

Table of Contents

Acceptance letter

Commitment outline

Application

Attachment 1

Attachment 2

Attachment 3

**Green Tier Commitment Outline for
Phillips-Medisize – Eau Claire**
3449 Sky Park Blvd, Eau Claire WI

Approval Date – December 7, 2012

Commitment Outline Updated: 02/07/2020

The updates since participation started are:

- Change of project coordinator
- Change of company name
- Change of SPOC
- Updated general content, format and links

I. Environmental Management Systems (EMS) & Audit Requirements

Your EMS must either be ISO-certified, or you must demonstrate that it is functionally equivalent. For information on how to demonstrate the functional equivalency of your EMS, please see: <https://dnr.wi.gov/files/PDF/pubs/co/CO503.pdf>

You have supplied us with a copy of your ISO 14001 certification, satisfying initial Green Tier EMS requirements.

To maintain good standing with Green Tier EMS requirements:

- A. On or before, **December 7, 2013** and every year after that, you must perform an environmental management system audit. The department recommends that your first audit be completed by a DNR-approved outside environmental auditor.
- B. On or before, **December 7, 2015** and every third year, this audit **must** be completed by a DNR-approved outside EMS auditor. The list of approved auditors can be found at: <https://dnr.wi.gov/topic/GreenTier/Auditors.html>

II. Provide an Annual Report

- A. **Annual Report Due Date** - We have mutually agreed that the deadline for your Green Tier annual report is **March 31¹** and annually thereafter. (Please feel free to discuss alternative reporting dates with your Project Coordinator, JenniferA.Birkholz@Wisconsin.gov should your needs change.)
- B. **Reporting on Environmental Performance Commitments:** Your first report should follow the annual report instructions provided below and should provide data on your progress toward meeting your environmental performance commitments laid out in your Green Tier application or your previous year's Green Tier annual report.
- C. **Annually**, you will need to report progress on the commitments that you have made. For more details about annual reports and metrics, see the annual report instructions provided on the website; <https://dnr.wi.gov/topic/GreenTier/ReportInstructions.html>

¹ Phillips-Medisize submits one report for all of its' facilities. For convenience sake, the annual report due date is considered to be March 31st.

- D. Please provide annual Green Tier Reports to both of these email addresses: GreenTier@Wisconsin.gov and to your Single Point of Contact, Gina.Keenan@Wisconsin.gov.

III. Work toward Superior Environmental Performance

Implement environmental improvements that aim to achieve Superior Environmental Performance as defined in Green Tier law. This means environmental performance that results in measurable or discernible improvement in the quality of the air, water, land, or natural resources, or in the protection of the environment, beyond that which is achieved under environmental requirements. More information on Superior Environmental Performance can be found here:

<https://dnr.wi.gov/topic/GreenTier/SuperiorEnvironmentalPerformance.html>

IV. Green Tier - Tier 1 – DNR Commitments

- A. **Single Point of Contact (SPOC):** Your single point of contact or SPOC is your liaison to the department, answering your questions or making connections within DNR or with other experts. Your SPOC is: Gina Keenan, Phone 715-836-6574, Gina.Keenan@Wisconsin.gov
- B. **Green Tier Logo:** Green Tier participants may use the Green Tier logo on stationery, promotional and educational materials related to your facility. Logo files as well as the Green Tier Style Guide with additional guidelines and information are available online at: <https://wi-dnr.widencollective.com/portals/nkc57xuv/GreenTierBranding>. Your Project Coordinator can provide you with the current access code.
- C. **Recognition:** Along with the certificate of recognition, the department will host a [participant web page](#) for easy reference. Participants should provide information and pictures on their environmental efforts to populate the webpage. We will also promote your successes throughout your tenure in Green Tier using a variety of DNR communication channels.
- D. **Project Coordinators:** You should also feel free to contact your Project Coordinator for Green Tier specific information. Project Coordinators provide support to SPOCs and participants providing reminders on Green Tier requirement dates and by promoting a participant's successes. Your project coordinator is: Jenni Birkholz, Phone 608-266-8226, Cell 608-514-2182, JenniferA.Birkholz@Wisconsin.gov
- E. **Minimum Inspection Frequency:** Because you have implemented an EMS, you are entitled to inspections at the lowest frequency permitted by the programs under law. The department will work with you to determine how this will work for you.
- F. **Deferred Civil Action:** You are entitled to Deferred Civil Enforcement as described in statutes (299.83(6m)(d)). If you discover a violation of an existing environmental requirement, you are entitled to protection from any civil penalties that the department might otherwise impose if you:
1. Notify the department
 2. Provide a corrective action plan and documentation of your Environmental Management System (EMS) adjustments that ensure the violation will not happen again, and
 3. Correct the violations within 90 days

Notice: Collection of this information is authorized under s. 299.83 Wis. Stat. Participation in Green Tier and completion of this form are voluntary. Personal information collected on this form, including such data as your name, address, phone number, etc., will be used in the implementation of Green Tier and will be made broadly available under the Green Tier program. Information will also be made accessible to requesters under Wisconsin's Public Records Law (ss. 19.32 – 19.39, Wis. Stats.). If you need to request confidential treatment of any information in order to protect a trade secret, please contact a DNR representative *prior* to submitting this form. Applications must be considered complete by the DNR in order to be processed. For complete application instructions, see "Green Tier Application Instructions," publication number CO-501.

This application is for... (check one): **Tier 1** **Tier 2 (attach Letter of Intent to this form)**

I. Applicant Information

Contact Name Dan Andersen	Title Corporate Safety Environment & Energy Director		
Street Address 3449 Sky Park Blvd	City Eau Claire	State WI	ZIP Code 54701
Telephone Number (715)831-5453	Fax Number (715)831-5490	E-mail Address dan.andersen@phillipsmedisize.com	

II. Facility Information

Facility Name Phillips Plastics Corporation- Operations Center/LSR	County Eau Claire County		
Street Address 3449 Sky Parkway Blvd.	City Eau Claire	State WI	ZIP Code 54701
Mailing Address 3449 Sky Parkway Blvd.	City Eau Claire	State WI	ZIP Code 54701

Please provide all DNR Facility Identification numbers (FID #) that apply to the covered facility or activity.
WIR000022863

III. Scope of Green Tier Participation (check one)

- This application covers all activities at the facility listed in Section II.
- This application covers all activities at more than one facility. For each facility to be covered under this application provide the information from Section II on a separate page labeled **Attachment 1**.
- This application **does not** cover all activities at every covered facility. Please describe the exact scope of activities and facilities to be covered in the program on a separate page labeled **Attachment 1**.

IV. Environmental Performance

Please provide the following information on a separate page labeled **Attachment 2**. Refer to the *Application Instructions* for definitions of environmental performance and superior environmental performance.

Tier 1 Applicants:

- Describe your past and current environmental performance with respect to each covered facility or activity included in this application. Within this attachment establish a baseline date against which future progress can be measured.
- Describe your future plans for enhancing the environment with respect to the same facilities/activities.

Tier 2 Applicants:

- Provide information demonstrating your record of superior environmental performance. Within this attachment establish a baseline date against which future progress can be measured.
- Describe the measures you propose to take to maintain and improve your superior environmental performance.

V. Environmental Management System (EMS)

- a. Have you implemented an EMS that is certified to the ISO 14001 standard? Yes No (circle one)
- b. Have you implemented an EMS that is functionally equivalent to ISO 14001? Yes No (circle one)

If you circled "No" for both questions, you are not eligible for Tier 2. Please proceed to Section VI only if you are applying for Tier 1.

If you circled "Yes" for either question, please provide a copy of the following documents labeled as **Attachment 3**:

- Proof of ISO 14001 certification OR functional equivalence (refer to *Application Instructions* for details)
- Environmental policy statement and scope statement
- Documented objectives and targets for the covered facilities/activities

VI. Public Notice/Stakeholder Identification

Please provide in a separate document labeled **Attachment 4** a list of stakeholders whom you know or expect will have a strong interest in your Green Tier application, as well as contact information for those stakeholders. This information will help DNR expedite the processing of your application. Tier 2 applicants must provide additional information about stakeholder involvement in a Letter of Intent. Refer to *Application Instructions* for details.

VII. Enforcement Record

Please review the Enforcement Record requirements described in the *Application Instructions* very carefully, and then check the appropriate box:

- All enforcement record requirements relevant to this application are satisfied.
- All enforcement record requirements relevant to this application are **not** currently satisfied. A waiver of the enforcement record requirements is requested.

If a waiver is requested, please provide information describing any requirements not met and a justification for the waiver request on a separate page labeled **Attachment 5**. Note that waivers will be granted only in exceptional circumstances.

VIII. Tier 1 Applicant Statement of Commitments

I commit with my signature to the following statements and certify that all information provided in this application is true and correct under penalty of law:

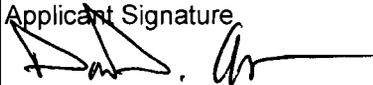
- Implement, within one year of the date of this application, an EMS for each covered facility or activity that is certified to the ISO 14001 standard or is functionally equivalent to ISO 14001 as determined by DNR.
- Conduct annual EMS audits, with every 3rd EMS audit performed by a DNR-approved outside environmental auditor.
- Submit to DNR an annual report on each EMS audit that is in compliance with s. 299.83(6m)(a), Wis. Stats.
- Submit to DNR an annual report on progress towards meeting objectives related to improved environmental performance for aspects regulated under chs. 29 to 31, 160, or 280 to 299, Wis. Stats., unregulated environmental aspects, or voluntary actions to restore, enhance, or preserve natural resources.

Applicant Signature	Date Signed
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IX. Tier 2 Applicant Statement of Commitments

I commit with my signature to the following statements and certify that all information provided in this application is true and correct under penalty of law:

- Conduct annual EMS audits performed by a DNR-approved outside environmental auditor.
- Conduct or have another person conduct an annual audit of compliance with environmental requirements that are applicable to the facilities and activities covered under Green Tier.
- Submit to DNR an annual report on each EMS audit that is in compliance with s. 299.83(6m)(a), Wis. Stats.
- Submit to DNR an annual report on each compliance audit that is in compliance with s. 299.83(6m)(a), Wis. Stats.

Applicant Signature 	Date Signed 06/08/12
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X. For Department Use Only

Date Received	Initials of Reviewer	Status	Date Returned to Applicant for Additional Information	Date Denied	Date Approved

ATTACHMENT I



Phillips Plastics Corporation – Center Operations/LSR	
Building Address	3449 Sky Park Blvd Eau Claire, WI 54701
County	Eau Claire
Facility Contact	Dan Andersen
Title	Corporate Safety, Environment & Energy Director
Business Phone	715-831-5453
Fax	715-831-5490
Email	dan.andersen@phillipsmedisize.com
FID#	NA (Hazardous Waste ID:WIR000022863)

ATTACHMENT II



INTRODUCTION

Phillips Plastics Corporation offers facilities for design development, pilot-phase clinical builds, plastics manufacturing, metal manufacturing, assembly, and training. With continual investment in state-of-the art technology, we help minimize time to market, reduce costs, improve quality, and achieve a seamless flow through. At our multiple facilities, we have the expertise and the technology — materials, mechanics, automation, electronics, plastics processing, bioengineering and metallurgy — to enhance the most complex manufacturing processes, to examine new product and process opportunities, and to evaluate, design and build automation systems

The facility that is applying for Tier I status in this application is the OPS/MS-LSR building located at 3449 Sky Park Blvd in Eau Claire, WI. This facility is considered the information technology (IT) hub with ancillary facility support services such as People Services (HR), Finance, Safety, Purchasing, and other leadership functions for the company. Since this facility supports others, it is critical that we engage people in safety, health, and environment discussions to ensure continuity to all operating facilities. This building has become the home of a new technology called Multi-Shot Liquid Silicone Rubber (LSR) injection molding. This is the first facility in the state to hold this type of technology and the Operations Center building is the focal point for this new manufacturing business opportunity.

Current and past events have successfully established our commitment and sustained certification to ISO 14001 since 2001. Our efforts begin by educating all employees. Using the acronym "FACE"; helped align the ideas of a corporation to support the efforts of employees by, Following laws, Avoiding pollution, Continuous improvement, and having respect for our Environment. We refresh our peoples basic understanding of ISO 14001 requirements on an annual basis. In 2012, this facility became certified to ISO 14001.

Our efforts have also reduced non-renewable resources of solid waste through measurable processes of recycling. We continue to reduce the generation of waste streams at OPS/MS-LSR and we remain actively involved in the reduction of our dependence on energy required to operate this facility.

EMS OBJECTIVES & TARGETS

The facility currently has ISO 14001 certification under a corporate certification. Our current corporate objectives center on the following primary topics: (1) Waste Reduction, (2) Energy Reduction, (3) Involvement, (4) WI Green Tier Participation. These topics are addressed with the following facility objectives & targets for 2011-2012:

Category/Topic	Objective	Target	Responsible Party
Plastic Waste Reduction	Seek methods to minimize environmental impact through proper waste disposal/recycling Identify & track plastic waste	Track current scrap/waste output until the end of CY 2012 to develop trends. Establish waste goals for CY 2013 by 12/31/12	SHE Specialist & Materials Manager/ Manufacturing Engineers
Energy Reduction (Electricity)	Seek methods to reduce energy consumption via energy reduction projects Identify & track natural gas & electricity	Review & implement 2 energy reduction projects based upon energy reduction ideas by the end of the fiscal year	SHE Specialist & Management Team
Involvement	Increase overall awareness of recycling efforts & energy reduction to solicit new ideas	Develop, communicate, & post EMS, energy & recycling awareness topics every other month throughout the year	SHE Specialist & Corporate Safety Environmental, & Energy Director
Green Tier	Apply for Green Tier (Tier I) Status	Provide a Green Tier (Tier I) application packet to the DNR by 07/01/12	SHE Specialist & Management Team

In addition to these objectives and targets, we perform many different regulatory activities to comply with all applicable WI DNR, EPA, and city regulations.

RESULTS

Waste Reduction

At MS-LSR we continuously strive to minimize the waste going to landfill by putting a good deal of effort into collecting, sorting, and recycling of our wastes. As part of our commitment to environmental stewardship and continuous improvement, we ensure recycling of electronic wastes (computers and related equipment), use recycled copy machine paper, and recycle printer cartridges and batteries. The building acts as the focal point for many universal waste recycling streams such as: mercury, lamps, PCB ballasts, e- waste, batteries, and other waste streams. In 2011 and 2012, we have had our plastics waste recycler visit the plant to evaluate various wastes for recycling purposes. A mixed plastics waste stream has been established.

2011 Recycling & Waste Reduction Results:

Landfill Waste	Lunchroom Recycling (plastic/glass/tin/aluminum)	Plastics Recycling	Corrugated Cardboard Recycling	Metal Recycling	Oil	Fluorescent Lamps
36,330 pounds	6,140 pounds	440 pounds	10,404 pounds	NA	NA	NA

Energy Reduction

In cooperation with Wisconsin Focus on Energy Program, the facility has implemented or is in the process of implementing a number of energy reduction projects. Energy saving projects have included the installation of LED exit lights and the replacement of metal halide and T-12 lights with energy efficient T-8 fluorescent fixtures with low watt bulbs/ballasts; these new fixtures provide us much more illumination with substantially less energy consumption. In 2011, the exterior lighting was changed to energy efficient florescent lighting in combination with ceramic metal halide bulbs. Many of the outreach efforts concerning energy also are generated via this facility such as our energy information centers, home energy audits, various postings/publications, CFL projects, etc.

Furthermore, to reduce our energy use, we exchanged all of our vending machines and copy machines to Energy Star devices. This project resulted in a payback of \$605 on an annual basis. This may seem like a small value, but it shows our commitment to literally doing anything to reduce our impact on the environment and help the bottom line.

2012 Energy Reduction Projects:

Energy Reduction Projects	Assigned To	Expected Finish Date	Finished Date	Status
Air Compressor Replacement	Dan Crass Neal Waldhart Dan Andersen	07/01/2012		Pending approval
Compressed Air Leak Study	Dan Crass	6/1/2012		Complete
Flow Control Device added to the Compressor	Dan Crass Dan Andersen	7/1/2012		Pending Approval
Verify Arburg Press pumps shut off after 30 mins	Dan Crass	3/1/2012	4/1/2012	Complete

Recycling Projects & Results:

Recycling Projects/ Activities/Awareness	Assigned To	Expected Finish Date	Finished Date	Status
Brennan from Maine Plastics will evaluate plastic recycling	Neal Waldhart Brennan	1/4/2012	1/4/2012	Complete
Add Plastic wrap container to production floor and label	Neal Waldhart	1/4/2012	1/4/2012	Complete
Recycling Packing peanuts	Warehouse	6/1/2011	6/1/2011	Complete

INVOLVEMENT

We encourage our employees to participate in Operations/MS-LSR environmental improvement efforts through a multiple of initiatives. We also educate our employees on how to be environmentally friendly not only at work but also in their personal homes. Examples of such efforts include offering free home energy audits to our employees and distributing "60 Simple Ways to Save Money On Your Energy Bill" pamphlets to help the cost savings at each employee's home. Also, in cooperation with WI Focus on Energy, we set up an Energy Information Stand that provides information for all of our employees on ways to reduce their home energy bills.

We also have involvement in Adopt-a-Highway, Payroll Going Green, Green Masters, and Eau Claire's "Green Business". We have and will continue to post information to our people regarding energy reduction ideas, environmental stewardship projects, waste reduction, and general environmental awareness topics.

Other efforts to expand the emphasis on environmental stewardship of our employees include our annual tree/shrub giveaway in recognition of the Earth Day.

Facility Specific PPC Tree/Shrub Program Summary

Location	2006	2007	2008	2009	Grand Total
Operation Center/MS-LSR	62	80	52	42	236

2011 Audit Results

An annual evaluation of our EMS was performed by an external corporate auditing firm (BSI) in January of 2012. This audit was considered a sampling audit under our existing certificate and as a result of this expanded scope, the building became certified to ISO 14001. There were a total of six (6) EMS non-conformities identified during the audits at Phillips and Eau Claire. Corrective actions were submitted for each respective facility. The corrective actions plans were reviewed and approved by BSI.

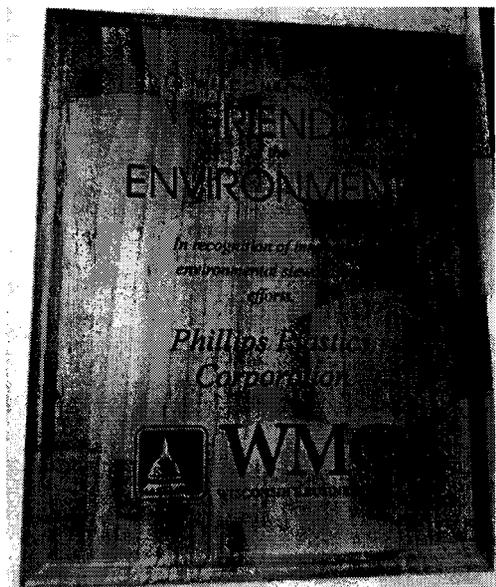
In addition to the external audits performed by BSI, the various facility Safety, Health & Environmental Specialists and the Corporate Safety, Environment & Energy Director perform annual internal Environmental compliance audits at each PPC facility. Our internal systems require that for every minor or major finding identified we enter in a corrective action for resolution of the issue identified. As of this time, all minor findings and observations have been corrected from the 2011 audits

Location	Audit Date	Major	Minor	Observations
OPS/MS-LSR	12/22/11	0	2	7

The 2012 Internal audits have been scheduled for all Phillips Plastics locations and are currently in progress.

ACCOMPLISHMENTS

Year	Award	Recipient/Location
2009	WI Business Friend of The Environment	Entire Corporation
2010-Present	Eau Claire – Green Business	Three (3) Eau Claire locations
2010-Present	Green Masters	Entire Corporation
2011	Xcel Energy – Environmental Excellence Award	Entire Corporation
2011	Wisconsin Corporate Safety Award	Operations Center/MS-LRS
2012	WI Business Friend of the Environment	OPS/Fredonia



CONCLUSION

Going forward, we will continue to achieve superior performance through continuous improvement processes that will focus our efforts of reduction of waste generation, reductions of energy use, continued exploration of new recycling options and implementing best practices for the environment, our employees, community, and customers.

ATTACHMENT III



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:

The management of environmental risks associated with the 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:

Gary Fenton, Global Assurance Director

Originally Registered: **03/12/2005**

Latest Issue: **04/10/2012**

Expiry Date: **03/10/2014**



Page: 1 of 4

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.
Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 845 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

Certificate No: **EMS 93521**

Location	Registered Activities
Phillips Plastics Corporation 3449 Sky Park Boulevard Eau Claire Wisconsin 54701 USA	The management of environmental risks associated with the corporate management of the environmental system.
Phillips Plastics Corporation Custom I One Plastics Drive Phillips Wisconsin 54555 USA	Design, manufacture, decoration and assembly of injection molded plastic and metal components.
Phillips Plastics Corporation Custom II 1156 South Airport Road Phillips Wisconsin 54555 USA	Design, manufacture, decoration and assembly of injection molded plastic and metal components.
Phillips Plastics Corporation Phillips Medical 428 Technology Drive East Menomonie Wisconsin 54751 USA	The management of environmental risks associated with the design, manufacture, decoration and assembly of Injection Molded Plastic and Metal Components.
Phillips Plastics Corporation Medical Molding & Assembly 415 Red Cedar Street Menomonie Wisconsin 54751 USA	Design, manufacture, decoration and assembly of injection molded plastic and metal components.
Phillips Plastics Corporation Medical Molding & Assembly 409 Technology Drive Menomonie Wisconsin 54751 USA	Design, manufacture, decoration and assembly of injection molded plastic and metal components.

Originally Registered: **03/12/2005**

Latest Issue: **04/10/2012**

Expiry Date: **03/10/2014**

Page: 2 of 4

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A Member of the BSI Group of Companies.

Certificate No: **EMS 93521**

Location	Registered Activities
Phillips Plastics Corporation Metal Injection Molding 422 Technology Drive East Menomonie Wisconsin 54751 USA	The management of environmental risks associated with the design, manufacture, decoration and assembly of Injection Molded Plastic and Metal Components.
Phillips Plastics Corporation Multi- Shot 1233 International Drive Eau Claire Wisconsin 54701 USA	Design, manufacture, decoration and assembly of injection molded plastic and metal components.
Phillips Plastics Corporation Precision Decorating 939 South Whelen Avenue Medford Wisconsin 54451 USA	Design, manufacture, decoration and assembly of injection molded plastic and metal components.
Phillips Plastics Corporation Phillips Medical - New Richmond 705 Wisconsin Drive New Richmond Wisconsin 54017 USA	The management of environmental risks associated with the design, manufacture, decoration and assembly of Injection Molded Plastic and Metal Components.
Phillips Plastics Corporation Magnesium Injection Molding 2930 Mondovi Road Eau Claire Wisconsin 54701 USA	Design, Manufacture, Decoration and Assembly of Injection Molded Plastic and Metal Components.

Originally Registered: **03/12/2005**

Latest Issue: **04/10/2012**

Expiry Date: **03/10/2014**

Page: 3 of 4

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BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

Certificate No: **EMS 93521**

Location

Registered Activities

LSR (Liquid Silicon Rubber),
a Phillips Plastic Company
3449 Sky Park Boulevard
Eau Claire
Wisconsin
54701
USA

The design, manufacture, decoration and assembly of
Injection Molded Plastic and Liquid Silicone Rubber
Components.

Originally Registered: **03/12/2005**

Latest Issue: **04/10/2012**

Expiry Date: **03/10/2014**

Page: 4 of 4

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A Member of the BSI Group of Companies.

Environmental Policy

PHILLIPS PLASTICS CORPORATION®

Phillips is a global, high-tech contract manufacturer and custom injection molder of plastic and metal. Serving the medical, defense, consumer and automotive industries for more than 46 years, Phillips delivers innovative manufacturing solutions that meet the performance and quality requirements.

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 that also relate to our environmental aspects.

A multifunctional task team identifies environmental aspects and impacts. These aspects and impacts are considered in setting measurable environmental targets and objectives that are periodically reviewed by the appropriate level of management.

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



Matt Jennings,
Chief Executive Office,
Phillips Plastics Corporation



OBJECTIVES & TARGETS

The Operations Center/MS-LSR facility currently has ISO 14001 certification under a corporate certification. Our current corporate objectives center on the following primary topics: (1) Waste Reduction, (2) Energy Reduction, (3) Involvement, (4) WI Green Tier Participation. These topics are addressed with the following objectives & targets for 2011-2012:

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Energy Reduction (Electricity)	Seek methods to reduce energy consumption via energy reduction projects Identify & track natural gas & electricity	Review & implement 2 energy reduction projects based upon energy reduction ideas by the end of the fiscal year	SHE Specialist & Management Team
Involvement	Increase overall awareness of recycling efforts & energy reduction to solicit new ideas	Develop, communicate & post EMS, energy & recycling awareness topics every other month throughout the year	SHE Specialist & Corporate Safety, Environmental & Energy Director
Green Tier	Apply for Green Tier (Tier I) status	Provide Green Tier (Tier I) application packet to DNR by 07/01/12	SHE Specialist & Management Team

In addition to these objectives and targets, we perform many different regulatory activities to comply with all applicable WI DNR, EPA, and city regulations.