

2015 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 currently maintains functionally equivalent EMSs, conforming to Wis.Stats. §299.83(1)(dg), at three facilities - Neenah Plant, Midwest Fulfillment Center (Neenah), and Hartford Plant. The Plant in Green Lake, WI, also was accepted into the program in 2011, but has since been closed.

Menasha has earned a “Green Masters” designation by the WI Sustainable Business Council for its superior sustainability performance for five straight years over the period of 2011 through 2015. For additional information about Menasha and its environmental performance, please visit www.menasha.com/Sustainability. A copy of our 2015-2016 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

Audits of the Environmental Management Systems at the Hartford, Midwest Fulfillment Center, and Neenah Plants were conducted in 2015. These audits were conducted by Foth, a third party environmental consultant. The Hartford audit was completed on April 28, 2015. The audits of the Neenah and Midwest Fulfillment Center were completed on November 11 and 12, 2015 respectively. In all three audits the auditor determined that the facility has a “functionally equivalent” EMS that includes the elements described at Wisconsin Statute §299.83(1)(dg). The audits included review of EMS documents and supporting records, as well as interviews with employees. The auditor did identify the same common minor nonconformance in the EMS at each location, and several other opportunities for improvement. A review of aspects and impacts was completed and reviewed by management on July 28, 2015.

The minor nonconformance involved the Environmental Aspects and Impacts section of the EMS. The sites have identified environmental aspects, but do not have a criteria for ranking the aspects to identify those more significant. Management has reviewed these

recommendations and efforts are underway to modify this section of the EMS to include a ranking system.

Description of Progress

Menasha continues to be in a period of significant business growth, and expended operations both inside and outside of the United States in 2015. Production at each of the Hartford, Midwest Fulfillment Center and Neenah Plants continued to be very busy in 2015. Progress vs. environmental goals is summarized in the next session.

Environmental Performance by Location

Details of our 2015 environmental performance and goals for 2016 by location is summarized below:

NEENAH PLANT

- 1.1 OBJECTIVE: Electrical consumption
2015 TARGET: Flat to 2014 (per MSF)
2015 PERFORMANCE COMPARED TO 2014:
 - 1.0% decrease in MSF produced
 - 5.8% decrease in total kWh
 - 4.9% decrease in kWh/MSF – **TARGET ACHIEVED**2016 TARGET: Maintain at 2015 levels (per MSF)

- 1.2 OBJECTIVE: Natural gas consumption
2015 TARGET: Flat to 2014 (per MSF)
2015 PERFORMANCE COMPARED TO 2014:
 - 1.0% decrease in MSF produced
 - 0.9% increase in total therms
 - 1.5% increase in therms/MSF2016 TARGET: Decrease therms/MSF by 1.5% to get back to 2014 levels (per MSF)

- 1.3 OBJECTIVE: Water consumption
2015 TARGET: Flat to 2014 (per MSF)
2015 PERFORMANCE COMPARED TO 2014:
 - 1.0% decrease in MSF produced
 - 15.9% increase in total gallons
 - 16.8% increase in gallons/MSF2016 TARGET: Maintain at 2015 levels (per MSF)

- 1.4 OBJECTIVE: Landfill waste reduction
2015 TARGET: Decrease lbs of waste landfilled per MSF by 5%



2015 PERFORMANCE COMPARED TO 2014:

1.0% decrease in MSF produced

25% increase in lbs/MSF

Diversion from landfill was 97.6%

2016 TARGET: Decrease pounds of waste landfilled per MSF 3% and evaluate zero waste to landfill possibilities.

MIDWEST FULFILLMENT CENTER (Neenah)

- 1.1 OBJECTIVE: Electrical consumption
2015 TARGET: Flat to 2014 (per man hour)
2015 PERFORMANCE COMPARED TO 2014:
11.2% increase in total man hours
11.9% increase in total kWh
0.4% increase in kWh/man hour
2016 TARGET: 0.05% decrease in kWh/manhour to get back to 2014 levels (per MSF)
- 1.2 OBJECTIVE: Natural gas consumption
2015 TARGET: Flat to 2014 (per man hour)
2015 PERFORMANCE COMPARED TO 2014:
11.2% increase in total man hours
21.1% decrease in total therms
28.6% decrease in therms/man hour – **TARGET ACHIEVED**
2016 TARGET: Maintain at 2015 levels (per MSF)
- 1.3 OBJECTIVE: Landfill waste reduction
2015 TARGET: Decrease pounds of waste landfilled per man hour by 5%
2015 PERFORMANCE COMPARED TO 2014:
11.2% increase in total man hours
10.7% decrease in lbs/man hour – **TARGET ACHIEVED**
Diversion from landfill was 96.8%
2016 TARGET: Decrease pounds of waste landfilled per MSF an additional 3%.

HARTFORD PLANT

- 1.1 OBJECTIVE: Electrical consumption
2015 TARGET: Flat to 2014 (per MSF)
2015 PERFORMANCE COMPARED TO 2014:
22.7% increase in MSF produced
16.9% increase in total kWh

4.5% decrease in kWh/MSF – **TARGET ACHIEVED**
2016 TARGET: Maintain at 2015 levels (per MSF)

- 1.2 OBJECTIVE: Natural gas consumption
2015 TARGET: Flat to 2014 (per MSF)
2015 PERFORMANCE COMPARED TO 2014:
22.7% increase in MSF produced
1.2% decrease in total therms
18.5% decrease in therms/MSF – **TARGET ACHIEVED**
2016 TARGET: Maintain at 2015 levels (per MSF)
- 1.3 OBJECTIVE: Water consumption
2015 TARGET: Flat to 2013 (absolute)
2015 PERFORMANCE COMPARED TO 2014:
22.7% increase in MSF produced
16.6% increase in total gallons
4.8% decrease in gallons/MSF – **TARGET ACHIEVED**
2016 TARGET: Maintain at 2015 level (per MSF)
- 1.5 OBJECTIVE: Landfill waste reduction
2015 TARGET: Decrease pounds of waste landfilled per MSF by 5%
2015 PERFORMANCE COMPARED TO 2014:
22.7% increase in MSF produced
9.7% decrease in lbs/MSF
Diversion from landfill was 97.7% – **TARGET ACHIEVED**
2016 TARGET: Decrease pounds of waste landfilled per MSF an additional 3% and evaluate zero waste to landfill possibilities.

Additional 2016 Environmental Goals By Location

Additional environmental goals based on the EMS audits for all three locations for 2016 are summarized below:

- 1.1 OBJECTIVE: EMS System improvement – Improve Environmental Aspects and Impact Section of Program through implementation of aspect ranking system.
2016 TARGET: Incorporate rating/ranking system for Environmental Aspects and Impacts according to auditor's recommendation.
- 1.2 OBJECTIVE: EMS System improvement – Revise Environmental Policy according to auditor's recommendation.
2016 TARGET: Complete revision of environmental policy and communicate to all employees.



Stakeholder Involvement

A recent improvement encouraging environmental responsibility at the Neenah location is the creation of designated parking spots in premier locations close to the building for low emissions vehicles. The Hartford location is exploring the purchase/use of battery operated roll grab trucks to replace the propane fueled roll grabs currently used.