Empire
THE ART OF PRINTING

EMS Annual Report

Continually Improving Environmental Performance at Empire

Empire
THE ART OF PRINTING

Empire Screen Printing
EMS Annual Report

Fiscal Year 2014 | October 2012 to September 2013

OUR COMPANY MISSION

At Empire, we are dedicated to being a cutting-edge print supplier. We create custom products that enrich our customers' brand and identity by providing a friendly, knowledgeable customer experience every time.

OUR COMPANY VISION

Empire is customer focused. We listen to both our internal and external customers and look to improve based upon their input. Through relentless pursuit of customer satisfaction, we work to grow our customer base and make our company strong. We develop our people by investing in education and training to empower them to make improvements to the products, services, processes and themselves. We concentrate on implementing sustainable production methods that are environmentally safe to protect our planet for future generations.

OUR CORE VALUES

Respect • Integrity • Responsibility • Continual Improvement • Knowledge • Excellence

Empire Screen Printing
EMS Annual Report

Fiscal Year 2014 | October 2012 – September 2013

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executive summary

Empire's home along the Mississippi River serves as a constant reminder of our responsibility to our environment. We recognize our responsibility to sustainability and have committed ourselves to that goal.

We will continue to focus on research and implementation of the best sustainability practices that benefit Empire, our employees, our customers, and community.

Empire Screen Printing became a Green Tier 1 Participant on June 5, 2013. This is our first Environmental Management Report, covering the fiscal year October 2012-September 2013. This report will provide an overview of the efforts undertaken by Empire in regards to achieving our environmental objectives, along with future environmental goals.

president statement

Empire's culture is changing. We are measuring what is important and have shown improvement.

We are not settling for good – we are striving for greatness. We must always remember what is exceptional today could be the norm tomorrow. Empire has raised the bar and can now offer customers "green" solutions. Our UV LED technology is the most cost-effective and environmentally friendly screen printing method available. This technology, along with converting our lights, our wash-up reclaiming process and our recycling program has earned us state recognition with our Green Tier 1 certification. Many companies want to work with businesses who are environmentally aware and are taking steps to go beyond regulatory requirements. Here at Empire we do that every single day.

John Freismuth
President

our environmental vision

Empire's *Focus* is providing our customers with products and services that produce sustainable results and business practices. Through our relentless pursuit of customer satisfaction we will grow Empire's customer base and strengthen our company. We will strive to improve our process by listening to our customers, collaborating with our business partners and developing our people through education and training. Our employees will be empowered to continually make improvements to the process, their work environment and themselves. We will develop production methods that implement sustainable environmental, health and safety (EHS) practices into all aspects of our operations.

We *Commit* to being compliant with all applicable EHS and labor regulations (Federal and State). We will continue to implement programs and procedures in accordance with these requirements.

We *Pledge* to look for new opportunities and innovations that will help enhance and improve our sustainability program beyond regulatory compliance. We will strive to incorporate activities and procedures that will reduce our impact on the environment as well as improving the quality of health and wellness of the employees. We will measure our progress through regular audits and annual reviews.

Empire will *Implement* procedures to target prevention of activities, services or products that may cause harm to human health, safety, or the environment. These procedures will be designed to affect Empire and/or the surrounding community.

We will *Communicate* our sustainability commitment to our employees, vendors, customers and community through educational training and marketing. We will encourage their input on meeting our goals and improving our procedures.

EMS audit report

The main concern for our first internal audit was to verify the process and implementation of our newly-created EMS. The following four pages describe the results of our functional equivalency documentation.

Empire Screen Printing

Functional Equivalency Documentation | 2014

Wis.Stats. §299.83(1)(dg) defines a "functionally equivalent environmental management system" as one that includes all of the 12 elements listed in the statute, as well as any other that the department determines are essential elements of the ISO 14001 standard. The following is an explanation of how Empire Screen Printing's Environmental Management System conforms to each of the 12 elements listed in the statute.

Requirement #1 [Empire EMS GT_1.0]:
Adoption of an environmental policy that includes a commitment to compliance with environmental requirements, pollution prevention, and continual improvement in environmental performance and that is available to the public. Procedures for control of documents and for keeping records related to environmental performance.

We have built our environmental policy into Empire's Sustainability Policy, including the following actions demonstrating our committment to excellence:

» Compliance
» New opportunities and innovations that will reduce our impact on the environment
» Implementing procedures
» Communication

Reference Document: Empire Sustainability Policy.pdf (Form GT_1.0)

Requirement #2 [Empire EMS GT_2.0, GT_2.1]:
An analysis of the environmental aspects and impacts of an entity's activites.

Empire Screen Printing has developed an environmental aspect and impact procedure that sorts environmental impacts by procedures and/or departments. With input from supervisors, the Green Committee rated each impact based on severity, frequency and regulation. It was determined that significant environmental impacts are those impacts with a score of 30 or greater*, and these will help determine future objectives and targets.

**Some impacts scored 30 or greater due to high regulation already in place. Although the severity or the impact itself may not be a current concern, these areas will be maintained and monitored on a regular basis. They are not listed below.*

Our first year analysis produced the following procedures with a score of 30 or greater:

» **Traditional Screening with Mercury Vapor Bulbs**
(High Energy, Ozone Emissions, Hazardous Chemicals, Excess Radiant Heat, Odor & Fumes, Pinch Point Hazards) ..... Scores of 30-60

» **HVAC & Electrical** (Energy & Gas Usage) ..... Score of 45

This process will be reviewed by the Green Committee and Department Supervisors when significant changes are made to the facility and its operations, or at a minimum of once per year. This analysis is provided to all department personnel, upper management, customers (if requested), contractors and other interested persons.

Reference Document: EMS Aspect Recording Sheet (Form GT_2.1)

Requirement #3 [Empire EMS GT_9.0]:
Establishment and implementation of plans and procedures to achieve compliance with environmental requirements and to maintain that compliance.

Environmental awareness is built into our processes through specific job training and operational controls as per Empire's EMS Manual. Based on our program summary, environmental compliance of all new tasks and plans being implemented are monitored through an established schedule. Internal audits will ensure the validity of all records pertaining to these tasks.

Requirement #4 [Empire EMS GT_3.0]:
Identification of all environmental requirements applicable to the entity.

Potential hazards have been identified internally and externally by our stakeholders, fire department and regulatory agencies. Any federal, state and local requirements/permits needed are documented and managed by our Plant Engineer.

Requirement #5 [Empire EMS GT_4.0, GT_4.1]:
A process for setting environmental objectives and developing appropriate action plans to meet the objectives.

With this being our first year, we initially incorporated our current objectives and targets within our sustainability policy. Although we as a company have always set goals towards sustainability, it was never documented. Through creating an Environmental Program Summary we were able to develop documented action plans to meet those objectives. The program summary sheet contains the following areas:

» A record of the environmental objective
» Actions for each objective
» Timeline for completion of each action
» Responsible person(s) for each action
» Progress report toward completing each action
» Completion dates where applicable

The Green Committee will periodically review these goals a minimum of once every three months, to ensure the progress of each objective's actions.

New objectives and targets will be established annually, based on the previous year's completion as well as information documented in Empire's Aspect Recording Sheet.

Reference Document: EMS Aspect Recording Sheet.pdf (Form GT_2.1), Environmental Program Summary.pdf (Form GT_4.1)

Requirement #6 [Empire EMS GT_5.0]:
Establishment of a structure for operational control and responsibility for environmental performance.

Each department's supervisor is responsible for proper procedure and instructions as it pertains to the environmental policy and objectives. Operational controls is verified by upper management and the Lean Steering Committee.

Requirement #7 [Empire EMS GT_6.0]:
Establishment, implementation, and maintenance of an employee training program to develop awareness of and competence to manage environmental issues.

Although environmental issues and impacts are addressed in general throughout the company, we currently have not fully implemented our EMS within our training. To correct this, the EMS Manual will be distributed to every supervisor, and training sessions for supervisors will be held. These training sessions will address all elements of the EMS and how supervisors need to implement it within their departmental training.

(Requirement #7 [Empire EMS GT_6.0] continued)

Once supervisor training has been completed, any future activities that can create a significant environmental impact or pertain to the environmental policy, objectives and targets will be reviewed by the Green Committee and brought to the attention of the supervisor(s) directly affected by that activity. Supervisors are responsible for each employee within their department, to ensure proper training based on the EMS. Employee reviews are conducted annually or as needed, to address performance.

In addition, we will be adding the EMS to a new Company Training Manual & Orientation Program for new employees.

Reference Document: Job Breakdown sheets, Employee Training Records

Requirement #8 [Empire EMS GT_10.0]:
A plan for taking actions to prevent environmental problems and for taking emergency response and corrective actions when environmental problems occur..

Empire's EMS procedures for corrective, preventive and non-conformance actions have been integrated into our ISO 9001-2008 certification.

Requirement #9 [Empire EMS GT_7.0]:
A Communication plan for collaboration with employees, the public, and the department on the design of projects and activities to achieve continuous improvement in environmental performance.

Empire has always been forthright in communicating with both our employees and the public. When the Green Committee was established, we developed an extensive internal and external communication plan which would both educate people and acknowledge our committment to any environmental issues.

Internally, we established two bulletin boards that contain postings of our Sustainability efforts. We have also displayed numerous posters throughout the building pertaining to recycling and sustainability, as well as educating employees on proper disposal of both recyclable and non-recyclable materials. When any significant changes or events occur, a letter is placed in each employee's paycheck envelope to make sure everyone is informed.

Externally, we established Stakeholders, consisting of both internal and external members. We held two Stakeholder's meetings, our first one in April of 2013 and our second follow-up meeting in March of 2014. Our Stakeholders will be informed twice a year (through on-site meetings or webinars) of any current and future environmental issues at Empire.

We also include Empire's green commitment on our website: www.empirescreen.com/green commitment

Requirement #10 [Empire EMS GT_8.0]:
Procedures for control of documents and for keeping records related to environmental performance.

We have determined that implementation of a central location for all document storage pertaining to environmental performance is necessary. All personnel involved with documentation will participate in determining a location for all electronic files and ways of scanning physical paper copies. The physical paper documents will be stored by the individual responsible for that activity, under the direction of the individual's supervisor.

Each document will contain information regarding filename, location, and date (means of control). The Empire EMS Matrix.pdf (Form GT_8.2) will record where documents can be located as well as who is responsible for their storage.

Reference Document: Empire EMS Matrix.pdf (Form GT_8.2)

Requirement #11 [Empire EMS GT_11.0]:
Environmental management system audits.

Empire conducted an internal audit in August 2014 by members of the Green Committee and the Plant Engineer. This was done using the EMS Procedure established in our EMS Manual. Results were reported to upper management at Empire through the Management Review. A schedule for self-audits has been established and will be implemented annually.

Requirement #12 [Empire EMS GT_12.0]:
A plan for continually improving environmental performance and provision for senior management review of the plan.

A Management Review meeting was held in August 2014. In addition to the results of the internal audit, we reviewed the current program summary (which documents our past year's objectives and targets), as well as our aspect recording sheet.

Our objectives and targets for the upcoming year were established, based on direction from Executive Management. These meetings will be held bi-annually: one to report the progress of that year's objectives and to determine if any adjustments or improvements need to be made, and one within 30 days after our audit has been completed (and prior to our EMS Annual Report).

objectives & targets ▪ 2013-2014

When first creating our objective and targets for the upcoming year, we referred to goals that were established, but had not yet been met, prior to our Green Tier participation. This allowed us to have a starting point in regards to current objectives and future goals as well.

OBJECTIVE #1

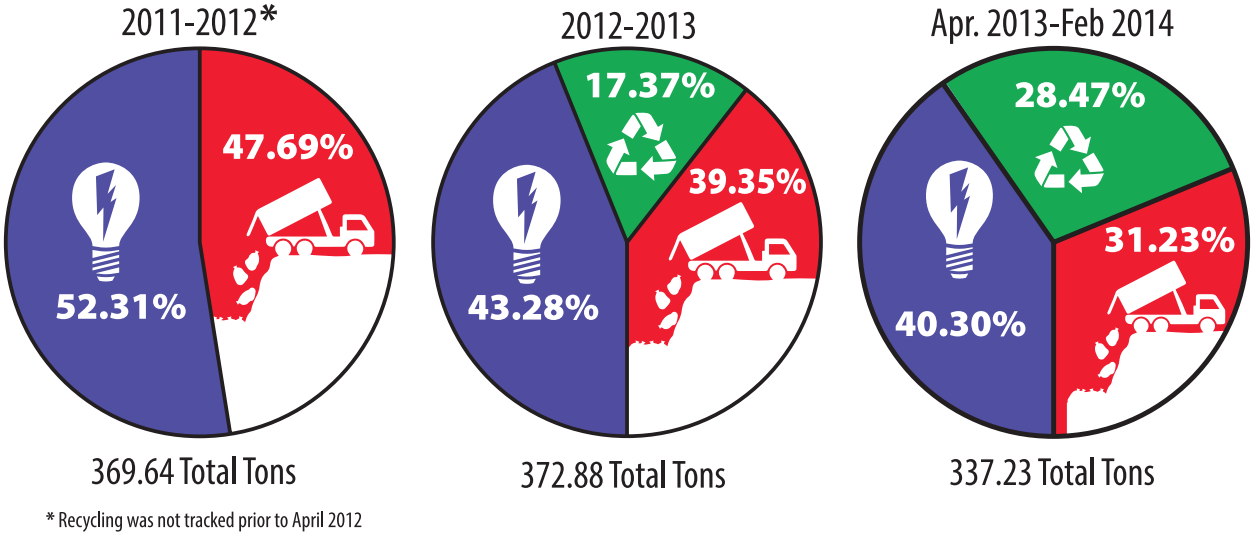
Implement a recycling program where our solid (landfill) waste removal is reduced by 50%

In April 2012 the Empire Green Committee formalized a recycling program as part of our sustainability policy. A study of our waste stream revealed almost half of Empire's waste went to the local landfill. The other half went to the power company to be burned and converted into energy. Prior to April 2012 Empire recyclables were not tracked.

Empire already had some recycling policies in place for inks, solvents, and various metals. Our goal was to expand those programs to include more materials. Members of the "Green Team" researched and developed an expanded list of materials. A central recycling location was set up in the plant, with several smaller satellite centers located conveniently in each department. Through training and signage, we were able to educate our employees on the proper materials that could be disposed of effectively.

By the end of February 2014, our landfill waste was reduced from 47.69% to 31.23% (a reduction of 34.52%**), which is currently short of our 50% goal. At this time we are unable to reduce much more until newer material products or recycling methods allow for more recycling.

**Formula Used: 31.23% ÷ 47.690% = 65.485% | 100.0% – 65.485% = 34.52% reduction



* Recycling was not tracked prior to April 2012

Empire Generated Waste

Recycled material | Landfill waste | Waste to energy

objectives & targets ▪ 2013-2014

OBJECTIVE #2

Implement sustainable print methods with equipment that uses UV LED technology

UV LED TECHNOLOGY

Prior to UV LED technology, the only option was curing ink with an energy intensive UV Mercury bulb, which not only has a high operating cost, but also produces ozone emissions, high heat and requires additional ventilation. Because of the higher heat, large HVAC systems are required for controlling proper air levels which maintain specific climate and humidity levels.

In 2011, Empire introduced the first UV LED Ink Curing technology in screen printing with a Roll-to-Roll Kammann Press. This technology is changing the future of screen printing by providing an economically sound, environmentally friendly and sustainable print method. This breakthrough technology produces zero emissions and uses significantly less energy (98% reduction) than traditional UV curing methods.

Because many of the presses on our shop floor have been designed and custom built by our machine shop, this capability grants us the freedom to incorporate the new UV LED curing technology into our equipment.

Our objective was to implement this new UV LED technology in three different areas:

1. **Retrofit or convert current presses from UV Mercury curing to LED curing technology**
   Traditional screening can have an annual operating cost of $34,351* per year. A UV LED press has an annual cost per year of $658* and does not require additional venting.

   A 12x14 3-Color Press was converted in March, 2014. Our return on investment is 2.1 years, with a significant cost savings of $33,396.

   We currently still have 5 presses that print using the traditional screening with Mercury vapor bulbs. Payback and energy savings coupled with falling LED lamp prices will fund future 12x14 press conversions.

   **Based on 5,000 hours on a 3-Color 12x14 Press*

2. **Convert the Mercury bulb in our CST (Direct-to-Plate) unit to LED**
   This was completed in May, 2014.

3. **Build a 12x14 3-Color Press that uses LED Technology.**
   This press was completed in March, 2013.

Press using LED technology

objectives & targets ▪ 2013-2014

OBJECTIVE #3

Monitor equipment, heating/cooling elements, water and air quality; update/replace as needed for better efficiency &/or per legal and other requirements

All companies face rising energy costs. The question is, what can we do? We could just pay up and pass those costs on to our customer… OR we could be proactive and do everything we possibly can to reduce our electrical use. By setting an objective to monitor, update and/or replace equipment as needed, we would establish better efficiency, create a savings cost for us and our customers, as well as reducing our carbon footprint.

Three actions were set for this objective:

1. **Replace the 24,000 cfm make-up air unit (Titan) due to age deterioration, rust, poor efficiency and inconsistent performance.**

   Converting the 12x14 press to UV LED allowed us to replace our current air unit with a smaller, more energy efficient unit. This was completed in May, 2014.

2. **Convert the Generator.**

   Due to legal and other requirements, this conversion was required by May, 2014. It was completed on May 5, 2014 with testing of the air emissions performed in August 2014. Our two generators will now need to be on our air emissions audit.

3. **Convert lighting in entire plant.**

   After an energy audit, Empire's master electrician proposed the company should retrofit its existing lighting with energy efficient fixtures. This was a simple step to reduce our current energy consumption. A 5-year plan was implemented in 2009 to changeover T12 fluorescent fixtures to T8's. The new fixtures use 30% less energy to operate and are 30% brighter in comparison to the old lights. This means we can get the same amount of light with significantly fewer fixtures at a much lower operating cost.

Lighting conversion

In addition to more efficient fixtures, light activation sensors were installed in several areas where around-the-clock lighting was not required. The lights would turn on when you entered and would be programmed to shut off a few minutes after you left the room.

In 2013 these energy savings coupled with UV LED Curing technology projects, resulted in a $20,000 rebate check from Riverland Energy. Since rates haven't changed, the money for the rebate was a direct result of Empire's efforts to significantly reduce energy consumption. Simply put, we were able to recapture the money we would have paid out in utilities, in the form of a rebate. That rebate will be able to fund additional energy projects around Empire.

As of August 2014, we have converted 80% of the bulbs. The 1998 building edition is the only area left to complete. We were unable to fully complete the project due to time constraints and manpower. The material has been purchased and a completion date has been set for April 2015.

our environmental performance

In order to move forward with our future environmental objectives and targets, we need to document our monitored usage. Due to this being our first annual report, the data reported below is from the last full fiscal year and will provide the basis for establishing year to year environmental performance for our objectives and targets. The *Wisconsin DNR Green Tier Sustainability Metrics Worksheet* was used for collecting this data.

Performance for the Fiscal Year: 10/2012 – 09/2013

demographics

Empire Screen Printing is located in Onalaska, Wisconsin on a spacious 140.58 acre property. The commercial area covers 12.37 acres with a large 150,000 square foot facility, employing 248 people.

Total Sales	$21,229,539
Money saved because of material or process improvements	$255,487
Profit of	$582,000
Multiple between Highest paid and lowest paid employee	2
Total Purchases	$20,392,051
Total In-State Purchases (approximate)	*Information Not Available*
% of Purchases made from companies participating in Green Tier	*Information Not Available*

energy

Total Electricity used	4,338,160 kWh
Total Natural Gas used	34,136 Therms
Renewable Energy	N/A

water

Total Water used: Empire has 2 water wells – we are not regulated by the city	*Information Not Available*
Water Recycled/Reused	0 gallons/yr
Regulated Pollutants Discharged	N/A

air

Total Air Emissions	11,965 lbs/yr
Reduction from previous year	9.06%
Ozone-Depleting Substances	105 lbs/yr
Reduction from previous year	1%
Greenhouse Gas Emissions	N/A

waste

Hazardous Waste Disposal (Still Bottoms)	7 drums – 3,550 lbs/yr
Non-Hazardous Waste Disposal (Ink)	19 drums – 9,250 lbs/yr
Material Recycled/Reused	88.24 tons/yr
Material sent for Energy Conversion	150.03 tons/yr
Recycled/Reused Content	64.23% of product

transportation

Hybrid Vehicles	4
Gas Vehicles (includes 1 tractor for mowing)	3
Diesel Tractor used for mowing and snow removal	1
Vehicle Maintenance Expenses*	$7,219

**Vehicle expense includes Gas, Oil, Tires, & Misc. Maintenance (not itemized)*

creating awareness

NATIONAL SALES MEETING

Every two years, Empire hosts a National Sales Meeting. This two-day event involves intensive sales trainings, workshops, and a vendor fair. Attendees build relationships, solve material problems, and learn about new industry trends in one convenient place. Since this event is held at the facility, it also gives us a chance to showcase our sustainability efforts as well as encouraging other vendors to promote sustainable products.

Empire has been hosting these meetings since 2010. Our next sales meeting will be held in the summer of 2016.

STAKEHOLDERS MEETINGS

As part of Green Tier I level of compliance Empire must organize and preside over annual stakeholder meetings. The meetings allow for an opportunity to be held accountable to the tenants of Empire's sustainability policy and program. Both internal and external stakeholders are invited to these meetings.

Our first stakeholders meeting was held on April 16, 2013. In attendance were external stakeholders: Tom Thompson *(Gundersen Health System Sustainability Coordinator)* and Randy Nedrelo *(Deputy Director of La Crosse County Hazardous Waste)*. Internal Empire stakeholders present were: Jim Brush *(Owner)*, John Freismuth *(President)*, Jim Schwinefus *(Vice-President)*, Doug Billings *(VP Marketing)*, Lee Veith *(Plant Manager)*, John Johnson *(Operations Coordinator)*, Randy Hoff *(Plant Engineer)* and Jeff Geirok *(Plant Electrician)*. The safety committee was also in attendance: Jennifer Schloesser, Amy Bettis, Cathy Buttell, Keith Cook, Dale Westaby, Jay Yehle and Nate Monhaut. External Stakeholder Gabe Nugent *(D & M Recycling)* was absent.

Our second stakeholder meeting was held in March 26, 2014. In attendance were external stakeholders Gabe Nugent *(D & M Recycling)* and Randy Nedrelo *(Deputy Director of La Crosse County Hazardous Waste)*. Internal Empire stakeholders present were: Jim Brush *(Owner)*, John Freismuth *(President)*, Jim Schwinefus *(Vice-President)*, Doug Billings *(VP Marketing)*, Lee Veith *(Plant Manager)*, John Johnson *(Operations Coordinator)*, Randy Hoff *(Plant Engineer)* and Jeff Geirok *(Plant Electrician)*. The safety committee was also in attendance Jennifer Schloesser, Amy Bettis, Cathy Buttell, Keith Cook, Dale Westaby, and Jay Yehle. External Stakeholder Tom Thompson *(Gundersen Health System Sustainability Coordinator)* was absent.

> *"Your commitment to sustainability is impressive and you and the other people at Empire have reason to be proud."*
>
> **Randy Nedrelo** (Empire Stakeholder)
> Special Waste Manager/Deputy Director
> La Crosse Cty Solid Waste Department

COMMUNICATION

Empire has always been forthright in communicating with both our employees and the public. When the Green Committee was established, we developed an extensive internal and external communication plan which would both educate people and acknowledge our committment to any environmental issues.

In addition to the two events listed above, we also include Empire's green commitment on our website:

www.empirescreen.com/green commitment

Internally, we established two bulletin boards that contain postings of our Sustainability efforts. We have also displayed numerous posters throughout the building pertaining to recycling and sustainability, as well as educating employees on proper disposal of both recyclable and non-recyclable materials. When any significant changes or events occur, a letter is placed in each employee's paycheck envelope to make sure everyone is informed.

We are also in the process of implementing training sessions for supervisors which will address all elements of the EMS and how supervisors need to implement it within their departmental training.

Tom Thompson and Randy Hoff at the April 2013 Stakeholders Meeting

significant accomplishments

From national printing competitions to safety records, we strive to do our best with all our projects and practices. Below are some recognitions we have achieved in the last few years.

ESTABLISHMENT OF A GREEN COMMITTEE & EMS

Although Empire has always been conscious of the environment, we officially moved toward sustainability by creating a Green Committee in April 2012 and successfully establishing an Environmental Management system (EMS) in 2014.

SGIA SUSTAINABILITY AWARD

On March 26, 2013 Empire was recognized by SGIA for its sustainability efforts, based on the submission of required program information and the facility's sustainability policy.

WISCONSIN MANUFACTURER OF THE YEAR NOMINEE

The Wisconsin Manufacturer of the Year award program honors businesses for their commitment to excellence, their employees, and the state. Each year, a strong field of nominees demonstrate they are dedicated to building a better Wisconsin. Empire was one of thirty-four companies to be nominated on Feb. 12, 2014.

There are only nine awards to be distributed. Four of the the awards are based on overall performance plus five special awards that recognize:

- Workforce Development
- Investing Locally, Growing Globally Award
- Innovation Excellence Award
- Investing in the Future Award
- Employee Engagement & Commitment Award

Although we did not win an award it was an honor to be included in the field of nominees.

SAFETY RECORD

Since the establishment of the Safety Committee in 2001, Empire has been tracking Lost Time Accidents. A safety reward program was put into place October 2005 as an added incentive for employees to be safe on the job. Results were immediately seen within the following years. On March 28, 2006 we reached 365 days without a lost time accident for the first time in company history. This would begin to set a trend of longer safety records. After each lost time accident the count must reset to zero. Again we had reached one year without a lost time accident on May 25, 2007 and on May 28, 2008 as well. After that we achieved our longest safety record of 1,275 days or 3.49 years without an accident. Currently our safety record (as of 08/28/14) is at 676 days and counting...

"Empire has created a safety culture that many companies have yet to duplicate, especially in the printing industry. It is remarkable. Keep it up!"
[Dave Young, Employers Mutual Casualty (EMC) Insurance Companies]

From left to Right:
Amy Bettis (Project Manager) ,
Jennifer Schloesser (Creative Director),
Rebecca Burg (Marketing), John Freismuth (President),

WI Manufacturer of the Year Award Representatives:
Joseph Olson (law firm of Michael Best & Friedrich LLP),
Pat Simonett (Wisconsin Manufacturers & Commerce)

environmental improvement goals

During our Management Review meeting held on 08/11/14, we established our objectives and targets for the upcoming year.

OBJECTIVE #1

Continue with current recyclable program and our long-term reduction goal of 50%.

We will set an annual incremental reduction goal of 10%, to reach our long-term goal of 50% reduction.

Our previous recorder for recycled material is no longer at Empire, so it is important to train our newly established employee on current recording procedures to ensure no setback in our current program.

We will also research new recycling methods &/or materials and inks, as well as the cost and feasibility.

OBJECTIVE #2

Implement sustainable print methods.

Objective 2A: Add sustainable print methods to the company

Due to increased sales, a new press using LED Technology will be built. This will provide a 98% savings in energy consumption, versus a new press using traditional UV curing print methods. Completion date is set for March 2016.

Objective 2B: Maintain & Modify current print methods

Equipment on three of our current presses will be modified to reduce noise pollution within that area from 84 decibels to an estimate 80 decibels (which in turn will increase communication and employee health). This modification will also reduce heat (energy) reduction by 63,500 BTUs. Completion date is set for December 2014.

OBJECTIVE #3

Update/replace equipment as needed for better efficiency &/or per legal and other requirements.

The entire plant's lighting conversion to T8 bulbs was completed except for the 1998 building edition. We were unable to fully complete it due to time constraints and manpower. The material has been purchased and a completion date has been set for April 2015.

OBJECTIVE #4

Implement EMS training for all supervisors.

We currently have not fully implemented our EMS within our training. To correct this, we will be setting up training classes for all supervisors. These training sessions will address all elements of the EMS and how supervisors need to implement it within their department. In addition, the EMS will be added to a new Company Training Manual and Orientation Program for new employees. Completion date is set for September 2015.

OBJECTIVE #5

Create a centralized location for all environmental documentation.

Prior to establishing our EMS, we did not have a centralized location for all document storage pertaining to environmental performance. All personnel involved with documentation will participate in determining a location for all electronic files and ways of scanning physical paper copies. We will follow and document our procedure per our EMS Manual (Form GT_8.0). Completion date is set for September 2015.

> *"Setting a goal is not the main thing. It is deciding how you will go about achieving it and staying with that plan."*
>
> Tom Landry

conclusion: the road ahead

Becoming a Tier 1 Company has helped Empire Screen Printing focus more on environmental issues within our company and the area surrounding us. We will strive to ensure continued sustainability and progress with our environmental performance, through employee involvement, training, research and continued monitoring of our environmental management system.