



# **Environment**

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- Pen Company of America is committed to manufacturing in the United States with a focus on sustainability. We look for ongoing ways in which to minimize our impact on the environment both in terms of our manufacturing processes and general operations. We have taken the following initiatives as an organization:

- HR Policies

- Require all employees to recycle paper, plastic and bottles in the company provided recycling bins
- Require office employees to power down computers, laptops and other office equipment, as well as turn off all lights, when leaving the office.

- Factory Initiatives

- Recycle all used corrugated at the local recycling center.
  - Utilize a third party to properly handle and dispose of the waste oil generated from our equipment.
  - Utilize a closed loop water system on all our molding equipment. This system self-recycles the water we use to cool our equipment, only adding supplemental new water when needed. By using this system no water from our equipment is introduced back into the public water system. This system is monitored by a third party.
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## Recent Factory Initiatives

- Installed high efficiency lighting in both facilities as recommended by the NJ Office of Clean Energy. This initiative saved approximately 40,000 kWh of energy annually.
  - Purchased 4 new hi efficiency molding machines which cut down on overall energy and water consumption.
  - Purchased 2 new high efficiency air compressor to cut down on overall energy usage
  - Increased our usage of re-usable bins for component parts. This initiative saved over 15,000 corrugated boxes annually.
  - Real time coloring of plastic allows for more exact plastic usage and less waste
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