

UNITED NATIONS GLOBAL COMPACT  
2011 Communication on Progress  
Submitted December 20, 2013

I. Statement from the President

Midwest Die Casting Corporation is fully committed to the United Nations Global Compact's ten principles pertaining to human rights, labor, the environment, and anti-corruption.

As an U.S. manufacturer since 1927, we have built our company around these practices and we have been successful for over eighty years. Midwest Die Casting Corp has been positively involved in our local communities and has encouraged our employees to do the same.

The United States of America has also always held a high standard for their businesses through their laws and regulations. These laws often extend beyond the UN Global Compact's ten principles and the laws mandate a higher standard for most sphere of influence as well.

Midwest constantly monitors our employees and vendors to ensure we are, and only work with outstanding every-day corporate citizens.

As we move forward we will continue finding new ways of maintaining these principles that we and the United Nations hold in high esteem.

Regards,

Greg Gillstrom  
President  
November 30, 2013

## II. Description of Actions

Midwest has continued the investigation into a water reclamation project to recycle cooling water for production machines. The end goal is to help reduce the water usage at the facility which will help reduce our environmental impact. Advanced engineering of new part design looks to reduce the amount of material used to produce product to decrease the need for natural resources. Midwest also began looking into energy savings through use of energy efficient light fixtures.

In the area of human rights Midwest's number one priority is to provide a safe, clean, and ergonomically friendly work environment for its crew members. All state and federally mandated laws are followed per OSHA guidelines. Employees are trained in areas of lock out/tag out programs, emergency action plans, MSDS sheets for understanding and handling hazardous materials and fire drills. A clean work environment is maintained with general daily cleanup and semi-monthly aggressive plant wide clean up schedules. Improving ergonomics in the work place are addressed on a consistent basis. Tools have been designed and built to reduce the short and long term effects of repetitive motion injuries. Midwest has also implemented a plan to increase employee job rotation in work stations minimize using the same motion to perform jobs. Advanced engineering of new part designs always has weight reduction as one of the number of goals to make parts lighter to handle and reduce the amount of stress on employees.

As an American manufacture labor principles have always been at the forefront of Midwest's policy. Employee rights are posted in the work area and are enforced by the laws of years of government reform and policy implementation.

Midwest has always been upfront with its business intentions. A zero tolerance policy is maintained for employees who engage in extorting customers, suppliers, or prospective employees for personal or company gains. Company policy reflects and communicates to new and existing employees the importance of upholding the business ethic of intolerance to corruption.

Midwest Die Casting's negotiations with the International Association of Machinist and Aerospace Workers concluded in April of 2013. This will gave Midwest management a better gauge on how employees feel their rights as laborers are being met.

Midwest Die Casting Corporation has always supported human rights, labor rights, the environment, and anti-corruption. As a responsible manufacturer, Midwest works to identify and do business with vendors and customers whose values reflect its own.

At the end of 2011 Midwest implemented the "Red Tag Program" that is use to help identify any malfunctioning or "unsafe" conditions at our plant.

### III. Measurement of Current Outcome

Midwest's water reclamation project has been a continuous environmental improvement endeavor. Actions have manifested themselves with meetings with local vendors that will work with the company on this project. Unfortunately Midwest had to delay the project for financial reasons. This project looks likely to begin work in 2015. Midwest was able to begin work on a lighting audit that will come to fruition in early 2014. Early estimates are that Midwest can save 50-70% of the energy it is currently using for lighting depending on the fixture being replaced.

In 2013 Midwest was the recipient of a 2012 North American Die Casting Associations Outstanding Safety Award due to its excellent record with on-the-job safety. Midwest began a new with a perfect record through the first half of 2013.

The "Red Tag Program" has been a success. Maintenance and Engineering initially needed to work with Production daily in order to repair problems only production was aware of. November 2013's report on Red Tags was the second consecutive month with no known Red Tag issues at our plant. In all of 2013 only five red tag issues were submitted.

Negotiations with the labor union IAMAW wrapped up in April of 2013. Both sides believed that what was offered by Midwest was fair for all parties involved.

Midwest Die Casting has continued to develop new production projects with current Fortune 500 companies. This is strong indicator that we are continuing to practice business in an ethical and responsible manner.

Midwest Die Casting Corporation is proud that the average age of doing business with its customers is approximately thirty-six years. If Midwest did not share the same ten principles as the UN Global Compact, the company and its customers would not achieve these types of long term partnerships. Midwest continuously reviews itself and those it has influence on to ensure this continues. It is and always has been Midwest's way of life.