



# 2024 EHS SUSTAINABILITY STATEMENT



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# A MESSAGE FROM OUR PRESIDENT

“

As Bartell Machinery heads toward our 85th year in business, I am humbly proud to reflect back on all the years of hard work and employee commitment that have culminated into the company we are today – a leader in the design of world class machinery systems that advance global industries. Driven by our Guiding Principles which focus on integrity, safety, environmental, quality, customer focus, employee commitment, continuous improvement, and technology, Bartell continues to excel at providing innovative manufacturing solutions for the companies we partner with. We understand we cannot sit still in the continuous pursuit of providing our customers with the most technologically advanced equipment possible. We also recognize the importance that sustainability and social governance are integral components of responsible business practices. We are committed to making a positive impact on the environment and society while ensuring the long-term success of our company.

***We invite you to join us on this journey toward a more sustainable and socially responsible future. Together, we can make a meaningful difference in the world.***

Thank you for your continued support and partnership!

***Pat Morocco***

”



# WHO WE ARE

THE  
**HEICO**  
COMPANIES LLC

**1951** Bartell supplies its first high-speed strander setting the company on a path to become a leading supplier in the wire and cable industry.

**1999** Bartell becomes part of the Heico Companies LLC with a focus on long term growth allowing Bartell to position itself as a global leader through expanded capability and technologies.

**2015** Celebrates 75 years of innovation to industry. Additionally designs, manufacturers and delivers the worlds most advanced carcass manufacturing equipment to the oil and gas industry.



**2017** Bartell secures its 15th design patent for its innovative solutions and named finalist for Tire Technologies Innovation of the Year for its BeadView Inspection System. Additionally, they were the recipient of **HEICO's Gold EHS Award** as a top performing company. The company also received certification as a VPP Star Workplace for the first time.

**2019** Bartell installs a new paint booth with better air handling and filtration which will aid in reducing environmental emissions.



**2021, 22 & 23** Bartell were recipients of the Heico EHS Leadership award for 3 years in a row. Completed a NYSEDA Energy Treasure Hunt (2021).



**intertek**  
**2024** Bartell recertifies as an ISO 9001:2015 business.



**1940** Bartell, founded in Rome, NY, starts as a precision tool and machine manufacture supporting companies such as General Electric, Remington, Oneida Limited, and Revere Copper.



**1986** Development and release of the first SWS series single-wire bead winder setting for the tire industry standard for bead winding systems.

**2002** Acquires CEECO, a well regarded supplier of wire and cable products, allowing for an expansion of unique technologies and products.



**2016** Continues market leadership through the integration of advanced technologies such as robotics and composite materials.

**2018** Bartell makes strides in stewardship and installs new energy efficient Variable Frequency Drive (VFD) air compressor, reduces special waste by swapping incandescent bulbs for LEDs, and changes paint used to a blend with lower Volatile Organic Compound (voc) emissions.

**2020** Bartell renewed both our air permits and storm water exemption through the State Pollutant Discharge Elimination System (SPDES) Permit Program since there is such a low volume of output.

**2022** Bartell renews VPP Star certification.





# PILLARS OF BARTELL

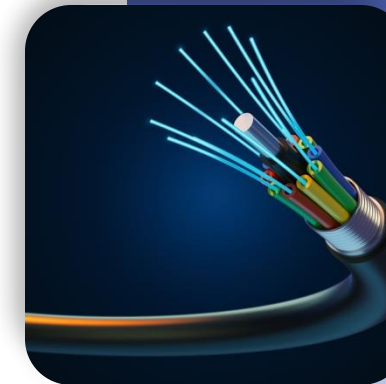
Throughout our years of experience, Bartell has realized that various manufacturing environments require the same core fundamentals; manufacturing safety, high productivity with high quality. In consideration of these fundamentals, we have leveraged our expertise in the bending and forming of metallic wire and strip to deliver industry-leading manufacturing solutions for the tire, wire and cable, and oil and gas industries.

When it comes to industrial equipment, suppliers are challenged to create advanced, robust, safe and highly productive equipment that allows manufacturers to compete on a global scale while creating advanced products and in consideration of their workforces. We recognize this continual need for manufacturing to evolve and creates our offerings based on what our customers need to compete now and into the future. At Bartell, we continue to *enable innovation*.



## TIRE & RUBBER

Through research, innovation and in-depth process knowledge Bartell continues to push the limits of tire manufacturing technologies.



## WIRE & CABLE

Our focus has been to deliver robust rotating solutions based on an expertise of shaping, winding and twisting wire and cable.



## OIL & GAS

Our solutions are in factories worldwide which produce RTP pipe, flexible risers, and umbilicals that support onshore & offshore segments.





# OUR EHS PROMISE

Bartell Machinery Systems L.L.C., is committed to the protection of the environment, and the health and safety of all employees, customers, and communities where our machines are in use. We understand that by applying sound environmental, health, and safety management to all aspects of our business, we can offer technologically advanced products to our customers while conserving resources for our future generations.

We strive for continual improvements in our environmental, health, and safety systems, and in the environmental quality of our products and services, through economically sound, and technologically practicable processes that produce meaningful and measurable environmental improvements. Throughout our sustainability journey, we have even served as a mentor to other companies in the Heico family. Sharing the knowledge and practices that we have acquired can benefit everyone, even the planet!



A low-angle, upward-looking photograph of several tall, mature trees with thick, light-colored trunks and dense green foliage. The trees reach towards a clear, bright blue sky. The perspective creates a sense of height and grandeur.

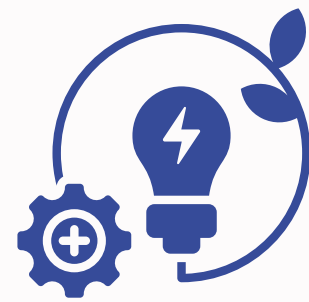
# ENVIRONMENTAL STEWARDSHIP

Empowering Earth's Tomorrow with Greener Choices Today

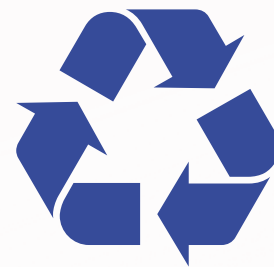


# ENVIRONMENTAL STEWARDSHIP

We understand the importance of preserving our planet for future generations. That's why we have implemented various initiatives to reduce our environmental footprint. These include...



**Investing in energy-efficient technologies to minimize energy consumption in our manufacturing processes.**



**Implementing waste reduction & recycling programs across all our facilities.**



**Evolving our supply chain toward components and suppliers that use resources wisely and efficiently.**



**Continuously evaluating & improving our environmental performance through regular assessments & goal-setting.**



# WATER & ENERGY

We recognize the benefits of completing energy audits and the valuable insights they provide regarding our overall energy consumption patterns. It helps us set realistic energy efficiency goals and track our progress over time. This proactive approach is crucial in our commitment to reducing our operations' negative effects on the environment. After completing the NYSERDA Energy Treasure Hunt in 2021, we have found some areas for improvement and have taken action to complete them!

## 01

Decrease plug loads by unplugging appliances such as unused toasters & microwaves in common areas.

## 02

Turn off unused machines, overhead lights and transformers (if possible).

## 03

Replaced all incandescent lighting in the building to LED saving kWh per month.

## 04

Installed weatherstripping under leaky overhead doors in R&D building, outside the primary Air Compressor Room, and sealed the Paint Booth door (this will save on energy used to heat the booth and avoid leaking fumes).

We are even listed on the Energy Star website as a Treasure Hunt Participant!



**NYSERDA**





# WATER & ENERGY

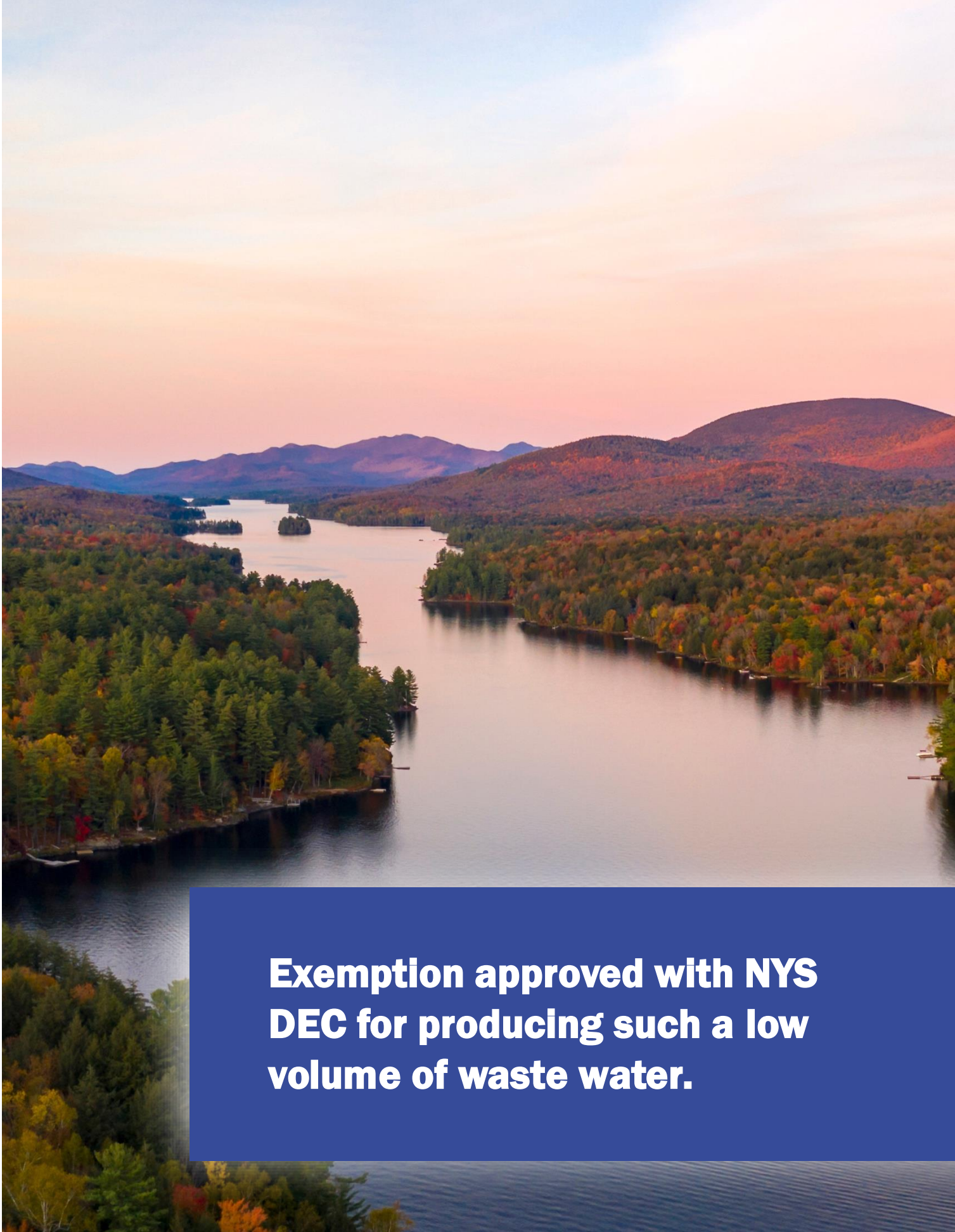
## Energy

Our commitment to a greener workplace extends to the source of the energy used in day-to-day operations. It is impossible to know if 100% of your energy is from a renewable resource. This was the driving factor behind our switch to the Energo Fixed Green plan in November of 2023. It ensures we contribute to Renewable Energy Sources and encourages the generation of more green energy for future use.



## Storm Water/Waste Water

Our exemption request for the State Pollutant Discharge Elimination System (SPDES) Permit Program through the New York State Department of Environmental Conservation (NYS DEC) has been successfully submitted and approved, indicating our compliance with regulations despite producing minimal waste water. Furthermore, we maintain a proactive stance by covering dumpsters to prevent rust or pollutants from running into the storm drains.



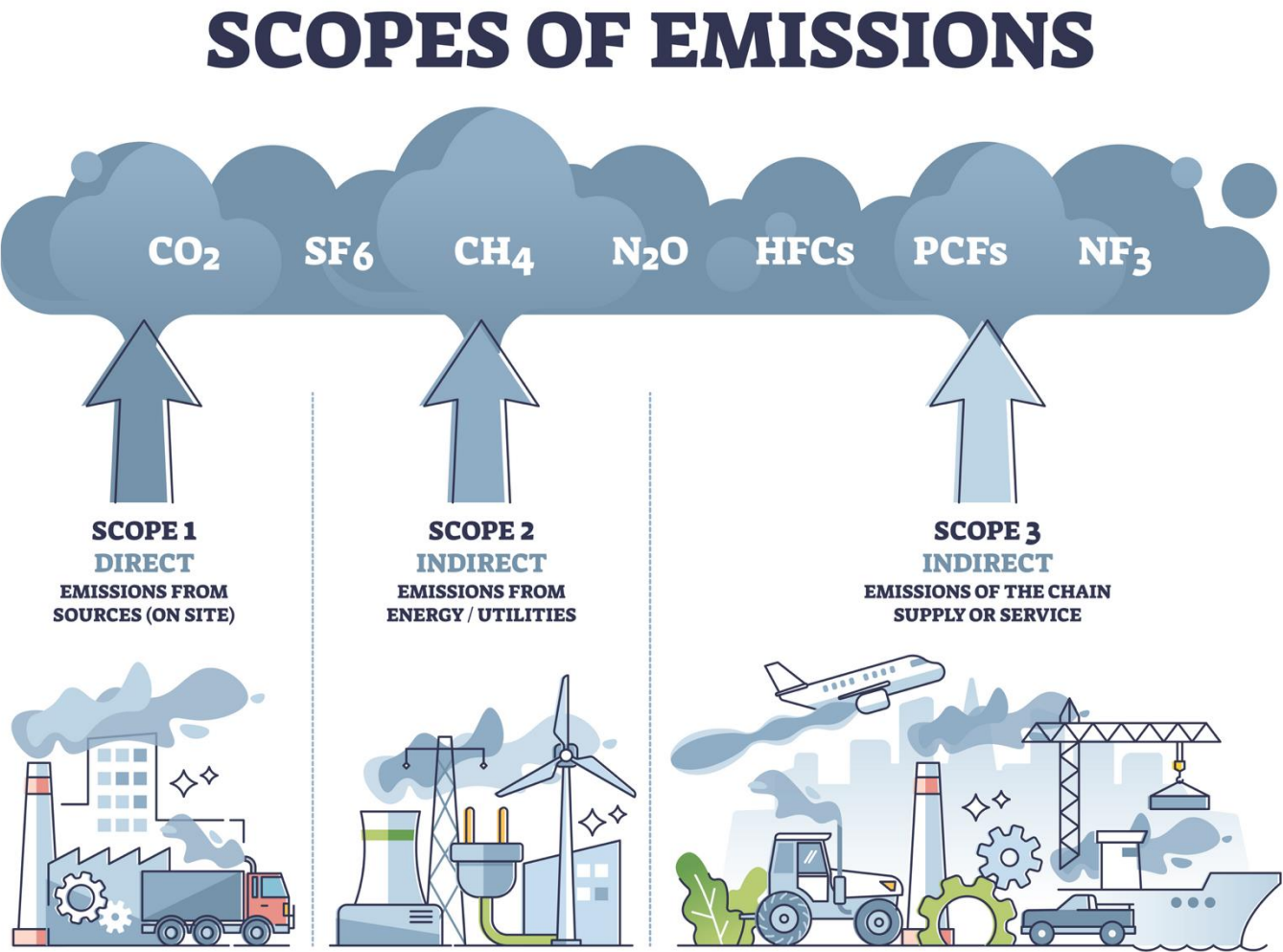
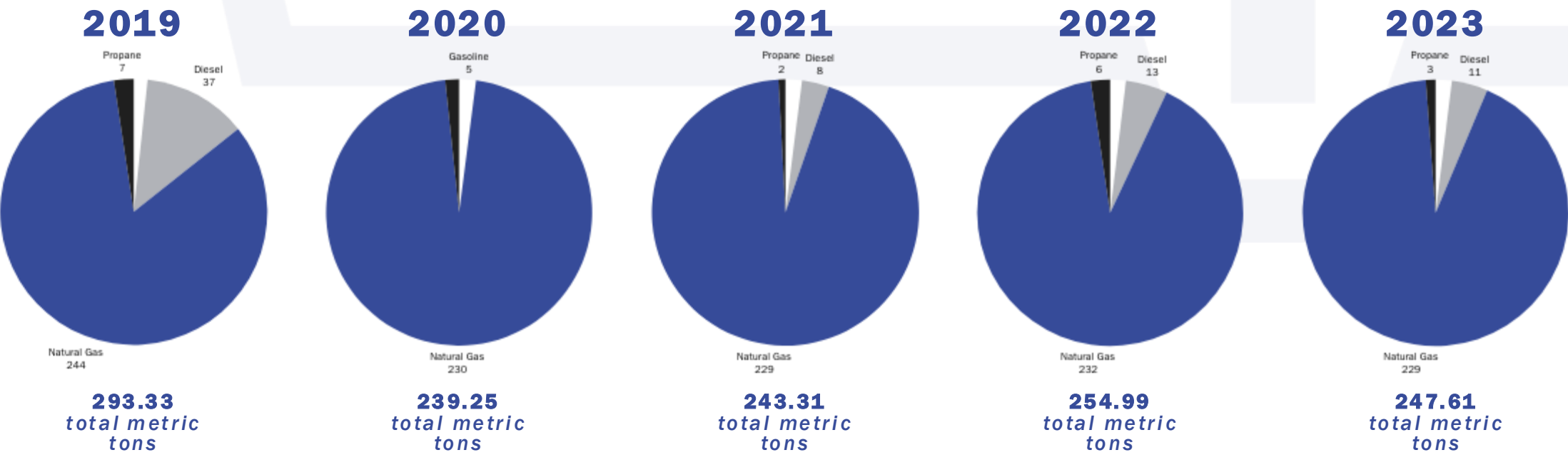
**Exemption approved with NYS DEC for producing such a low volume of waste water.**



# AIR

Businesses can harness energy across three main scopes that directly or indirectly contribute to the release of Greenhouse Gases (GHG). This concept is used to measure the emissions day-to-day operations cause. Scope one includes the on-site emissions from owned or controlled sources such as vehicles, furnaces, and other equipment utilized by the company. It can also come from indirect sources. The second scope covers purchased electricity, heat, or steam, while the third scope explores the indirect emissions from the value chain, purchased material, transportation, distribution, product use, and disposal. Although these emissions might not occur on-site, they directly result from our activities.

Our stewardship achievements are continuously expanding, and we have made significant progress in tracking our scope one greenhouse gas emissions. As a facility operating 5 days a week for two shifts, we have successfully tracked the GHG emission source, the amount used, and the emission value since 2019. We accompanied this data with the offset sources and their values to find the overall total of our direct, on-site emissions.



Scope 1 Breakdown Continued →



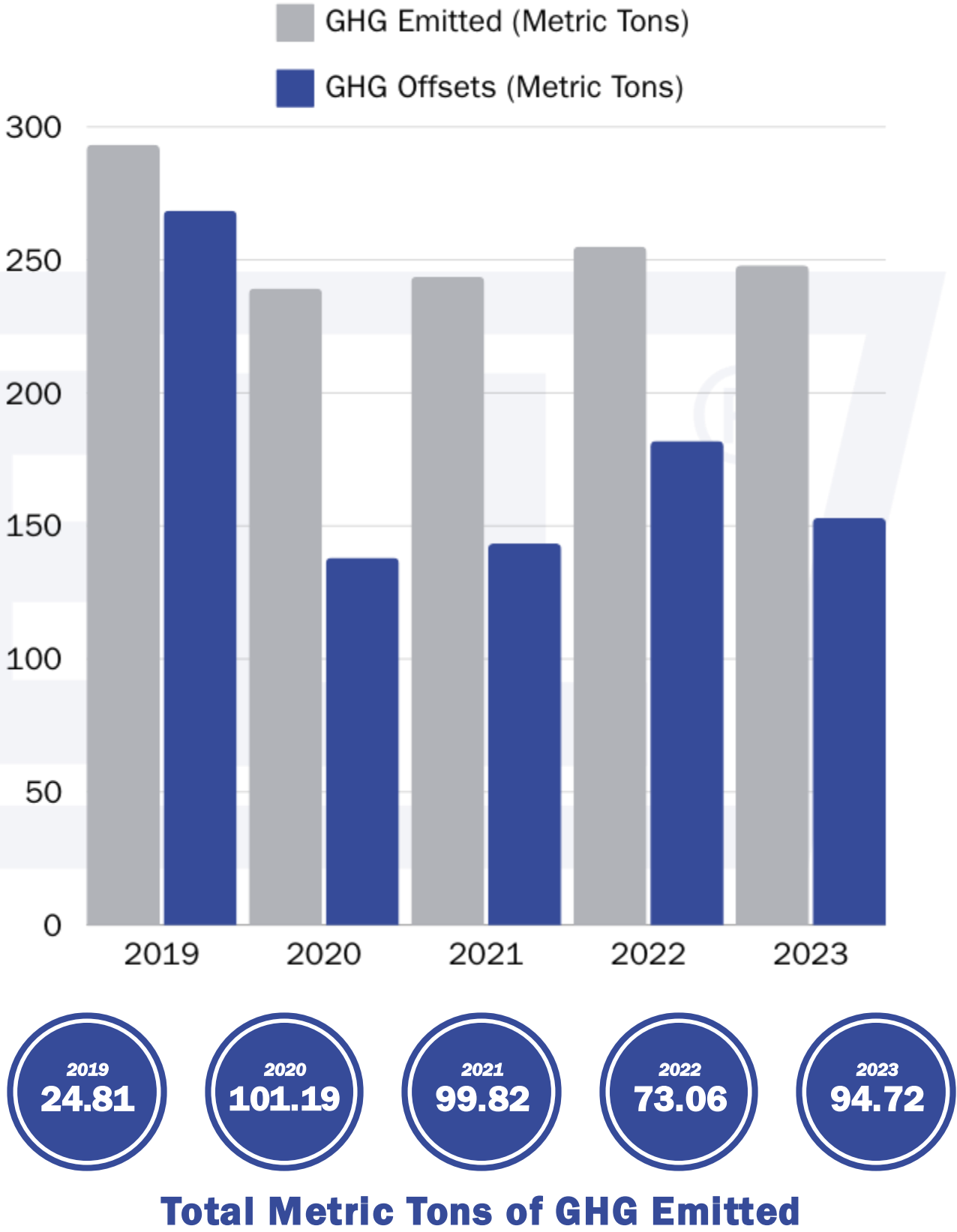
# AIR

To find the total amount of GHG emissions that we're releasing, we track all other offset sources. Our GHG total for the 2023 year is 94.72 metric tons. This may be a small increase compared to the 2022 year, however, we are showing improvements from our 2021 score of 99.82 metric tons. The way in which we achieve our GHG offsets is by focusing on our recycling efforts. These include any metal, steel, and cardboard.



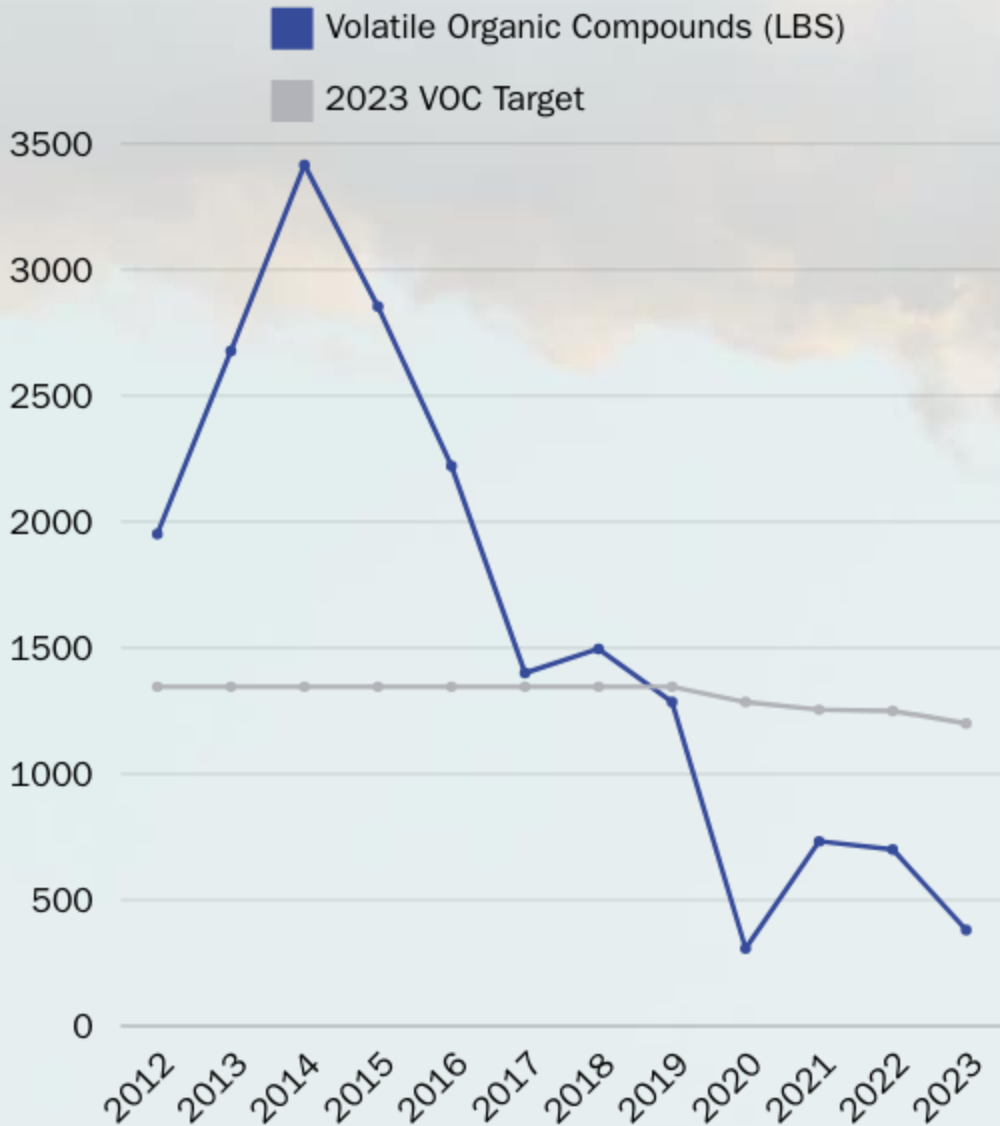
## Future Goal

Carbon neutrality represents the pinnacle of environmental responsibility and sustainability because it signifies the balance between the amount of greenhouse gases emitted into the atmosphere and the amount removed or offset. This balance is crucial for combating climate change and its associated impacts. The environmental, health, and safety team here at Bartell is always seeking avenues to help us achieve this goal. One way we are hoping to help is by investing in Carbon Offset Projects through a system such as TR[1]BE. Investing in certified offsets through a company such as this will help fund environmental projects around the globe. We would have access to a live carbon dashboard where we can view carbon credit purchases and environmental impact stats in real time.



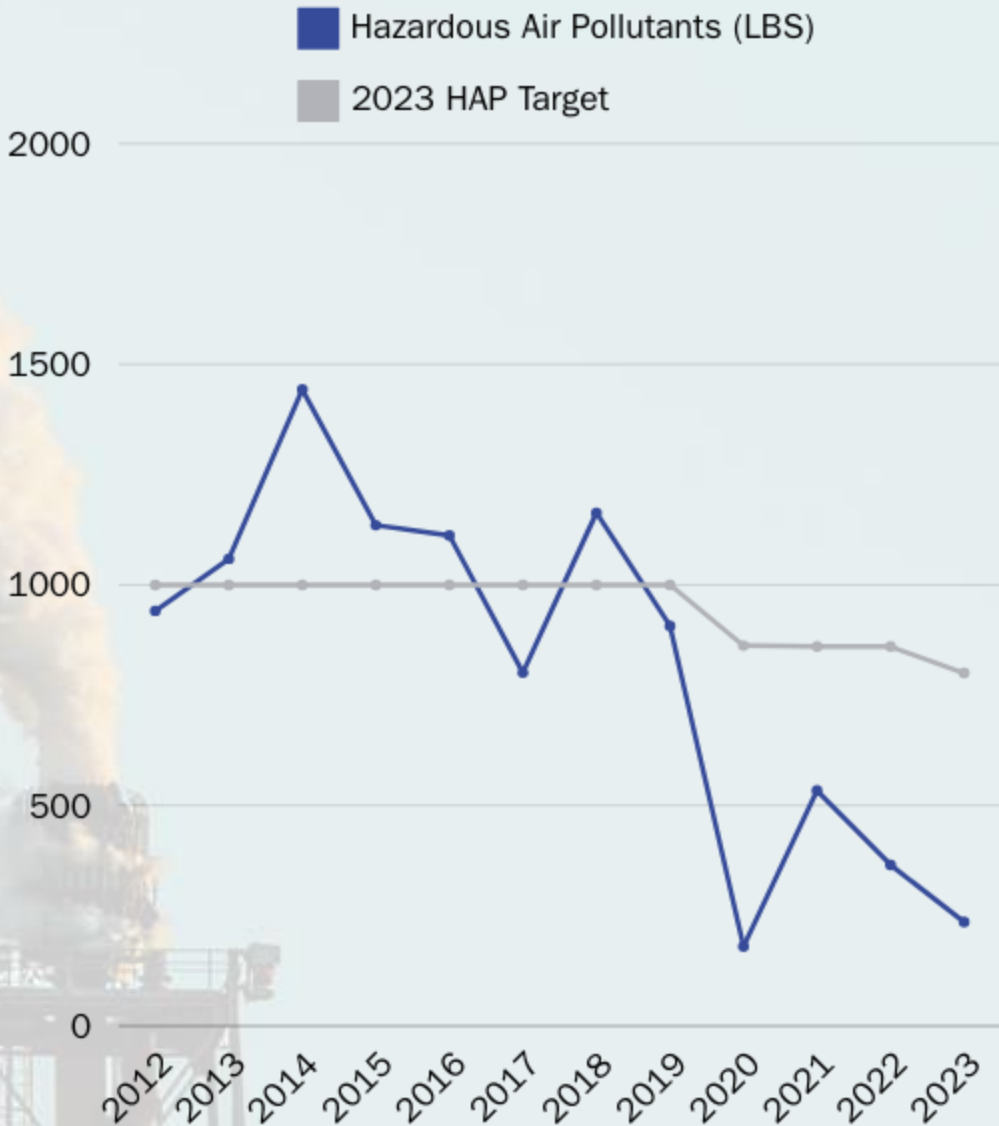


# AIR → HAZARDOUS WASTE



## Machine Shop Paint Booth

One of the most impactful changes we've made is with the paint booth located in our shop. We sourced an alternative, environmentally friendly paint option back in 2018 and it has helped us progress in two different EHS categories. The first is a decrease in our emissions, helping to keep the air clean. The second is a decrease in our hazardous waste output. The graphs showcase this. On the left, our Volatile Organic Compounds (VOC) emissions peaked in 2013 at 3,416 lbs when the target for the entire year was 1,346 lbs. We continued to decrease until 2019 when we were finally lower than the yearly target and have continued to decrease to as much as 381 lbs of emissions in 2023. The same can be seen in the Hazardous Air Pollutants (HAP) graph on the right. Our HAP peaked in 2014 at 1,442 lbs when the yearly target was 1,000 lbs. In 2023, our output of HAPs was well below the yearly target of 800 lbs at just 236 lbs of output.





# WASTE REDUCTION

## Hazardous Waste

Waste reduction is paramount for our business to streamline operations and enhance cost-efficiency but most importantly, it mitigates environmental impact. By implementing initiatives such as eliminating in-house black oxide in 2017, transitioning to environmentally friendly paints in 2018, and employing a minimizer to reclaim cleaning thinner in 2018, we've exemplified our commitment to sustainability. These measures reduce both our waste and emissions output. Seeking ways to reduce our environmental impact doesn't end there. In 2019, we found an alternative to heavy solvent-based cleaners, instead opting for an aqueous cleaner for our parts. These water-based cleaners are mixed with surfactants or detergents that work on varied materials, producing less hazardous waste and emissions than the alternative. In 2023, we also opted for a vegetable oil-based coolant for our CNC machines instead of the less environmentally friendly chemical alternative. These initiatives underscore our environmental stewardship and ensure a safer and healthier workplace for our employees while supporting our operational excellence.

## At A Glance

2017

Eliminated in-house black oxide operation

2018

Sourced environmentally friendly paint

2018

Utilize minimizer to reclaim used cleaning thinner

2019

Switched to an aqueous-based parts cleaner

2023

Opted for a vegetable oil-based coolant for CNC Machines.





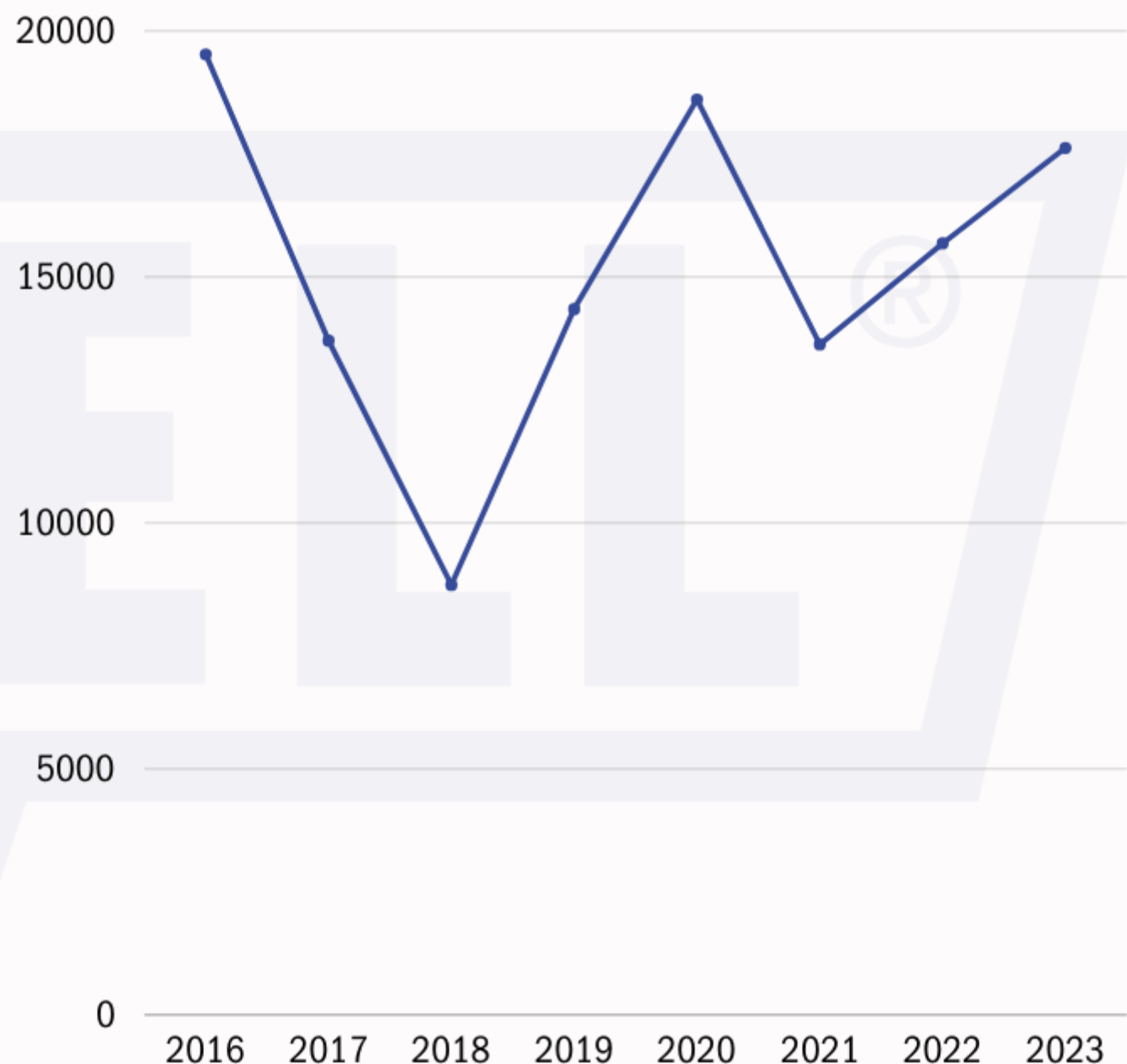
# WASTE REDUCTION

## Universal Waste

Reducing universal waste is paramount for environmental sustainability, as it helps minimize the impact of harmful materials on our planet. With the daily national average for waste output per person at 4.40lbs, our commitment to maintaining a lower rate of around 3.7lbs per person, per day underscores our dedication to waste reduction. Our initiatives, including a comprehensive solid waste review conducted in 2015, have been pivotal in achieving this goal. By becoming a Recycle One Business with the Oneida-Herkimer Solid Waste Authority, we not only set clear waste reduction objectives but also ensured that our entire staff was aligned with these goals. Providing them with the necessary tools, such as multiple trash receptacles for proper sorting of trash and recyclables, facilitated their active participation in our waste reduction efforts. The success of these initiatives is evident in our universal waste output, which peaked in 2016 at 19,526 lbs, but has since been consistently maintained below that level, showcasing our ongoing commitment to sustainable practices.



Universal Waste (LBS)





# CORPORATE GOVERNANCE

Committed to Transparency, Accountability, and Ethical Behavior in All Aspects of Our Business





# CORPORATE GOVERNANCE

Upholding high standards of corporate governance is fundamental to our operations. We are committed to transparency, accountability, and ethical behavior in all aspects of our business, including...



**Adhering strictly to our Code of Conduct policies and procedures and conducting our business with the utmost integrity and honesty.**



**Complying with all applicable laws, regulations, and industry standards.**



**Regularly reviewing and updating our governance policies and procedures to ensure alignment with best practices.**



# OSHA VPP



**2023 Goal Completion**



## What is VPP?

In the VPP, management, labor, and OSHA collaborate proactively to avoid fatalities, injuries, and illnesses. This is achieved through a comprehensive system emphasizing hazard prevention and control, worksite analysis, training, and the commitment of management along with the involvement of employees. To join, employers must apply to OSHA and undergo a thorough onsite assessment conducted by a team of safety and health experts.

## VPP Annual Self Evaluation

Bartell commits to an annual self-evaluation report to ensure a successful program. At the top of the new year, the entire organization including the leadership team, safety committee, and employees review the goals and objectives from the last year to find areas of success and improvement. Categories include worksite analysis, hazard prevention & control, and safety & health training. This will help set goals for the remainder of the new year and determine the budget needed to achieve them.

## 2024 Goals

Our goals for 2024 include, adding additional remote pendants to hoists that do not have them, conduct at least 1 6(S) event, mentor other companies on their path toward VPP, create a sustainability report as best practice, and to have at least 1 concern report (safety suggestion) entered per person.

### Safety Training

We conducted a rigging class to qualify employees to be heavy lift competent. This course covers rigging safety and ties into ergonomics.



### Ergonomics

One of our focal points for 2023 was material handling and ergonomics. We added two remote pendants to hoists that had wired pendants.



### First Aid

We held a first aid course for our first aid team. Having a dedicated team to oversee first aid is imperative to our health, safety and success when on the job.



# SAFETY CULTURE

## Personal Operating Rhythm

A strong safety culture is not just a compliance requirement, but a core value. We keep this at the forefront of our minds during our day-to-day and that is reflected in our safety culture maturity rating (88), per our most recent employee survey conducted by ISN Network. We seek to ensure our employees feel empowered to identify hazards, report safety concerns, and actively participate in safety initiatives. To ensure this, our personal operating rhythm is structured as follows:

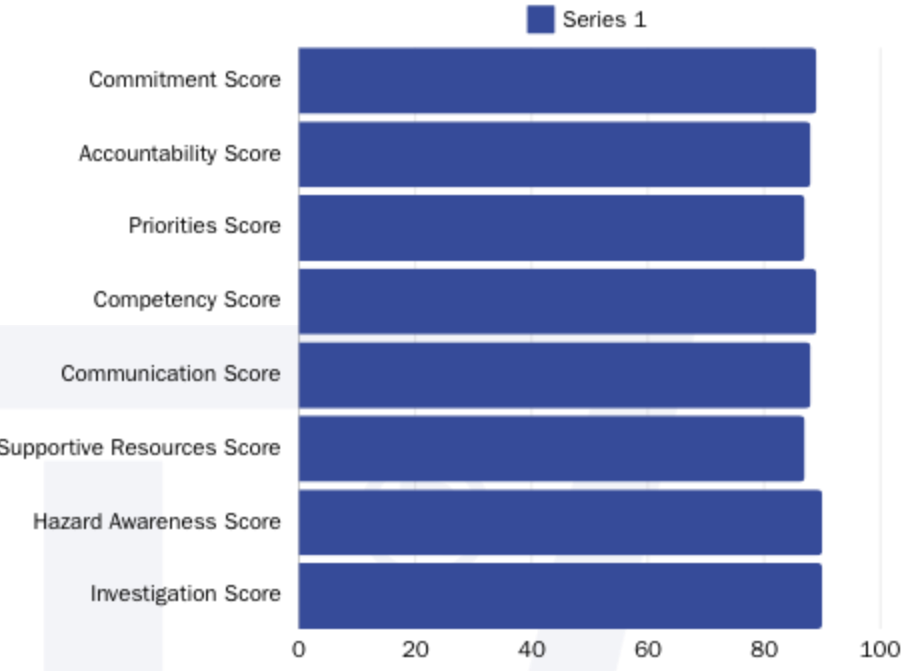
- Weekly Toolbox Safety Meetings
- Monthly Safety Committee Meetings
- Include EHS in staff topics
- Review concerns/ATS findings/Compliance Calendar

## Employee Engagement

One of the way we encourage employee engagement is with a “Safety Through Leadership” mindset. This simply means that safety is of individual ownership and doesn’t require a leadership role. We can all lead safety initiatives individually as we are the leader of our actions and they should be safe. We also encourage employees to get involved in our numerous teams, committees, and events. These include:

- Contests
- Surveys
- Ergo Team
- Green Team
- Safety Committee
- Various Trainings
- Safety Culture Survey
- Hazard Hunts

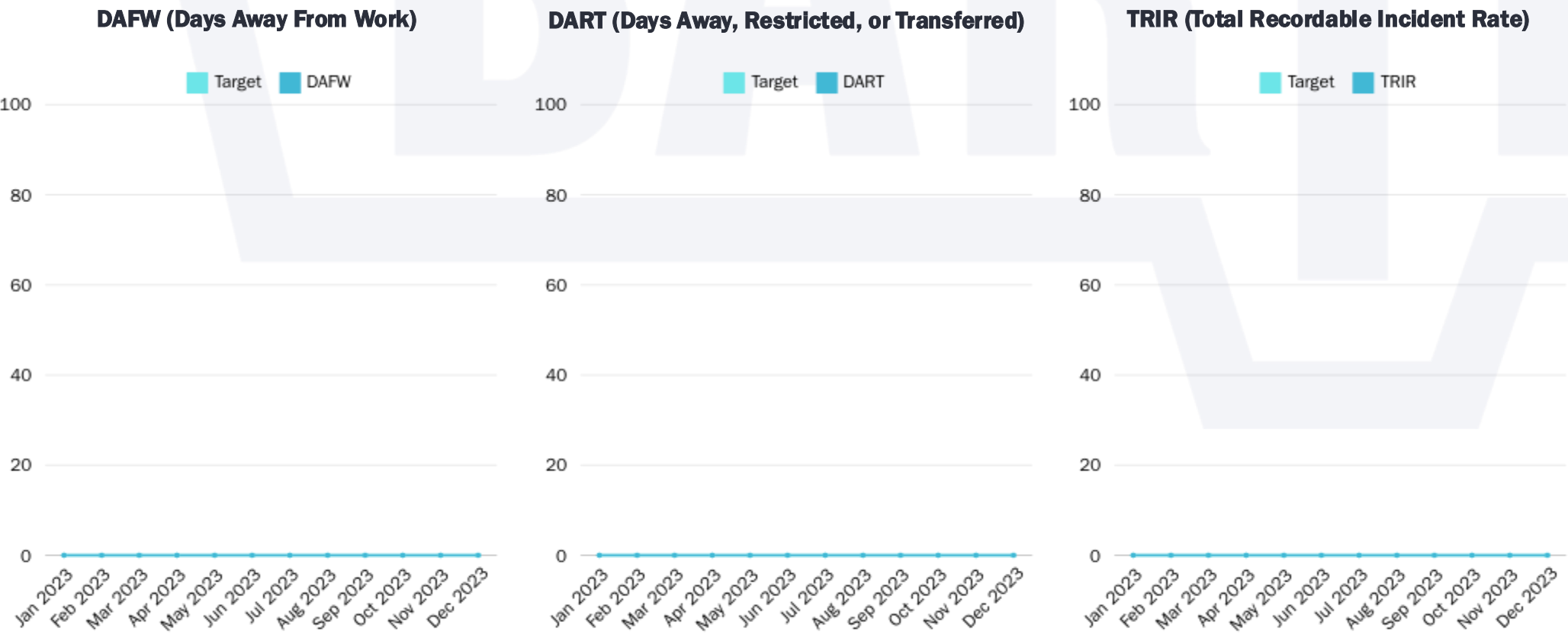
## Safety Culture Survey:





# OSHA RECORDABLES

Tracking OSHA recordables is crucial as they provide a clear measure of daily operational safety. The three key metrics tracked are the Days Away, Restricted, or Transferred (DART), the Days Away From Work (DAFW), and the Total Recordable Incident Rate (TRIR). Each metric offers a different perspective on workplace injuries and illnesses, allowing for a comprehensive understanding of safety performance. Setting a yearly target of zero for these metrics emphasizes the commitment to maintaining a safe work environment, ensuring all employees are protected from harm. We are proud to say that we have met that goal for the 2023 year into 2024. We have also worked 2,045 days without a lost time incident, which is over 2.5x times the previous record of 778 days. This couldn't be achieved without a team that holds themselves and each other accountable for safety every day.





# CONCERN REPORTING

## What Is It?

Concern reporting is one of the most important leading indicators that we utilize as a company. The whole premise of concern reporting is to identify hazards and abate them before they turn into sustained injuries. Examples can include icy parking lots, an employee that does not have the correct tool/PPE, maybe a railing being loose, to name a few. Concern reporting also allows an option to submit safety suggestions that are not necessarily a direct hazard, in addition to positive observations and behaviors of other employees. This way we can recognize those employees and award them for their safety forward behavior during our committee meetings. We also recognize these employees through our Safe Employees of the Month email that we distribute companywide, as they are a great example of how we can keep ourselves and each other safe.

## Who Can Report?

Concern reports can be logged by all employees here at Bartell. There is no login or password needed to access the reporting system. This allows for employee involvement of hazard recognition and covers numerous areas of concern. This helps reinforce our belief of Safety Through Leadership.





# SOCIAL RESPONSIBILITY

Our Actions Impact Not Only the Environment but Also the Communities in Which We Operate





# SOCIAL RESPONSIBILITY

We recognize that our actions impact not only the environment but also the communities in which we operate. We are dedicated to being a responsible corporate citizen by...



**Supporting local community initiatives through volunteer work, charitable donations, and partnerships with nonprofit organizations.**



**Ensuring a safe & inclusive work environment where all employees are treated with dignity and respect.**



**Providing opportunities for professional development and advancement to our employees, fostering a culture of diversity & inclusion.**



**Engaging with stakeholders, including employees, customers, suppliers, and the community, to address social issues & contribute to positive change.**



# PROFESSIONAL DEVELOPMENT

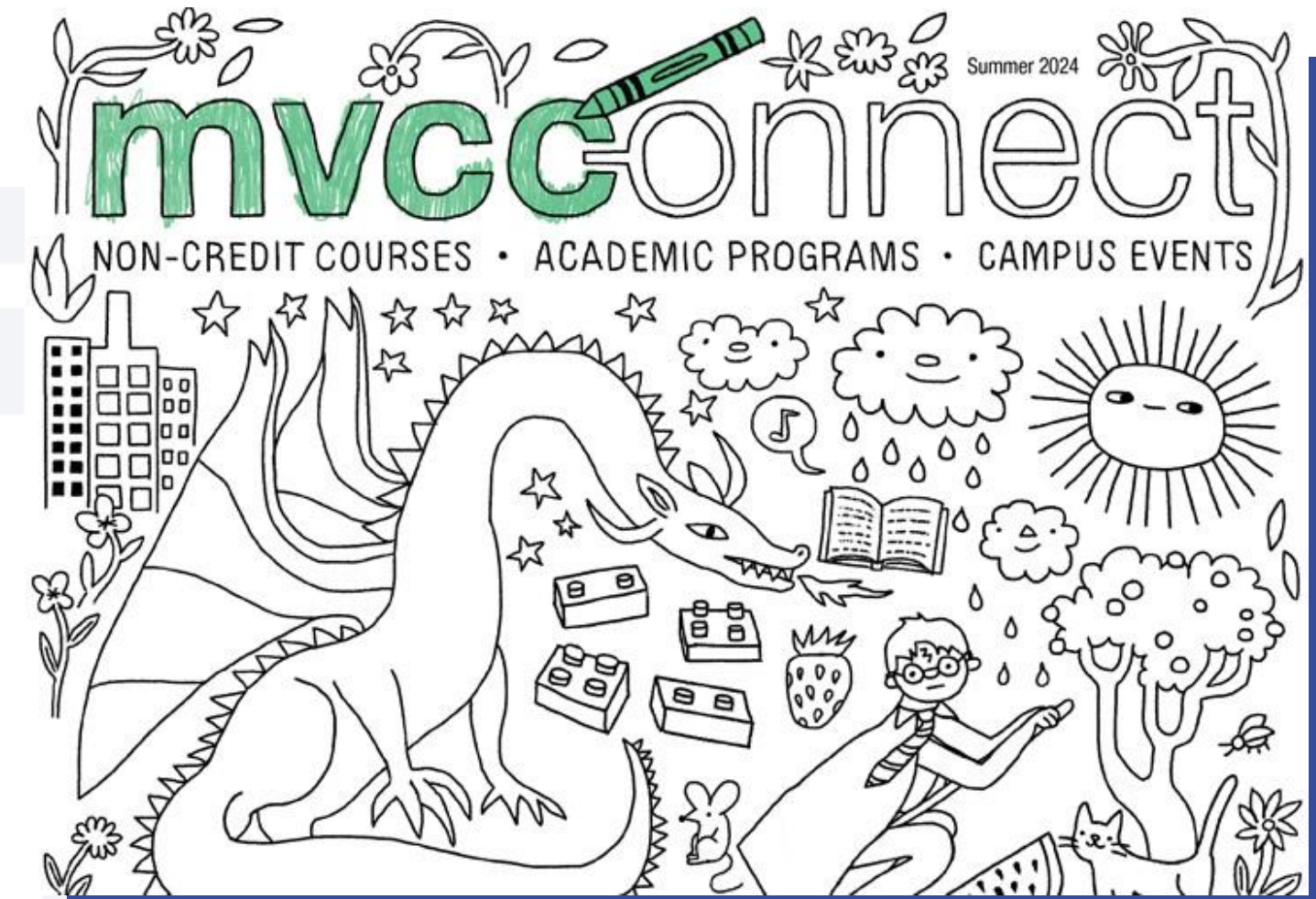
## Why Is It Important?

We stand strong by our quality policy and believe it is important to continually improve our products, processes, and people, which means we are committed to nurturing a learning-centric environment. Learning initiatives for employees facilitate development in essential domains including technical proficiencies, organizational expertise, interpersonal aptitudes, and leadership qualities. This provides both an avenue for career progression on behalf of our team, and it benefits the organization as a whole.

## Learning Opportunities

Our opportunities range from knowledge of a new company-wide software to external trainings for personal growth. In early 2020, all employees underwent comprehensive training on the latest Microsoft D365 software, ensuring proficiency in essential technical skills. Additionally, we are fortunate to offer access to LinkedIn Learning, enabling our team members to select from a vast array of online courses tailored to their interests and professional goals. Furthermore, through a grant initiative, our employees had the opportunity to engage with MVCC Connect, offered by the Mohawk Valley Community College. This program allowed them to pursue online certificates or classes of their choice, with many opting for Excel courses and training in the new Power BI for enhanced reporting capabilities.

Bartell also believes in annual performance reviews for each employee. This is a great way to identify employee strengths and map out areas for opportunity and growth. These initiatives underscore our commitment to fostering continuous learning and growth among our employees, equipping them with the knowledge and skills needed to thrive in their roles and contribute to our collective success.



# LinkedIn Learning



# WOMENS DAY

## PANEL & LUNCHEON

Bartell's parent company, Heico, held an International Women's Day Virtual Panel where several senior management-level women from across the Heico Companies gathered to share their career journey and the experiences they've had along the way. In celebration of our own team of amazing women, Bartell hosted a luncheon/panel viewing. The theme, "Inspire Inclusion," held true as stories of resilience, determination, and success were shared from the panelists in their own career journeys. Not only did it inspire, but it gave our team the opportunity to gather, reflect and share their own personal journeys with each other.

# International Women's Day

## Virtual Panel Event

Friday, March 8 10:30 a.m. - 11:30 a.m. CST

Join us for a live virtual panel discussion featuring speakers from across ITG and The Heico Companies in honor of International Women's Day and this year's theme of Inspire Inclusion.



**Barb Philibert**  
CEO & President  
ITG



**Kathy Jensen Watts**  
EVP and Chief HR Officer  
The Heico Companies



**Michelle McLaughlin**  
VP of Steno Sales  
Stenograph



**Karen Pauwels**  
Director of After Market/  
Heavy Equipment Group  
ITG



Moderated by  
**Nicki Monson**  
VP Finance  
Stenograph

Scan to register  
to attend!





# COMMUNITY ENGAGEMENT

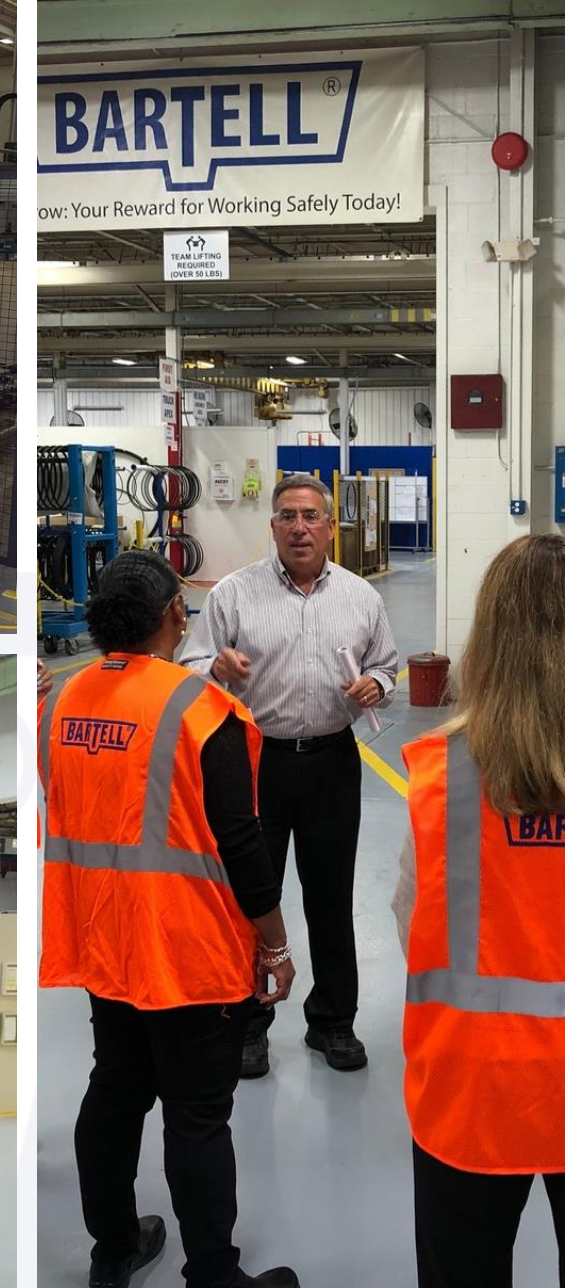
Being active in the community where our business resides is incredibly important to us. Over the years, we have proudly participated in various community activities, such as the Honor America Parade in Rome, NY, where local businesses celebrate patriotism with USA-themed floats. We've also volunteered our time to restore the front of Rome's Abraham House by cleaning up the porch, painting the railings, and helping with some landscaping. We also participate in Food Drive Challenges, most recently for the organization, "Feed Our Vets" based in Utica, NY. We are grateful for the opportunity to give back and support our community when in need. These efforts help us build strong community ties and demonstrate our dedication to making a positive impact.





# ON-SITE VISITS

On-site visits are an essential part of our business, providing a unique opportunity for us to showcase our operations and engage directly with our community. We have hosted diverse groups, including visitors from the Manufacturers Association of Central New York (MACNY), The Heico Companies, and The Heico HR Council, as well as other area businesses. It is also an opportunity for us to host educational tours for students and different youth groups from local schools and BOCES (Board of Cooperative Educational Services). We are happy to teach the next generation about the many positions needed for a manufacturing business to thrive. This can, in turn, expose them to different career paths they may be interested in pursuing and allow them to ask questions and learn more about them. Hosting guided tours here at Bartell allows us to share our expertise, demonstrate our processes, and help people gain a deeper understanding of what we do. We take pride in opening our doors and fostering connections through these informative and interactive experiences.







#### Disclaimer:

This Sustainability Statement includes statements regarding future aspirations, expectations, predictions and other statements that are not historical facts. These statements include our identification and prioritization of environmental, health and safety, and community involvement opportunities, our strategies for those opportunities, and the timeframe for executing on those strategies. Such statements are subject to risks and uncertainties, and changes in the legal and regulatory environment may affect our ability to meet our EHS-related aspirations and plans. Bartell does not undertake any obligation to update this Statement based on new information or future events.





**THANK YOU!**



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