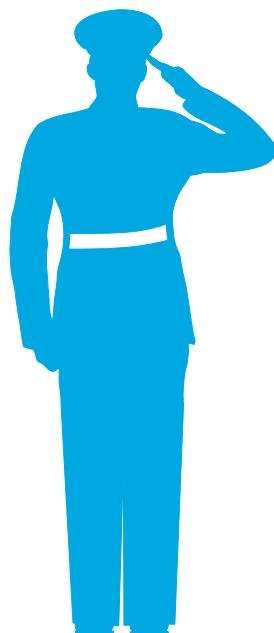
Production Supervisor Jeremy Dettman praised these employees as exemplary and suggested the drive to be self-sufficient was an effective motivator on the job. "Peter does great work. Anything you throw at him, he wants to learn and take more responsibility, and again those are the traits we look for when we are screening employee-partners. And Shea is a strong worker who won't stop until the job is done. Our great experience with Shea helped us embrace working with other employees with disabilities."

"At Cintas, we care less about someone's skills and more about their understanding of our culture because we can teach you the rest of the skills that you need," said Plant Manager Braden Echard.

Military Engagement

Cintas has earned a place on GI Jobs Top 100 Military Friendly Employer list every year since 2005 and continues to make recruiting military veterans a top priority. It's part of our heritage—Cintas founder Dick Farmer earned the title of US Marine—and the military's hit-the-ground-running culture creates an excellent fit for Cintas' corporate ethos. We've reached out to veterans in traditional ways for a quarter century to let them know Cintas welcomes their level of professionalism, but we've also increased our presence online, on social media platforms and on discussion forums where former and active military members congregate.

**WE SALUTE
THE ORIGINAL
UNIFORM
PEOPLE.**



OUR PEOPLE AND PARTNERSHIPS



I Served: Military Veteran Employee-Partners in the Own Words

William Winters, HSE Coordinator

I started my Marine Corps career in August, 1980 at Parris Island, SC. The culmination of my 26-year career was being selected to Sergeant Major. During my career I served in various infantry and aviation units throughout the Marine Corps. While all of my tours were rewarding, some that stood out for me were my tours as a Marine Cadre, a Drill Instructor, Enlisted Assignment Monitor for infantry Staff Non-Commissioned Officers and Company First Sergeant for Alpha Company Marine Barracks, 8th & I Washington DC. During my tour as a First Sergeant I also served on screening teams that selected Marines that would eventually serve on the Marine Corps Color Guard, the Silent Drill Platoon, the Marine Corps Body Bearers, the White House and Camp David.



It was during my tour of duty as a Company First Sergeant that I came to know Cintas. After receiving several inquiries on some of my transitioning Marines, I started having a few of those Marines inform me they had accepted positions with Cintas.

I did some research on the company and became intrigued when I discovered that Dick Farmer had also earned the title of United States Marine and a lot of the values that we as Marines hold in high regards are also valued at Cintas, this finalized my decision on where I would begin my next career.

Michael Scherping, Market Development Representative

I joined the Air Force in May 2003 because I came from a military family (both parents) and was familiar with and accustomed to constant change. I also really wanted to see the world and earn that G.I. Bill so I could eventually go to college. I was Active Duty for 2 years and stationed at Peterson AFB, CO. When it suddenly became popular to shrink the Force back in 2005, I accepted the opportunity and cross-trained into the Reserves and moved back to Washington where my fiancé (now wife) landed a decent job.



It was then (and also because my father, Drew Scherping was the Catalog Manager) that I heard about Cintas and landed an interview. I've since deployed 3 times to the Middle East while getting promoted in the Air Force 4 times and at Cintas twice. I initially took a position at Cintas as the Dispenser Installer, but then got promoted and helped to pioneer the Sanis Ultra-Clean Service in Seattle as one of the first ever 3 SSR's for that division out of Location 460. I am now a Master Sergeant (E7) for the Air Force on the weekends and going on my 6th year as an MDR for Cintas.

Engaging with Veterans in Our Communities

- Illinois Governor Pat Quinn gave Cintas official membership in the Illinois Hires Heroes Consortium, a group of Illinois employers who recognize the great value veterans bring to the workplace and operationalize the term "veteran-friendly" by committing to implement military veteran recruitment, training and retention practices.
- Cintas was the title sponsor of the first military homecoming parade in Cincinnati in 98 years. It was a multi-generational welcome home—veterans from WWII to current conflicts were in attendance—and thousands of people came.
- Cintas Pittsburgh had a Cintas-sponsored Wounded Warrior Project cornhole tournament and we also hosted the Cincinnati region Wounded Warrior Project summit at our corporate headquarters in Mason, OH.
- As part of a key regional partnership, Cintas also sponsored the Disabled American Veterans (DAV) Veterans Day weekend 5k in Cincinnati and San Diego.

OUR PEOPLE AND PARTNERSHIPS



Partner Organizations Who Value and Elevate Diversity and Inclusion

Cintas initiates and values strategic relationships with various organizations serving diverse communities, including the following organizations:

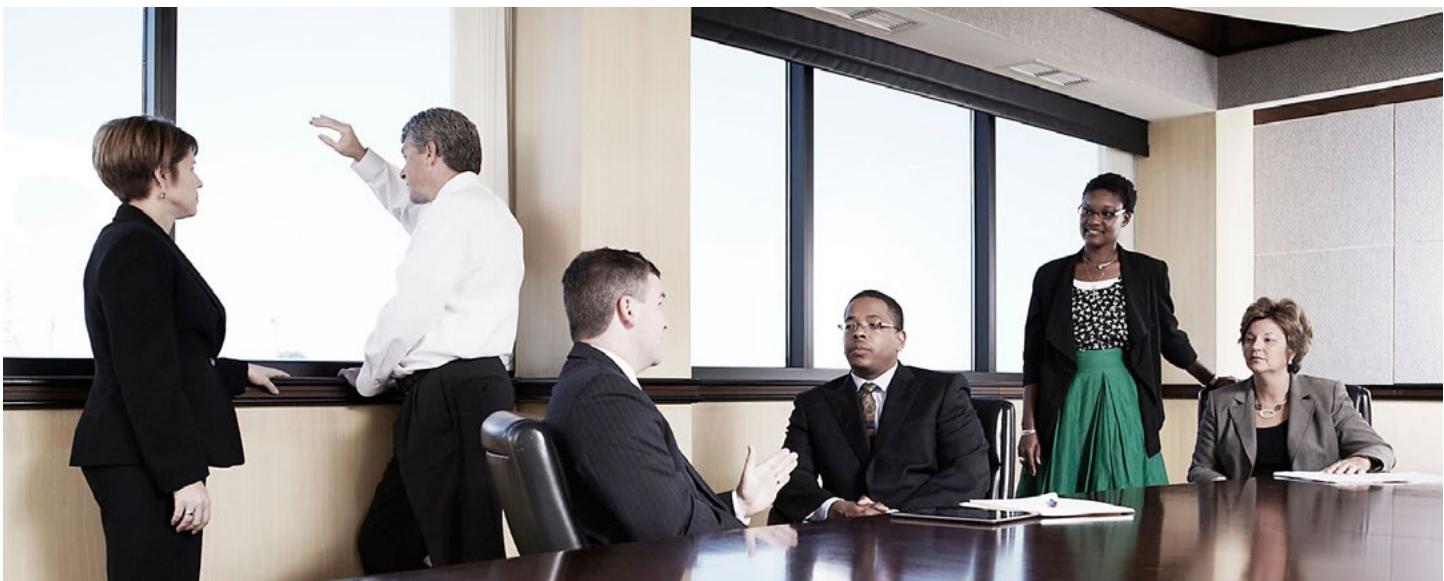
The National Society of Hispanic MBAs

The National Society of Hispanic MBAs fosters Hispanic leadership through education and professional development in order to improve society. Cintas has established a strong partnership with local chapters so we can more effectively provide opportunities for members within our business.

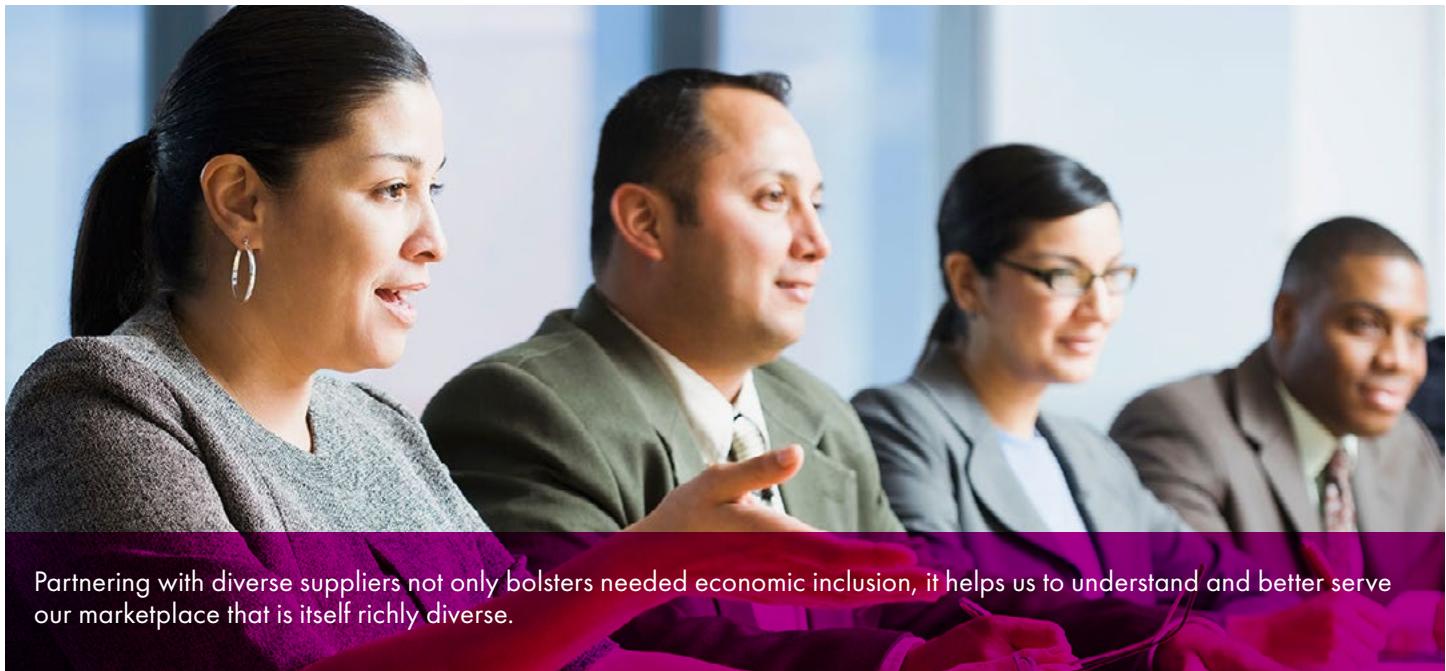
Urban League

The Urban League is the world's oldest and largest community-based organization devoted to empowering African-Americans to enter the U.S. economic and social mainstream. Currently Cintas works closely with many Urban League affiliates in major cities across the country.

Cintas joined with Cincinnati's leading companies as a major sponsor of the 2014 National Urban League Conference and Career Fair. Phillip Holloman, Cintas' President and Chief Operating Officer, has served on the Board of the Greater Cincinnati Urban League for several years.



SUPPLIER DIVERSITY



Partnering with diverse suppliers not only bolsters needed economic inclusion, it helps us to understand and better serve our marketplace that is itself richly diverse.

Cintas has a robust commitment to supplier diversity.

We believe it's essential to give diverse suppliers equal access to partnerships with Cintas so we can successfully strengthen our supply chain, enhance our value as a company and drive a competitive advantage. We're also continuing to diversify our supply chain because the face of our markets is ever changing and it's our responsibility to accurately reflect those changes.

Cintas spent over \$180 million with minority and women owned businesses in fiscal year 2014, which totaled 11% of external domestic spend. We're proud of those numbers but we know it's about more than simply surpassing our spend goals. It's about strengthening the communities we serve.

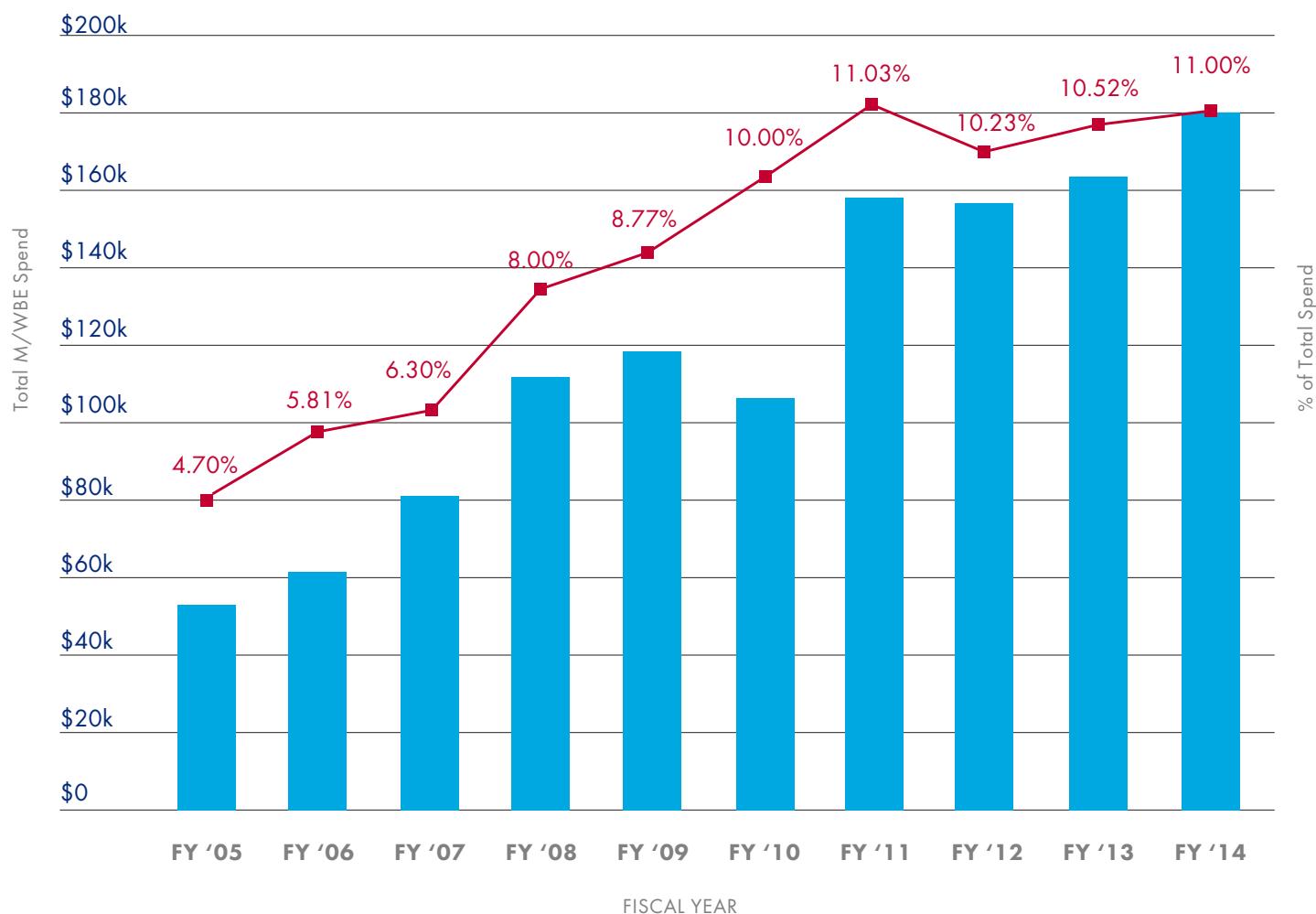
Cintas Diverse Spend

FISCAL YEAR 2014 TOTAL SPEND WITH DIVERSE SUPPLIERS	FISCAL YEAR 2014 TOTAL PERCENT SPEND WITH DIVERSE SUPPLIERS	FISCAL YEAR 2014 TOTAL SPEND WITH MINORITY BUSINESS ENTERPRISES	FISCAL YEAR 2014 TOTAL SPEND WITH WOMEN BUSINESS ENTERPRISES
\$180.9 MILLION	11%	\$103.7 MILLION	\$77.2 MILLION

SUPPLIER DIVERSITY



Cintas Diverse Spend: Year on Year



Supplier Diversity Support Throughout Cintas

Advancing diversity throughout our supply chain is a focus throughout Cintas—starting at the top. President and COO Phillip Holloman chairs the company's Supplier Diversity Executive Steering Committee and 35 executive-level members make up its body. Committee members are action-oriented change agents who are charged with aligning employee-partners on the enormous value and competitive advantage of supplier diversity. Our efforts and progress are shared at quarterly committee meetings, and further goals to make Cintas a world-class supplier diversity organization are defined.

Advancing Supplier Diversity Around the Country

Cintas is a member of the National Minority Supplier Development Council and the Women's Business Enterprise National Council. Dave Wheeler, Senior Vice President - Global Supply Chain, serves on the Executive Committee, is chair of its Programs Committee and was recognized as one of the Top 75 Leading Men in Corporate Supplier Diversity by MBN USA Magazine.

Cintas invests in the long-term sustainability of diverse suppliers and women owned businesses through several intensive development courses. Cintas works with regional advocacy groups to offer these trainings so that business owners are confident in their skills to strategically and successfully approach potential clients. We've offered training to more than 800 suppliers across the country in the last five years and, according to advocacy groups, Cintas is directly benefitting communities.

DIVERSITY + INCLUSION DATA



DIVERSITY + INCLUSION

Cintas has been actively recruiting members of the military for a **QUARTER CENTURY.**

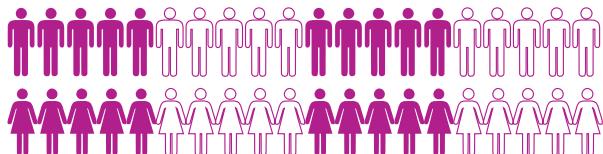
58 STUDENTS were part of the Cintas Scholar Internship Program in 2014.



THE 5 CORE ATTRIBUTES OF DIVERSITY AND INCLUSION AT CINTAS:

- Partner Engagement
- Supplier Diversity
- Corporate Citizenship
- Multicultural Marketing
- Governance

Diversity Plus Magazine named Cintas in **TOP 30 CHAMPIONS OF DIVERSITY.**



At Cintas, we spent almost **\$181 MILLION** with minority and women owned businesses in fiscal year 2014, which totaled **11%** of external domestic spend.

President and COO Phillip Holloman chairs the company's Supplier Diversity Executive Steering Committee and **35 executive-level members** make up its body.



DIVERSITY AWARDS + RECOGNITION



At Cintas, we're proud to reflect a growing diversity among our employee-partners and our supplier network.

- GI Jobs "Top Military Friendly Employer" for 2014
- Statement of Support from the Guard and Reserve
- Bedford Park, IL Rental operation recognized as 2014 Veteran Friendly Employer by the "Illinois Hires Heroes" Consortium
- United Migrant Opportunity Services Corporate Employer of The Year – Milwaukee
- Ohio Minority Supplier Development Council "Trailblazer Award" for Outstanding Efforts in Supplier Development
- St. Charles, (State) rental operation named "Berry Plastic's Supplier of the Year" for the 5th consecutive year
- South Central Ohio Healthcare Supplier Diversity Symposium-Individual Champion
- South Central Ohio Minority Supplier Development Council-MBE Empowerment Award
- Class II Corporation of the Year by the South Central Ohio Minority Supplier Development Council
- Diversity Plus Magazine Named Cintas in Top 30 Champions of Diversity
- UPTOWN Professional magazine's Catalyst Award
- WE USA Top 100 Leaders in Corporate Supplier Diversity
- Mayor's Council of Oklahoma Award for outstanding achievements in enhancing employment opportunities for people with disabilities



The Cintas spirit is found in every one of us—in what we do, how we do it and how we help others reach their full potential.

BRIAN ADKINS
Ashland, KY

CITIZENSHIP



CARING SERVICE AT WORK

At Cintas, we're guided by an embedded spirit of giving that affirms the dignity of all people and impacts the lives of millions. Acting individually and under the company banner, we provide essential humanitarian aid and volunteer support to local communities, military units and far-flung places around the world. We're invested in our communities just as they're invested in us, and we appreciate every opportunity to put our Caring Service to work.

Cintas is proud to be involved with almost 400 charitable causes and community events across North America, and we salute our employee-partners' commitment to their communities and local organizations.

VOLUNTEERISM + ENGAGEMENT



Our employee-partners generously offer resources and volunteer their time to help organizations throughout communities where we do business.

Cintas is engaged in meaningful volunteer efforts at a corporate level but also within our communities. We're committed to positive involvement and making effective change where it's needed most.

Under the Rainbow Program at Mt. Sinai Hospital

The Under the Rainbow Program is an outpatient therapy program for children at Mt. Sinai Hospital in Chicago. They've offered services to children and adolescents who have experienced trauma since 1992. What began as 12 Cintas employee-partners volunteering turned into over 50 people painting walls, installing kid-friendly flooring, bringing in new therapy tools and toys and donating more than 1,000 winter apparel items.

According to Dr. Richard Macur Brousil, the program's Director, "The Cintas-Under the Rainbow partnership has resulted in a charge of new hope and joy for hundreds and hundreds of children and adolescents whose families live in a poverty-stricken, resource-scarce, violent neighborhood."

Cintas E.A.R.T.H. Pull Tab Campaign

Cintas began this effort in 2011 to promote recycling and also to allow locations across the world the opportunity to give back to Ronald McDonald House by participating in the Pop Tab Collections Program. The program exchanges pop tabs for cash value at local recycling centers, providing much-needed funds for the families of children facing medical crises. Since 2011, Cintas employee partners have donated 2,111 pounds of pop tabs from locations across the country.



VOLUNTEERISM + ENGAGEMENT



Cintas Clothe the Kids Campaign

Now in its eleventh year, Clothe the Kids is a national Cintas initiative to collect donations for children across the globe. Since the program's inception in 2003, Cintas partners at 350 Cintas facilities across North America have donated more than one million articles of clothing. The donations are packaged by Cintas and distributed worldwide by Cincinnati-based Matthew 25: Ministries' Center for Humanitarian Relief, a 501 (c)(3) non-profit humanitarian aid organization.

Green and Living It: Earth Day 2014

Earth Day is an annual event at Cintas and our employee-partners look forward to promoting sustainability in a number of ways.

Earth Day 2014 Re-Fashion Show – Chicago, IL

10 departments participated including the office and distribution center partners. Departments were asked to create garments from discarded distribution center material and model during a fashion show. 15 garments were showcased and awards were handed out for most creative, most wearable and most recyclable.

Electronics Recycling – Mason, OH

Cintas partnered with Cohen recycling to offer free electronic recycling. Cintas employee-partners delivered more than 40 carloads of items to recycle, totaling 6,695 pounds of electronics!



CONTRIBUTIONS



The Cintas Relief Vehicle, developed in partnership with Matthew 25: Ministries, aims to get desperately needed, sometimes life-saving supplies to victims as quickly as possible, no matter how challenging the delivery process.

Cintas' generous employee-partners are always responsive to the needs of their communities and their neighbors.

Year after year, our employee-partners donate money, goods, services and time to organizations and causes who need their support.

American Heart Association

Cintas' relationship with the American Heart Association (AHA) began in 2005 when we partnered for training within our First Aid and Safety division. Today, we are the largest training center in the U.S. for the AHA, having trained over 200,000 of our customers with AHA curriculums to save lives at their work places. The company also commits to raising \$100,000 annually for the AHA through our partners participation in fundraising events and various Heart Walks throughout the country.

Dress for Success

We have a long history of supporting Dress for Success, an organization that promotes the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life. In addition to donations of suiting, Cintas sponsors events and participates in fundraising and select employee-partners contribute instruction and mentorship to women in the network.

Matthew 25: Ministries

Our years of supporting Matthew 25: Ministries, an international humanitarian aid organization, has resulted in 13,726,925 pounds of product donations to date. This partnership is even more rewarding because we're supporting a local non-profit in their mission to make the world a better place while maintaining our commitments to both sustainability and being a good corporate citizen in our communities.

CONTRIBUTIONS



Matthew 25: Ministries

2013 donations were given this way:

Product Type	% of Cumulative Donations
Clothing	55%
Cleaning	15.7%
Medical	5.3%
Household Items	.2%
Linens	4.90%
Personal Care	18.8%
Sewing Supplies	.1%

Raza de Bronce Elementary School (Cancun, Mexico)

Cintas Corporation donated backpacks filled with school supplies to 850 students at the Raza de Bronce elementary school in Cancun, Mexico with support from GMR Marketing (GMR) and the Cancun destination management company, Meeting Incentive Experts (MIE). This social responsibility initiative is part of the annual Cintas President's Club program, an incentive program for Cintas sales employee-partners produced by GMR in partnership with Cintas since 2009.



SOCIAL COMPLIANCE



We're proud of our continued commitment to go beyond what's required of us as a company. At Cintas, we're guided by an embedded spirit of giving.

At Cintas, we work every day to provide deeper knowhow and caring service to our customers.

We have a corporate culture with firm backbone and a long heritage, and as a company we continue to maintain high ethical standards. These expectations extend to our suppliers, vendors and contractors, and they're outlined in our Vendor Code of Conduct.

We respect and comply with international social compliance and sustainability guidelines intended to promote and protect human rights and our environment. And we go beyond doing what's merely required. We are driven by the belief that good corporate citizenship is key to our long-term success and it's our responsibility to reflect that belief in our facilities and in our partnerships. This is exemplified by the compassion and generosity practiced at Cintas facilities in Kenya and Mexico.

Global Apparel Kenya (EPZ) Ltd.

Nairobi, Kenya

Global Apparel responded to a need for optometry in their communities by running a vision clinic that provided free exams, eyeglasses and medical treatment, and, when needed, gave access to surgery through a partnership with Lions SightFirst Eye Hospital. To date, the clinics have assisted more than 6,000 people.

Ensambles De Coahuila

San Juan de Sabinas, Coahuila, Mexico

Ensambles Manufacturing is a true community partner, engaged in local efforts on the ground. The facility gives an annual gift to the Matachines Dancers to support their performance in Our Lady of Guadalupe festivities--one of the most important religious celebrations on the Mexican calendar. They also make donations of uniforms and technology equipment to local elementary school and nursing programs.

SOCIAL COMPLIANCE



Vendor Compliance

All Cintas suppliers must comply with the company's Vendor Code of Conduct as well as all legal requirements. In order to ensure and monitor compliance with the Vendor Code of Conduct, Cintas requires each supplier on an annual basis to either be audited by an independent third party audit firm or certify that it is in compliance with our Vendor Code of Conduct.

Click [here](#) to read our Vendor Code of Conduct in full

Conflict Minerals

Conflict minerals have become a serious and difficult issue for fair-minded companies around the world. Conflict minerals are those that are mined under conditions of human rights abuses. U.S. policy and laws are still evolving. Cintas is aware of the importance of this issue and is closely monitoring related U.S. government policies and regulations. New management systems have been developed and put into place to be able to react with speed and flexibility to developments. We will follow both the letter and the spirit of U.S. law pertaining to conflict minerals and will exercise vigilance in the purchase of these controversial substances and their derivatives while governmental solutions to this important issue are resolved.

Cintas continues to develop and implement our program surrounding Section 1502 of the Dodd-Frank Act. We properly filed our report for calendar year end 2013 and continue to improve our process and reporting in calendar year 2014. As a result, we expect to have our program fully executed and compliant with the regulation for calendar year 2015.

Click [here](#) to see our 2013 SEC filing.

Anti-Corruption

In continuing our commitment to Vendor Compliance here at Cintas, we implemented the government mandated requirements for FCPA (Foreign Corrupt Practices Act) Compliance & the U.K. Bribery Act 2010 ("Bribery Act") collectively, along with any other applicable laws, known as "Anticorruption legislation".

These laws, and various local laws throughout the world, prohibit or restrict the provision of payments or anything of value, directly or indirectly, to Government Officials, Customers, or political parties and require strict controls over the disposition and accounts of company assets.

CITIZENSHIP DATA



CITIZENSHIP

Cintas has donated more than **\$500,000** in women's suiting apparel in support of Dress for Success.



Since 2005, Cintas employee-partners have sent care packages to active soldiers and their families thanking them for their time and sacrifice as part of the company's **ADOPT A MILITARY PARTNER PROGRAM**.



Our years of supporting Matthew 25: Ministries, an international humanitarian aid organization, has resulted in **13,666,220 POUNDS OF PRODUCT DONATIONS** to date.

During 4 Xavier University basketball games per year, a child is chosen based on merit and attitude to be a Scholarship Shooter. Winners receive a **\$1000 SAVINGS BOND** from Cintas for higher education—whether they make the basket or not.



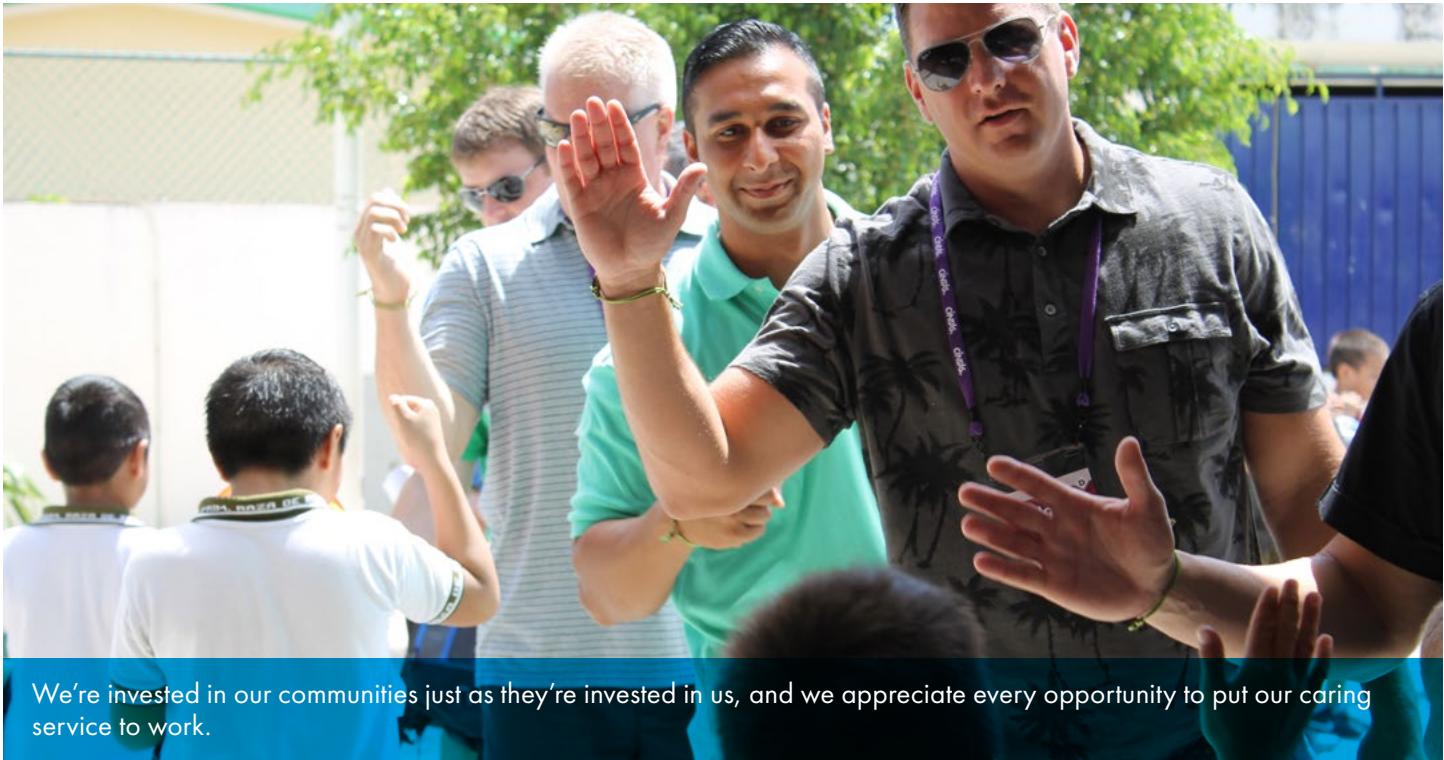
Cintas employee-partners in Mason, OH collected and recycled **6,695 POUNDS** of electronics in a partnership with Cohen Recycling.



Cintas commits to raising **\$100,000 A YEAR** for the American Heart Association through our employee-partners' participation in fundraising events around the country.



CITIZENSHIP AWARDS + RECOGNITION



We're invested in our communities just as they're invested in us, and we appreciate every opportunity to put our caring service to work.

- Forbes 2014 "America's Most Trustworthy Companies"
- Fortune 2014 "America's Most Admired Companies"
- Matthew 25 Ministries "Humanitarian Hall of Fame" award
- Frederick, MD received the Extending Goodwill award from Goodwill Industries of Monocacy Valley
- Meals On Wheels Corporate Partner of the Year 2014 in Greenville, NC
- 2014 "Best Employers in Canada" by Aon Hewitt
- Allentown, PA Rental Location designated "2014 Top Place To Work in Lehigh Valley"
- Mayors Council of Oklahoma "Employer of the Year Award"
- Culpepper Chamber of Commerce "Large Business of the Year Award"
- Exemplary Employer Award from Wisconsin Department of Workforce Development