

UNITED NATIONS GLOBAL COMPACT  
2017 Communication on Progress  
Submitted October 1, 2017

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  
October 1, 2017

## 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 installed energy efficient light fixtures and equipment at all locations.

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 manufacturer 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 Die Casting's negotiations with the International Association of Machinist and Aerospace Workers concluded in April of 2016. This will gave Midwest management a better gauge on how employees feel their rights as laborers are being met.

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 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 used to help identify any malfunctioning or "unsafe" conditions at our plant. Midwest's new plant manager has helped ensure success of this program.

### 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. Currently Midwest has received three bids on the project. Midwest Die installed over 30 energy efficient LED fixtures throughout our two buildings. Reusable shipping containers have help reduce waste disposal for our customers. Midwest also participates in Wisconsin's E-cycle program for all obsolete electronics.

The new electric forklift is easier on the operator reducing the amount of time needed to physically handle the equipment used to move product. Increased machine versatility has also increased the number of jobs the forklift has been able to perform. Additional leasehold improvements have lighten the physical stress on our workforce. New packaging processes have help reduce material handling for our workforce.

The "Red Tag Program" has been a success. Maintenance and Engineering initially needed to work with Production daily in order to repair problems only of which only production was aware. All Red Tag issues are resolved on average less than thirty days after being reported. Severe issues are always address the same day.

Midwest continue to work with the IAMAW in order to ensure employee safety and wellbeing is addressed promptly and fairly. Negotiations for the next contract will begin in fall of 2020.

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-eight 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 cooperate culture.