

2014 Green Tier Annual Report

Executive Summary

Menasha Packaging Company, a subsidiary of Menasha Corporation headquartered in Neenah, WI, specializes in creating high-end graphic packaging and merchandising products for retail, food, and pharmaceutical applications. Menasha was accepted into the Green Tier program in 2011 and by the end of 2012 had a functionally equivalent EMS in place conforming to Wis.Stats. §299.83(1)(dg) at four facilities - Neenah Plant, Midwest Fulfillment Center (Neenah), Hartford Plant and Green Lake Plant.

Menasha has earned a “Green Masters” designation by the WI Sustainable Business Council for its superior sustainability performance in 2011, 2012, 2013 and 2014. For additional information about Menasha and its environmental performance, please visit www.menasha.com/Sustainability. A copy of our 2014-2015 Annual Corporate Responsibility Report has also been attached for additional detail, including information on our 20/20 Vision (corporate goal of reducing CO2 emissions, water consumption, and waste generation by 20% by the year 2020).

EMS Audit Report

On April 28, 2015 we had an internal audit at our Hartford Plant performed by Foth. Findings are documented in Attachment A. We are in the process of scheduling a similar audit at our Neenah Plant and Midwest Fulfillment Center. The Hartford audit confirmed that the EMS is working and management is satisfied with the report and the progress being made in maintaining the program procedures. A review of aspects and impacts was completed and reviewed by management on July 28, 2015.

Description of Progress

Menasha is currently in a period of significant sales growth. This has caused production to increase at two of the locations included in this report. We also closed our Green Lake Plant in 2013 which has caused production volumes to increase at the other facilities. We will no longer be reporting progress at Green Lake moving forward. Our Hartford Plant experienced a building expansion in 2013 and new equipment has been added to all locations. Environmental performance is reviewed in more detail below, but should be evaluated with this backdrop in mind.

Environmental Performance by Location

Details of our 2014 environmental performance by location are found below including 2015 goals. When looking at the entire region that these plants are a part of, including our satellite warehouses, Chicago manufacturing plant, and office space, kWh/MSF decreased by 1.6%, therms/MSF decreased by 2.4%, and gallons/MSF decreased by 11.1% compared to 2013. Details about the progress at each of the individual Green Tier locations is below.

NEENAH PLANT

- 1.1 OBJECTIVE: Electrical consumption
2014 TARGET: Flat to 2013 (absolute)
2014 PERFORMANCE COMPARED TO 2013:
 - 0.9% increase in MSF produced
 - 4.6% increase in total kWh
 - 3.7% increase in kWh/MSF2015 TARGET: Flat to 2014 (per MSF)

- 1.2 OBJECTIVE: Natural gas consumption
2014 TARGET: Flat to 2013 (absolute)
2014 PERFORMANCE COMPARED TO 2013:
 - 0.9% increase in MSF produced
 - 7.1% increase in total therms
 - 6.6% increase in therms/MSF2015 TARGET: Flat to 2014 (per MSF)

- 1.3 OBJECTIVE: Water consumption
2014 TARGET: 5% reduction to 2013 (absolute)
2014 PERFORMANCE COMPARED TO 2013:
 - 0.9% increase in MSF produced
 - 6.3% decrease in total gallons – **TARGET ACHIEVED**
 - 7.0% decrease in gallons/MSF2015 TARGET: Flat to 2014 (per MSF)

- 1.4 OBJECTIVE: Landfill waste reduction
2014 TARGET: Finish data collection and increase diversion from landfill by .5%
2014 PERFORMANCE COMPARED TO 2013:
Data collection is complete. Diversion rate went from 97.6% in 2013 to 98.2% in 2014. **TARGET ACHIEVED**
2015 TARGET: Decrease pounds of waste landfilled per MSF by 5%.

MIDWEST FULFILLMENT CENTER (Neenah)

- 1.1 **OBJECTIVE:** Electrical consumption
2014 **TARGET:** Hold kWh increase to 5% (absolute)
2014 **PERFORMANCE COMPARED TO 2013:**
 - 13.0% decrease in total man hours
 - 2.6% decrease in total kWh – **TARGET ACHIEVED**
 - 11.8% increase in kWh/man hour2015 **TARGET:** Flat to 2014 (per man hour)

- 1.2 **OBJECTIVE:** Natural gas consumption
2014 **TARGET:** Flat to 2013 (absolute)
2014 **PERFORMANCE COMPARED TO 2013:**
 - 13.0% decrease in total man hours
 - 16.5% increase in total therms
 - 27.3% increase in therms/man hour2015 **TARGET:** Flat to 2014 (per man hour)

- 1.3 **OBJECTIVE:** Landfill waste reduction
2014 **TARGET:** No target established
2014 **PERFORMANCE COMPARED TO 2013:**
Data collection is complete. Diversion rate went from 96.6% in 2013 to 96.2% in 2014.
2015 **TARGET:** Decrease pounds of waste landfilled per MSF by 5%

HARTFORD PLANT

- 1.1 **OBJECTIVE:** Electrical consumption
2014 **TARGET:** 5% decrease to 2013 (per MSF)
2014 **PERFORMANCE COMPARED TO 2013:**
 - 27.1% increase in MSF produced
 - 20.9% increase in total kWh
 - 4.9% decrease in kWh/MSF2015 **TARGET:** Flat to 2014 (per MSF)

- 1.2 **OBJECTIVE:** Natural gas consumption
2014 **TARGET:** Hold therm increase to 5% (absolute)
2014 **PERFORMANCE COMPARED TO 2013:**
 - 27.1% increase in MSF produced
 - .9% increase in total therms – **TARGET ACHIEVED**
 - 20.6% decrease in therms/MSF2015 **TARGET:** Flat to 2014 (per MSF)

- 1.3 **OBJECTIVE:** Water consumption
2014 **TARGET:** Flat to 2013 (absolute)
2014 **PERFORMANCE COMPARED TO 2013:**



27.1% increase in MSF produced
12.0% decrease in total gallons – **TARGET ACHIEVED**
30.8% decrease in gallons/MSF
2014 TARGET: Flat to 2013 (absolute)

- 1.5 OBJECTIVE: Landfill waste reduction
2014 TARGET: Finish data collection and increase diversion from landfill by .5%
2014 PERFORMANCE COMPARED TO 2013:
Data collection is complete. Diversion rate went from 97.2% in 2013 to 97.5% in 2014.
2015 TARGET: Decrease pounds of waste landfilled per MSF by 5%.

Stakeholder Involvement

Menasha Corporation and its two subsidiaries, Menasha Packaging Company and Orbis Corporation, partnered with Cool Choices in 2014 to conduct a sustainability-focused employee engagement game across the corporation's 5,000 employees. This is the second consecutive year that we have executed a Cool Choices game. Cool Choices is a nonprofit that helps businesses become more sustainable by encouraging and rewarding individual employee sustainable practices at home, at work and in the community through a simple online card game. Menasha Corporation was Cool Choices' first manufacturing partner.

ATTACHMENT A

Hartford 2015 changes as result of Foth audit in May 2015. All sections not specifically referenced where not changed.

Section 1 Environmental Policy- Make policy visible to public by displaying in lobby and signed by top management.

Section 2 Aspects and Impacts- add date to documents, add scored ranking system to process

Section 4 Objectives and Targets- use scored ranking system mentioned in section 2 to support objectives and targets

Section 9 Nonconformance and corrective & preventive action – Reference CAR form to track nonconformities

Section 12 Document control – add Aspects and Impacts, Crisis Management Plan to list of controlled documents.

Section 14 Monitoring or Measuring – suggested to add supporting documents for ph meter calibration or boiler optimization, baghouse manometer

Section 17 Management review – Add formal agenda and minutes conducted 1x per year.