



## Appendix D.

# Environmental Policy Statement

We are a medium-sized, privately held, family-owned manufacturing company. We are a job shop whose work is usually dictated by our customer's specifications. Our customers vary widely in size and they conduct business both in the USA and internationally. We purchase our raw materials mostly from large corporations.

We are a significant employer in the towns where our employees and their families live, and we believe in being the best corporate citizen we can be over the long term. We have settled on a corporate environmental policy that will help ensure that the next generation of employees and their families will be proud of the progress we have made toward that goal.

Our Company is committed to reducing or eliminating waste streams through an ongoing process, which includes the use of practical innovative source management. Manufacturing facilities will conduct their activities in a lawful manner and our management will provide continuous training of employees in environmental awareness.

Our ultimate goal is TO DO NO HARM to the environment and yet remain a thriving and vital employer in the upper Midwest of the United States.

To ensure our environmental legacy, we will be dedicated to these guiding principles:

We will train our employees for their self-sufficiency in helping us maintain a safe work environment and in improving our effectiveness in running a progressive manufacturing company.

We will tell our employees, suppliers, customers, families, and community the story of our struggle to be an environmentally progressive company and share with them our results.

We will set a positive example for our customers and suppliers in the use of an environmental management system and thus lead them to a similar business conclusion that such a management program can be successful.

We will constantly work on new manufacturing methods to find state-of-the-art processes, which also reduce waste.

We will regularly review our progress and set new objectives for improvement.

*P. M Gelatt*

Philip M. Gelatt, President

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Date

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