



The Boldt Company
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2015 Green Tier Annual Report for The Boldt Company

Executive Summary

The Boldt Company is a general construction firm that provides a balanced portfolio of planning, development, design and construction services throughout Wisconsin, the upper Midwest and nationally. Boldt is a privately held company that employs upwards of 2,000 employees nationally through four regional offices and its corporate headquarters in Appleton, Wisconsin. The Boldt Company was formally accepted into the Wisconsin Green Tier Program on March 27, 2009 as a Tier 1 Participant with its focus on its Roemer Road facility.

The Boldt Company's sustainable commitment is to be an innovative and environmentally responsible provider of professional construction services, and to provide our customers with facilities which support their business and environmental objectives.

EMS Internal Audit Report

In April 2016, the Boldt Company's Environmental Management System was internally audited by a review team comprised of members of The Boldt Company. The audit team members found The Boldt Company's Green Tier Program to have met the 14 requirements found in 299.83(dg) of the Environmental Results Program and that the EMS is operationally equivalent to the ISO 14001 standard. No major nonconformities were identified during the audit. Boldt's EMS has been found to meet the "Functional Equivalency" criteria and the continual improvement requirements of the Green Tier Program.

Description of Progress

The Boldt Company's EMS was thoroughly maintained during the year 2015. Boldt has evaluated its progress in relation to our goals that are part of the Boldt EMS.

Goal 1: Improve Recycling Strategies to Increase Waste Diversion by 10% from 2014

Progress: In order to reach the goal of increasing recycling at the Boldt Corporate Campus, the Boldt Company promotes effective recycling strategies and introduces methods that allow employees to easily participate in the program. The Boldt Company also uses communication tools such as sustainability newsletters to help educate employees about proper recycling strategies. Comingled recycling continues to be part of the recycling strategy at the corporate campus. Boldt has found this to be an effective way to work with our waste management vendors to maximize space and simplify the recycling process for all involved.

Progress: In 2014, the corporate campus achieved a recycling rate of 71%. In order to meet our EMP goal 1 (listed above), the corporate campus would have had to recycle at least 81% of waste generated at the corporate campus.

In 2015, the corporate campus began a significant facility renovation project, which resulted in 66 tons of Construction & Demolition (C&D) waste. The normal building operations generated 12.47 tons of municipal solid waste and 82.17 tons of recycled waste. Therefore, we must include C&D waste in our figures which takes our recycling rate (not including C&D waste) from 87% down to 51%. This 51% recycling rate does not include a large amount of recycled concrete that was demolished as part of the renovation project. As we continue this project for the next few years, we will continue to find ways to maximize our recycling efforts. Since the corporate campus is in a transitional period, these factors need to be considered to understand our true progress.

Recycling Rate (Including C&D Waste)

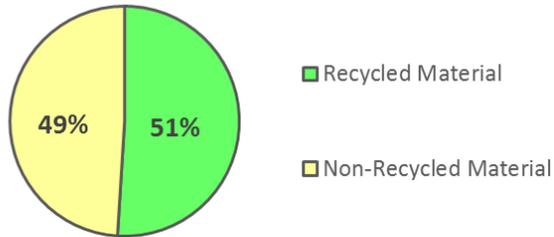


Figure 1

Recycling Rate (Not Incl C&D Waste)

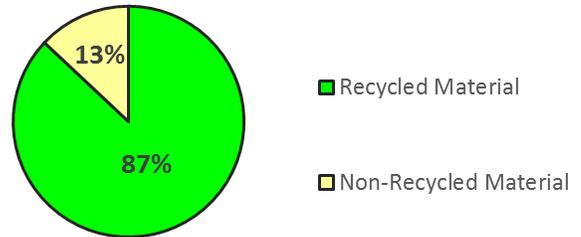


Figure 2

Goal 2: Implement Energy Efficient Lighting Systems to Decrease Electricity Use by 5% in Comparison to 2014

Progress: The Boldt Company continuously searches for ways to limit energy use. With several buildings located on the Boldt Corporate Campus, lighting systems continue to be main factors that affect electricity use. Therefore, the company has invested significant funds to update and enhance the lighting systems. Boldt has also found that newer lighting systems increase energy efficiency and provide safer workspaces.

Over the past few years, the company has strived to create a more energy efficient campus. The Boldt Company has replaced many of the lighting systems in the buildings with more efficient types. In 2012, the Boldt Corporate campus used approximately 1.07 million kWh of electricity. During the years of 2013, and now 2014, the corporate headquarters decreased its electricity usage in comparison to 2012. These results aligned with the timing of when the company began making significant upgrades to the lighting systems at the corporate campus.

However, our goal for 2015 (mentioned above) was to save 5% on electricity use in comparison to 2014. To achieve this goal, the corporate campus would have needed to have less than 1 million kWh of electricity used. As shown in the **Figure 3** below, the corporate campus used 1.11 million kWh of electricity, a 6% increase.

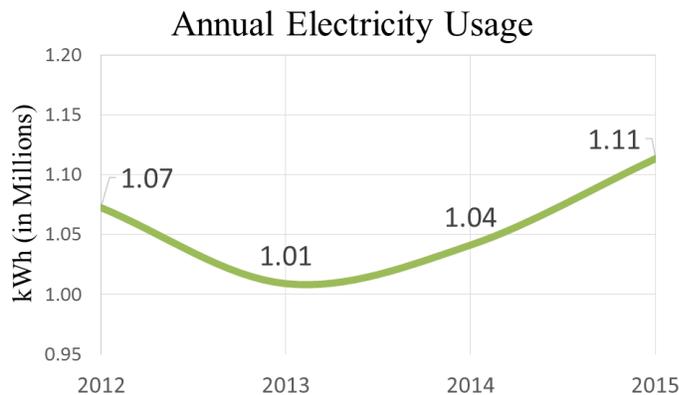


Figure 3

After looking deeper into the reasoning for this increase, we found that it was a direct result of a construction trailer that was placed on site for the current facility renovations. This trailer was incorporated into our meters for total electrical use. We estimate that this use accounted for approximately 95,000 kWh of electricity. When we account for the increase due to the construction trailer, we find that we decreased our electricity use by 2% in 2015 when compared to 2014. Boldt will continue to monitor its energy usage and search for the most energy efficient strategies.

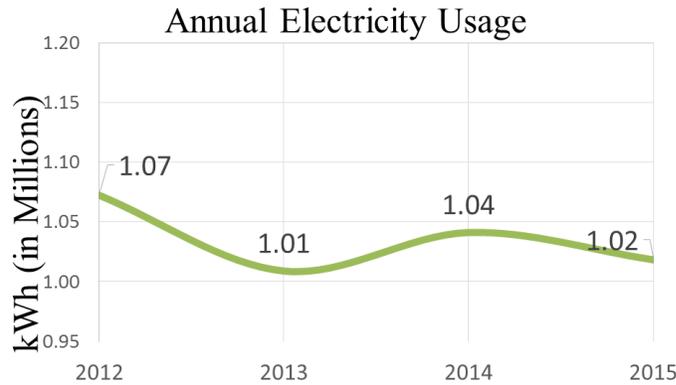


Figure 4 - *Adjusted for Electricity Used by Adding Construction Trailer on Campus

Goal 3: Search for Alternative Office supplies Containing Sustainable Attributes (locally sourced, contains recycled content, etc.) to Reach 35% of Total Purchases

Progress: In order to increase purchases of sustainable office supplies, the Boldt Company received assistance from its office supplies provider, Office Depot. In 2014, Boldt introduced a feature for online ordering called the *Green Smart Cart*. This tool recommends more sustainable products to the purchaser prior to checkout. The company continues to promote more sustainable office supply purchases through the Boldt Sustainability Newsletter and internal employee website.

In 2014, 29.8% of office supplies purchased for The Boldt Company had sustainable attributes. We will continue to utilize this strategy to continue our mission of being responsible stewards of the environment.

Dark Green	2.2%	
Mid Green	15.3%	
Light Green	12.3%	
Meets Norms	12.2%	
Not Green	58.0%	Total Green Spend
Total Spend	100.0%	29.8%

*Green Spend means the product has some green attribute such as postconsumer recycled content, remanufactured, or and eco logo / eco certification.

Environmental Performance

Boldt has developed its Environmental Management System, site-specific to Boldt’s corporate headquarters campus in Appleton, Wisconsin. Implementation of the EMS is consistent with the “functional equivalency” requirements of Wisconsin Statute §299.83(1)(dg).

Boldt continued its focus on sustainability and environmental performance during 2015 in the following areas:

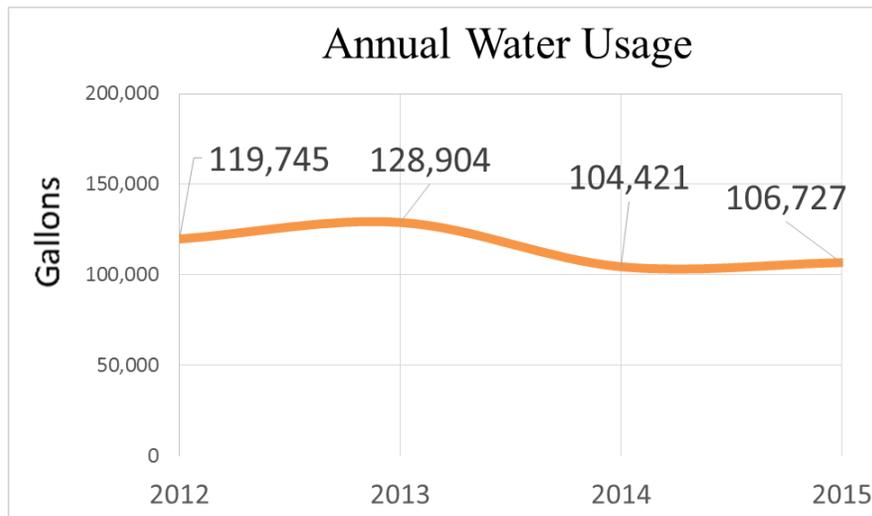
Energy

- Continue retrofitting existing lighting systems to reduce energy demand at the Corporate Headquarters and other campus warehouses and shops. All of the major lighting systems have been updated to increase the performance of our buildings. These upgrades included the following facilities at the corporate campus:
 - Warehouse
 - Paint Booth
 - Tool Crib
 - Weld Shop
 - Ballard Road Office
 - Carpenter Shop
 - Crane Shop
 - Boldt Corporate Office
- We will continue to regularly measure and monitor energy use by buildings.

Water

- Consumption of water has been continuously monitored since water fixtures were replaced for more sustainable models and native species were planted on the landscape to eliminate the need for irrigation. Boldt continues to search for improvements in this area. This will continue to be an important area of note, especially during the renovations at our corporate campus.

The Boldt Corporate campus continued to show a solid trend in regards to water savings. Our use in 2015 was 17% lower than use during the year 2013.





Waste

- Continued waste recycling programs for paper, cardboard, plastics, metals, batteries and electronic items at the Corporate Headquarters. Amounts of annual recycled materials approximated:
 - Cardboard 7.20 tons
 - Comingled Waste (Paper, Bottles, Plastics) 14.50 tons
 - Wood 14 tons
 - Lamps, Batteries & Ballasts 1,449 total items
 - Electronics 1.97 tons
- Continued with our Construction Recycling Initiative to reduce and divert waste materials generated at construction project sites from landfills.

Transportation

- Continued use of video conferencing, teleconferencing and webinars to reduce amount of vehicular travel.
- Continued to provide preferred parking for employees who carpool to work or drive alternative energy vehicles.
- Continued to provide bicycle racks, a shower, and changing rooms for employees who bike to work. Boldt sponsors an annual bike challenge to encourage employees to use bicycle transportation. It has been very successful at the Boldt Corporate Campus location. In 2015, The Boldt Company employees rode over 19,000 miles as part of the bike challenge.

Supply Chain

- Continued use of sustainable and environmentally safe cleaning products at Boldt's Corporate Headquarters. This is part of Boldt's low environmental impact, green cleaning and green equipment policy at the headquarters.
- Continued use of recycled paper and tissue products. Boldt focuses on recycled products or Green Seal certified alternatives.
- Continued use of recycled products for our banners and trade show booth.

Economic Performance

Economic performance impact is tied directly to the amount of recycling and the amount of waste material that is diverted from landfills. Construction waste diverted from landfills resulted in significant savings for our customers and our business. Boldt has also saved as a result of the being conscious of our water and energy usage.

Stakeholder Involvement

The Boldt Company promotes sustainable and environmental awareness through several events and initiatives.

- Boldt has a National Practice Group devoted to sustainability and environmental awareness. This group includes Boldt employees from every regional office. The group meets several times a year to discuss best practices experienced across the company. This group provides content for Boldt's internal Sustainability Newsletter to promote a sustainable culture across the company.
- Boldt maintains its internal and external website highlighting environmental and sustainable information.
- Boldt celebrates Earth Day to promote a sustainable culture.



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- Boldt provides training to its employees for the Construction Recycling Initiative and overall Sustainability program at the Boldt Corporate Campus.
- Boldt educates its employees in environmental awareness by hosting educational “Lunch ‘N Learns” to promote our sustainable mission and show employees how they can make a difference.
- Boldt makes environmental presentations at seminars, trade shows and other public forums.

WDNR Relationship

A central point of contact with the WDNR is helpful when questions arise. Boldt believes that ability to work with the WDNR in a collaborative manner to realize solutions to environmental issues is a benefit to our organization, our customers and the State of Wisconsin.

Conclusion

The Boldt Company has a long standing commitment to environmental stewardship. The Wisconsin Green Tier program is one way which has helped Boldt focus, strengthen and improve its environmental programs, and also helps to guide our future environmental initiatives. Not only do we realize the environmental benefit of reducing our impact on natural resources and reducing pollution, we also realize the economic benefits which provide value to our business and our customers.