Phillips Medisize
Partnerships Built on Innovation

GREEN TIER
Advantage: Business
Advantage: Environment

2015 Annual Green Tier Report Summary

Introductory

Phillips-Medisize previously identified as Phillip Plastics Corporation is a leading global outsource provider of design and manufacturing services to the medical device, diagnostics, drug delivery and commercial markets. The company is based in Wisconsin has over 2,200 employees within Wisconsin and over 3,500 worldwide. We have 13 separate buildings operating in 6 communities across the state of Wisconsin with diverse operations in the fields of medical devices, automotive, military and consumer related products. In 2011, we merged with a company called Medisize and now have additional operations in Europe, China and Mexico. In 2014 we celebrated the 50 year anniversary of Wisconsin production heritage. All primary production facilities are certified to the ISO 14001:2004 standard via BSI and Phillips-Medisize has a corporate certification for the US operations.

In 2006/2007 discussions began with the DNR about entering into the Green Tier Program and the first facility to enter into the agreement was our facility located in New Richmond. Four additional buildings at our Menomonie campus were later added in addition to a facility in Eau Claire. During the 2008 corporate management review, it was determined that as an organization, Green Tier achievement would be identified as an overall company objective and the remaining facilities have entered into the program. The final Wisconsin facility to apply for Green Tier status was our Design & Development Center (DDC) and the facility was accepted in October of 2013. With this report, we decided to remove many of the on-going environmental projects/activities and focus on current and new work being performed.

Acceptance Date

Phillips-Medisize was accepted into the Wisconsin Green Tier Program on the following dates for the following business operations:

- Phillips Medical New Richmond – April 21, 2008
- Phillips Medical Menomonie – August 14, 2008
- Phillips Metal Injection Molding– August 14, 2008
- Phillips Multi-Shot, Eau Claire – October 30, 2008
- Phillips Automotive – April 1, 2009
- Phillips Custom I and II – August 13/14, 2009

- Phillips Magnesium Injection Molding – October 9, 2009
- Phillips Operations Center/LSR – December 7, 2012
- Design Development Center – October 10, 2013

Reason for Participation and Report

Phillips-Medisize has a long history of environmental stewardship. We chose to participate and partner with the Wisconsin Department of Natural Resources through the Wisconsin Green Tier Program to celebrate our successes in environmental protection and to demonstrate our commitment to environmental excellence with superior environmental performance.

This 2015 annual performance report is submitted in part to meet the requirements of the 2009 Wisconsin Act 276, commonly referred to as the "Green Tier Law". Included in the report are:

- A review of our EMS System
- Last audit with documentation
- Objective and targets
- Violations
- Overall successes
- Supply chain outreach

EMS

Phillips has been EMS ISO14001 certified since 2001. Using the acronym **"FACE"**; Phillips Medisize aligned the ideas of the corporation to support the efforts of our people by, **F**ollowing laws, **A**voiding pollution, **C**ontinuous improvement and to have respect for our **E**nvironment. This education process has generated many different ideas and methods to improve our environmental performance in meeting our goals of environmental protection.

Annually we conduct internal audits of our EMS and Environmental Compliance systems to ensure compliance at each respective plant. Facilities are sample audited by an independent auditing organization (BSI) to maintain our certification. Each facility performs routine management reviews and on an annual basis the corporation performs a comprehensive rollup management review.

Last Audit with Documentation

External Audit:

The external audit evaluation of our EMS was performed by an external auditing firm (BSI) in August of 2015. This audit was considered a sampling audit under our existing certificate. There were a total of seven (7) EMS non-conformities (minors) identified during the audits of the corporation and of the Phillips and Eau Claire facilities. Corrective actions were submitted for each respective audited location. The corrective actions plans were reviewed and approved by BSI.

Internal Audit:

In addition to the external audits, the various facility Safety, Health & Environmental Specialists and the Corporate Safety, Environment and Energy Director perform annual internal EMS & Environmental compliance audits at each facility. Our internal systems require that for every minor or major finding identified, we must enter in a corrective action for resolution of the issue(s) identified. As of this time, all minor findings and observations have been corrected from the 2015 audits.

In our efforts to save paper and to consolidate information, we have provided a synopsis of the overall findings in lieu of providing all of the detailed inspection reports as previously provided in the original Green Tier reports. The summary of internal audit findings is listed below:

Location	Audit Date	Major	Minor	Observations
Custom I/II	07/21/15	0	1	3
Phillips Automotive	05/19/15	0	3	4
Multi-Shot / LSR	08/04/15	0	5	4
MAG	04/15/15	0	2	8
MIM	06/24/15	0	1	2
Phillips Medical	06/18/15	0	0	2
Phillips Medical – New Richmond	05/25/15	0	1	2

The 2016 internal audits have been scheduled for all Phillips-Medisize locations and the external audits (BSI) have also been formally scheduled.

Objectives and Targets

Our 2014 corporate EMS objectives were revised and identified under the following topic categories:

Topic	Objective	Target
Waste Reduction	***Solid*** – Reduce solid/landfill waste by 10% by CY2020 per net sales. ***Hazardous*** – Reduce hazardous waste by 10% by CY2020 per net sales ***Universal*** – Track/monitor and audit various universal wastes and seek methods to reduce materials	Each facility will evaluate various elements associated with the generation of wastes and energy/water usage. The facilities will then develop/implement effective target(s) with specific action plans/projects to reduce wastes and energy costs while improving overall recycling and energy/water awareness for the fiscal year and maintain Green Tier status.
Energy Reduction	Reduce energy consumption by 5% by the end of CY2015 per net sales via energy reduction projects.	
Water Reduction	Track both city and well water usage and compare year to year consumption and address facility projects that can impact consumption.	
Involvement	Post monthly metrics that track respective facility data and provide quarterly EMS/Environmental information regarding awareness activities. Solicit new ideas via CI process and sponsor environmental activities/outreach for employee/community involvement.	
Wisconsin Green Tier	Maintain Green Tier status and provide an annual performance report	

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

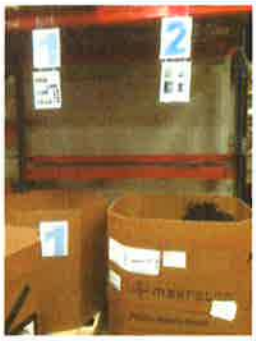
Wisconsin DNR Green Tier Sustainability Metrics

See Wisconsin DNR Green Tier Sustainability Metrics for detailed data.

Our EMS progress with the topic activities are summarized below:

WASTE REDUCTION & RECYCLING:

#	Idea/Program	Results
1.	Recycle clean room bouffant, shoe covers and beard guards.	We evaluated the material and discovered that the materials are made from polyethylene plastic. This material continues to be collected and sent to our plastics recycler as another material to keep out of the landfill. Some facilities are also experimenting with reusing shoe covers to minimize wastes and costs.
2.	Hazardous waste compactors for the pad printing solids waste.	We mechanically compact solid paint waste (rags, cups, mixers…etc.) to reduce waste disposal costs per drum. We can compact 3 to 4 current drums into 1 with mechanical compaction. Compactors were purchased, installed and are currently in use now at all, but one Green Tier facility. Plans are in place to purchase an additional unit in the future for the remaining facility.
3.	Custom I & Phillips Automotive – Installation/Use of solvent still.	Solvent stills were installed at our Phillip, WI facility and Medford, WI facility to recycle waste solvents. The still usage in Phillips, WI has resulted in a large reduction of hazardous waste generation to help reclassify this facility from a Large Quantity Generator to a Small Quantity Generator level status. In 2014, the Phillips facility recycled 1,320 gallons and the Medford facility recycled 29,090 gallons of solvent waste. In 2015, the Phillips facility recycled 1,050 gallons of solvent waste and the Medford facility recycled 30,085 gallons of solvent waste.
4.	Multi-Shot, PM and MAG – Ultra Sonic Waste Stream	In 2011, facilities evaluated alternative types of chemical treatment material and switched to a new material which allowed the material to be re-classified from Hazardous Waste to Non-Hazardous Wastes. Facilities continue to evaluate alternative solutions and are working with vendors such as CRI and OSI to evaluate materials.
5.	Battery Recycling	Battery recycling stations have been set up at all buildings and all collected batteries are properly recycled via Batteries Plus in Eau Claire. We worked with Batteries Plus to identify those batteries that must be recycled and those that are handled in alternative methods. We also now tape or cover battery leads to protect form potential arcing and fires.

6.	Waste To Energy – "NET ZERO"	Phillips has worked with Veolia, Xcel Energy and La Crosse County to evaluate the concept to off-set landfill waste to a waste-to-energy facility. Tours were provided in 2011at the LaCrosse Xcel Energy facility and a contract was drafted between LaCrosse County, Xcel Energy, Veolia and Phillips Medisize. In late 2014, Phillips Medisize entered into a contact and it was executed in 2015. In 2015 we sent 334.62 tons of material to the Xcel Energy plant to offset our landfill waste. We actually generated 312.73 of wastes in 2015. We actually sent 21.89 extra tons. (See Case Example #2).
7.	Use of Post Consumer Recycled Content Paper	In 2010 we purchased all of our paper from Staples, we receive an Environmental Report that provides our paper usage and associated PCRC reports. In 2014, 22% of the overall office products purchased were considered green products and 2015, 19% was considered green.
8.	Acid Tank Improvements	The Magnesium Injection Molding (MAG) facilities replaced an aging acid wash tank and has made major improvements to the acid cleaning processes in 2015.
9.	Mixed Plastics	Our objective is to prevent all production plastics from going to our local landfills. To that end, we recycle all mixed plastics materials; however, this waste stream has become problematic. In CY 2014 we worked on a large scale project involving mixed plastics to develop. Although the project was not fully implemented, progress will continue into 2016 and are working on a new recycling plan/options for the mixed plastics waste stream. Many facilities have also reviewed their current recycling practices and have made improvements to help capture more valuable materials. 
10.	Dumpster Dive	In 2015, the New Richmond facilities performed multiple waste stream evaluations to determine the effectiveness of their recycling practices and found that the facilities are performing well. Minor issues were captured and posted for communication purposes.
11.	Oil/Water Separator	In 2015, one of the Eau Claire facilities eliminated their out dated oil water separator and developed better handling practices for used oils.
12.	VOC Minimization	At our primary painting operational plant located in Medford, WI; we utilize an RTO designed and manufactured by another Wisconsin firm (Anguil Environmental) to minimize our VOC usage. In 2014 we performed a stack test to verify our emission reduction and we are happy to report that the equipment easily passed with a 98.3% average destruction efficiency rating. Additionally, in 2013 we completed a very nice VOC fugitive emission reduction project (See Case Example #1).

WASTE REDUCTION & RECYLING (*Case Example #1*):

In the same context as waste reduction and environmental stewardship, in 2013 we completed a very nice emission reduction project where we re-routed an existing fugitive exhaust air stream from various dip tanks at our Medford facilities to our RTO. This RTO has a destruction efficiency rating of 98.3% confirmed by stack testing in 2014 and as such, starting July 2013, those previously exhausted VOC emissions are now destroyed. This project will eliminate roughly 22 tons of VOC emissions annually just from this plant alone (equates to a 71% reduction in VOC emissions). Listed below are a few pictures to illustrate:

Before

After

WASTE REDUCTION & RECYLING (*Case Example #2*):

N ET "0" – WASTE-TO-ENERGY

Summary:

In a collaborative approach, Phillips-Medisize worked with Advance Disposal, Xcel Energy, La Crosse County Department of Solid Waste and many other organizations to implement the Net "0" Waste-To-Energy process. In 2014, a process was implemented where the 13 unique facilities across 6 communities accounted for all landfill wastes and executed an agreement to allow Phillips-Medisize to off-set all landfill wastes.

A contract was signed in 2014 and waste has been, and will continue to be shipped to the French Island Co-Gen. facility. In 2014, as a combined Wisconsin aggregate, Phillips-Medisize generated 322.6 tons of landfill waste. In 2015 we shipped 334.62 tons of RDF to off-set our wastes generated by our facilities. We will continue to adjust the volumes year-to-year based upon our calendar year-end totals and will modify the shipments of wastes to the French Island facility accordingly. In 2016 we plan to ship at least 295.77 tons of waste to the facility as our waste volumes have gone down.

This Net "0" Waste-To-Energy process has allowed Phillips-Medisize to establish even stronger bonds and relationships with what we consider some of our true environmental partners. We consider that this process will allow us to create value from that which would be deemed as true waste and it is an effective methodology to allow organizations to make true environmental impacts. We have created a pathway where our waste provider can provide fuels to our power provider who can ultimately provide this generated power back to the grid where others may use this generated power.

ENERGY REDUCTION

#	Idea/Program	Results
1.	LED Lighting Retrofit	The price point for LED lighting has come down to the point that it is worth exploring. In 2014, we implemented several LED lighting projects where we re-lamped two large building spaces in Menomonie with LED lamps. These lamps utilize roughly ½ of the previous efficient T-8 lights; however, the project encountered some issues with ballasts that had to be replaced. In 2015 we installed new LED lighting in Menomonie, Phillips and New Richmond.
2.	Lighting Upgrades – Phillips Medical & PM-NR.	Re-lamping projects have been completed at Phillips Medical facilities. We had one facility that remains to be finished which is our 409 Tech. Drive front office area. A building remodeling project completed in 2015 addressed the lighting upgrades. LED lighting is now considered the standard for new light fixtures. All remodeling projects and plant expansion projects in Menomonie and New Richmond included LED lighting.
3.	Parking Lot/Exterior Lighting	Performed various lighting trials utilizing CFL, Induction Lighting and Fluorescent lighting in the parking lots at Multi-Shot. In 2010 the parking lot lighting project was completed for Multi-Shot and the Operations Center. Based upon the results of these projects, new exterior lighting installations have been slated for other locations in the future. LED lighting has been install in many locations across the company in 2015.
4.	Partner with Xcel energy to obtain an Environmental Intern to work on energy savings projects at Phillips Medisize.	Intern was hired in 2011 and we have had a part-time intern position since this time. This person was actively been involved on environmental projects, energy reduction projects, Change-12 program, compressed air leak identifications and other energy/environmental projects. We continue to work with Xcel Energy on the use of an Energy Intern for Phillips Medisize.
5.	Conduct compressed air leak survey at all facilities.	Surveys conducted by Environmental Intern in 2015. Reports were sent to each facility for implementation. Over $22,279 in overall savings was identified for repairs/improvements.

6.	Energy efficiencies in building expansion projects	Energy efficient lighting, air compressor systems, building controls, boilers, dust collection system, cold storage and other building equipment has been utilized in the 2014 & 2015 building expansions modifications. The building modifications at 409 Tech. Drive included new LED interior lighting, HVAC; the New Richmond expansion will include LED lighting, turbocor chiller, cooling tower, VFD's, centralized resin drying, building controls, building envelop sealing, boilers…etc. We are working collaboratively with FOE and WPPI for the New Richmond project. Also, in 2015 we started a building expansion project at our MIM plant and energy efficient equipment will also be built into the operations such as lighting, HVAC, building controls and other activities.
7.	LED backlit building signs	All facilities now have the updated the front building signs with LED backlit signs and have thus eliminated T-12 lights.
8.	Press Shut Down	An individual evaluate the use of energy while presses were in idle mode and developed/implemented procedures for press shut downs to save approximately $10,000/year.
9.	Electric Presses	In 2015 several new energy efficient presses were added into service at many plant locations. Specifically at one facility 5 electric presses were selected vs. traditional hydraulic machines. The electric presses generally save roughly 30% on electrical usage costs although the machines do generally cost more than traditional devices.
10.	Boiler Replacements – PM & MIM	Installed high efficiency replacement boiler (96% efficient vs. old 82% unit) at Tech Drive. The same boilers at 422 Tech. Drive were replaced in 2011. Similar style boilers were replaced in 2012 at the MIM building. In 2013 we replaced 1 failing boiler with the 96% efficiency rated unit. In 2014 we replaced the two larger natural gas boilers which were 82% efficient with units that are 96% energy efficient. Additionally in 2015 two boilers were replaced with new energy efficient 95%+ efficient boilers.
11.	Loading Dock Door Seals & Building Surveys	Installed several dock door seal system to minimize building leakage. Contacted an alternate company to perform a comprehensive audit of all facilities to evaluate loading docks. New building expansion projects have integrated dock seal systems into the construction projects.

12.	Hydraulic Pump Use Minimization	It was determined that the pumps/motors on the hydraulic presses can be effectively shut down when not in use and over 20 presses had this logic installed. We have also posted information on presses to show the financial impact of simply shutting equipment off when not in use.
13.	Natural Gas Supplier	In 2014, we switch natural gas providers at one of our plant and the savings will amount to roughly $50,000/year. In the process, we determined a cost effective method to implement sub-metering to allow facilities to economically install and track natural gas consumption for various operations. A sub-metering project involving the Medford RTO will occur in 2016. A new gas contract was issued in 2015.
14.	LED Task Lighting	In 2015 we continued to replace many of our failing task lighting system with LED lighting packages.
15.	Strategic Energy Management	In 2015 we signed an agreement with Focus On Energy to participate in their new Strategic Energy Management Program (SEM). Since acceptance, we have sent several people to various training and educational events sponsored via FOE and most recently a number of individuals received auditor training on ISO 50001 (Energy Management Systems). This SEM agreement also integrates energy management with our environmental management system due to synergies within the programs. We will be working through 2016 to identify those processes and equipment for energy improvement project implementation. This process is being implemented for the 415 Red Cedar building. Upon completion, we expect to bring other facilities into this program.
16.	MIM Expansion	An interesting note regarding one of our building expansion projects was that the new expansion project did not necessitate the need for additional compressor needs, heating/cooling…etc, because the building was already efficient enough to carry the load of the new expansion.

WATER REDUCTION:

#	Idea/Program/Topic	Results / Activity
1.	Track water consumption (both high capacity wells and city water).	Each facility now reports each form of water usage on our monthly EMS charts. One facility can now track the information 'real-time' (15 minute usage information). Additionally, a roll up summary spreadsheet was created to track year-to-year usage by each individual well and water source.
2.	Minimization of water usage	Facilities have worked on projects to minimize city water usage such as the installation of water meters on cooling tower makeup supplies, use of well water for lawn sprinklers and back filling of cooling ponds and use of VFD's to minimize overall water usage.
3.	Building/Process Cooling & Controls – New Richmond	This project is listed twice, but it had such a huge impact on our water usage that it was worth mentioning again…In 2010, we installed a new highly energy efficient cooling system to address both process and building cooling. We removed an old 90 ton chiller system that was failing (recycled all CFC's), installed new heat exchangers, VFD's on well water pumps, new Johnson Controls Systems and balanced with air intake system. All HVAC is now be monitored real time and graphed. The system saved 289,080 kWh and 33 kW peak in savings. Ironically, this system continues to save roughly 40,000,000 gallons of water consumption/year.
4.	Back Flow Preventor	Each facility has had various inspections to ensure that back flow preventors are in proper use at all facilities. Additionally, work was performed in 2015 at many buildings to address remote applications for backflow applications.
5.	Process Water Tank Cleaning	More attention has been given to the facility process water tanks (closed loop system) and as such the water quality level has improved and with that a reduced consumption of fresh water makeup.
6.	Oil/Water Separator Cleaning	In 2015 we physically pressure washed out the two vault style oil/water separators. This has improved the performance of those devices.
7.	No Exposure Certifications	All facilities continue to be identified as exempt and are current to the 5-year No-Exposure Certification status.
8.	Repairs	Inspections were made at facilities to evaluate water leakages and several improvements were made to stop water losses.

9.	Gray Water	In 2015, our Menomonie campus has been using more pond water vs. city water usage as re-use cooling water options.
10.	Pressure Differential Purge	In 2015, we modified our purge systems where we identified a process control systems and modified purging water to minimize usage at our Menomonie facilities.
11.	Rain Sensors	In 2015, rain sensors were installed on various lawn sprinkler systems and several were evaluated to verify proper settings. All are fully functioning and installed to reduce water usage.
12.	Tours	Phillips-Medisize toured several water treatment plants and local systems to evaluate and understand various system limitations and to connect with local personnel.
13.	Facility Restrooms	In 2015, steps were taken during remodeling projects to include water conservations products in the designs such as low flow devices, auto sinks/toilets…etc.

INVOLVEMENT:

#	Idea/Program/Topic	Results / Activity
1	Training	We perform training on our environmental expectations during new employee orientation and again, each year during required refresher training.
2.	Hazardous Waste Training	All employees that generate, prepare for shipment, or transport hazardous waste within our facilities receive specialized training specific to the hazardous waste they are handling. Specialized training is also provided via independent providers. Additional training was executed in 2015.
3.	Environmental Postings	New environmental and sustainability postings are used throughout the year to communicate interesting facts about recycling and energy reduction with on-going efforts to increase environmental awareness at both work and home.
4.	Tours of Environmental Partners	We performed tours at various entities in 2015 such as: Badger Disposal (hazardous waste disposal firm), Advance Disposal, CRI, Lamp Recyclers, Recycle Technologies, PRSEI and others. We also discuss environmental improvement ideas with our respective environmental partners. Tours with other environmental partners are planned for 2016.
5.	Adopt-a-Highway, Amazing Eau Claire Clean Up, Earth Day Clean Up	In 2015, various facilities participate in activities to clean up our communities, highways, parks, bike paths and facility grounds. Locations include Menomonie, Eau Claire, New Richmond and Medford.
6.	Vegetable plantings	In 2015 at three buildings, vegetable plants were provided to Eau Claire employees.
7.	Community Outreach	Many of our employees and leaders continue to be involved in various environmental groups such as the Nature Conservancy Foundation, Friends of the Red Cedar Trail, Eau Claire Sustainability Commission, LEPC and other community outreach efforts.
8.	Green Designations - Green Masters & EC – Green Business Ds	In 2015, Philips-Medisize was again designated as a Green Master under the Green Masters Program sponsored by the Wisconsin Sustainable Business Council. Three buildings in Eau Claire received designation in 2012 as a Green Business. The facilities continue to be classified/recognized as Green Businesses today.
9.	Sustainability Commission (City of Eau Claire)	In 2014, the city of Eau Claire established a Sustainability Commission and the Corp. Safety, Environment & Energy Director serves on the commission which is addressing pertinent environmental related issues to the Chippewa Valley area.

10.	LEPC	Many members of the Safety, Health & Environmental department are participants with the regional Local Emergency Planning Committees for their respective facilities/locations in addition to review of various plans.
11.	Community Outreach Support Letters	Phillips-Medisize has been asked to provide support letters to various initiatives including, Collaborative environmental initiatives under the P2 Funding Opportunity EPA, NREL, City of Eau Claire/DNR landfill effort to "Repowering America: Siting Renewable Energy on Potentially Contaminated Land and Mine Sites Initiative" and other efforts. Meeting and tours were provided on 05/31/12 to discuss a potential WI largest solar array project. Discussion continued in 2015 and steps are being taken in 2016 to bring solar to Eau Claire. Solar projects have been implemented in Medford and New Richmond and Phillips Medisize is looking at options.
12.	Car Pooling	In 2015, one of the Eau Claire facilities has set up a designated car-pooling parking area which has placed the premium parking stalls closest to the building and installed signage. People have commented that they respect the initiative and helps to demonstrate commitment to environmental sustainability.
13.	External Presentations	In 2015, Phillips was asked to provide presentations for students in Menomonie regarding environmental aspects and impacts and also to the WI FET group pertaining to our Net Zero.
14.	Lead Auditor Training	In 2015, several new staff members completed extensive 14001 lead auditor training.
15.	Wet Land Evaluation	In late 2015, one of our facilities was exploring the option of adding additional building space. Proactive steps were taken to evaluate potential building locations for wet lands and an organization was enlisted to perform a formal wet land evaluation of the respective properties.
16.	Habitat Pollination Project	In 2015, in a collaborative approach between the city, Phillips Medical, University of Wisconsin-Eau Claire, Wildlife Habitat Council and several other entities, a project began to create a pollinator habitat in a neighboring old landfill space area. The project began in 2015 and will be completed in 2016.

WISCONSIN GREEN TIER:

The following table provides a summary of the various locations and their respective Green Tier certificates:

GREEN TIER CERTIFICATES

Facility	Facility Address	Town	Tier I or II	Certificate #	Issue Date
PM - NR	705 Wisconsin Drive	New Richmond	I	T1-2008-17	04/21/08
PM	415 Red Cedar	Menomonie	I	T1-2008-22	08/14/08
PM - TD	409 Tech. Drive	Menomonie	I	T1-2008-22	08/14/08
PM - Origen	428 Tech. Drive	Menomonie	I	T1-2008-22	08/14/08
MIM	422 Tech. Drive	Menomonie	I	T1-2008-23	08/14/08
MS	1233 International Drive	Eau Claire	I	T1-2008-25	10/30/08
PAF	939 South Whelen	Medford	I	T1-2009-29	04/01/09
Custom I	One Plastics Drive	Phillips	I	T1-2009-31A	08/13/09
Custom II	1156 S. Airport Road	Phillips	I	T1-2009-31B	08/14/09
MAG	2930 Mondovi Road	Eau Claire	I	T1-2009-33	10/09/09
OPS/LSR	3449 Sky Park Blvd.	Eau Claire	I	T1-2012-64	12/07/12
DDC	1201 Hanley Road	Hudson	I	T1-2013-69	10/10/13

We have one facility (Medford) that has applied for Tier II status. Phillips Medisize is working closely with the WI DNR to develop an innovated ROP for this facility and upon agreement, this facility will become the first Phillips Medisize Tier II location within the company. On October 10, 2013, we had our last facility within the borders of Wisconsin achieve Green Tier status. A celebration was held at that facility and we have included a few event photos.

Violations

No citations were issued in 2015.

Overall successes

The Green Tier 'flag raising' events solidified partnerships with our various environmental entities that Phillips does business with and stressed the importance of continued environmental stewardship.

During each Green Tier celebration event, which included the presentation of the award, the raising of the Green Tier flag, we also included the planting of a living memorial in honor of our Green Tier participation. As a corporation, each year Phillips Medisize has donated thousands of trees and shrubs to the people of Phillips Medisize. Each facility has received a large autumn blaze maple (acer x freemanii) to be placed near the main entrance along with a plaque to signify the acceptance into the Green Tier program and to serve as a living reminder of our on-going environmental efforts. The trees continue to thrive and are getting rather large which again signifies our environment commitments.

Supply Chain Outreach & Community Outreach

In 2015 we extended our auditing to our environmental partners and Phillips Medisize audited:

- Lamp Recyclers
- Recyle Technologies
- Badger Disposal
- Genesis Recycling
- Advance Disposal
- PRSEI

We consider the following organizations to be our environmental partners:

WI DNR	Focus On Energy	WPPI Energy
Veolia (Advance Disposal)	Xcel Energy	Commercial Testing Labs

Batteries Plus	RCRA Advantage	Northern Lake Services, Inc.
Lamp Recyclers	Recycle Technologies	Mercury Waste Solutions
Badger Disposal	CRI Recycling Services	John Henry Foster
G & K Services	Genesis Recycling	OSI
Alter Metals	B & B Electric	Erv Smith Services
ERM	Liesch & Associates	Staples

Additionally as part of our environmental outreach, in 2013-2015 Phillips Medisize was asked to presented/speak at the following events, conferences, meetings, tours:

- 04/03/13 – Wisconsin Consultant's Day (Speaking) – Stevens Point, WI
- 05/15/13 – Wisconsin Business Friend of the Environment (Speaking) – Milwaukee, WI
- 11/20/13 – NW Wisconsin Green Tier Round Table (Discussions) – New Richmond, WI
- 11/29/13 – UWEC Sustainability (Speaking) – Eau Claire, WI
- 12/13/13 – Wisconsin Sustainable Business Conference (Speaking) – Dodgeville, WI
- 06/16/14 – Wisconsin Green Tier Legacy Community (Speaking) – Eau Claire, WI
- 07/11/14 – Senator Harsdorf (Tour) – Hudson, WI
- 07/12/14 – Green Tier/Sustainability Council Case Study of the VOC Reduction Project (Case Study) – Medford, WI
- 08/26/14 – UW Extension Office (Discussions) – New Richmond, WI
- 09/22/14 – UWEC Sustainability Course (Speaking) – Eau Claire, WI
- 09/23/14 – UWEC Environmental Leadership (Speaking) – Eau Claire, WI
- 04/03/15 – UW Stout – Env. Aspects/Impacts Review
- 05/07/15 – WI FET – Net Zero (Speaking)

Our people are involved in a great deal of community outreach and support projects from Adopt-A-Highway program, to Habitat For Humanity, United Way, to various community cleanup projects. We

feel that it is very important that all organizations lend an environmental hand to their communities and to their neighbors. Our people embrace this concept and help when possible.

We proudly fly at all of our Green Tier facilities a custom made Green Tier flag. This flag utilizes the Wisconsin Green Tier logo and serves as daily testimony to our commitment to environmental stewardship and our agreement to be good corporate citizens.

Environmental Recognition

The following provides an overview of prior environmental recognition efforts for Phillips Medisize Corporation:

Year	Award	Recipient/Location
2009, 2012 & 2014	WI Business Friend of The Environment	Entire Corporation
2010 - Present	Eau Claire – Green Business	Three (3) Eau Claire locations
2010 - Present	Green Masters Program (Green Master Designation)	Entire Corporation
2011	Xcel Energy – Environmental Excellence Award	Entire Corporation

Conclusions

Participation in the Green Tier program has been a great journey and has helped reinforce Phillips Medisize continued improvement through the ongoing participation in ISO 14001:2004. Phillips Medisize participation in the Green Tier program has demonstrated to our customers that we are an environmental leader. Our hope is that our participation in the Green Tier Program will encourage others in the region to become participants.

Looking Forward

October of 2013 was a milestone event for Phillips Medisize where the final facility was accepted under the Wisconsin Green Tier Program. We will continue to strive to represent the Green Tier Program with our best effort in environmental stewardship.

Appendix 1 - *Phillips Medisize EMS ISO14001 Certificate*

bsi.

Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2004

This is to certify that:

Phillips-Medisize 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 manufacture, decoration and assembly of injection molded resin, rubber, plastic and metal components.

This certificate is traceable to this company's original registration certificate number CERT-03845-2002-AE-HOU-RAB dated February 28, 2005 and issued by DNV registrar.

For and on behalf of BSI:

Pietro Foschi - Strategic Delivery Director

Originally registered: 03/12/2005 Latest issue: 03/10/2015 Expiry Date: 03/10/2017

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making excellence a habit.

Certificate No: **EMS 93521**

Location	Registered Activities
Phillips-Medisize Corporation 3440 Sky Park Boulevard Eau Claire Wisconsin 54701 USA	The management of environmental risks associated with the manufacture, decoration and assembly of injection molded resin, liquid silicone rubber, plastic and metal components.
Phillips Plastics Corporation Custom I One Plastics Drive Phillips Wisconsin 54555 USA	Manufacture, decoration and assembly of injection molded plastic and metal components.
Phillips Plastics Corporation Custom II 1156 South Airport Road Phillips Wisconsin 54555 USA	Manufacture, decoration and assembly of injection molded plastic and metal components.
Phillips-Medisize Corporation Phillips Medical 420 Technology Drive East Menomonie Wisconsin 54751 USA	The management of environmental risks associated with the manufacture, decoration and assembly of injection molded resin, plastic and metal components.
Phillips-Medisize Corporation Phillips Medical 415 Red Cedar Street Menomonie Wisconsin 54751 USA	The management of environmental risks associated with the manufacture, decoration and assembly of injection molded resin, plastic and metal components.
Phillips-Medisize Corporation Phillips Medical 400 Technology Drive Menomonie Wisconsin 54751 USA	The management of environmental risks associated with the manufacture, decoration and assembly of injection molded resin, plastic and metal components.

Originally registered: 03/12/2005 Latest Issue: 03/19/2015 Expiry Date: 03/18/2017

Certificate No: EMS 93521

Location	Registered Activities
Phillips Plastics Corporation Metal Injection Molding 412 Technology Drive East Menomonie Wisconsin 54751 USA	The management of environmental risks associated with the manufacture, decoration and assembly of Injection Molded Plastic and Metal Components.
Phillips Plastics Corporation Multi- Shot 1233 International Drive Eau Claire Wisconsin 54701 USA	The manufacture, decoration and assembly of Injection molded plastic and metal components.
Phillips Plastics Corporation Phillips Automotive 909 South Whelen Avenue Medford Wisconsin 54451 USA	The 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 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	Manufacture of Injection Molded metals including Magnesium, plastic and rubber including secondary maching and deburring operations.

Originally registered: 03/12/2005 Latest Issue: 03/19/2015 Expiry Date: 03/18/2017

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Certificate No: **EMS 93521**

Location	Registered Activities
LSR (Liquid Silicone Rubber), a Phillips Plastic Corporation 3449 Sky Park Boulevard Eau Claire Wisconsin 54701 USA	The manufacture, decoration and assembly of Injection Molded Plastic and Liquid Silicone Rubber Components.

Originally registered: 03/11/2005 Latest Issue: 03/19/2015 Expiry Date: 03/18/2017

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WISCONSIN DNR GREEN TIER SUSTAINABILITY METRICS

Period Covered:	2015
Company Name:	Phillips-Medisize
Facility Name:	Entire Corporation
Address:	3449 Sky Park Blvd.
City, State, Zip:	Eau Claire, WI 54701
Environmental Coordinator:	Dan Andersen
Coordinator Phone:	715/831-5453
Coordinator E-Mail:	dan.andersen@phillipsmedisize.com

Metric	Not Collected / Not Available / Not Applicable	Quantity	Units	Period - if not Calendar Year
DEMOGRAPHICS				
Sales ***(U.S.)***		403,000,000	$	CY
Money saved because of material or process improvements ***(U.S.)***		3,143,759	$	CY
Profit or Loss	NA	NA	%	
Employees ***(U.S. - Company & Contracted)***		2,218	Each	CY
Multiple between highest paid and lowest paid employee	NA	NA	%	
Alternative Transportation Support	NA	NA	$ or ?	
Total Purchases		287,778,268	$	CY
In-State Purchases		49,524,799	$	CY
% of Purchases Made from Companies that participate in Green Tier or Green Masters:	NA	NA	%	
LAND				
Total Land		133.5	Acres	CY
Paved/Covered Land	NA	NA	Acres or sq. ft.	
ENERGY				
Electricity ***(kW)***		69,882,300	***kW***	CY
	NA	NA	% reduction	CY
Natural Gas ***(Therms)***		689,262	***Therms***	CY
	NA	NA	% reduction	CY
Renewable Energy (generated on-site)	NA	NA	% of total use	
Renewable Energy (as a % of utility electricity mix)		25	%	CY
WATER				
Total Water Used ***(Private & Public)***		219,545,406	gallons/year	CY
	NA	NA	% reduction	CY
Source - private well		88.49%	% of total use	CY
Source - public system		11.51%	% of total use	CY
Water Recycled/Reused		2,492,938	gallons/year	CY
		NA	% reduction	CY
Regulated Pollutants Discharged (BOD, TSS, Metals)	NA	NA	lbs/ year	
	NA	NA	% reduction	

AIR				
Total Air Emissions ***(VOC's)***	NA	38,172	lbs/ year	CY
	NA	NA	% reduction	
Ozone-Depleting Substances	NA	NA	lbs/ year	
	NA	NA	% reduction	
FHAP's	NA	11,057	lbs/ year	
	NA	NA	% reduction	
Greenhouse Gas Emissions	NA	NA	lbs/ year	
	NA	NA	% reduction	
WASTE				
Hazardous Waste Disposal		52,014	lbs/ year	CY
	NA	NA	% reduction	CY
Universal Waste Disposal ***(Universal & Used Oil)***		70,994	lbs/ year	CY
	NA	NA	% reduction	CY
Non-Hazardous Waste Disposal ***(Landfill Wastes)***		620,568	lbs/ year	CY
	NA	NA	% reduction	CY
Material Recycled/ Reused		4,479,006	lbs/ year	CY
	NA	NA	% increase	CY
Recycled/ Reused Content	NA	NA	% of product	
TRANSPORTATION				
Hybrid Vehicles	NA	NA	Each	
Gasoline Used	NA	NA	Gallons	
Diesel Used - vehicles	3	NA	Gallons	CY
Diesel Used - Generators	4	NA	Gallons	CY
Alternative Fueled vehicles (CNG, LNG, Fuel Cell, Electric)	NA	NA	#	
ADDITIONAL METRICS				
Please list all other designations/certifications (for example: LEED, Green Globes, Green Masters, Energy Star, ISO 14001):	Green Tier	12	Plant	CY
	ISO Certified	1	Corporation	CY
	Green Masters	1	Corporation	CY
	Green Business	3	Plant	CY