

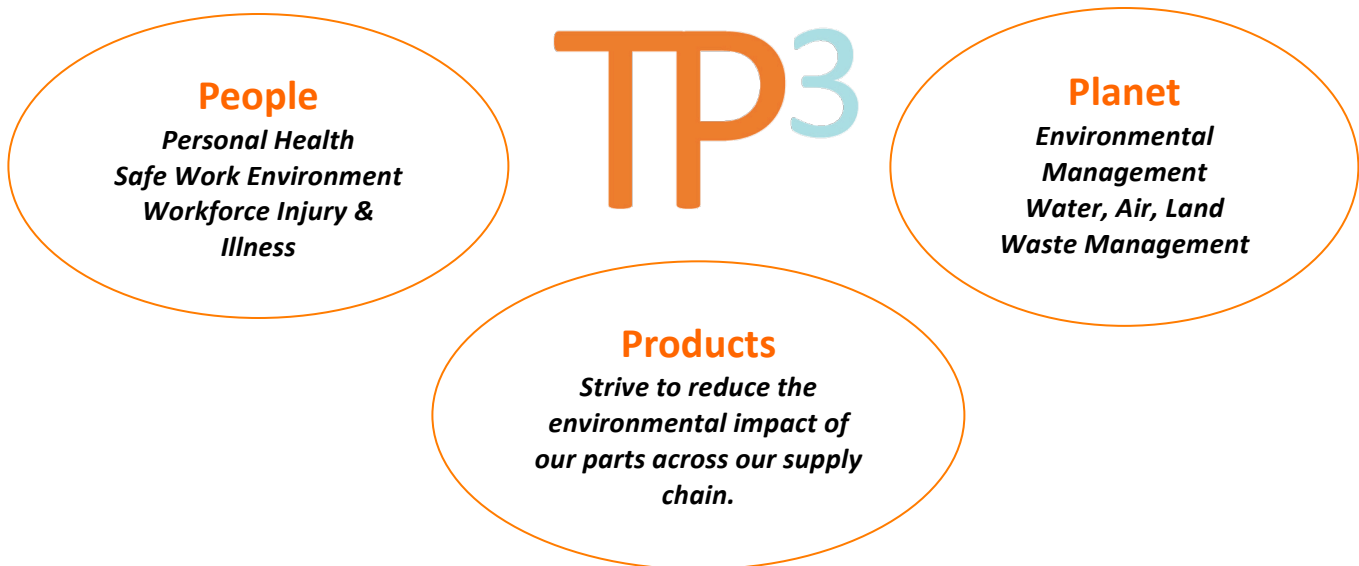
WEEK



Corporate Stewardship Report

Reporting Year 2015

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. For instance after experiencing high energy costs, we have worked to reduce our energy footprint by engaging with NYSEDA to study our equipment and replace much of it with high efficiency 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.

Stewardship in Action

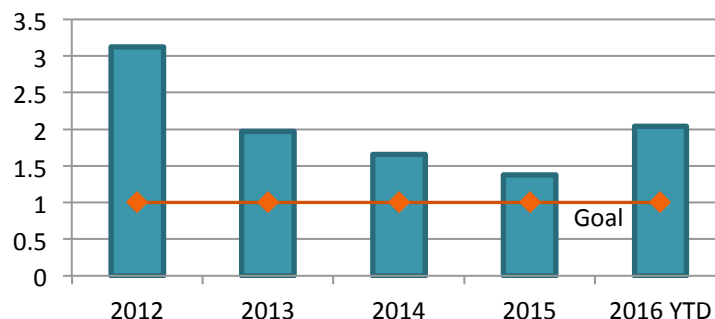
In the reporting year, Tessy Plastics Corp. successfully maintained our ISO 14001:2004 certification for our progressive Environmental Management System. We continue to make great strides in our recycling initiatives. For example, resin used to purge the molding machines and our disposable cleanroom garb is now 100% recycled. 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 employees contribute greatly to the success of our recycling program by providing input on more ways and items to be recycled.

Tessy Plastics Corp. has been participating with Recharge New York (RNY) since 2012. The RNY Power Program is a state-wide economic development power program that consists of 910 megawatts (“MW”) of “RNY Power,” 50% of which is made available from the hydropower resources of the New York Power Authority. Our Power Purchase Agreement with RNY provides our Elbridge Campus with 25% hydroelectricity. To learn more about this program and what Tessy Plastics has committed to: http://www.nypa.gov/RechargeNY/ReChargeNYEff_2016.pdf

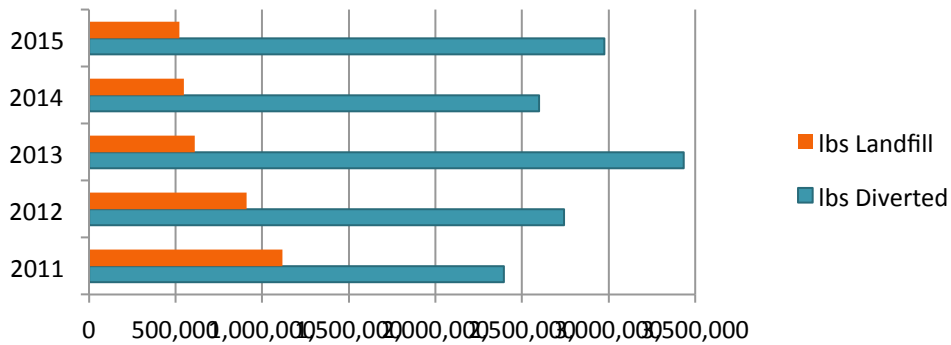
Other initiatives to reduce waste and carbon emission reductions;

- Continue to utilize an efficient closed loop water system
- By 2030, we aim to reduce our Absolute emissions by 10%
- Purchase 10% renewable energy in 2016
- Installation of LED lighting in our 240,000 sq. ft. North Plant expansion
- Ensure continued compliance with Recycling Program
 - Targets: Reduce general plant trash from 1.38 lbs in 2015 per employee per day to 1lbs per employee per day by end of 2016

Pounds of Trash per EE per Day by Year



Waste in pounds per year (To Landfill vs. Diverted)



OCARRA
Blue Ribbon
RECYCLER

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.

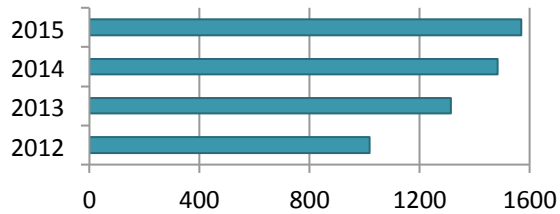


OPERATION CLEAN SWEEP® is an international program designed to prevent resin pellet loss and help keep pellets out of the marine environment. Every segment of the plastics industry has a role to play – including resin producers, transporters, bulk terminal operators and plastics processors – by implementing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

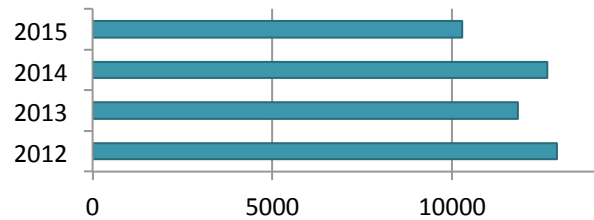
Our Carbon Footprint

Managing our growth responsibly for our company and stakeholders is at the core of our management system. Our business has grown substantially from 2014 to 2015, which is why our scope 1 and scope 3 emissions have increased in this reporting year.

Scope 1 Emissions

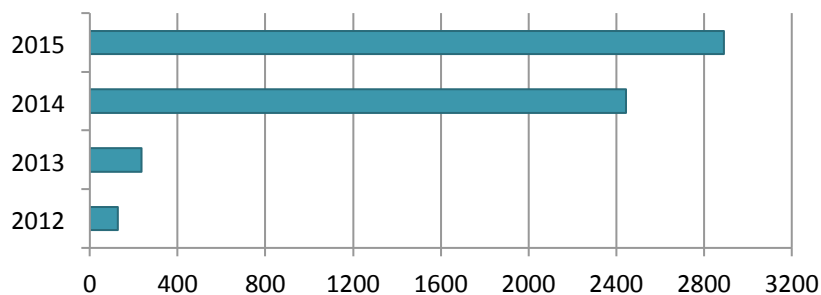


Scope 2 Emissions

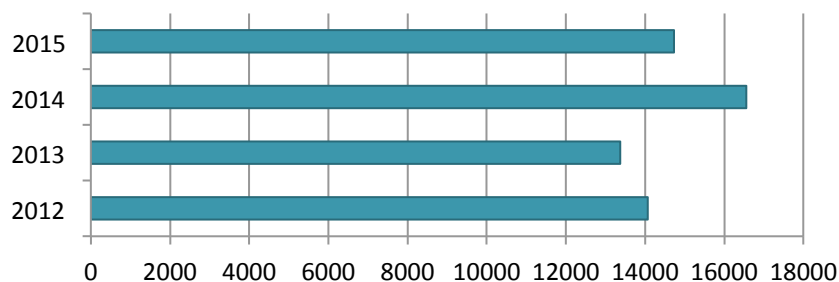


Transparency, a key element of the GHG Protocol, is an important factor in how we will reduce our carbon emissions. Our close tracking of our emission data enables us to grow our program and continuously evaluate opportunities for improvement. By scrutinizing our GHG inventory, we have been able to identify the sources of our Scope 3 carbon emissions.

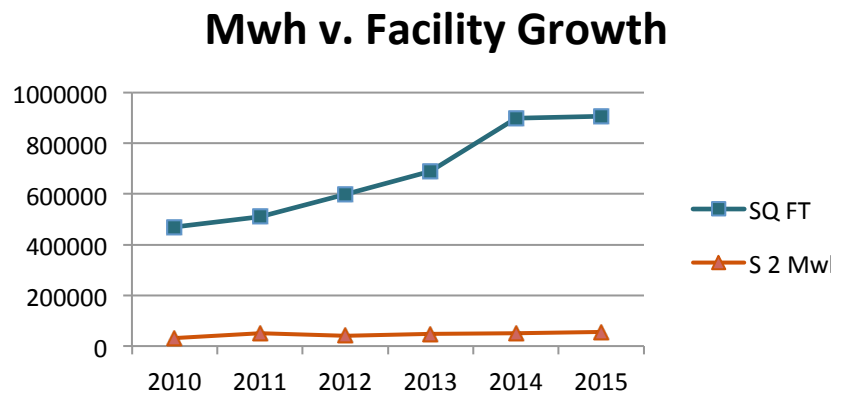
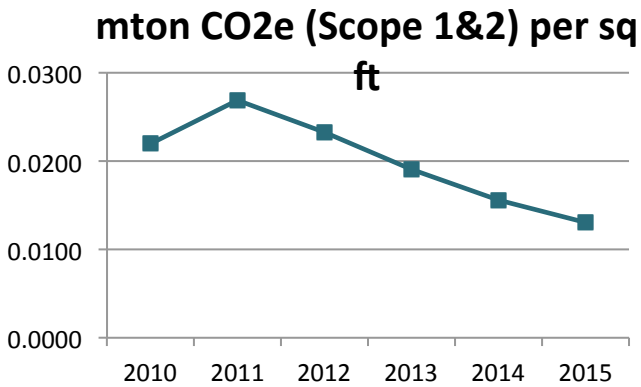
Scope 3 Emissions



Total CO2e



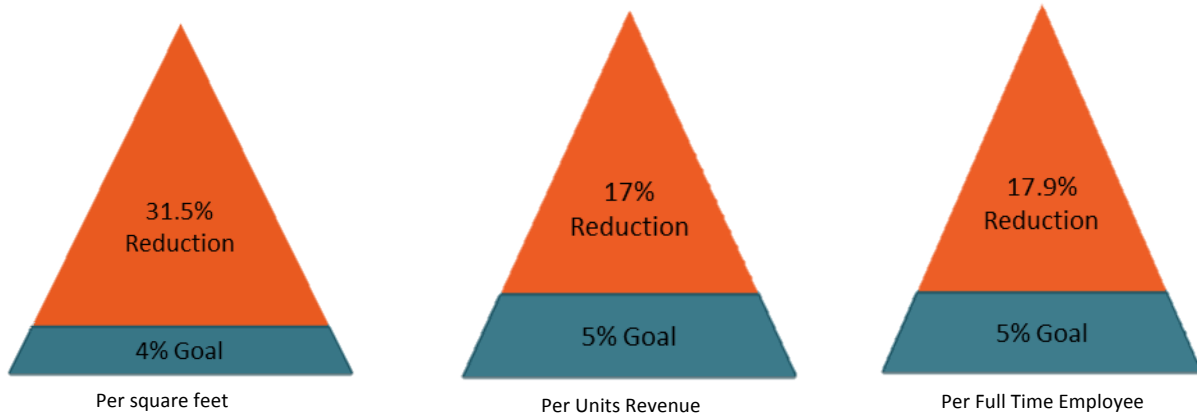
The ratio of our Scope 2 emissions to our total square feet shows that our building design and efficiencies have played a key role in managing our Scope 2 emissions.



Intensity Targets

In 2014 Tessy Plastics Corp., US established three 2020 intensity targets reduction goals. Based on the data collection from reporting year 2015 we have already exceeded 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



Tessy Plastics Corp. has signed the Climate Declaration to show not only our support on the initiative but also do our part on reducing our carbon footprint and supporting climate and clean energy policies at the national, state and local level. Ceres is a non-profit organization advocating for sustainability leadership.

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.



CDP (Carbon Disclosure Project)

Annually Tessy Plastics Corp.-US voluntarily participates with the CDP. We believe our high scores for reporting year 2014 are a reflection of Tessy Plastics Corp. continuous progress towards embracing our corporate social responsibilities.

CDP 2015 Reporting Year (RY) 2014 climate disclosure score (Out of 100 total points)

Tessy Plastics Corp. US	Disclosure Category Score		Supply Chain Avg	Performance Category Score		Supply Chain Avg
	2014 RY2013	2015 RY2014	2015 RY2014	2014 RY2013	2015 RY2014	2015 RY2014
Overall	84	98	60	B	A-	C
Governance and strategy	79	100	76	B	A-	C
Risk and opportunity management	71	100	57	C	B	D
Emissions management	93	97	62	B	B	D
Verification	100	100	35	A	A-	D

Supporting Our People

Health and Safety

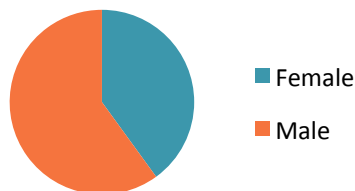
Tessy Plastics Corp. believes that focusing on healthier employees contributes to a stronger company and creates a culture of wellness. We provide a range of benefits and services designed to protect and support our employees' safety and well-being, such as flexible spending accounts, EAP (Employee Assistance Program) wellness services and support employee access to affordable health care, 401k planning and educational programs to assist with financial planning. We have developed and implemented a safety strategy that focuses on: increasing management involvement, strengthening basic safety, setting goals and measuring performance, communicating and increasing awareness, increasing safety and health competence.

Employee & Associate Engagement and Training

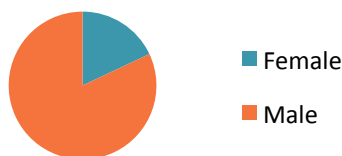
Tessy Plastics Corp. understands the importance of employee engagement as a driver of job satisfaction, retention and company success. We work diligently to involve our workforce through our education, career paths and apprentice programs. Employees in all locations are recruited and receive competitive wages and benefit packages. Through our employee engagement initiatives and recruiting methods, we promote a diverse work culture that is inclusive of race, age, gender, disability, religious beliefs and sexual orientation.

Workplace Diversity Data

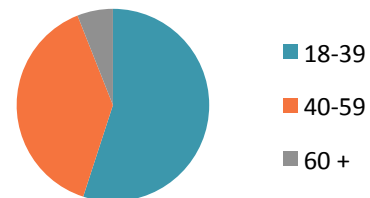
Hourly Employees



Salaried Employees



Age Diversity



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	2011	2012	2013	2014	2015
Incidence Rate * <small>(OSHA Incidence Rate = Number of Recordable Injuries x 200,000 divided by the number of hours worked)</small>	3.50 (4.9)	3.0 (5.0)	2.24 (4.3)	2.5 (4.6)	3.7
DART (Days Away/Restricted Duty) Rate * <small>(OSHA DART= Number of Cases with Days Away, Restricted or Transfer x 200,000 divided by the number of hours worked)</small>	2.70 (2.8)	1.8 (2.8)	1.89 (2.6)	1.77 (2.7)	3.1
Total Claims per \$1Million of Payroll	.91	.90	.75	.82	.80
Experience Modification Rating (EMR)	.73	.67	.68	.69	.64

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

Tessy Plastics Corp. has established an injury/illness management program that focuses on the prevention of occupational injuries and illnesses. In the event an employee is injured, we offer a supportive, temporary restricted duty return to work program, rapid first aid response program and assistance with securing timely medical care. Tessy Plastics Corp. commitment to being a self-insured employer for Workers' Compensation Insurance has yielded a significant reduction in our total incurred losses and DART rate. This business decision coupled with our timely, supportive injury management has resulted in measurable reduction in injury/illness frequency and severity.

Our Supply Chain

Conflict Minerals

As a privately held company based in the U.S., Tessy Plastics Corp has 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.

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 acknowledge that minerals may come from the "Conflict Region" however we look to verify that the smelter is not one contributing to human rights abuse.

In this reporting year, we received a response rate of 92% from suppliers in scope. Suppliers of cardboard and base paper products would not fall under the scope of our Conflict Minerals program. The majority of our packaging boxes are not considered part of the product therefore packaging would not be considered necessary since it is generally discarded once a product is used.

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 polices and other requirements to quality, OSHA global harmonizing labeling system, and business resumption/continuity planning. In this reporting year, we incorporated ISO 14001, OHSAS 18001 and other CSR elements into our Supplier audit process.

We have implemented a Contractor Safety program, to protect the safety of our people, planet and products that are a top priority with our company. Tessy Plastics Corp. conducts its operations with as much emphasis on safety as with all other aspects of a project. The work of vendors and contractors is a direct reflection of our company, and we expect our contractors and vendors to have the same emphasis on safety. We believe that communication, planning and commitment to safety are important aspects to the success of a safe and profitable project. Their compliance with our safety and quality requirements is critical to prevent product defects, contamination or injury to others.

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. Because Tessy Plastics Corp. employs the most current technologies and performs a variety of post-molding processes utilizing custom automation, customers do not need to outsource to other vendors thereby reducing the carbon footprint of their end product.

Innovative product design using light-weighting reduces the quantity of resin needed to make a part. Using less resin results in less energy used to heat and cool the parts, less packaging, less shipping and finally less waste in the landfill at the end of the product life cycle. The final design yielded a reduction in resin usage of 17%.

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.

Our environmental approach targets three key areas: running efficient operations, working sustainably, and enabling Customer sustainability. While we acknowledge the challenges associated with reducing our total carbon emissions during growth, we believe we have made important progress.

Tessy Plastics Corp. understands how vital it is to our company and community to leave a minimal footprint so we can sustain for future generations.

