

Environmental Policy

ATTACHMENT III

PHILLIPS PLASTICS CORPORATION™

Phillips Plastics Corporation is a world class injection molder with state-of-the-art secondary decorative capabilities.

We are committed to continued excellence, leadership, and stewardship in protecting the environment. Our objective as a Corporation is to achieve minimal adverse impact on the environment through excellence in environmental control using a continual improvement approach in waste reduction and pollution prevention.

Environmental protection is a top management commitment as well as the responsibility of every person within the organization.

Environmental management system practices are designed to ensure compliance with relevant environmental legislation and regulations, as well as other standards to which the Corporation subscribes related to our environmental aspects.

A multifunctional task team, using the process flow method, identifies environmental aspects and impacts. These aspects and impacts are considered in setting measurable environmental targets and objectives, which are periodically reviewed by the appropriate level of management.

We are committed to communicating our policy to all Phillips Plastics people, as well as other interested parties.



Bob Cervenka,
Founder, Chairman of the Board,
and Chief Executive Office,
Phillips Plastics Corporation

Phillips
PHILLIPS PLASTICS CORPORATION™

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**

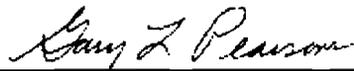
Holds Certificate No: EMS 93521

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



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**Management
Systems**

**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
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.**