

## 2008 Annual Green Tier Report Summary

### Introductory

Phillips Plastics Corporation is a precision design and build plastics and metals company that produces intermediary and final products for markets such as medical, consumer, automotive and defense. We are a privately held company that has all manufacturing operations located in Wisconsin. The overall organization employs roughly 1,800 employees and operates 14 buildings in 7 Wisconsin communities. All primary production facilities are certified to the ISO 14001:2004 standard via BSI and as PPC has a corporate certification.

In 2006/2007 discussions began with the DNR about entering into the Green Tier Program and the first facility to enter into the agreement was our facility located in New Richmond. Four other buildings in our Menomonie campus were later added in addition to a facility in Eau Claire. During the 2008 corporate management review, it was determined that as an organization Green Tier achievement would be identified as an overall company objective and individual facilities have been actively pursuing acceptance into the program. At the time of this report, six buildings (four operations) have achieved this status and this report provides a synopsis of the respective accomplishments.

### Acceptance date

Phillips Plastics Corporation was accepted into the Wisconsin Green Tier Program on the following dates for the following operations:

Phillips Medical New Richmond – April 21, 2008

Phillips Medical Menomonie – August 14, 2008

Phillips Metal Injection Molding– August 14, 2008

Phillips Multi-Shot, Eau Claire – October 30, 2008

### Reason for participation and the report

Phillips Plastic's Corporation has a long history of environmental stewardship. We chose to participate and partner with the Wisconsin Department of Natural Resources through the Wisconsin Green Tier Program to celebrate our successes in environmental protection and to demonstrate our commitment to environmental excellence.

This 2008 annual performance report is submitted in part to meet the requirements of the 2003 Wisconsin Act 276, commonly referred to as the “Green Tier Law”. Included in the report are:

- A review of our EMS System
- Last audit with documentation
- Objective and targets
- Violations
- Overall successes
- Supply chain outreach

## **EMS**

Phillips Plastics has been EMS ISO14001 certified since 2001. Using the acronym “**FACE**”; Phillips Plastics aligned the ideas of the corporation to support the efforts of our people by, **F**ollowing laws, **A**voiding pollution, **C**ontinuous improvement and to have respect for our **E**nvironment. This education process has generated many different ideas and methods to improve our environmental performance in meeting our goals of environmental protection.

Annually we conduct an in house audit of our EMS and Environmental Compliance systems to ensure compliance and continued improvement in our environmental performance. Every two years all facilities are audited by an independent auditing organization to maintain our certification.

## **Last audit with documentation**

An evaluation of our EMS was performed by an external auditing firm (BSI) in March of 2008 for the consideration of the renewal of our certification. There were three EMS non-conformities identified. Corrective actions were submitted at each respective facility. The corrective actions plans were approved by BSI and ISO 14001 corporate recertification was granted on 3.11.2008. The corporate certification is presented in Appendix 5.

In addition to the external audits, Phillips Plastics Corporate Safety, Health, and Environmental Manager, Dan Andersen, conducts an annual internal EMS and Environmental compliance audits. Attached in appendices 1 – 4 are the 2008 EMS Internal Audit result summary pages for each of the four Phillips Plastics Green Tier operations. Our internal systems require that for every minor finding identified we enter in a corrective action for resolution of the issue identified. As of this time, all minor findings and observations have been corrected from the 2008 audits.

The 2009 Internal and External audits have been scheduled for all Phillips Plastics locations.

## **Objectives and targets**

Our 2008 corporate EMS objectives are under the following topic categories:

Category/Topic	Objective	Target
Waste Reduction	Minimize pollution impact through proper waste disposal/recycling	Each facility will evaluate various elements associated with the generation of wastes and energy usage. The facilities will then develop/implement effective target(s) with action plans to reduce wastes and energy costs while improving overall recycling and energy awareness for the fiscal year and celebrate performance by the achievement of Green Tier status
Energy Reduction	Reduce energy consumption via energy reduction projects	
Involvement	Increase overall awareness of recycling efforts and energy reduction to solicit new ideas	
Wisconsin Green Tier	Evaluate and attempt to achieve Green Tier status	

In addition to these, we perform many different regulatory activities to comply with all applicable WI DNR, EPA, and city regulations. Our 2008 EMS progress is summarized below:

**INVOLVEMENT:**

#	Idea/Program	Results / Activity
1.	Training	Perform training on our environmental expectations at Phillips Plastics at new employee orientation and again, each year during required refresher training.
2.	Universal Waste Training	Maintenance employees are provided additional training on practices for the recycling of hydraulic oil, parts washer solvents, fluorescent bulbs, batteries, and other universal waste streams.
3.	Hazardous Waste Training	All employees that generate, prepare for shipment, or transport hazardous waste within our facilities receive specialized training specific to the hazardous waste they are handling.
4.	Employee Tours	New employees are provided a tour during orientation showing them the locations available for recycling lunchroom, production, and shipping recyclables.
5.	Share recycling information on lunchroom TV's	Power point presentations are cycled on our lunchroom monitors showing how our production scrap work its way through the recycling process at Maine Plastics.
6.	Postings about recycling.	Postings are used throughout the year to communicate interesting facts about recycling in on-going efforts to increase environmental awareness at both work and home.

7.	Educate the masses regarding energy control tactics	Put up postings regarding the lighting projects to discuss energy savings, equivalents in trees planted, cars off the road, etc. to make our environmental activities more "real" to our people.
8.	Set up Environmental Center at each facility.	Working with WI Focus on Energy Home Performance group to set up "Environmental Centers" were set up in our facilities that contain pamphlets on home energy projects and possibly even training materials for employees to check out that show them how to complete projects like installing insulation, sealing windows, etc. Also delivered pamphlets from Xcel Energy for all employees titled "60 easy ways to reduce your next energy bill".
9.	EMS Representation	Four people from the Safety, Health & Environmental group have received Lead Auditor training/course in the last year to enable them to provide oversight, inspection and leadership regarding EMS.

### RECYCLING & WASTE REDUCTION:

#	Idea/Program (detail what and for/to whom)	Results
1.	Create detailed recycle lists identifying part numbers to resin brand name to type of plastic to aid in production plastic recycling.	These lists are posted over gaylords in warehouse and additional lists are prepared for the "accumulation cans" on the production floors. Plastic recycle lists are updated as new plastics are introduced into the facility.  Our facilities are now able to recycle "mixed plastics" as well. Our goal is to prevent all production plastics from going to our local landfills.
2.	Recycle clean room bouffant and beard guards.	Evaluated material and discovered that it was polyethylene plastic; now collect and send to plastics recycler.
3.	Recycle plastic bags and shrink wrap.	Set up collection sites in production, gowning rooms, and warehouse areas and now send materials to plastics recycler.
4.	Look into hazardous waste compactors for the pad printing solids waste.	Currently ship in drums that are hand compacted. If compacted mechanically we'll reduce our waste disposal costs as we pay per drum. Estimated that we can compact 4 to 5 current drums into one with mechanical compactor. Estimated cost was \$6,000 per compactor/facility. Compactors were purchased and installed and are currently in use.
5.	Look into the use of cardboard balers for all buildings.	Cardboard is a valuable resource, to get money for scrap cardboard. Cardboard compactors are in place at the New Richmond, Menomonie Red Cedar, and Multi-Shot Eau Claire facilities.
6.	Recycle/Reuse Phillips Metal Injection Molding raw material.	The Phillips Metal Injection Molding facility uses a raw material that is capable of being reground and reused in the process. There are grinders on the production floor that allow us to immediately reuse our scrap.

7.	Recycle packaging materials	At the Phillips Medical Menomonie facility we are recycling foam sheets and Styrofoam peanuts received with our purchased components. The foam sheets are sent to Maine Plastics. The Styrofoam peanuts are sent to a local manufacturing facility for use in their own shipping.
8.	Maine Plastics Auditing	Worked with Maine Plastics to have the account representative visit each facility to evaluate recycling waste streams and methods to increase participation. Results have been shared with each facility.

## RECYLING & WASTE REDUCTION RESULTS:

Facility	Land filled Waste	Lunchroom Recycling (plastic/glass/tin/aluminum)	Plastics Recycling	Corrugated Cardboard Recycling	Metal Recycling	Oil	Fluorescent Lamps
Phillips Medical New Richmond	636 cubic yards	52 cubic yards	201,000 pounds	140 cubic yards	3,000 pounds	0 gallons (reused all in house)	161 lamps
Phillips Medical Menomonie	1,955 cubic yards	150 cubic yards	316,945 pounds	1,592 cubic yards	29,445 pounds	1,995 gallons	1382 lamps
Phillips Metal Injection Molding	144 cubic yards	24 cubic yards	0 –not applicable	102 cubic yards	11,521 pounds	0 (reused all in house)	142 lamps
Phillips Multi-Shot Eau Claire	594 cubic yards	528 pounds	335,020 pounds	106.2 cubic yards	22,990 pounds	640 gallons	100 lamps

## ENERGY REDUCTION

#	Idea/Program	Results
1.	Have WI Focus on Energy Perform a full facility wide energy audit	Completed at all facilities in 2008 to identify opportunities for energy reduction projects.

2.	Evaluate use of generator for peak shaving to have lowest cost energy rate	Currently enrolled in the Xcel energy peak shaving program at Phillips Medical Menomonie and the Metal Injection Molding facilities.
3.	Utilize occupancy sensors in areas not normally occupied.	Sensors installed in most bathrooms, basement areas, tunnels, etc. at the Phillips Medical New Richmond, Phillips Medical Menomonie, and the Metal Injection facilities.
4.	Replace T-12 Fixtures in Warehouse with T-8's	Re-lamping projects have been completed in the Phillips Medical New Richmond, Phillips Medical Menomonie, Metal Injection Molding, and the Multi-Shot, Eau Claire facilities.
5.	Replace all bulb style EXIT signs with LEDs	
6.	Replace Metal Halide lamps with fluorescent fixtures.	
7.	Consider loading dock truck seal/door system or air curtain to eliminate heat/cooling loss when overhead door is open	Door Seal Repaired and/or replaced at the Phillips Medical New Richmond facility. Air Curtains were installed at the 428 Technology Drive facility of Phillips Medical Menomonie facility.
8.	Have IT evaluate energy ratings as part of computer purchases	All CRT monitors are being replaced with flat panels
9.	Perform necessary PM's on all misc. equipment such as refrigerators, ice maker, UPS, generator, lights...etc.	Ongoing- PM completion tracked and reported on at staff meetings.
10.	Evaluate insulation projects	Inside rooms on the new expansion at Phillips Medical Menomonie have been insulated to help regulate temperature on production floors.
11.	Turbocor chiller projects	TurboCor chillers were installed as a part of the Phillips Medical Menomonie 415 Red Cedar building expansion in July 2008. TurboCor chillers are also in used at the Origen Center, Phillips Medical Menomonie and the Multi-Shot Eau Claire facilities.
12.	Consider using energy efficient 28w 5000K bulbs vs. 32w 4100K bulbs for replacement purposes. The 5000K bulbs provide more useful light.	This was done in all areas at the Phillips Medical Menomonie buildings except the White Room where the higher output lamps could not be used because it could affect the drug product used in this room.

13.	Use energy efficient compressor systems	John Henry Foster installed energy efficient compressor systems during the expansion of the 415 Red Cedar, Phillips Medical expansion project. They also increased the overall air volume storage and installed a flow control device. This type of system is also in use at the Multi-Shot, Eau Claire facility.
14.	Partner with Xcel energy to obtain an Environmental Intern to work on energy savings projects at Phillips Plastics.	Intern was selected and came on board in 2008 and has actively been involved on environmental projects, energy reduction projects, compressed air leak identifications...etc.
15.	Conduct compressed air leak survey at all facilities.	Surveys conducted by Environmental Intern in 2008. Reports were sent to each facility for follow through.  There exists the potential for Phillips Medical New Richmond \$30,597, Phillips Medical Menomonie \$16,637, Phillips Metal Injection Molding \$1,212, and Multi-Shot Eau Claire \$8,747 in savings if repairs are made. (Overall, over \$145,000 worth of savings were identified via surveys)
16.	Practical Energy Management	Several people have recently attended seminars on Practical Energy Management for the respective facilities.
17.	Energy Projects	A comprehensive listing of all potential energy projects has been developed for each facility and progress is being made to address the opportunities for savings.

A summary of our energy reduction projects is listed below:

Location	Energy Savings			First Year Maintenance Savings	Rebates Applied \$	Project Costs
	kWh	Therms	\$\$\$			
MS	631,589	0	\$72,868	\$13,000	\$36,161	\$212,000
MIM	790,395	0	\$56,426	\$4,060	\$8,905	\$23,106
Origen	286,910	0	\$21,667	\$1,971	\$2,510	\$21,497
PM (415 Red Cedar)	4,500,936	12,375	\$291,645	\$1,485	\$225,675	\$706,517
PM (409 Tech. Drive)	4,205	0	\$8,209	\$125	\$0	\$0
PM-NR	347,983	0	\$50,084	\$12,580	\$15,800	\$58,277
<b>TOTALS</b>	6,562,018	12,375	\$500,899	\$33,221	\$289,051	\$1,021,397

The energy savings equates to:

Note: the EPA equivalency calculator was used for these values.

<http://www.epa.gov/cleanenergy/energy-resources/calculator.html>

kWh Reduction	<b>6,562,018</b>	kWh
CO <sub>2</sub> Reduction Equivalent	<b>5,147</b>	Tons
<b>855</b>	Passenger cars not driven for one year	
<b>530,020</b>	Gallons of gasoline	
<b>10,859</b>	Barrels of oil	
<b>119,730</b>	# of tree seedlings grown for 10 years	
<b>1,061</b>	Acres of pine forest storing carbon for one year	
<b>32.6</b>	Acres of forest preserved from deforestation	
<b>194,561</b>	Propane cylinders used for home barbeques	
<b>24.4</b>	Railcars of coal burned	
<b>1,610</b>	Tons of waste recycled instead of land filled	

**WISCONSIN GREEN TIER:**

<b>Location</b>	<b>Status</b>
Phillips Medical – New Richmond	First facility within PPC to achieve Green Tier status.
Phillips Medical	Second block of facilities to achieve Green Tier status. All 3 facilities under PM achieved status in 2008.
Metal Injection Molding	Facility achieved Green Tier status at the same time as Phillips Medical
Multi-Shot	Last facility in 2008 to achieve Green Tier status.
Custom I/II, PDF, MAG, OPS/LSR, DDC, Hanger, Corporate Offices,	Progress is being made at each facility to obtain Green Tier Status

Tech. Center	
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## Violations

There are no WI DNR or EPA violations cited in 2008 for all facilities.

## Overall successes

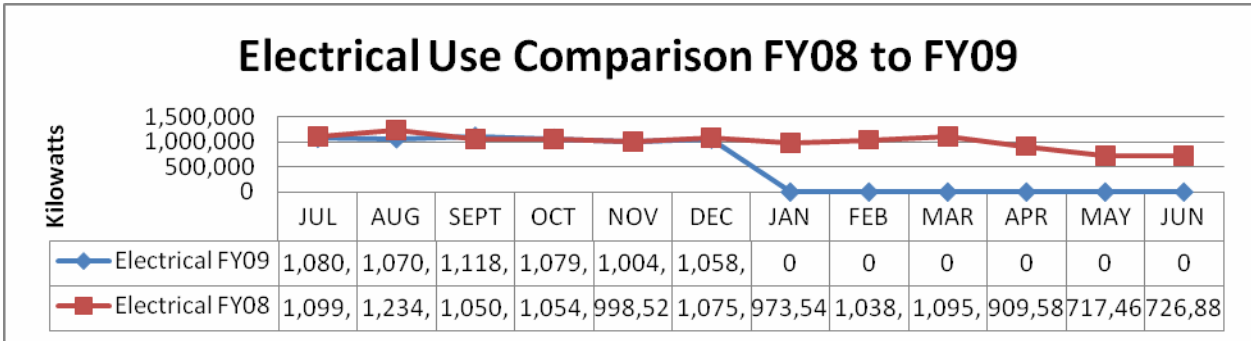
After our Green Tier celebrations, several new ideas were generated by our employees to improve our environmental performance. For example, during a Green Tier flag raising ceremony at one of our facilities, several people generated the idea the idea to create a mixed plastics recycle stream. While we



had our plastics recycler on site, we discussed having this as a potential recycle waste stream to reduce landfill wastes. All Green Tier facilities now have in place this recycle stream and this idea has greatly reduced the amount of plastic wastes going to landfill. The Green Tier events solidified partnerships with our various environmental entities that Phillips does business with and stressed the importance of environmental stewardship.

During each Green Tier celebration event, which included the presentation of the award, the raising of the Green Tier flag, we also included the planting of a living memorial in honor of our Green Tier participation. As an corporation, each year PPC has donated thousands of trees and shrubs to the people of PPC. Each facility has received a large autumn blaze maple to be placed near the main entrance along with a plaque to signify the acceptance into the Green Tier program and to serve as a living reminder of our on-going environmental efforts.

During 2008 a 45,000 square foot addition was completed at the Phillips Medical 415 Red Cedar facility. This expansion doubled our manufacturing and warehousing capabilities. We partnered with Boldt Construction, Erv Smith Services, John Henry Foster, B & B Electric, and WI Focus on Energy on many energy savings projects. The results are summarized in the chart below. Our electrical use has remained flat even with the heating and conditioning of 45,000 sq feet of space, the addition of several production machines, lighting and more. We are extremely pleased with these results.



## Supply chain outreach

In 2008 we extended our auditing to our environmental partners. We audited:

- Veolia
- Lamp Recyclers
- Recycle Technologies Incorporated
- Badger Disposal
- Maine Plastics
- CRI

Additionally, we were contacted by Boldt Construction, Kraft Tombstone Company, Sacred Heart Hospital, Rexan and others to obtain information regarding the WI Green Tier program. Several of these companies have now either achieved Green Tier status or are in the process of application for Green Tier for themselves.

We also contacted Carrot Top Industries to manufacture a flag that we proudly fly at all of our Green Tier facilities. This flag utilizes the Wisconsin Green Tier logo. This flag serves as daily testimony to our commitment to environmental stewardship and our agreement to be good corporate citizens and also generates candid discussions from our visitors, customers, and guests.



## Conclusions

Participation in the Green Tier program has helped reinforce Phillips Plastics continued improvement through the ongoing participation in ISO 14001:2004. One benefit to the facility is to have one WDNR contact for all regulatory activities at the site. Having one contact allows Phillips Plastics to work through this individual to resolve issues before they become emergencies.

Phillips Plastics also participated in the Green Tier program to demonstrate to our customers that we are an environmental leader. Our hope is that our participation in the Green Tier Program will encourage customer trust in the products it produces.

## Looking forward

In the future we look forward to the remaining Phillips Plastics locations to join us in the Green Tier Program. Our facilities in Phillips, Medford, Eau Claire, Prescott, and Hudson have sound environmental management systems in place and we look forward to full corporate participation in the WI Green Tier program.

## *Phillips Medical – New Richmond 2008 EMS Audit Report*



PHILLIPS PLASTICS CORPORATION™

**Date:** May 11, 2008

**To:** Gary Arnevik  
Matt Rominski  
John Johnson  
Scott Biederman

**From:** Dan Andersen

**Subject:** 2008 EMS Internal Audit Report

Summary report from Internal EMS/ISO 14001 Audit and Environmental Compliance Audit conducted for the Phillips Medical – New Richmond facilities.

**Audit Date:**

April 22, 2008

**Location:**

705 Wisconsin Drive  
New Richmond, WI

**Standard:**

Environmental Management System, ANSI/ISO 14001-2004

**Audit Scope:**

This was an internal audit of the Phillips Medical – New Richmond facility to the ISO 14001-2004 standard and the corporate/facility environmental management system requirements. The paragraph below identifies the specific elements addressed in this internal audit. In addition, an Environmental Compliance Audit per the PPC Environmental Compliance Checklist was completed

**Audit Detail:**

The internal audit consisted of a review of conformance to the ISO 14001-2004 standard and the corporate/facility Environmental Management System. Elements 4.2 through 4.6 were reviewed. The auditor verified existence of the necessary standard operating procedures and work instructions, examined their accuracy and checked for conformance through records. The internal audit process consisted of an opening meeting, an audit of documents, observation of physical conditions, employee interviews, and a

closing meeting with the facility representatives. We also closed out previous findings where evidence provided indicated closure.

Lastly, I want to sincerely congratulate all personnel at the facilities, especially Gary Arnevik, Matt Rominski, and a host of others for achieving the very prestigious DNR Green Tier Award.

**Auditor:**

Lead Auditor – Dan Andersen

**Reference Documents:**

- ISO 14001-2004
- Corporate EMS Manual
- Corporate EMS Standard Operating Procedures
- Appropriate facility standard operating procedures and work instructions for assigned areas
- Environmental records, as appropriate
- PPC Environmental Compliance Checklist

**Nonconformity Summary:**

Requirement	ISO Clause	Non-Conformity Category		
		Major	Minor	Observation
Environmental Aspects	4.3.1		3	1
Legal & Other Requirements	4.3.2			1
Objectives & Targets	4.3.3			1
Internal Audit	4.5.5			1
Management Review	4.6			1
	<b><i>TOTAL</i></b>	<b>0</b>	<b>3</b>	<b>5</b>

Please also review those items that have been bolded, italicized or highlighted in the yellow cells as called out in the ISO 14001 audit checklist. These items are important and need to be addressed or could become escalated findings in the future.

I would like to thank the Phillips Medical – New Richmond team for their cooperation and hospitality. Please contact Dan for follow-up interpretations or to provide guidance if you have any questions.

## *Phillips Medical - Menomonie 2008 EMS Audit Report*

# Phillips

PHILLIPS PLASTICS CORPORATION™

**Date:** August 10, 2008

**To:** Jeri Aasen

Matt VanderWegen

Theresa Boettcher

Tom Burns

Dave Thoreson

**From:** Dan Andersen

**Subject:**

Summary report from Internal EMS/ISO 14001 Audit and Environmental Compliance Audit conducted for the Phillips Medical facilities.

**Audit Date:**

July 18, 2008

**Locations:**

415 Red Cedar

409 Technology Drive

428 Technology Drive

**Standard:**

Environmental Management System, ANSI/ISO 14001-2004

**Audit Scope:**

This was an internal audit of the Phillips Medical facility to the ISO 14001-2004 standard and the corporate/facility environmental management system requirements. The paragraph below identifies the specific elements addressed in this internal audit. In addition, an Environmental Compliance Audit per the PPC Environmental Compliance Checklist was completed.

**Audit Detail:**

The internal audit consisted of a review of conformance to the ISO 14001-2004 standard and the corporate/facility Environmental Management System. Elements 4.2 through 4.6 were reviewed. The auditor verified existence of the necessary standard operating procedures and work instructions, examined their accuracy and checked for conformance through records. The internal audit process consisted of an opening meeting, an audit of documents, observation of physical conditions, employee interviews, and a closing meeting with the facility representatives. We also closed out previous findings where evidence provided indicated closure.

**Auditor:**

Lead Auditor – Dan Andersen

Others Assisting Lead Auditor – Kaprice Knaup & Oleysa Savchenko

**Reference Documents:**

- ISO 14001-2004
- Corporate EMS Manual
- Corporate EMS Standard Operating Procedures
- Appropriate facility standard operating procedures and work instructions for assigned areas
- Environmental records, as appropriate
- PPC Environmental Compliance Checklist

**Nonconformity Summary:**

Requirement	ISO Clause	Non-Conformity Category		
		Major	Minor	Observation
Environmental Aspects	4.3.1			4

Legal & Other Requirements	4.3.2			2
Roles & Responsibilities	4.4.1			1
Operational Control	4.4.6			1
Emergency Preparedness & Response	4.4.7			2
	<b><i>TOTAL</i></b>	<b>0</b>	<b>0</b>	<b>10</b>

Please also review those items that have been bolded, italicized or highlighted in the yellow cells as called out in the ISO 14001 audit checklist and Environmental Compliance Checklist Audit. These items are important and need to be addressed or could become escalated findings in the future.

I would like to thank the Phillips Medical team for their cooperation and hospitality. Please contact Dan for follow-up interpretations or to provide guidance if you have any questions.

# *Phillips Metal Injection Molding 2008 EMS Audit Report*



**Date:** August 11, 2008

**To:** Jeri Aasen  
Skip Swanson  
Bill Phillips  
Jeri Anderson  
Todd Jenson

**From:** Dan Andersen

**Subject:**

Summary report from Internal EMS/ISO 14001 Audit and Environmental Compliance Audit conducted for the Metal Injection Molding facilities.

**Audit Date:**

July 28, 2008

**Locations:**

422 Technology Drive

**Standard:**

Environmental Management System, ANSI/ISO 14001-2004

**Audit Scope:**

This was an internal audit of the Metal Injection Molding facility to the ISO 14001-2004 standard and the corporate/facility environmental management system requirements. The paragraph below identifies the specific elements addressed in this internal audit. In addition, an Environmental Compliance Audit per the PPC Environmental Compliance Checklist was completed.

**Audit Detail:**

The internal audit consisted of a review of conformance to the ISO 14001-2004 standard and the corporate/facility Environmental Management System. Elements 4.2 through 4.6 were reviewed. The auditor verified existence of the necessary standard operating procedures and work instructions, examined their accuracy and checked for conformance through records. The internal audit process consisted of an opening meeting, an audit of documents, observation of physical conditions, employee interviews, and a closing meeting with the facility representatives. We also closed out previous findings where evidence provided indicated closure.

**Auditor:**

Lead Auditor – Dan Andersen

**Reference Documents:**

- ISO 14001-2004
- Corporate EMS Manual
- Corporate EMS Standard Operating Procedures
- Appropriate facility standard operating procedures and work instructions for assigned areas
- Environmental records, as appropriate
- PPC Environmental Compliance Checklist

**Nonconformity Summary:**

Requirement	ISO Clause	Non-Conformity Category		
		Major	Minor	Observation
Environmental Aspects	4.3.1			4

Legal & Other Requirements	4.3.2			2
Operational Control	4.4.6		1	
Emergency Preparedness & Response	4.4.7			2
	<b><i>TOTAL</i></b>	<b>0</b>	<b>1</b>	<b>8</b>

Please also review those items that have been bolded, italicized or highlighted in the yellow cells as called out in the ISO 14001 audit checklist and Environmental Compliance Checklist Audit. These items are important and need to be addressed or could become escalated findings in the future.

I would like to thank the Metal Injection Molding team for their cooperation and hospitality. Please contact Dan for follow-up interpretations or to provide guidance if you have any questions.

## *Appendix 4 Phillips Multi-Shot, Eau Claire 2008 EMS Audit Report*



**Date:** June 8, 2008

**To:** Neal Waldhart  
Tom Hanson  
Mike Cronk  
Dave Franko

**From:** Dan Andersen & Mark Kind

**Subject:**

Summary report from Internal EMS/ISO 14001 Audit and Environmental Compliance Audit conducted for the Multi-Shot facilities.

**Audit Date:**

May 22, 2008

**Location:**

1233 International Drive

Eau Claire, WI 54701

**Standard:**

Environmental Management System, ANSI/ISO 14001-2004

**Audit Scope:**

This was an internal audit of the Multi-Shot facility to the ISO 14001-2004 standard and the corporate/facility environmental management system requirements. The paragraph below identifies the specific elements addressed in this internal audit. In addition, an Environmental Compliance Audit per the PPC Environmental Compliance Checklist was completed.

**Audit Detail:**

The internal audit consisted of a review of conformance to the ISO 14001-2004 standard and the corporate/facility Environmental Management System. Elements 4.2 through 4.6 were reviewed. The auditor verified existence of the necessary standard operating procedures and work instructions, examined their accuracy and checked for conformance through records. The internal audit process consisted of an opening meeting, an audit of documents, observation of physical conditions, employee interviews, and a closing meeting with the facility representatives. We also closed out previous findings where evidence provided indicated closure.

**Auditor:**

Lead Auditor – Dan Andersen

Assisting Auditor – Mark Kind

**Reference Documents:**

- ISO 14001-2004
- Corporate EMS Manual
- Corporate EMS Standard Operating Procedures
- Appropriate facility standard operating procedures and work instructions for assigned areas
- Environmental records, as appropriate
- PPC Environmental Compliance Checklist

**Nonconformity Summary:**

Requirement	ISO Clause	Non-Conformity Category		
		Major	Minor	Observation

Environmental Aspects	4.3.1		3	1
Legal & Other Requirements	4.3.2		1	1
Objectives & Targets	4.3.3		1	1
Competence, Training & Awareness	4.4.2			2
Control of Documents	4.4.5			2
Emergency Preparedness & Response	4.4.7			2
CA/PA/NC	4.5.3		1	
Internal Audit	4.5.5			1
Management Review	4.6			2
	<b><i>TOTAL</i></b>	<b>0</b>	<b>6</b>	<b>12</b>

Please also review those items that have been bolded, italicized or highlighted in the yellow cells as called out in the ISO 14001 audit checklist. These items are important and need to be addressed or could become escalated findings in the future.

I would like to thank the Multi-Shot team for their cooperation and hospitality. Please contact Dan for follow-up interpretations or to provide guidance if you have any questions.

## Appendix 5 Phillips Plastics EMS ISO14001 Certificate

# Certificate of Registration

**ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2004**

*This is to certify that:*

**Phillips Plastics Corporation  
3449 Sky Park Boulevard  
Eau Claire  
Wisconsin  
54701  
USA**

**Holds Certificate No: EMS 93521**

*and operates an Environmental Management System which complies with the requirements of ISO 14001:2004 for the following scope:*

**Design, Manufacture, Decoration and Assembly of Injection Molded Plastic and Metal Components.**

**This certificate is traceable to this company's original registration certificate number CERT-03846-2002-AE-HOU-RAB dated February 20, 2005 and issued by DNV registrar.**

*For and on behalf of BSI:*

  
\_\_\_\_\_  
*President, BSI Management Systems America, Inc.*

Originally Registered: 03/12/2005

Latest Issue: 03/11/2008

Expiry Date: 03/10/2011



Page: 1 of 3



This certificate remains the property of BSI and shall be returned immediately upon request.  
An electronic certificate can be authenticated [online](#). Printed copies can be validated at [www.bsigroup.com/ClientDirectory](http://www.bsigroup.com/ClientDirectory)  
To be read in conjunction with the scope above or the attached appendix.  
Americas Headquarters: 12110 Sunset Hills Road, Suite 200, Reston, VA 20190, USA.