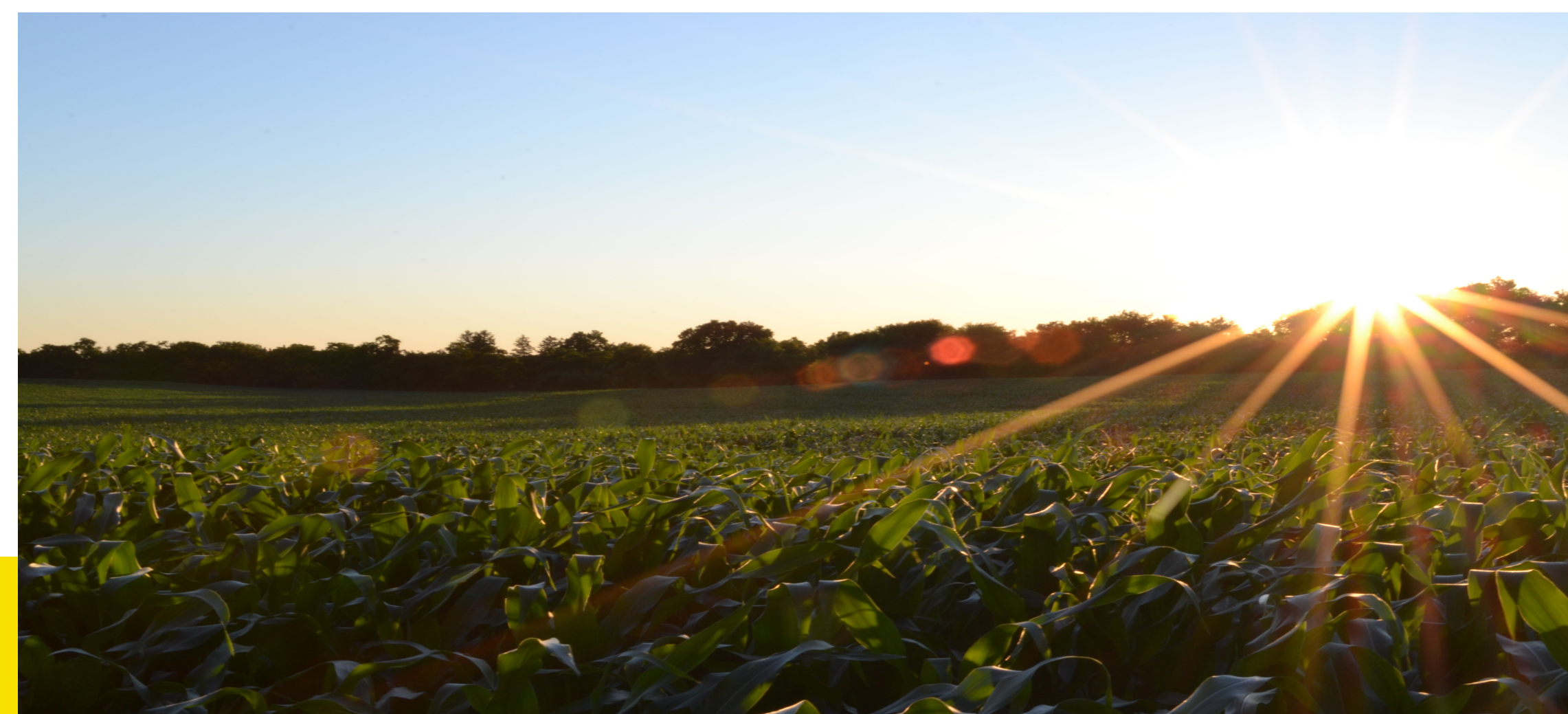


ANNUAL STEWARDSHIP REPORT

Our Sustainability Commitments



About Us

Founded in 1973, Tessy Plastics is a global contract manufacturer headquartered in Skaneateles, NY, specializing in injection molding and custom automated assembly solutions. We have facilities in New York, Virginia, Pennsylvania, and China. All of our facilities are FDA/GMP compliant and add up to more than 1.7 million square feet, including 147,000 square feet of ISO Class 7 & 8 clean room manufacturing. Through comprehensive engineering, and research & development, we provide superior quality and speed to market. Supplying to both Medical and Consumer markets allows us to leverage our expertise over a wide range of products. Our capabilities include product design & development, rapid prototyping, tool design & build, medical automation design & build, plastic injection molding, and complex medical & consumer assembly.

Contents

- About, Certifications
- A Message from Our President
- Carbon Disclosure Project - Climate Change
- Carbon Disclosure Project - Water Security
- Carbon Disclosure Project - Supplier Engagement Leader, TP3
- Greenhouse Gas Emissions
- Electricity Use
- Waste Management
- Tessy EcoPump
- Employee Demographics, Policies, & Safety
- EcoVadis & Corporate Social Responsibility

Certifications





A Message from Our President

It has been another great year here at Tessy and we have come a long way since we began our sustainability journey in 2010. For the 2nd year in a row, we have earned a spot on the Carbon Disclosure Project's "A List", which places us in the top 3% and status of Global Supplier Engagement Leader with the CDP. As each year passes, sustainability becomes more of a focal point in the way that we operate our business and collaborate with our customers, suppliers, and vendors. As a plastics manufacturer, it is our top priority to provide sustainable solutions from design to market for all of our products, as well as ensuring the safety of our employees. One of the most important things that I have learned throughout this process is to maintain consistency from all points of view – encourage external entities to keep sustainability in mind and remind employees that the choices they make as individuals have an impact that contributes to a bigger picture. Although we are only one company, it is my hope that our sustainability efforts will encourage others in the industry to follow our footsteps in making a significant difference in preserving the environment. This is our story on sustainability in the world of plastics manufacturing.





Carbon Disclosure Project A List Company

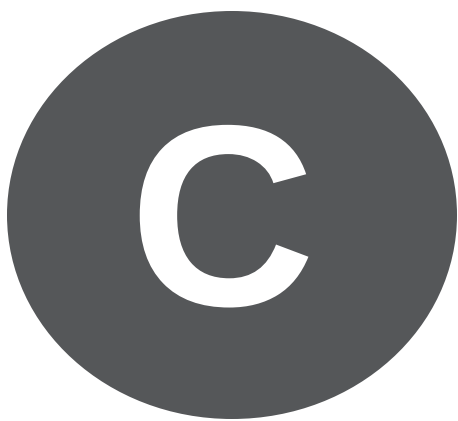
Tessy was recognized for its actions to cut emissions, mitigate climate risks and develop the low-carbon economy, based on the data submitted by the company through CDP's 2019 climate change questionnaire. **Tessy is the only plastic product manufacturer who received an 'A' rating out of 8,400 applicants. This places Tessy in the top 6% for the Plastic Product Manufacturing activity group.**

CLIMATE

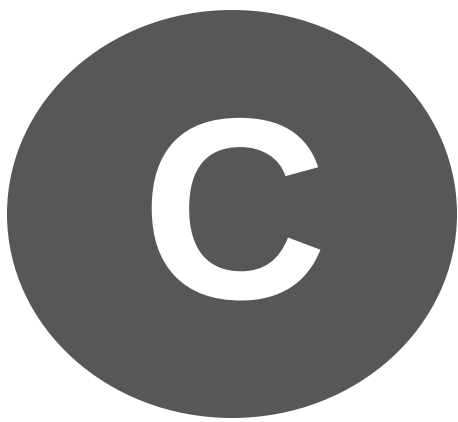
Tessy CDP Score



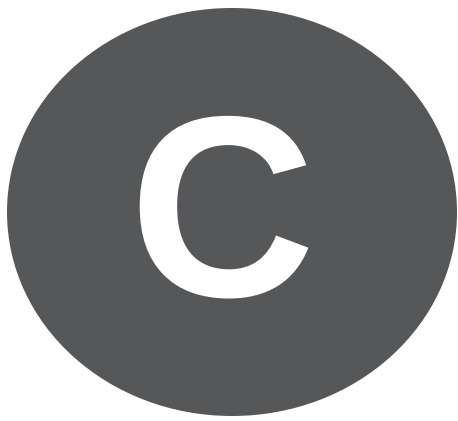
Average Sector Performance



Plastic Product Manufacturing



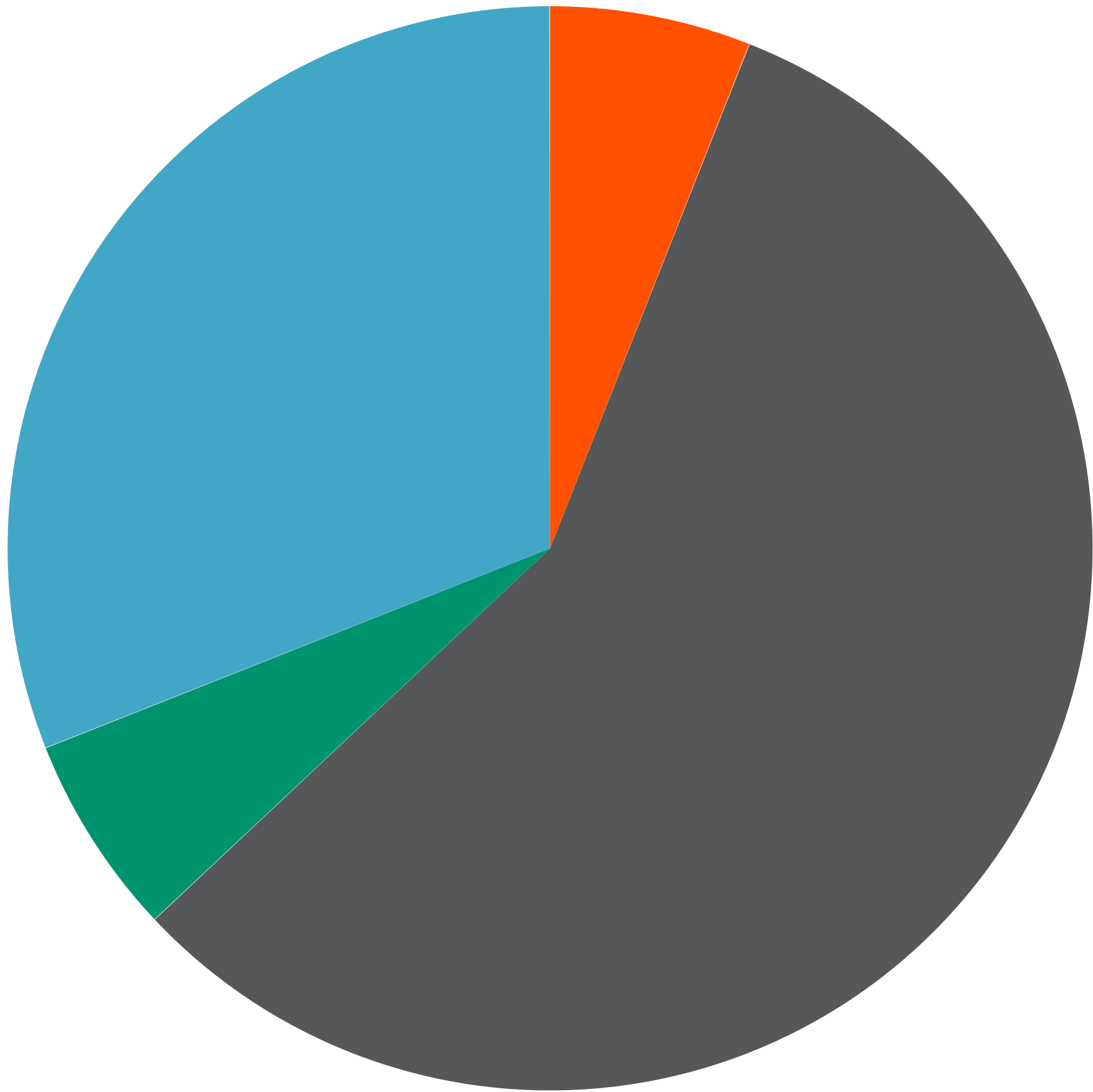
North America



Global Average

Activity Group Performance

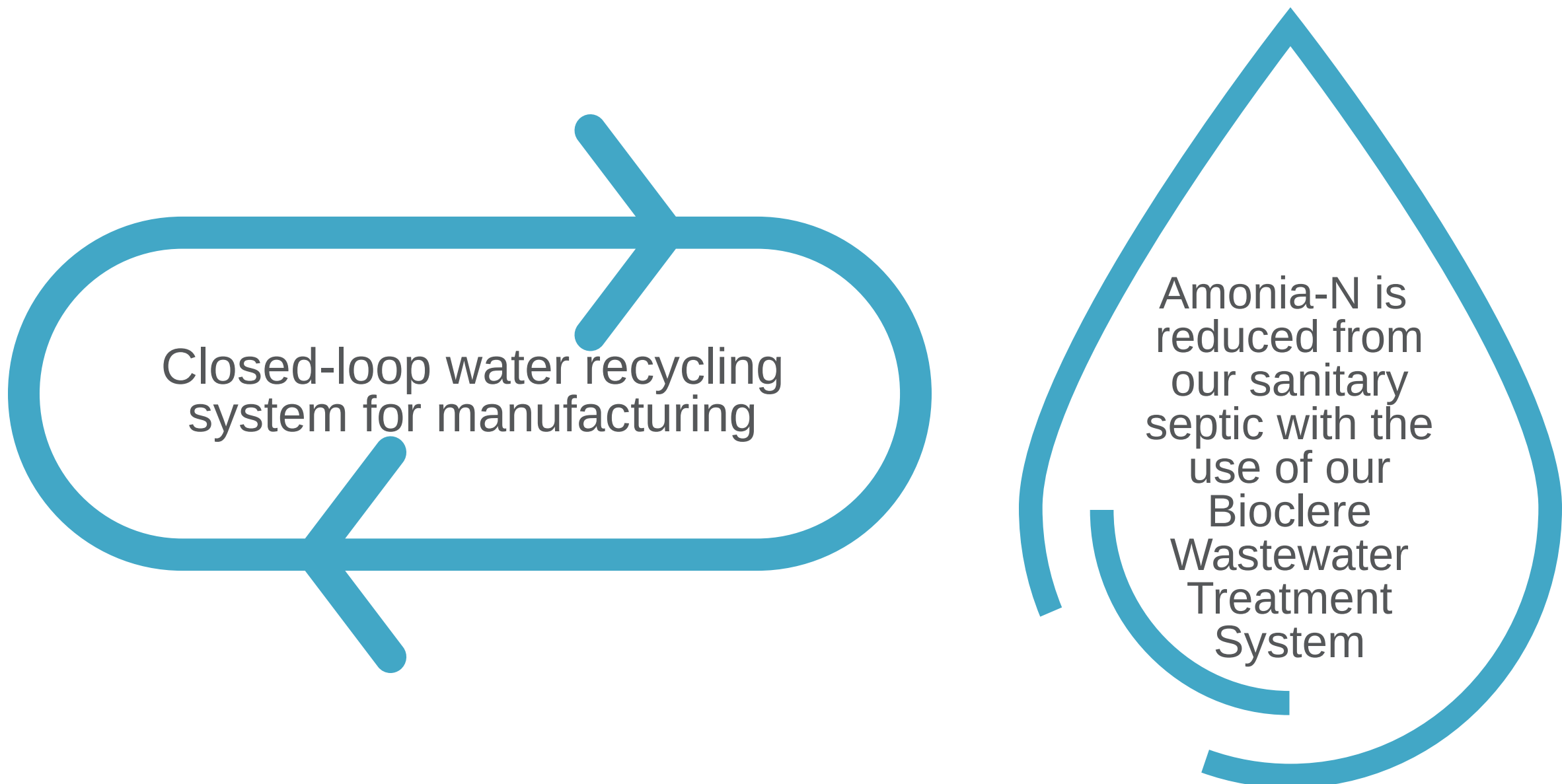
Plastic Product Manufacturing



Leadership (6%) Managment (57%)
Awareness (6%) Disclosure (31%)

Water Security

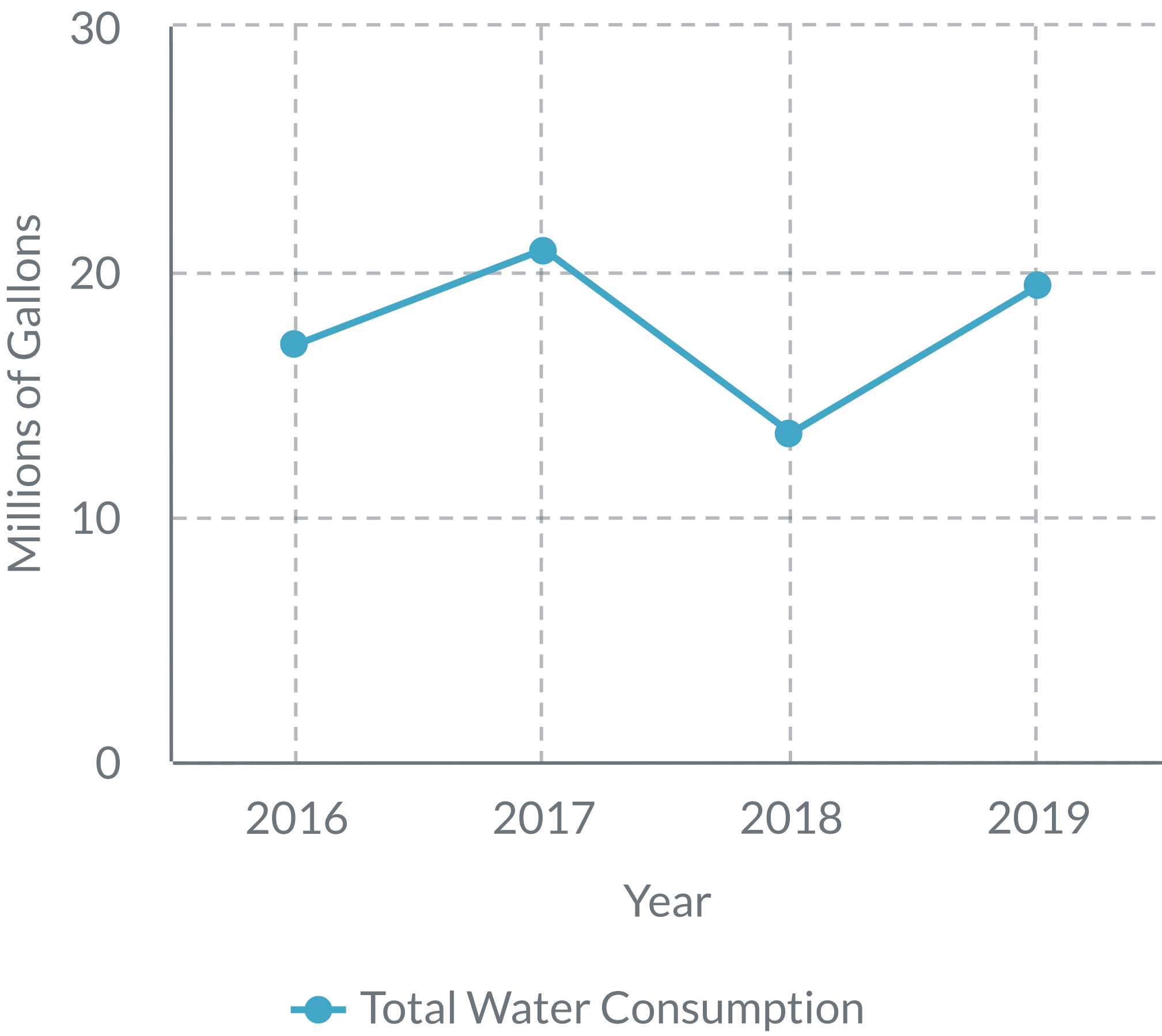
Tessy is committed to providing water security. Access to a reliable supply of sufficient amounts of good quality freshwater is fundamental to achieving our low carbon ambitions. Without improved water resources management, the transition to a low carbon future, and achievement of the UN’s 2030 Sustainable Development Goals will be jeopardized.



Tessy CDP Score

A-

Total Water Consumption



Average Sector Performance

- B

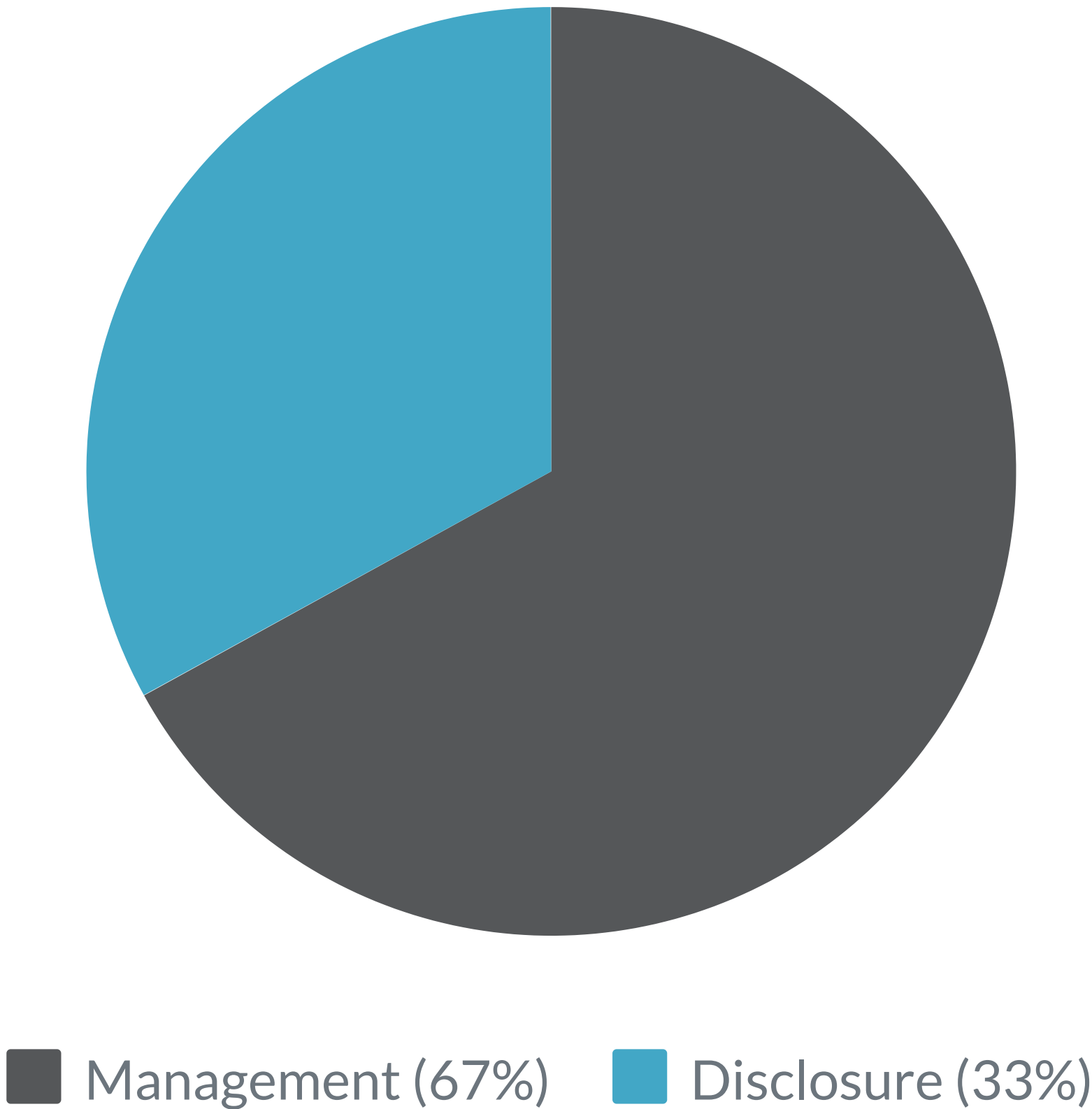
 Plastic Product Manufacturing
- B-

 North America
- B-

 Global Average

Activity Group Performance

Plastic Product Manufacturing



Supplier Engagement Leader

Tessy has been recognized for its actions and strategies to reduce emissions and manage climate risks in its supply chain in the past reporting year. Over 4,800 companies in total were assessed by CDP and given a Supplier Engagement Rating, based on answers to selected questions about governance, targets, scope 3 emissions, and value chain engagement of their response to the CDP 2019 climate change questionnaire and their overall CDP climate change score. **Tessy is among the top 3% of organizations assessed by CDP, one of almost 160 companies on the Leaderboard this year.**



Our Company mantra is People, Planet and Product, or TP3 for short. We take the well-being of stakeholders and the ecosystem very seriously, and ensure we consider them in every aspect of our business. We believe that, as contract manufacturers, it is important to look both up and down our supply chain to consider the impact of our products, and procure raw materials in a sustainable manner.

TP³

People

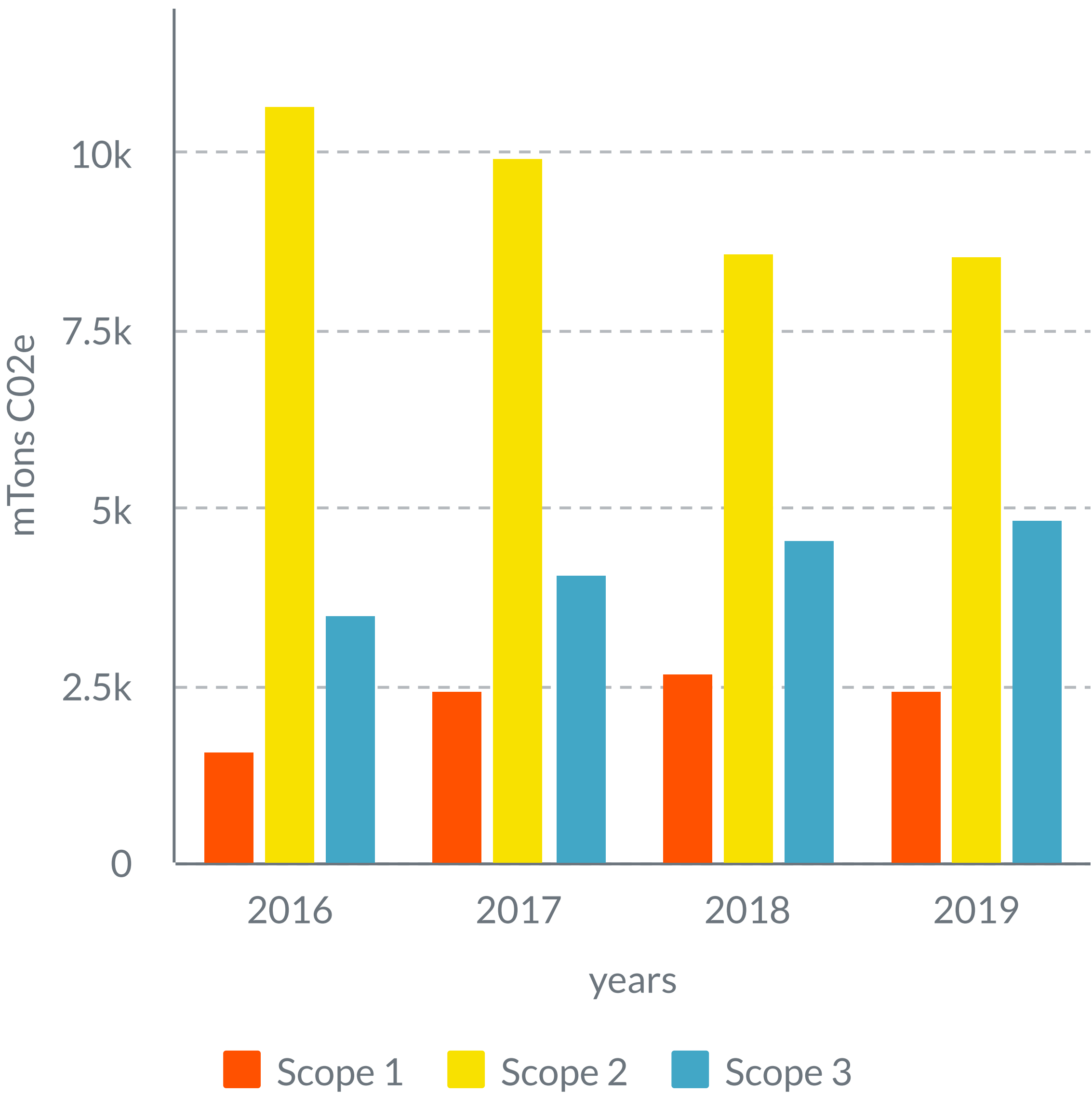
Planet

Product

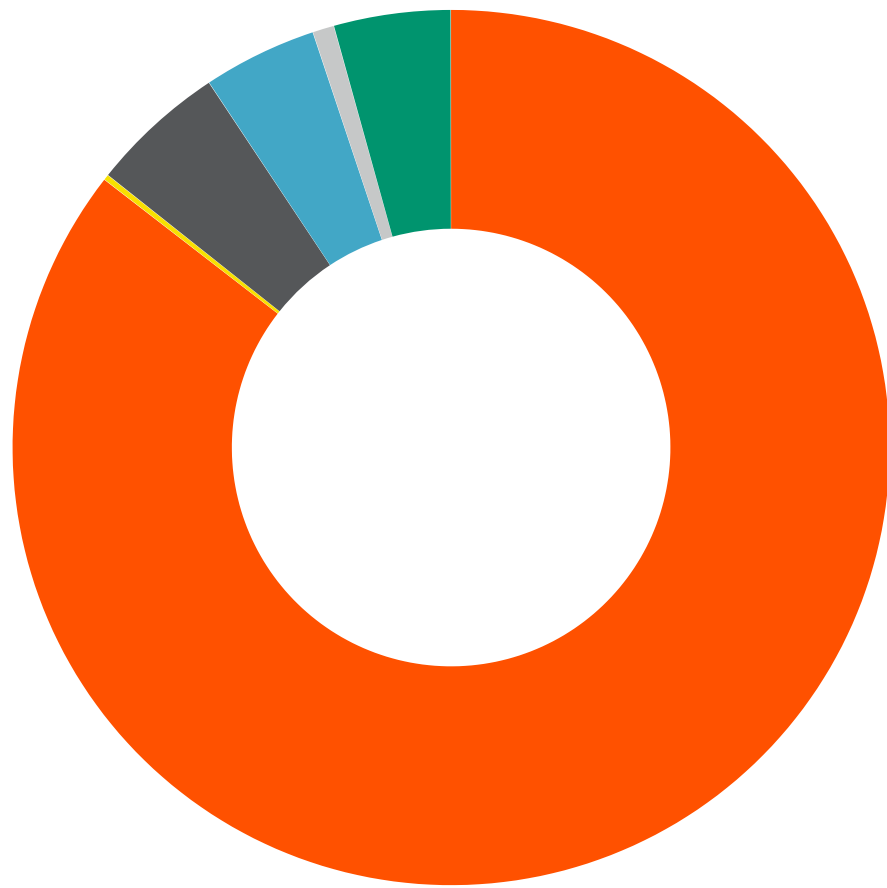


Greenhouse Gas Emissions

Annual Emissions

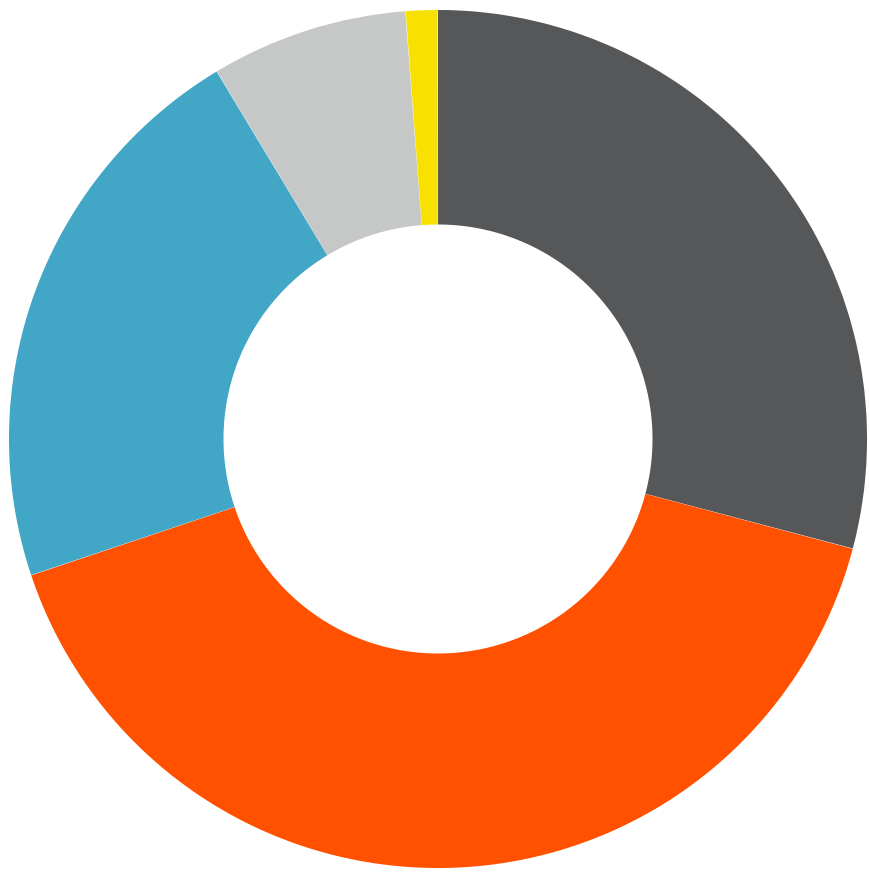


Scope 1
by Source



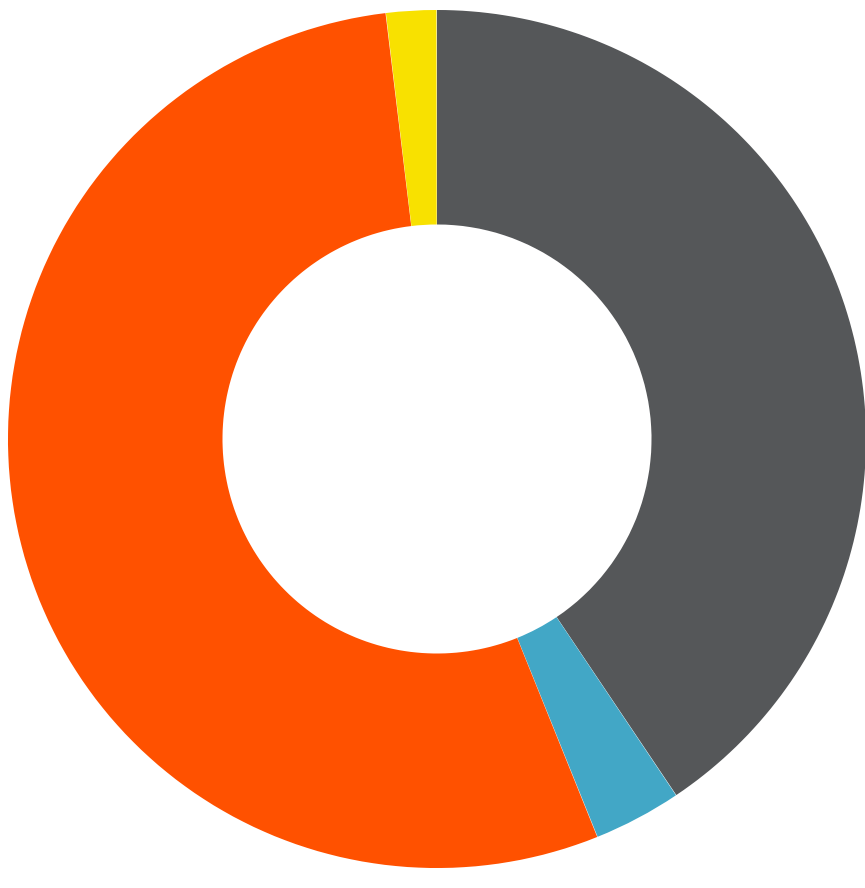
- Natural Gas (Heating) (85.5%)
- Diesel (Generator) (0.2%)
- Gas (Company Fleet) (5%)
- Diesel (Company Fleet) (4.2%)
- Propane (Forklifts) (0.8%)
- Carbon Dioxide (4.3%)

Scope 2
by Plant



- East/West (29.13%)
- North (40.74%)
- South (21.52%)
- Skaneateles (7.41%)
- Auburn (1.2%)

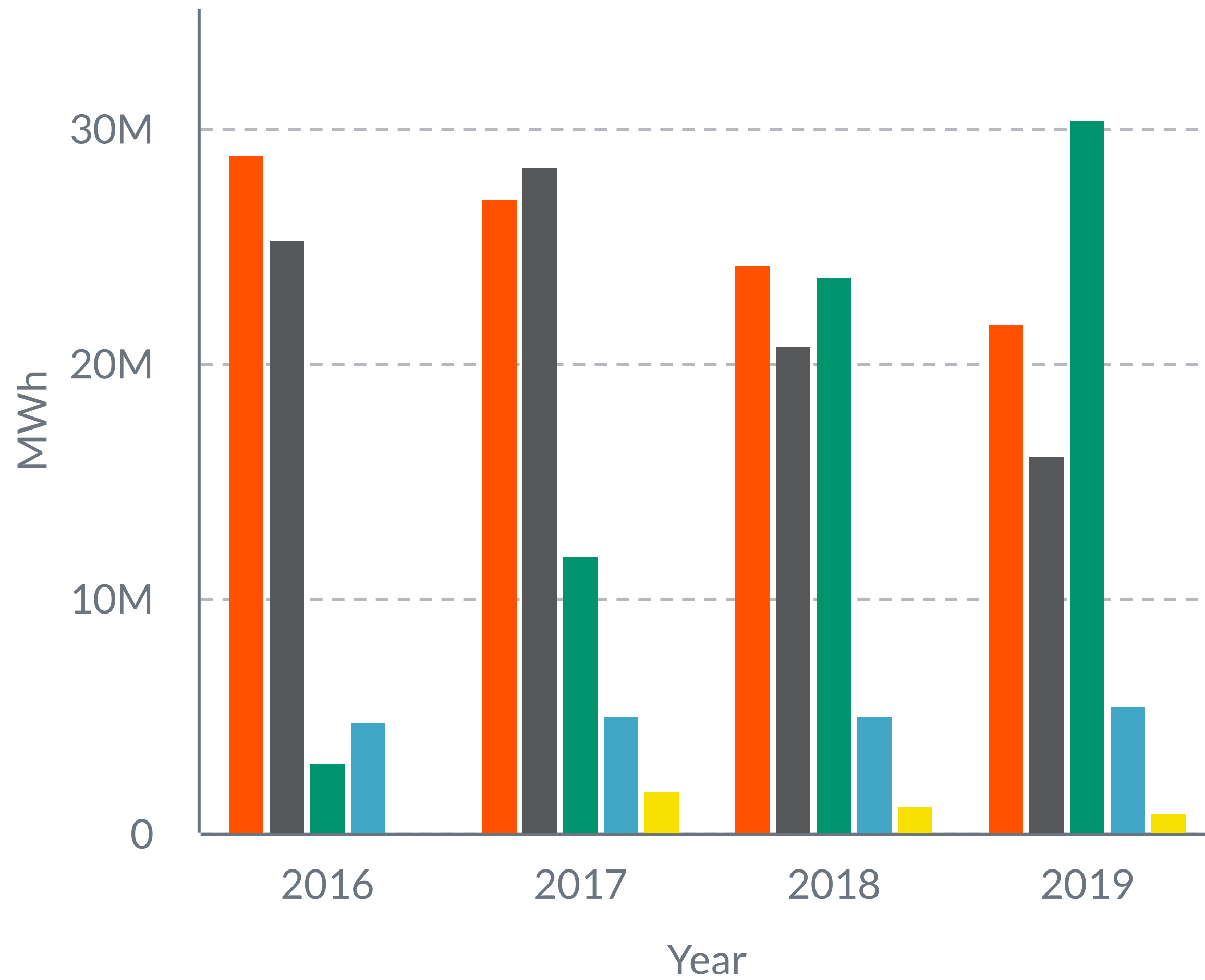
Scope 3
by Source



- 3rd Party Trucking (40.6%)
- Airline Mileage (3.3%)
- Employee Commute (Gas) (54.2%)
- Employee Commute (Diesel) (1.9%)

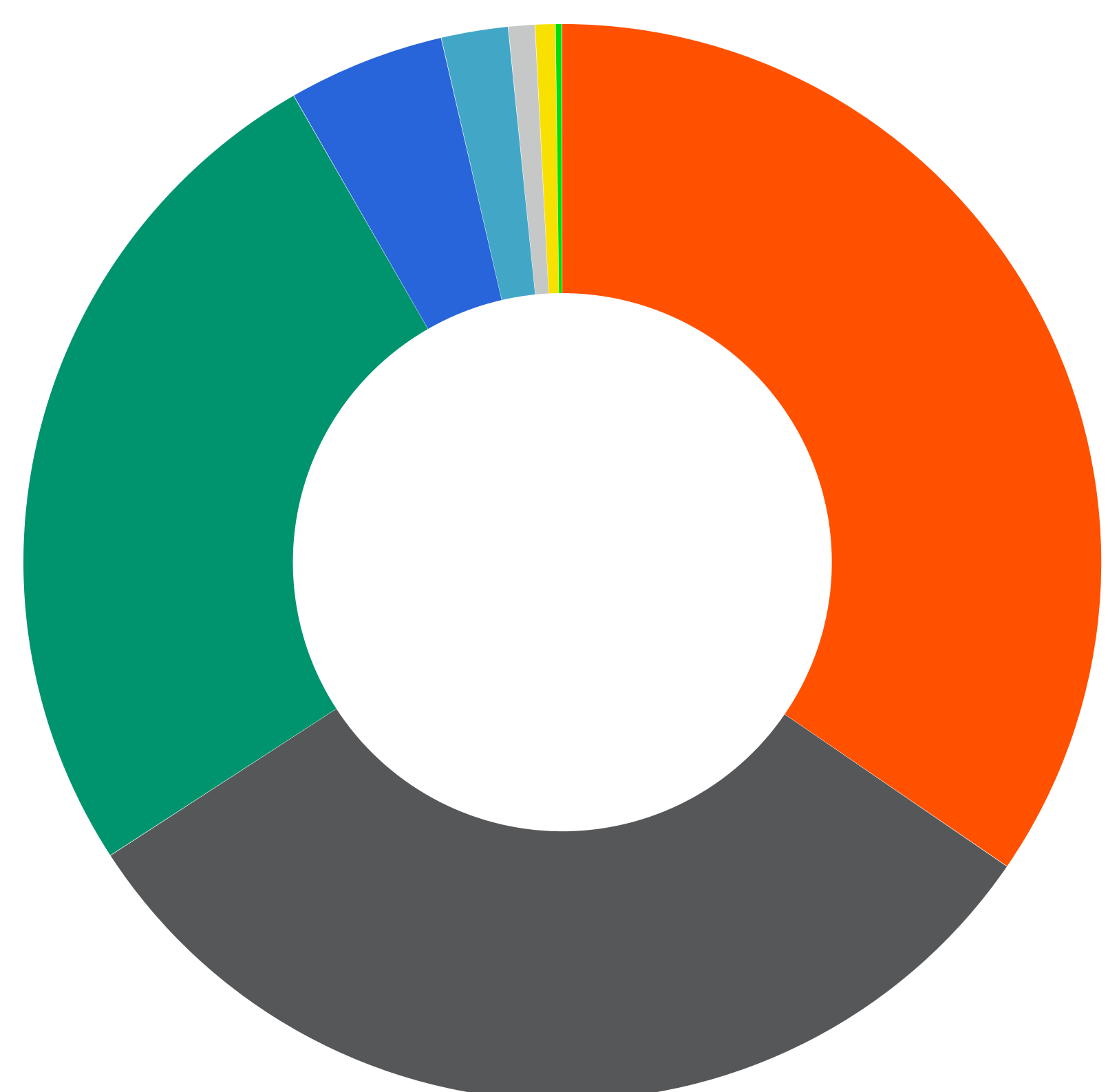
Electricity Use

Electricity-Use by Plant



■ East/West
 ■ South
 ■ North
 ■ Skaneateles
 ■ Auburn

Sources of Electricity (Location-Based Method)



24%
 of our total electricity in 2019
 came from Wind RECs and our
 Hydro Power Purchase
 Agreement.
 That's 17,654 MWh!

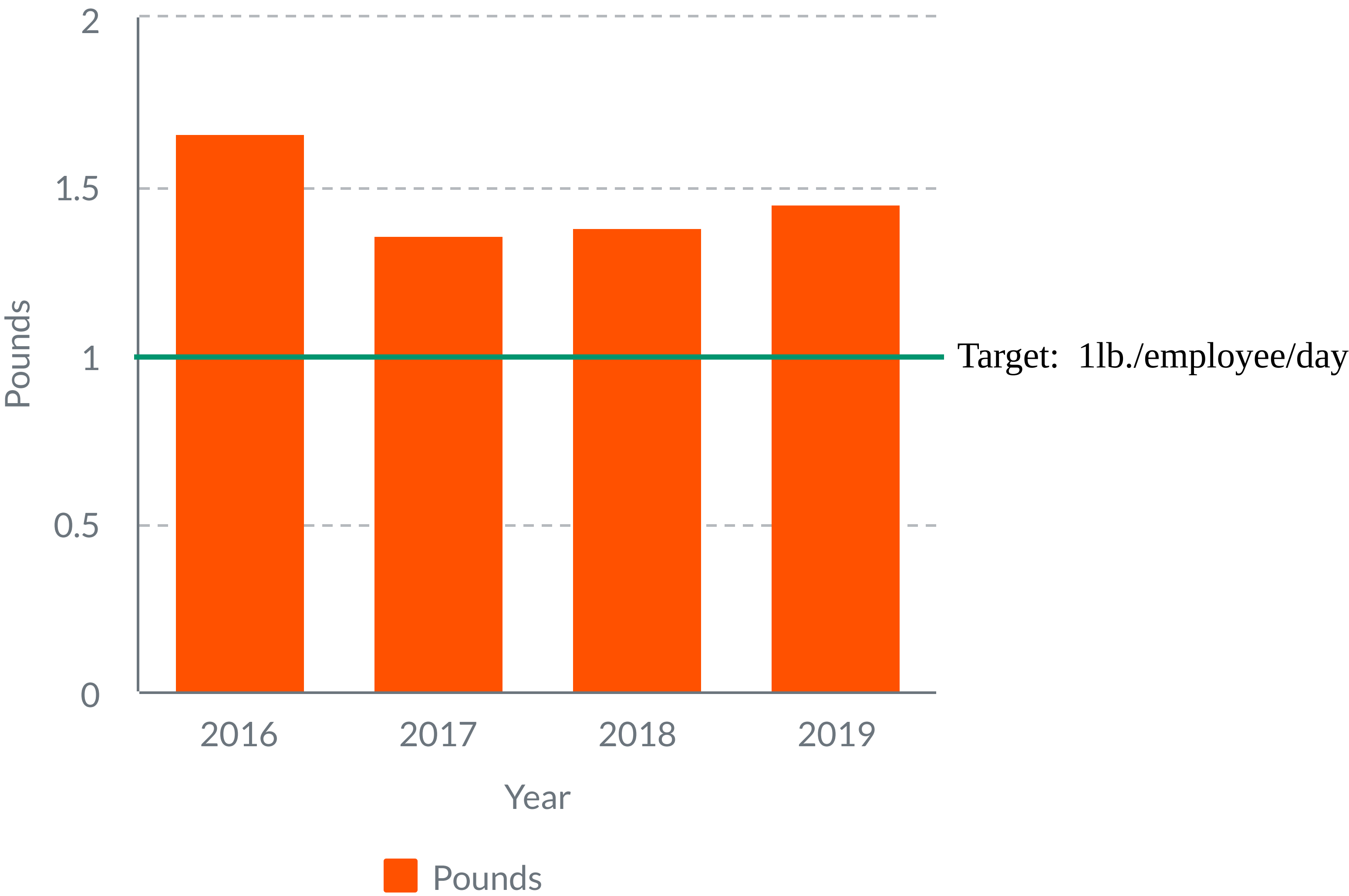
■ Hydro (34.57%)
 ■ Nuclear (31.27%)
 ■ Gas (25.87%)
■ Wind (4.7%)
 ■ Biomass (2%)
 ■ Coal (0.8%)
■ Oil (0.6%)
 ■ Solar (0.2%)

Waste Management

Target
1 lb. trash
per person
per day

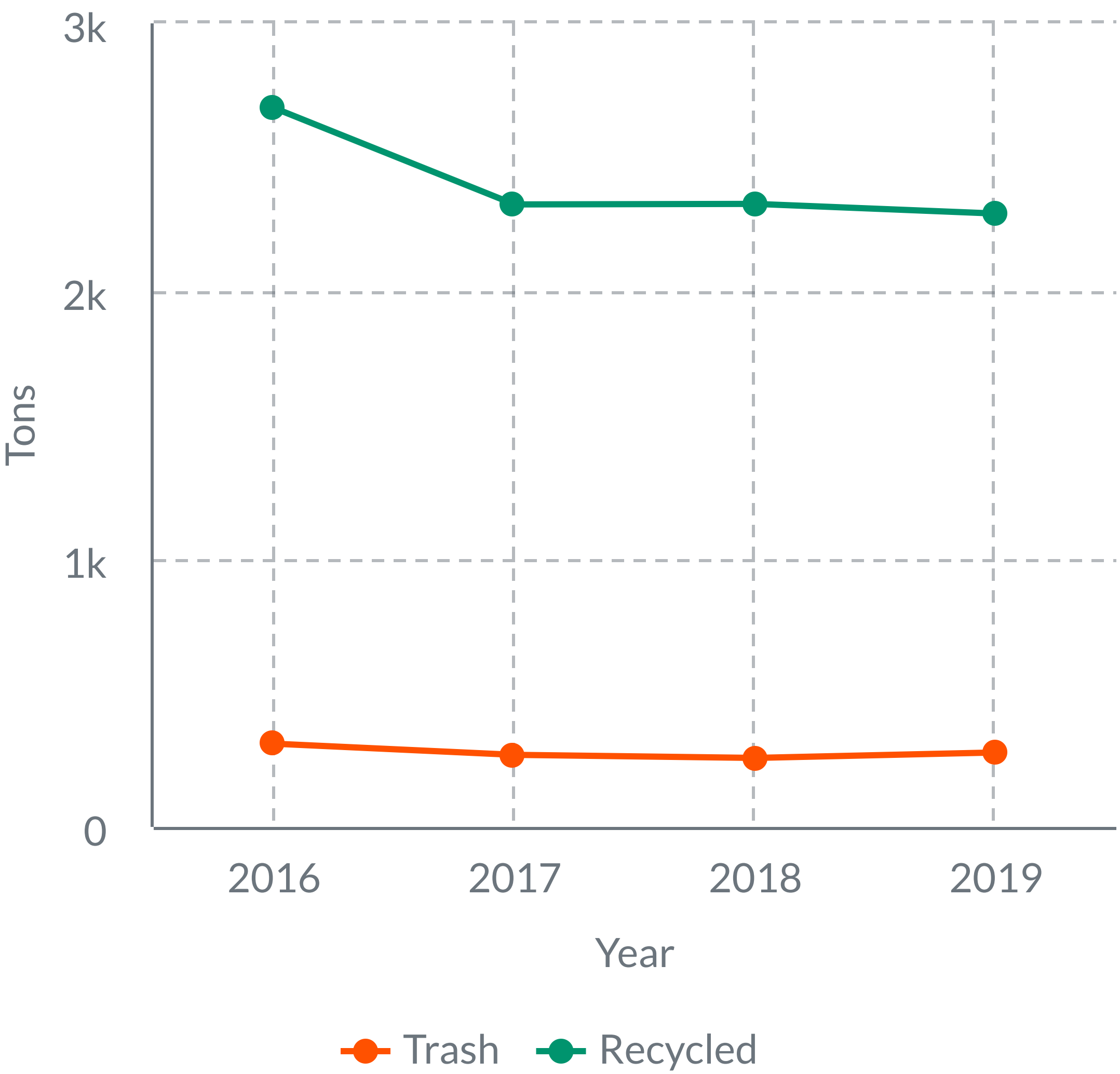
2019
Average
1.45 lb. trash
per person
per day

Trash



89.2% = 2,289.88
tons of our total
waste was diverted to
recycling facilities

Waste



Tessy EcoPump 2020

Many large consumer companies have lofty sustainability goals in light of the current political and environmental climates. EcoPump and Tessy's sustainable track record can help achieve and exceed these goals. Tessy rose to the sustainability challenge by designing a dispensing pump that is 100% recyclable and that passes stringent test performance criteria to guarantee a leak-free product.

Key Features

Environmentally friendly: 100% recyclable pump designed with sustainability as top priority. Metal FREE pump.

Ball and socket dip tube allows for greater rigidity than an extruded tube, while possessing the added benefit of maximum fluid egress from the bottle.

Innovative Design: Eliminates common failures during transit such as pump unlocking and unintended dispense of product.

Leak-Free Solution: Locking mechanism reduces the risk of product leaking.

Sustainability: Utilizes only recyclable materials, eliminates unnecessary packaging and minimizes the environmental impact.

Potential Applications

Haircare: **Skincare:**

Hair Mask Soap

Shampoos Creams

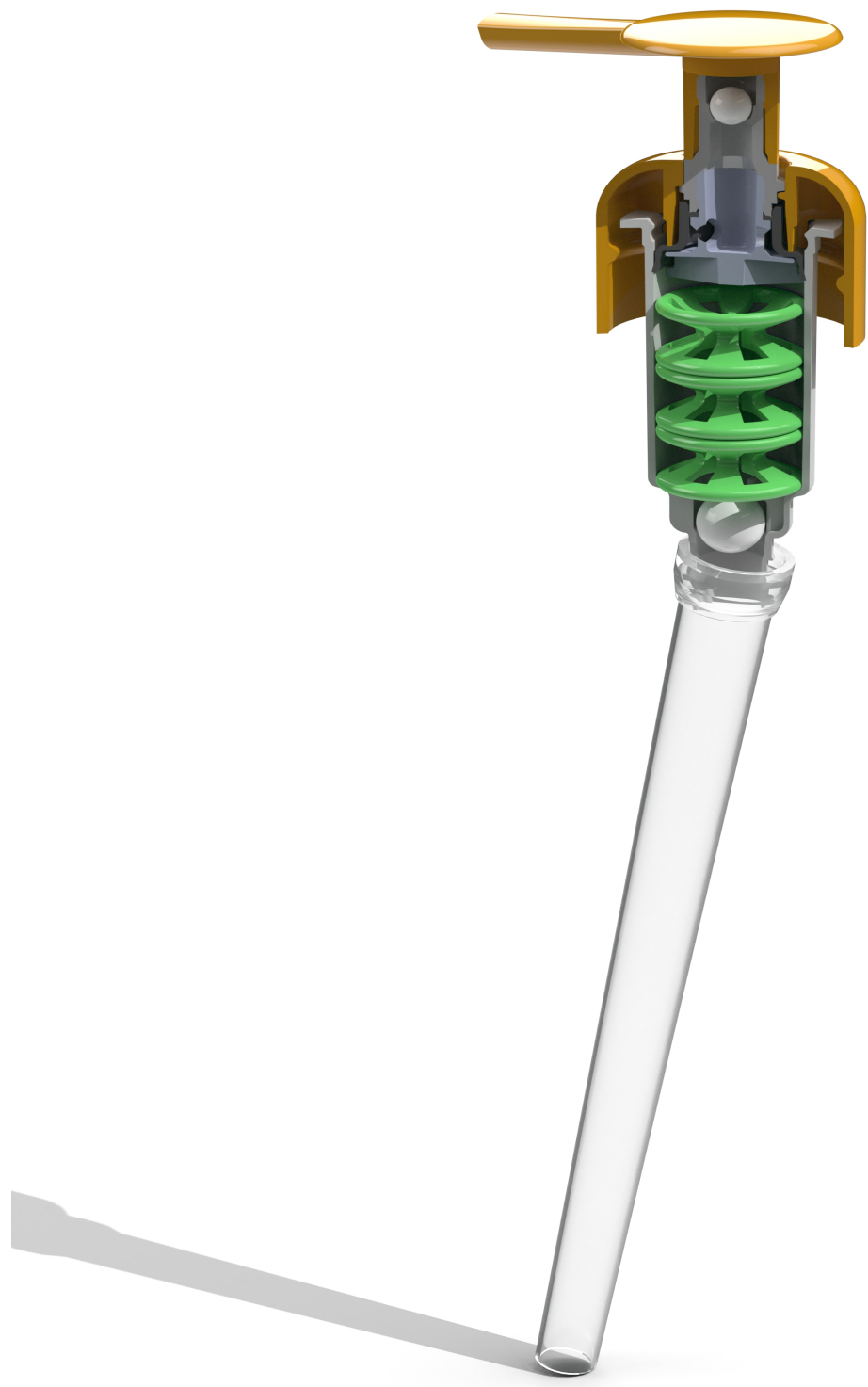
Conditioners Serums

Other Salon Products Lotion

100% Recyclable

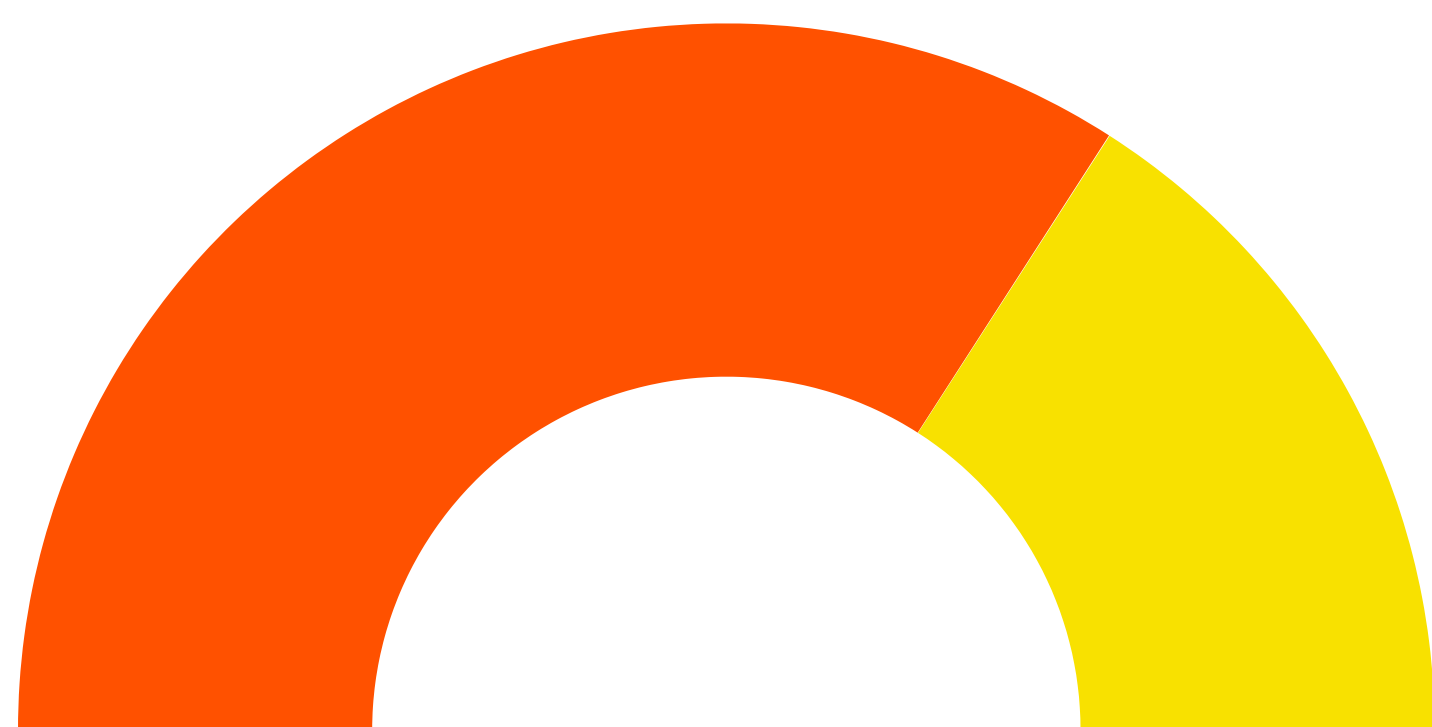


PATENT PENDING



Employee Demographics, Policies, & Safety

All Employees



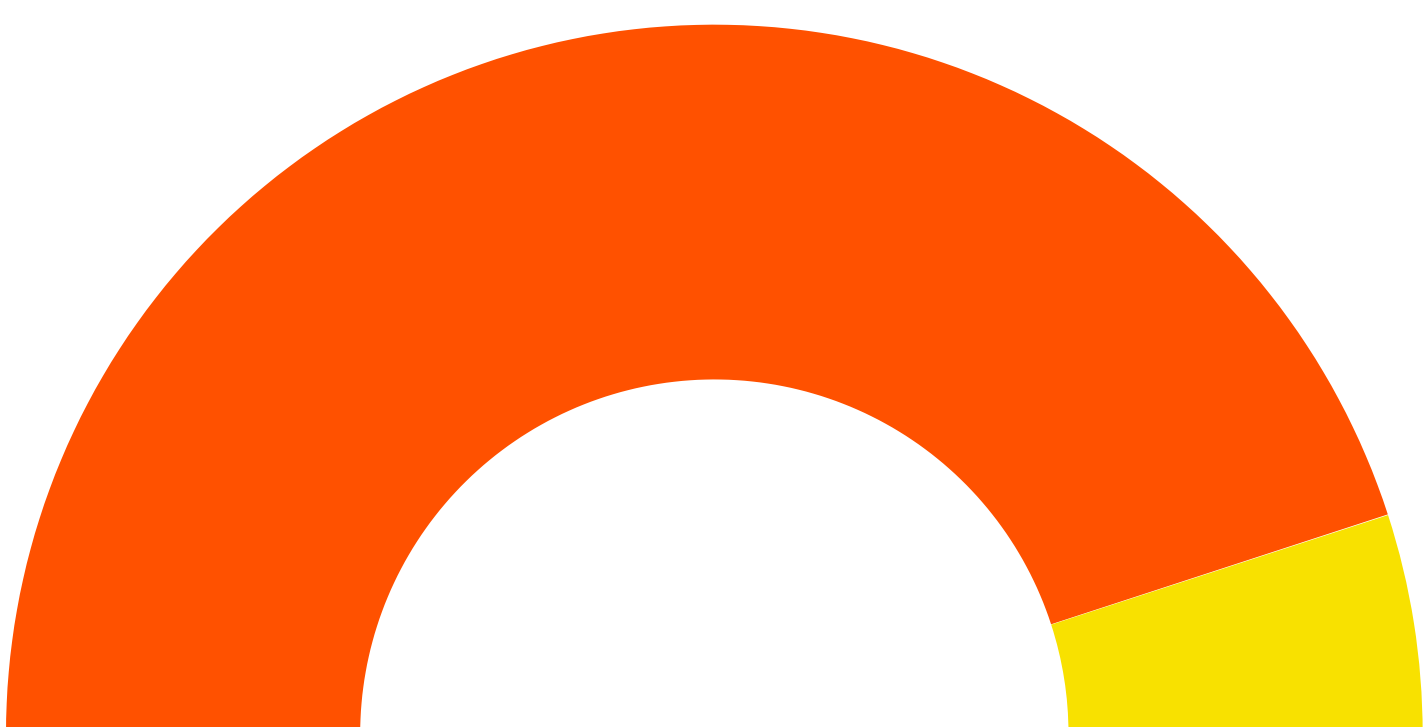
Male (68.2%) Female (31.8%)

Age



18-30 (26.8%) 31-50 (48.4%)
51-80 (24.8%)

Senior Leadership



Male (90%) Female (10%)

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.

91%
of employees
contributed
to a 401K in 2019

All of these employees also
received some company
matching

Quality Policy

Tessy Plastics has recognized that its future growth and success will be based on a commitment to deliver quality products on time. We are dedicated to exceeding our customer's expectations and meeting all regulatory requirements by continually improving the effectiveness of our Quality Management System. *We share the common goal of quality in a safe working environment.*

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.

Safety

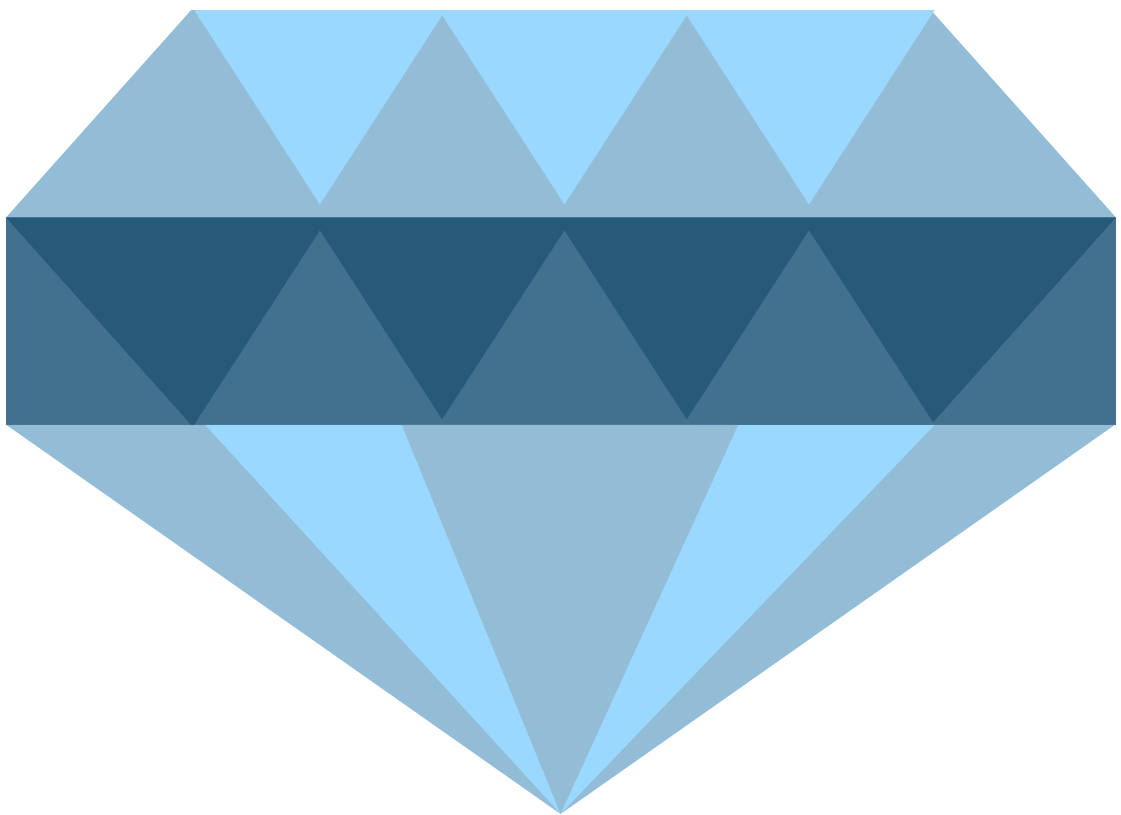
	2016	2017	2018	2019
Incidence Rate	3.2	3.3	3.9	5.3
DART Rate	2.1	2.4	2.5	4.2
Total Claims per \$1 million of payroll	1	0.79	0.65	1
Experience Modification Rate	0.62	0.64	0.59	0.62

EcoVadis & Corporate Social Responsibility



Tessy is ranked in the top 20% of peer companies who are assessed by EcoVadis.

Tessy is committed to three of the United Nation's Sustainable Development Goals.



We are 100% Conflict Mineral Free!

Environment Labor & Human Rights



Ethics

Sustainable Procurement

