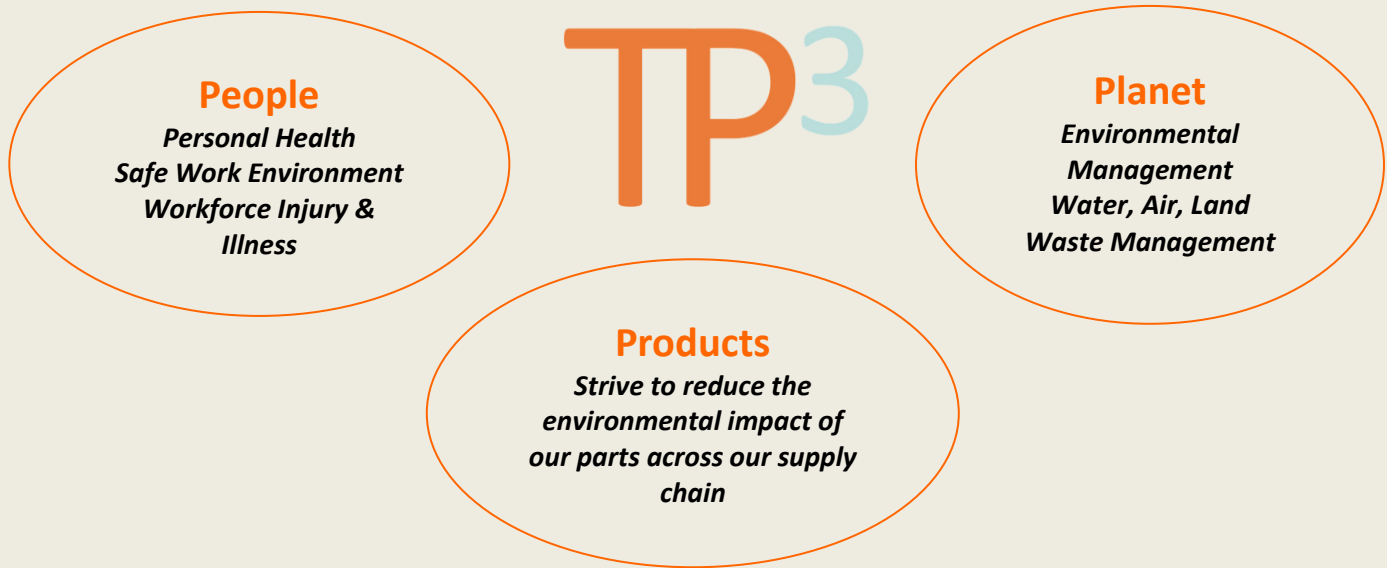




Corporate Stewardship Report

Reporting Year 2016

Tessy Plastics Corp. - US



Company Profile

Headquartered in Central New York since 1973 Tessy Plastics Corp., a privately held company is a global leader in injection molding with integrated precision automated assembly. We have a broad portfolio of plastics that we manufacture and assembly of component parts for medical, consumer products, business machines, electronics, and packaging. Our core business is cutting edge medical components and we are a market leader in medical micro molding. Our financials, while audited, are not available for public access. Tessy Plastics Corp. strives to manufacture products in the most efficient, responsible and safest manner possible - conserving energy and materials through lean processes and innovative engineering. To ensure we are responsibly managing our utility costs and work to reduce our carbon footprint with continue to engage with NYSERDA and purchase new energy efficient molding machines, chillers and lighting. We are dedicated to applying sustainable technologies and innovation to help our customers meet their sustainability goals. Tessy Plastics Corp. remains committed to understanding and addressing its carbon emissions as part of a comprehensive commitment to environmental protection ingrained in our TP3 Stewardship Program and defined in our Environmental, Health and Safety Policy.

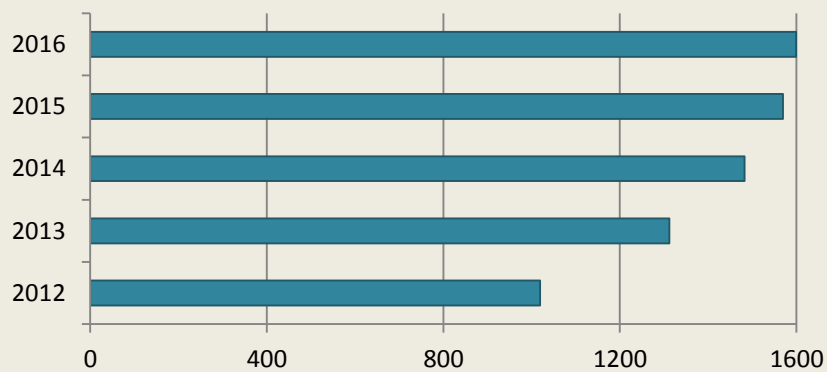
Our Environmental Health & Safety Policy

Tessy Plastics Corp. is committed to managing its business using manufacturing methods and practices that are safe and environmentally responsible, which will allow our people and planet to endure. We will comply with all applicable legal and other requirements to prevent pollution and reduce our impact on our surrounding environment while maintaining the health and safety of our employees along with our community. By building awareness of our suppliers, employees and customers we will continually improve and reduce; occupational injuries, employee illness, waste, energy consumption and use of natural resources. Our stewardship initiatives and outcomes will be reviewed by Management and annually reported.

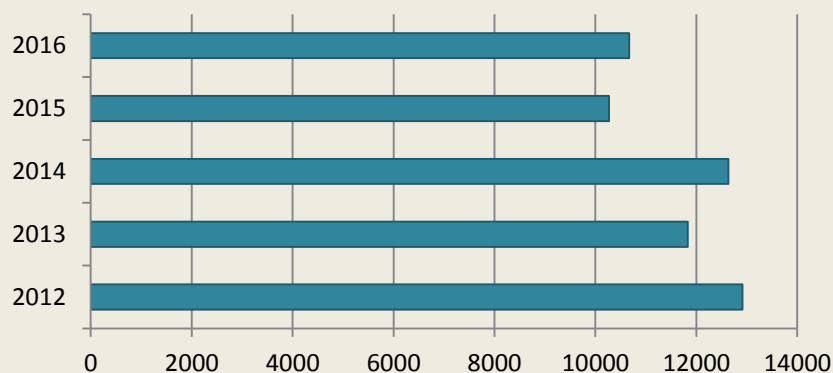
Our Carbon Footprint

Tessy Plastics Corp. has grown significantly over the years. As of the end of 2016, we now have over 900,000 square feet of manufacturing and warehouse facilities. We have made it our mission to manage our growth responsibly, not only for our company but for our stakeholders and our community. Since 2009, we have scrutinized our GHG inventory and have been able to identify the sources of our emissions. We closely track our emission data enabling us to grow our program and continuously evaluate opportunities for improvement.

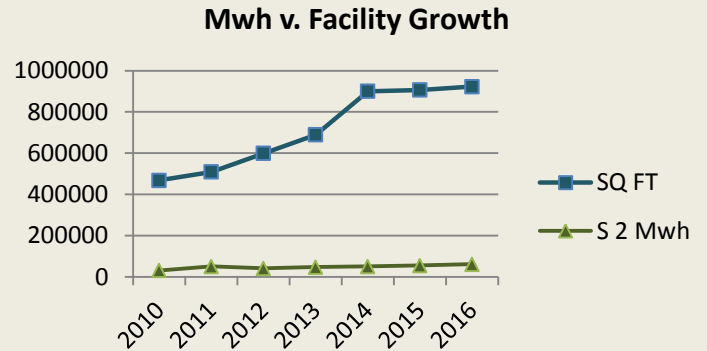
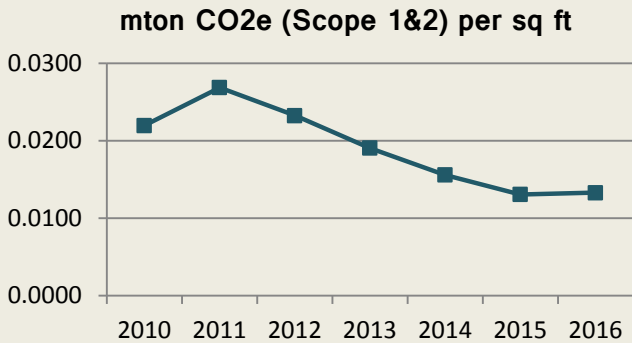
Scope 1 Emissions



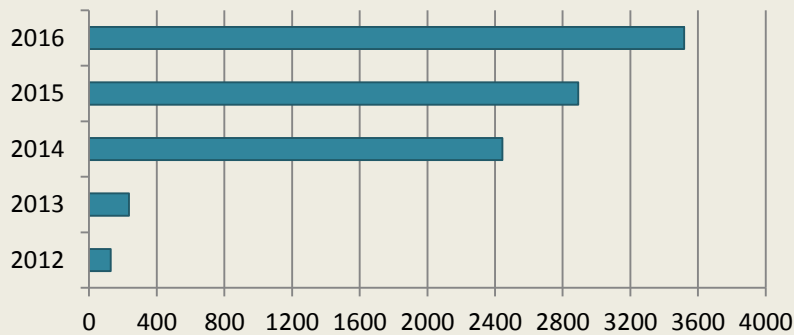
Scope 2 Emissions



The ratio of our Scope 2 emissions to our total square feet shows that our building design and efficiencies continue to play a key role in managing our Scope 2 emissions.

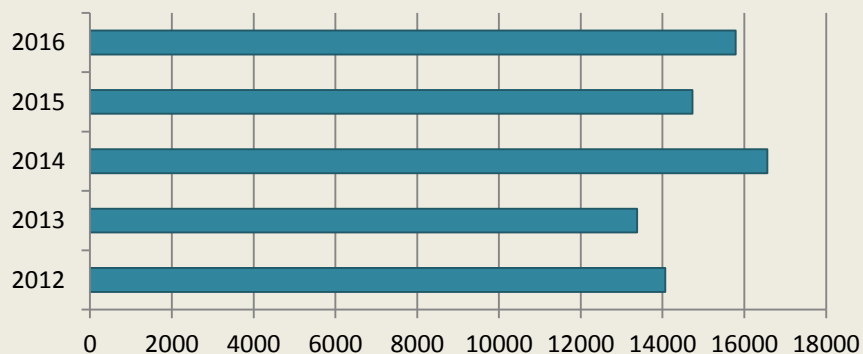


Scope 3 Emissions



Transparency, a key element of the GHG Protocol, is an important factor in how we can reduce our carbon emissions. The increase of our Scope 3 CO2 emissions is a challenge that we are continually working to improve. Currently, product that is produced in our South Plant is transported 23 miles to our North Plant. In 2016, we started a 240,000 square foot expansion to our North facility where assembly is completed. Once the presses that mold the consumer products are relocated to the North Plant, it is anticipated that this will significantly reduce our interplant product moves thereby reducing scope 3 emissions.

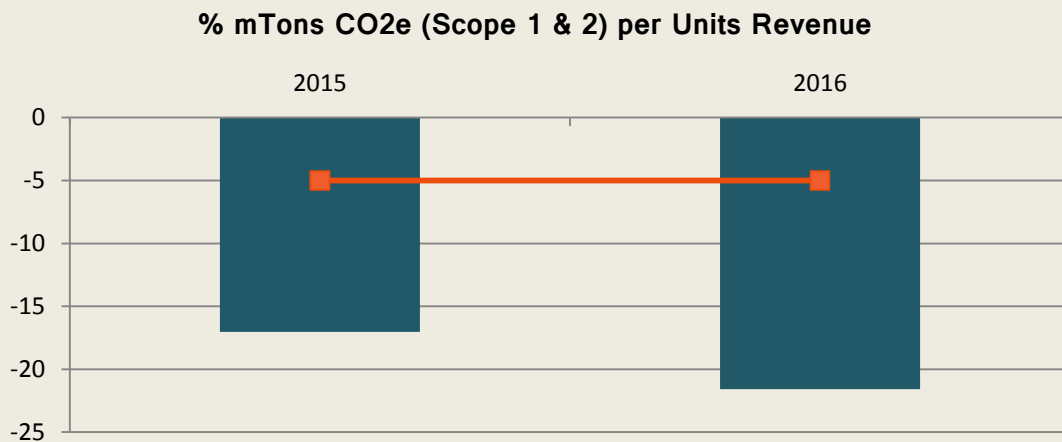
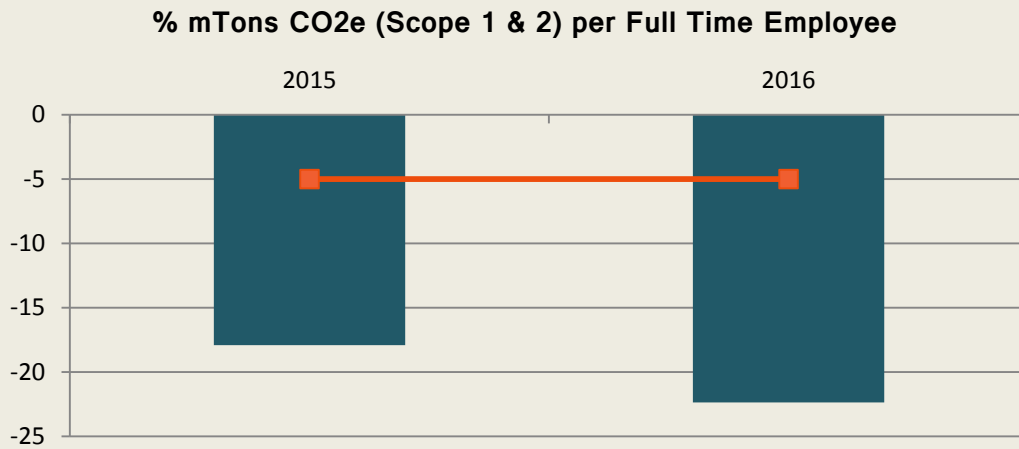
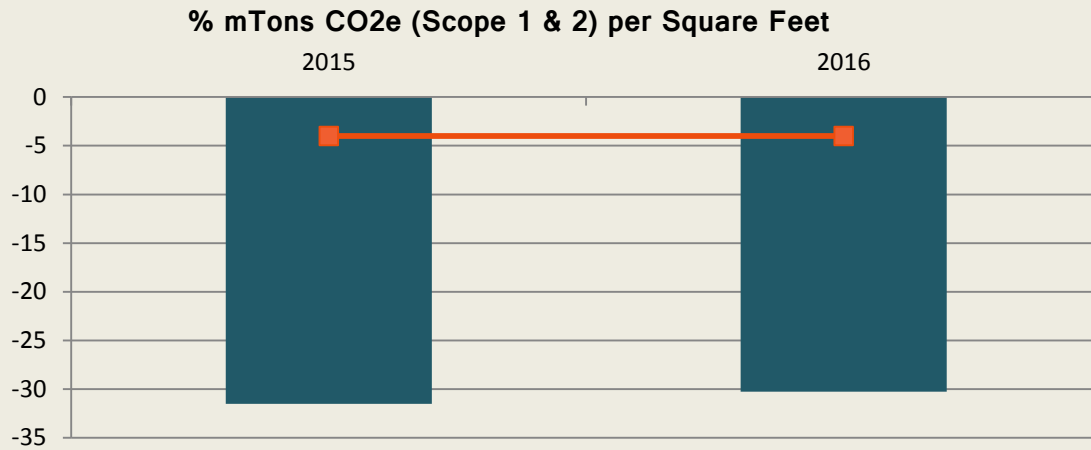
Total CO2e



Intensity Targets

In 2014 Tessa Plastics Corp. established three 2020 intensity targets reduction goals. Based on the data collection from the reporting year, we continue to exceed our goals.

- 4 % of mTons CO2e (Scope 1 & 2) per square feet
- 5% of mTons CO2e (Scope 1 & 2) per full time employee
- 5% of mTons CO2e (Scope 1 & 2) per units revenue



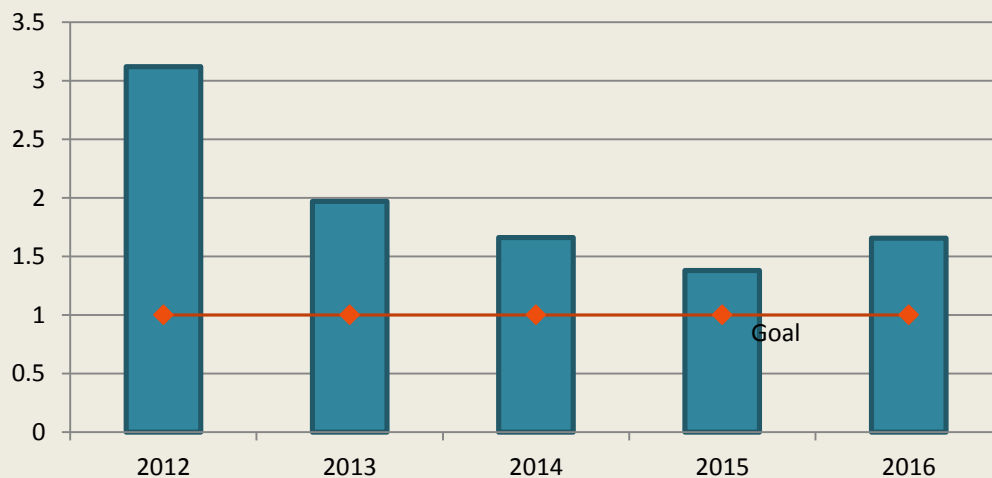
Stewardship in Action – Sustainability and Environmental Responsibility

Tessy Plastics Corp. continues to find ways to reduce our impact of our operations by reducing waste generated and energy consumption. We have maintained our ISO 14001:2004 certification for four years with our progressive Environmental Management System. In the reporting year, we have expanded our recycling efforts by improving employee access to recycling receptacles on the production floor for not only paper but labels as well. In our West Plant, we are now collecting production start-up samples that were previously being disposed of in general plant trash. These and many other recycling waste reduction programs earned Tessy Plastics Corp. the Blue Ribbon Recycler award from the Onondaga County Resource Recovery Agency for the second time.

Our initiatives to reduce waste, use of our natural resources and carbon emissions:

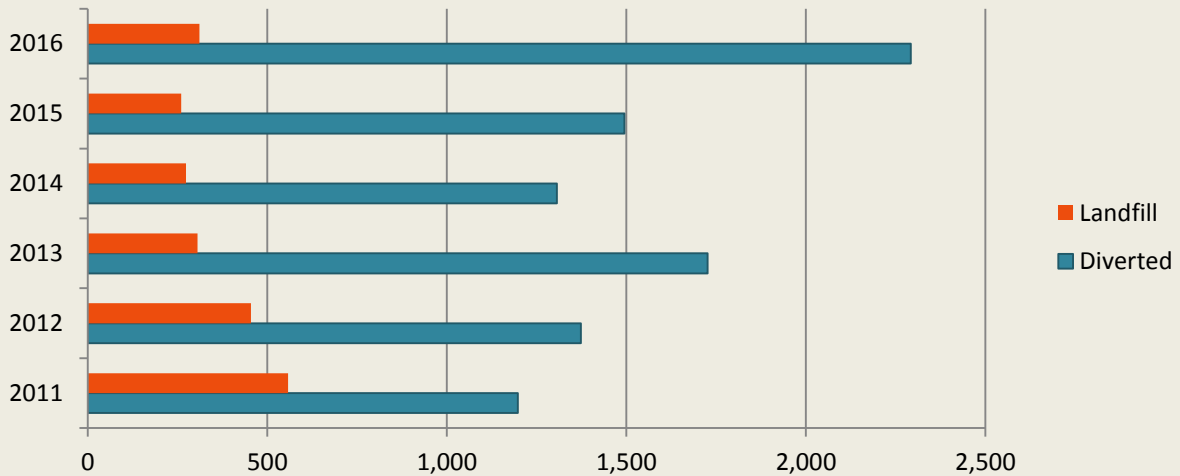
- Continue to utilize an efficient closed loop water system
- In 2015, we set a goal to reduce our Absolute Emissions (Scope 1 & 2) by 10% before the year 2030
 - In the reporting year 2016, we have reduced our absolute emissions by 2.94% using the location based method and 6.24% using the market based method for scope 2 emissions.
- Effective January 2016, Tessy Plastics Corp. purchased 10% wind and has committed to using 35% renewable energy by 2020.
- Installation of LED lighting in our 240,000 sq. ft. North Plant expansion
- Ensure continued compliance with Recycling Program
 - Targets: In 2015 we set a target of 1lb of plant trash per employee per day by the end of 2016. We did not achieve our target despite our employee’s good efforts. As we assessed the year, we discovered these missed opportunities;
 - When we transferred personnel to our new headquarters, we did not have enough recycling areas set up to collect some of the office items beyond paper and electronic equipment.
 - Construction contractors used our general plant trash receptacles for their non-recyclable materials.
 - We have established an action plan to address these issues.
 - Extra recycling containers are provided when our employees are relocated.
 - Contractor safety program now requires them to provide their own receptacle for their waste.
 - Created a company-wide interplant trash reduction recognition competition to raise the awareness on what we are putting in the dumpsters.

Pounds of Trash per EE per Day by Year



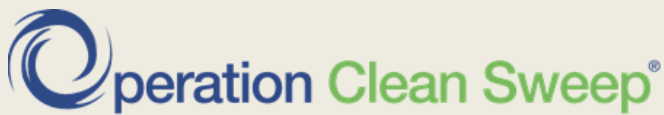
The efforts of our recycling program are still evident by what we are diverting from the landfill each year. We have diverted 34.81% tons of waste from our landfill than the prior year. We have established a strong relationship with our largest recycler to help us find more avenues to keep scrap, production materials, and other waste out of the landfill.

Waste in tons per year (Diverted/Landfill)



Monitoring and Compliance

We have implemented many programs to protect our local community from any potential release of hazardous materials. Tessy Plastics Corp. diligently works to not only comply with local, state and federal regulations but to go above to protect our people and our planet. We test our spill response actions quarterly and our Business Continuity Plan annually.



OPERATION CLEAN SWEEP® is an international program designed to prevent resin pellet loss and help keep pellets out of the marine environment. Every segment of the plastics industry has a role to play – including resin producers, transporters, bulk terminal operators and plastics processors – by implementing good housekeeping and pellet containment practices. The goal: Achieving Zero Pellet Loss. <http://www.opcleansweep.org/partners>



CDP (Carbon Disclosure Project)

Annually Tessy Plastics Corp. voluntarily participates with the CDP. We believe our high scores for reporting year 2015 are a reflection of Tessy Plastics Corp. continuous progress towards embracing our corporate social responsibilities. In the reporting year, Tessy Plastics Corp. volunteered to complete the water assessment. Water risks are assessed in our Business Continuity Planning (BCP) which enables us to ensure our customers of our stability & low risk for business disruption. Our diligence in our assessments is shown based on the score we received.

CDP 2016 Reporting Year (RY) 2015

Climate Change	Score Level for Climate Change			Score Level for Water		
	2015 RY2014	2016 RY2015	Supply Chain Avg	Water	2016 RY2015	Supply Chain Avg
Overall	A-	A-	D	Overall	A-	D
Governance and strategy	A-	A	C	Context	A	D
Risk and opportunity management	B	A	D	Governance and strategy	B	C
Emissions management	B	B	D	Risk Assessment	A	C-
Verification	A-	A	D	Direct risks and response	A-	D
				Indirect risks and response	B	D

Corporate Social Responsibility Policy

Tessy Plastics Corp. voluntarily supports and complies with the UN Global Compact principles. This is evident by our respect for human rights, fair labor practices, anti-corruption, responsible sourcing of materials and sustainable management of our environment. We will meet all national and international applicable laws, prevailing industry standards and other requirements as it relates to social accountability. We ask the same of our suppliers.

Tessy Plastics Corp. has maintained our EcoVadis silver rating since 2013. This survey acted as a catalyst for ensuring our CSR programs more integrated in our day to day operations as well as assisted us with our corporate alignment with our Shanghai facility. With an ever increasing call for Corporate Social Responsibility, utilizing these tools to make sure that on a global scale Tessy Plastics Corp, will continue to make every effort to protect the environment; reduce energy consumption, conserve water, maintain local pollution controls, reduce the use of raw materials, packaging, chemicals and waste. We continue to promote the safety, health and well-being of employees; provide comfortable working conditions, maintain labor relations, assist with employee career management, and allow freedom of association in a nondiscriminatory work environment. We ask all employees to behave ethically and with integrity by following our policies on corruption & bribery, anti-competitive practices and fair marketing.



Our Supply Chain

Tessy Plastics Corp. is committed to Corporate Social and Environmental Responsibility. Part of this commitment is to comply with regulatory obligations, as well as provide the required information our customers need for their compliance. We have been requested to comply with the requirements of Section 1502 of the Dodd-Frank Act and Consumer Protection Act and the U.S. Securities and Exchange Commission ("SEC") rules and regulations. Since we are part of the supply chain of publicly traded companies, Tessy Plastic Corp. suppliers are required to respond to information requests regarding the uses and sources of conflict minerals (tin, tungsten, tantalum and gold) in their products including information about minerals that are recycled or scrap. In this reporting year, 94% of suppliers in scope responded.

Supplier Engagement

In 2016, Tessy Plastics Corp. scored an A- for supplier engagement by the CDP (Carbon Disclosure Project). Only 22% of companies responding engaged with their own supplier on GHG emissions and climate change strategies.

Company name	Supplier engagement rating
Tessy Plastics	A-
CDP supply chain average	C-

Supplier Selection

Tessy Plastics Corp. continues CSR engagement of our supplier by utilizing our supplier survey in regards to environmental, health and safety, sustainability initiatives and fair labor practices. We share our policies and ask that our suppliers find ways to incorporate similar policies into their business practices. Our Tier 1 supply base, those that provide raw materials that go into the manufacturing of our customers products, are also required to sign our supplier agreement that acknowledges the policies and other requirements to quality, OSHA global harmonizing labeling system, and business resumption/continuity planning. We continue to incorporate ISO 14001, OHSAS 18001 and other CSR elements into our Supplier audit process. In 2017, we will implement a more robust method to collect and analyze data received from our supplier. One of our goals is to be able to score our suppliers on their Corporate Social Responsibility programs. To do this we are working with EcoVadis to engage our suppliers and provide us with objective evidence that our suppliers have CSR systems in place. This will enable Tessy Plastics Corp. to make buying decisions in a responsible manner.

Supporting Our People and Community

Health and Safety

Tessy Plastics Corp. believes that focusing on healthier employees contributes to a stronger company and creates a culture of wellness. We provide a range of benefits and services designed to protect and support our employees' safety and well-being, such as flexible spending accounts, EAP (Employee Assistance Program) wellness services and support employee access to affordable health care, 401k planning and educational programs to assist with financial planning.

Workplace Safety

Tessy Plastics Corp. consistently captures and reports workplace accident information for all our manufacturing facilities. We use this data during our Management Review meetings, allowing our management team to recognize excellent performance and identify areas for improvement. We have been able to reduce and maintain our EMR rating less than 1 for the past five years.

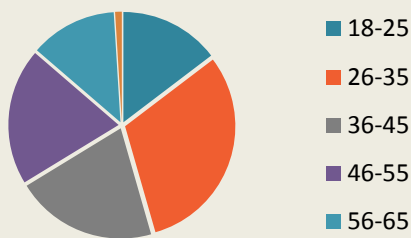
Workforce Injury and Illness Rates

Year	2012	2013	2014	2015	2016
Incidence Rate * (OSHA Incidence Rate = Number of Recordable Injuries x 200,000 divided by the number of hours worked)	3.0 (5.0)	2.24 (4.3)	2.5 (4.6)	3.7	3.2
DART (Days Away/Restricted Duty) Rate * (OSHA DART= Number of Cases with Days Away, Restricted or Transfer x 200,000 divided by the number of hours worked)	1.8 (2.8)	1.89 (2.6)	1.77 (2.7)	3.1	2.1
Total Claims per \$1Million of Payroll	.90	.75	.82	.80	1.0
Experience Modification Rating (EMR)	.67	.68	.69	.64	.62

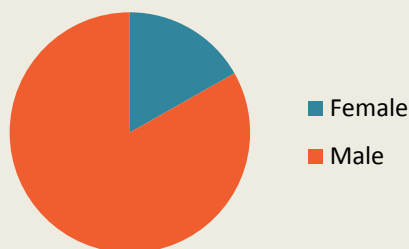
* Indicates Annual Data for NAICS 326 (Plastics Manufacturing) – Source Bureau of Labor Statistics

Workplace Diversity Data

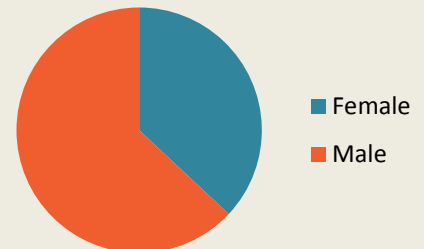
Age Diversity



Salaried Employees



Hourly Employees



We continue to promote the safety, health and well-being of employees; provide comfortable working conditions, maintain labor relations, assist with employee career management, and allow freedom of association in a nondiscriminatory work environment. We ask all employees to behave ethically and with integrity by following our policies on corruption & bribery, anti-competitive practices and fair marketing.

Support of Local Universities

In 2016, we committed financial support to the Rochester Institute of Technology (RIT) Golisano Institute for Sustainability to help their proposal, REMADE win a national competition and awarded a major contract with the US government. REMADE is a program to develop technologies that enable the recycling, reuse and remanufacturing of materials that would recover the embodied energy of end of life and waste materials. We are a Tier 3 member of the REMADE Manufacturing Institute of America.

Awards and Recognition

Blue Ribbon Recycler is a distinction awarded to local businesses that demonstrate their environmental leadership when it comes to recycling and waste reduction. The Onondaga County Resource Recovery Agency (waste management corporation; New York) takes what would go into the landfill and converts the non-recyclable materials into electricity at the Onondaga County Waste-to-Energy (WTE) Facility. It is estimated that our general plant trash is converted down to less than 25% waste ash of the total weight delivered.



SUN Award Corporate was given to Tessy Plastics Corp. by the Sustainable Upstate New York organization in recognition of our improvements in waste reduction, increased recycling and our comprehensive sustainability initiatives.



Johnson & Johnson Supplier Sustainability Award

In September 2016, we were a recipient of the Supplier Sustainability Award. Tessy was recognized for our performance and disclosure in our reporting to the CDP. We were named the Most Improved in CDP Reporting and Scores.



Our Future

Our priority is to grow responsibly- as such, we are committed to managing our business using manufacturing methods, such as light-weighting and business practices that are environmentally sound, responsible and will allow our people and planet to endure. The ability to manufacture products that use resources efficiently (such as containers that use less plastic, fully recyclable products, use of post-consumer materials, and containers specifically designed to reduce waste of product and plastic) will increase Tessy Plastics Corp. competitiveness.

Providing new services and accessing new markets will increase Tessy Plastics Corp. competitiveness, especially in the provision of low-carbon products. Tessy Plastics Corp. can take advantage of new market opportunities by promoting our ability to produce recyclable, post-consumer, and biodegradable products as demand increases.