

// *Reframing* Sustainable Business

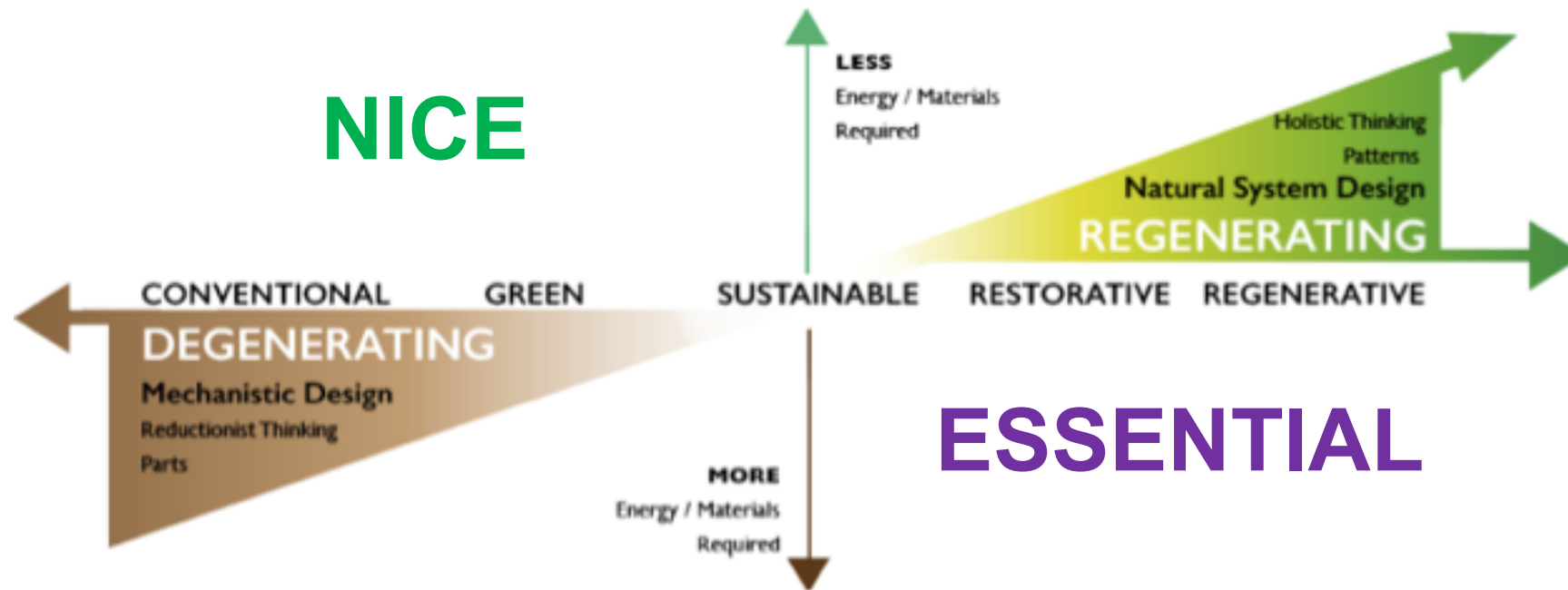
From “Nice” to “Essential”

Traditionally: Science = more
■ opportunities for society

Now: Science = Required route
■ to a regenerative world

Role of Business: Integrate and accelerate
■ new science using market
economies

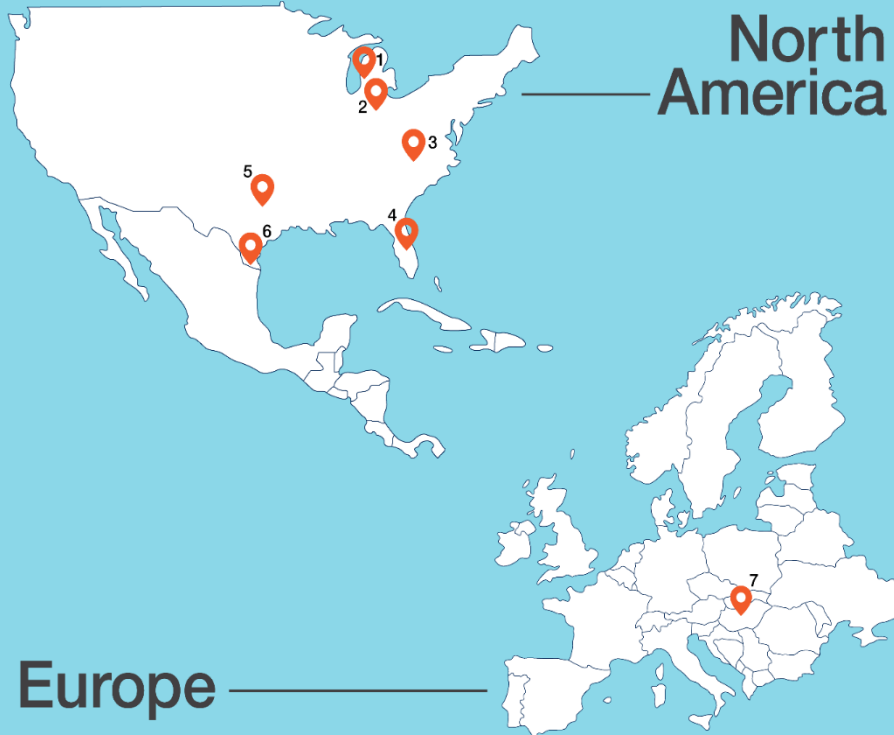
Demonstrate Sustainable Practices = Smart for business; Essential for the planet





Our Purpose: to make a *positive impact* on society, the environment, and to be financially successful.

- **FY 2016 Sales: \$382M**
- **9 Strategic Business Units**
- **15 Facilities**
- **1,600 Employees**
- **1,300,000+ Sq. Ft.**
- **Certified “B” Corporation**
- **Platinum LEED EB Certified**



North American Facilities

1: Grand Rapids, Michigan // 2: Montpelier, Ohio // 3: Mont Airy, North Carolina
4: Orlando, Florida // 5: Ft. Worth, Texas // 6: Brownsville, Texas

European Facility

7: Budapest, Hungary

Manufacturing Overview



WELFARE-TO-CAREER



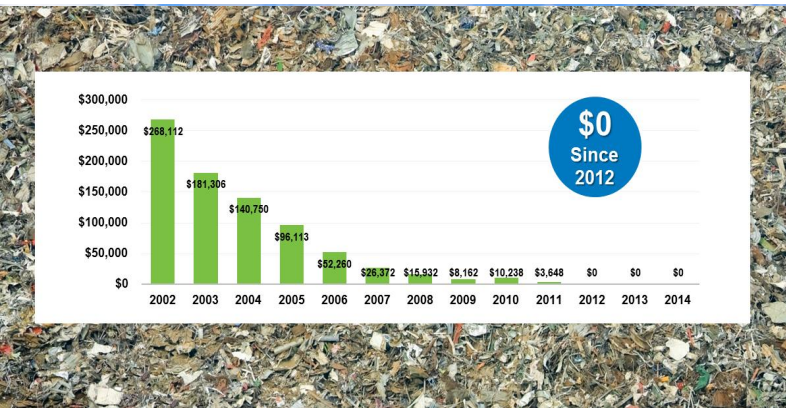
ANTI-RACISM



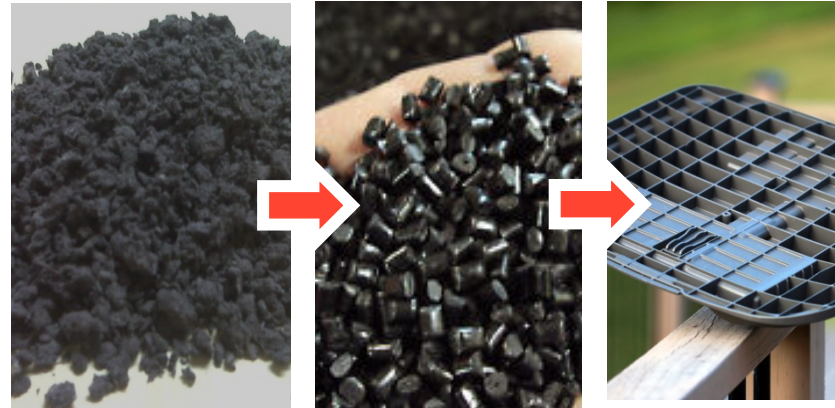
RETURNING-CITIZENS



ZERO-WASTE



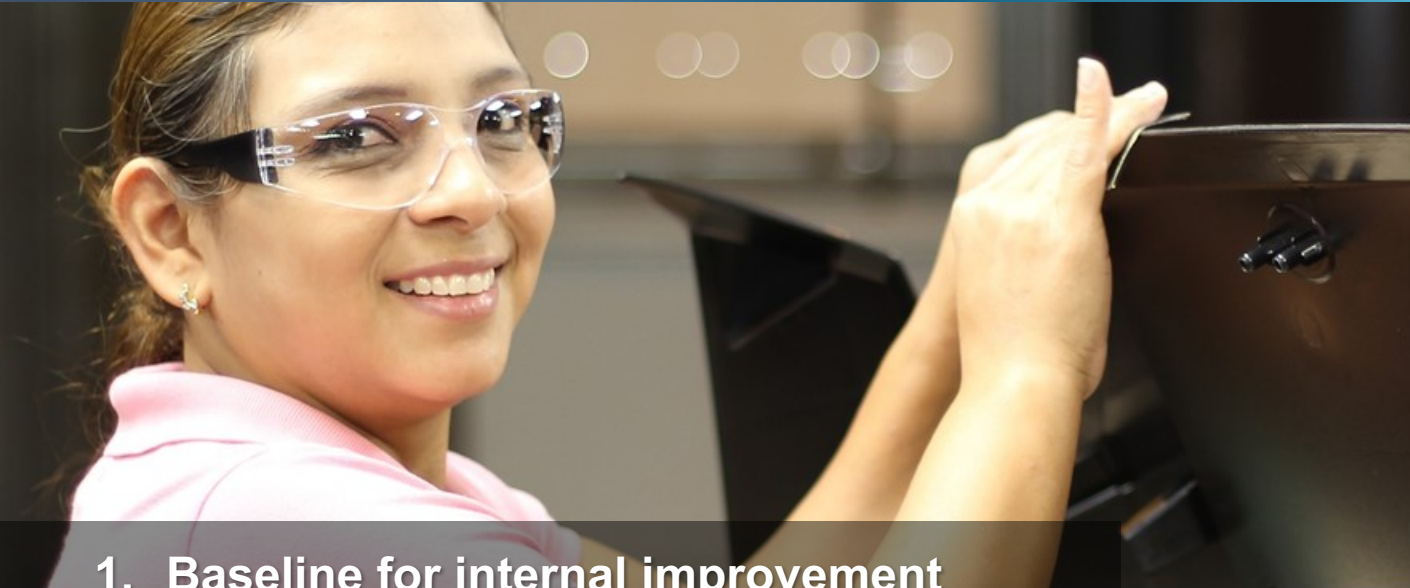
PAINT SLUDGE-TO-PRODUCTS



NON-TOXIC PLATING



Why We are a B Corp



1. Baseline for internal improvement

2. Learn from other local B Corps

3. National peer network

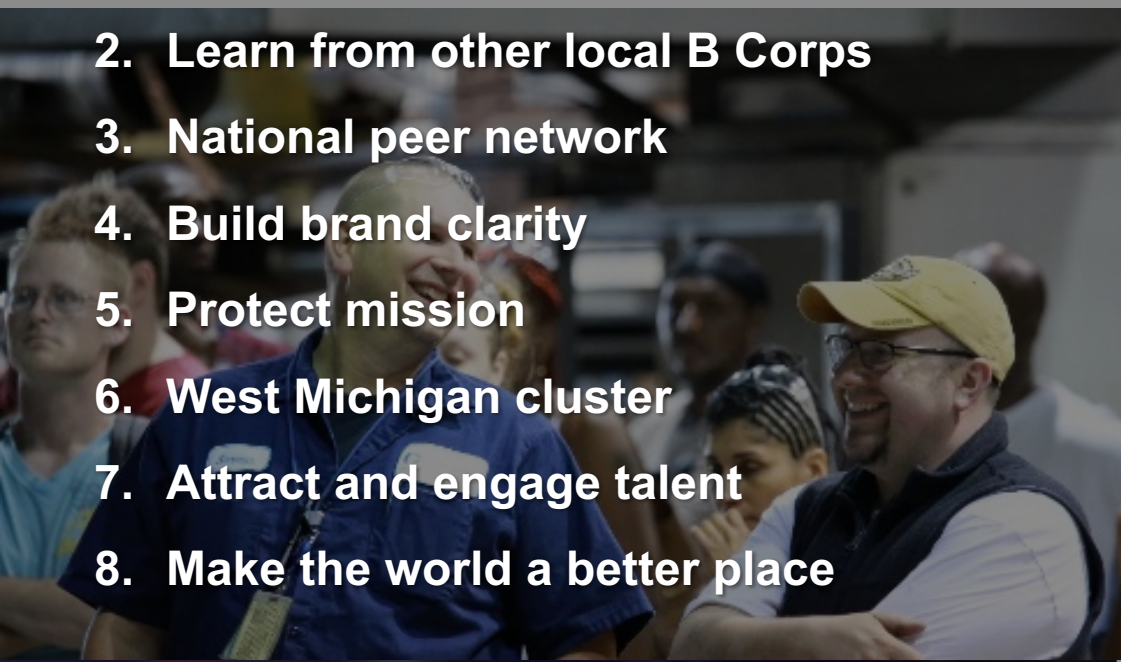
4. Build brand clarity

5. Protect mission

6. West Michigan cluster

7. Attract and engage talent

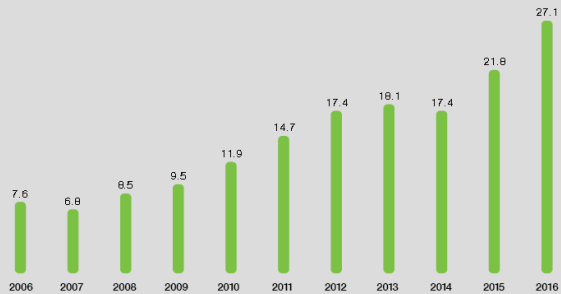
8. Make the world a better place



PIR/PCR Usage

Pounds in Millions

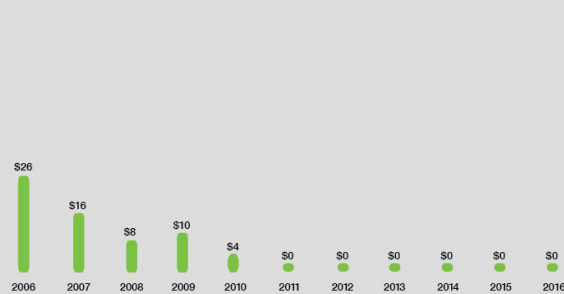
27.1M
Lbs.



Landfill Cost

(\$ In Thousands)

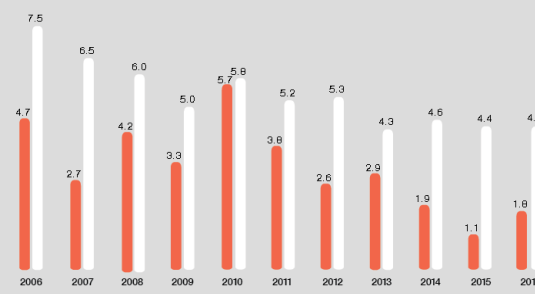
\$0



Incident Rates:

Cascade Engineering compared to National Average

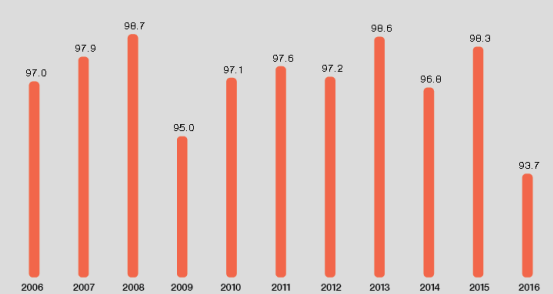
1.6



Welfare-to-Career

Employee Retention Rate Percentage (Monthly)

93.7%



Talent 2025's 110 CEOs convene stakeholders and facilitate collaborative working groups to achieve the following:



Illuminate

performance gaps within
West Michigan's talent
system



Evaluate

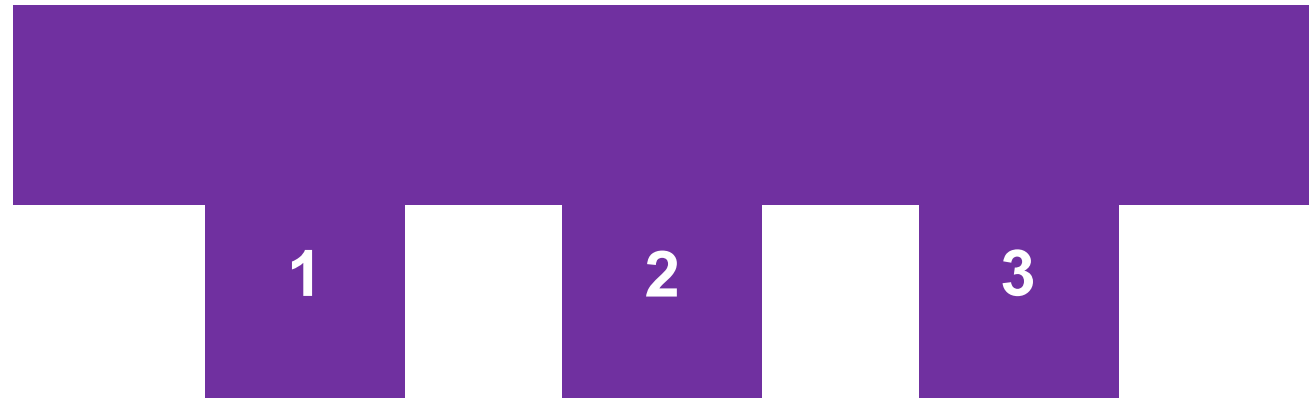
leading practices



Advocate

for these leading practices
to be implemented across
the region

1. Customers
2. Investors
3. Business Leaders



Policy is informed by the green chemistry community finding and doing the right thing.



From Doing Less Bad -to- Regenerative Systems

