


CONN  **WELD**

Statement of Sustainability

As responsible environmental citizens, Conn-Weld is committed to keeping West Virginia *Wild & Wonderful* by doing our part for the planet. We build products that last by purchasing quality materials through American based vendors. We design and develop products that support recycling. Our maintenance program facilitates end-users operating our equipment responsibly. A mechanism rebuild program minimizes waste by offering end-users a cost-efficient way to exchange and purchase. Conn-Weld fosters a diverse inclusive culture providing opportunities for advancement inside our organization while actively recruiting within our community. Our international internships have resulted in careers. We believe in giving back by contributing both voluntarily and monetarily to those who make a difference. Our goal is to continuously evaluate our processes investing in technology and equipment that generates a sustainable facility, ultimately contributing to the well-being of our employees and our community.



Sustainability Committee

Tim Burgess

William Jones

Carrie Moore

Anna Semonco

Abby Shoemaker

Nick Shoemaker

Craig Tachell

Christina Triplett

On May 16, 2024, members of the sustainability committee, acting as department and company representatives, met to collaborate on the development of Conn-Weld's Sustainability Plan based on the following objectives:

- Ø To assess what we are doing
- Ø Evaluate what we can do
- Ø Set achievable goals
- Ø To stay informed
- Ø To remain committed

The following plan is a result of this meeting.



Responsible Business

Current Products and Services

- Vibrating Screens installations C & D including
 - Concrete
 - Asphalt
 - Metal
 - Fly ash
- Sieves installations in water treatment
- Maintenance Seminar Program promoting operation efficiency and longer life of equipment
- Wear items & replacement parts to extend the life of equipment
- Mechanism rebuild program
- Features and options that extend life and support responsible operations
 - Dust Covers
 - Spray pipes
 - Customized safety railing
 - Customized accessories and options, i.e., access doors, spring guards, etc..

2024-2026 Work in Progress

- Execute marketing campaign to expand products and services supporting C&D Recycling.
- Stay informed of industry regulations and research ways our products and services may better support end-user's initiatives.
- Research monitoring systems for our equipment that will identify potential problems in operation efficiency.
- New Products currently design and development to support C&D recycling.

2026-2030 Goals

- Product in design and development in-use in C&D Markets
- Monitoring systems available as an option for end-user
- New portable vibrating screen in R&D.
- Stay informed of industry regulations and research ways our products and services may better support end-user's initiatives.
- Marketing and Business Development continue to target C&D Markets

Operations (page 1 of 2)

Current Actions Supporting Energy & Operational Efficiency

- Updates to facility
 - Lighting being converted to LED as updates progress
 - Updated fixtures and toilets in facilities
 - Upgrades to interior/exterior of building providing improved insulation
 - Onsite Maintenance Crew conducts regularly schedule maintenance
 - Onsite Construction Crew conducts continuous upgrades
- Plant Equipment
 - Onsite engineering team designated to maintenance, equipment calibration, monitoring equipment operational efficiency & continuous improvement.
 - Industrial Engineer on staff to continuously improve manufacturing processes.
 - Installed new rubber cutting machine reducing waste.
- New Technology Integration reducing paper consumption
 - RF Smart
 - NovaTime
 - Netsuite
- Conducted Energy Assessment

2024-2026 Actions in Progress to Support Energy & Operational Efficiency

- Develop plan to address results of energy assessment (see results next page).
- Continue upgrades to office
- Continuously assess equipment

2026-2030 Goals Towards Energy & Operational Efficiency

- Continue addressing results of energy assessment
- Conduct new energy assessment upon completion
- Research and stay informed of new technologies contributing to improving operational efficiency.

Operations (page 2 of 2)

8. Appendix: Carbon Footprint Analysis Report

CO₂ emission reduction

AR No.	Description	Natural Gas (MMBtu)	Electricity (kWh)	CO ₂ Reduction (lbs)
1	Replace the Existing T8 Fluorescent Lamps, Metal Halide and Fluorescent Lamps with LEDs	-	424,404	830,134
2	Install Economizers on the HVAC Units	-	218,871	428,112
3	Replace Transformer-Rectifier Arc Welder with Inverter Arc Welder	-	116,813	228,486
4	Improve the Controls on the Air Compressors	-	68,534	134,053
5	Repair Compressed Air Leaks	-	27,154	53,113
6	Install Variable Frequency Drives on the Dust Collector Motors	-	16,232	31,750
7	Replace the Ordinary Nozzles with Vortex Nozzles	-	13,174	25,768
8	Establish Repair/Replace Decision Policy Through Motor Management System	-	17,034	33,319
9	Cover Hot Surface on Ovens and Spacer Lines with Insulation Material to Reduce Heat Loss	74	-	8,362
10	Reduce Compressor Pressure Set Point	-	7,188	14,060
11	Adjust Air-Fuel Ratio for the Oven	20	-	2,260
	Total	94	909,404	1,789,417

* 1 kWh of electricity = 1.933 lbs of CO₂

**1 MMBtu of Natural Gas = 113 lbs of CO₂

Environmental

Current Recycling and Waste Management

- Electronics
- Scrap Steel/Metal
- New technology reducing waste
 - Rubber cutting table
 - New software reducing paper consumption

2024-2026 Work in Progress

- Testing recycling program in designated department(s)
 - Cardboard
 - Plastic
 - Paper
- Researching Electronic Recycling Program benefiting Veterans
- Researching vendor's recycling opportunities and programs
- Researching recycling UHMW
- Research opportunities where recycled products may be used in substitution without compromising quality.
- Use social media as an opportunity to inspire community
- Influence local legislators to advocate for the necessary structuring to make recycling easier in our community.

2026-2030 Goals

- Adopt Company Recycling Program
- Work with vendors who promote recycling whenever possible
- Continue to research recycling opportunities and ways to reduce waste.

Social – People (page 1 of 2)

Current Initiatives Supporting Our People

- Fostering Inclusive, Diversity, and Equality through:
 - Sexual harassment training
 - Workforce Development Training
 - Engagement – Orientation About Conn-Weld
- Employee Engagement
 - Orientation
 - Company communication through technology and in-person
- Making Safety a Priority through:
 - MSHA Training
 - Fire Safety
 - Forklift
 - Arc Flash
 - Lockout/tagout
 - Fire drills
 - Toolbox talks
 - Event emergency plan
- Promoting Training & Development through:
 - Supervisors Training
 - Sales Training
 - AWS Certification/CWI
 - Advance Incline Vibrating Screen Class

- Recognition
 - Monthly Employee Appreciation Luncheons
 - Company Picnic
 - Christmas Luncheon/Gifts
- Benefits
 - Bonuses for full-time employees
 - Medical, Dental, Disability Insurance
 - Retirement Benefits

2024-2026 Work in Progress

- Advanced Field Service Training
- Advanced Technical Training
- On staff NACE Certified Inspector
- On staff capabilities Die Penetrant Testing
- Developing milestone recognition program

2026-2030 Goals

- Continue researching training and development opportunities
- Support employee continuing education
- Research opportunities to enhance employee benefits
- Continue to advance quality control procedures using technology and continuing education

Social - Community

Current Community Engagement

- Giving Back (average 55k per year)
 - Charitable Organizations
 - Veterans
 - Higher Ed
 - Educational Programs
 - Community/School sponsorships
- Community Engagement
 - WVMA Education Funds: Explore the new manufacturing
 - Higher Education partnerships
 - CTE support
 - Internships
 - Apprenticeships
 - Student tours & activities

2024-2026 Work in Progress

- Newly assigned position to enhance community engagement with concentration on education.
- Assignment on the NSSGA newly formed workforce committee.
- Researching team-building opportunities for giving back

2026-2030 Community Goals

- Continue to research ways to engage, support, and giveback to our community.
- Stay informed of needs of community.
- Focus on continually improving to provide our community a quality place to work.



Committed to keeping WV

Wild & Wonderful!



As a small business, Conn-Weld has in good faith made every effort to include accurate and current information in this plan composed on June 5, 2024 and will continue to periodically update as needed. For questions, feel free to contact us at info@conn-weld.com.