

June 23, 2023

Dear NAEM Lifetime Achievement Award Selection Committee,

It is with deep honor and admiration that I recommend Mike Jaklitsch for NAEM's Lifetime Achievement Award. He is an exceptional leader, technical professional and individual and throughout his 30+ year Environment, Health & Safety (EHS) career, he has demonstrated that he is the best of the best in the industry.

I had the pleasure of working with Mike for nearly 13 years (from 2008-2021) while serving as Executive Vice President, Global Supply Chain and Chair, Global Crisis Leadership at The Estée Lauder Companies. Throughout my corporate career – including spending 20 years at Unilever and 7 years at Playtex before joining The Estée Lauder Companies – I have had the privilege of working with many outstanding EHS leaders. Mike truly stands out with the absolute best of them. There are many things I can share about Mike but most importantly, he is a thoughtful and genuine person who cares deeply about the people around him and protecting our planet.

Mike is a true partner in every sense of the word. ELC's Supply Chain Leadership Team and Executive Leadership Team across the enterprise depend on Mike's exceptional collaboration to advance best-in-class environment, health, and safety efforts. Mike does not just lead the EHS department but rather, leads EHS for the entire, incredibly complex company that spans the globe in every geography, across numerous brands, and functions. Notably, he and his team work across varied, dynamic, and complex work environments – including manufacturing, distribution, and R&D sites, retail stores, and corporate offices – that each require their own considerations. Mike has showcased an ability to navigate diverse regulations, geographies and cultures. He has also collaborated with many external stakeholders ranging from regulatory agencies and the retail trade to NGOs and industry groups with diverse agendas. He simplifies complexity by leading with the core value of care and ensuring this underpins all that he does.

Mike's technical excellence is unmatched. He has a unique blend of public and private experience and technical knowledge. This, combined with his strong judgment and leadership capabilities have positioned him as a trusted expert and enabled him to drive extraordinary EHS performance improvements at ELC.

When I reflect upon my long history working with Mike, a few representative moments and themes stand out in my mind.

- 1. Navigating the global COVID-19 pandemic calmly and confidently.** Safety has always been central to ELC's core longstanding values, but it was truly catapulted to the forefront as the company worked to navigate through the COVID-19 pandemic. In my role as Chair of the Global Crisis Leadership Team, I depended on Mike and his team to lead us in the right direction for the health and safety of our people. I recall our first conversations on this topic in December 2019 as COVID was impacting China and our business and partners in China – Mike predicted the severity of the situation from the start but kept us grounded in the facts. The protocols that he developed and helped to drive and implement across our business – spanning our own and customer retail stores, supply chain sites, offices, R&D sites and more – kept our employees and consumers as safe as possible. Throughout this incredibly challenging moment, Mike showcased an ability to stay calm under pressure, digest the fast moving "facts" and consistently deliver

wise counsel confidently. Mike's words are impactful and when he speaks, people listen. I am forever grateful to Mike for his exceptional leadership throughout COVID and beyond.

2. Working “behind the scenes” to drive incredible safety and sustainability transformations.

Under Mike's leadership, ELC reduced its TIR by more than 90% to reach best-in-class industry levels. This is truly exceptional. He also guided ELC's sites to achieve zero waste to landfill, took the company's renewable energy efforts to new heights and so much more. Mike's team worked “behind the scenes” to advance these efforts well before sustainability, ESG or corporate responsibility were in the spotlight. He stayed laser focused on achieving maximum “care.” The impact of his efforts have reached all corners of the globe. For example, it was powerful to stand side-by-side with Mike at ELC's solar arrays in New York, Minnesota, Canada, the U.K., and since then in Switzerland and Japan, and tangibly see his hard work to reduce greenhouse gas emissions and advance alternative energy sources in action.

3. Capturing hearts and minds to champion EHS across the enterprise.

I remember at the first ELC Safety Awards Celebration I attended, I was impressed with the level of engagement and involvement of William P. Lauder, Executive Chairman of ELC. Mike found a way to capture the hearts and minds of senior leaders and engage them in championing safety. Not only did he engage the senior most leaders as champions, but employees at all levels across the company—as equals. Mike took what was historically considered a manufacturing function and built it into a supply chain function and ultimately, into an enterprise asset. He shifted something technical into an emotional force that aligned with ELC's company values. I believe Mike has achieved this through his unique ability to drive top down and bottom up, intrusive leadership. He empowers and encourages everyone to care for one another and not just themselves.

Underpinning all of these themes are the qualities that Mike exhibits each and every day: authenticity, care, diligence, and balance. With Mike, what you see is what you get. Mike comes at every challenge with a perfect balance of both his head and his heart. He brings incredible technical expertise and wise counsel to all that he does. He also embodies the Lauder spirit of actively caring for yourself and others – and the spirit of the EHS profession.

Finally, I applaud Mike's commitment to continuous learning and sharing. I have consistently been impressed by Mike's ability to leverage lessons – big or small – to spread knowledge, perspectives, and ways of working. He believes “sharing is caring” when it comes to avoiding incidents or advancing sustainability and demonstrates a commitment to embracing new ideas and practices.

Overall, I strongly believe Mike deserves this Lifetime Achievement Award and will serve as an amazing representative for achieving excellence in the EHS profession. Please do not hesitate to reach out to me if I can provide any additional details about Mike.

Sincerely,



Gregory Polcer
Founder and President, Polce, LLC
Former Executive Vice President, Global Supply Chain and Chair, Global Crisis Leadership Team,
The Estée Lauder Companies