

The High Companies Sustainability Report



Industry Leadership.

Environmental Stewardship.

Community Commitment.

 **HIGH** *Solutions you can trust.*
www.high.net

The Triple Bottom Line

Sustainability has long been a value espoused throughout the High® companies. We embrace the concept of the triple bottom line, which holds that people, planet, and prosperity are all equally important and are to be cultivated in equal balance. This belief is reflected in the quality products we produce; in the long-term relationships we build with customers, suppliers, and the communities in which we live; and in our ongoing efforts to be good stewards of the environment and our resources.

For more than 85 years, the value of sustainability has been an inherent part of the High culture. It is encoded in various forms throughout our statement of values, *The High Philosophy*, which inspires our daily business activities. As we look to the next 100 years, sustainability is a long-term initiative that will provide a basis for innovative leadership and the trustworthy relationships that continue to distinguish the High companies, and make them business partners of choice.



Michael F. Shirk
CEO of the High companies

The High Way – A Family Tradition

High Welding Company was founded in 1931 with a keen focus on innovation and serving customers – and serving them well. This came to be known as The High Way, a set of founding principles that permeate the High companies. The High Way is the guiding force behind our organization's growth as we continue to be innovative leaders, serve our customers, and embrace a holistic approach to sustainability.

The High Family Council provides direction to the High companies with support from a Board of Directors and an Executive Committee. The Council's work includes defining its vision for the next 100 years.

Since 1977, when he was named Chairman and Chief Executive Officer of High Industries, Inc., S. Dale High has provided leadership and overseen the growth of the High companies, and played an active role in the Pennsylvania business community. As ownership and leadership transitions to the third generation, the High Family continues to adhere to The High Way, and to follow its values as affirmed for our organization and our people in *The High Philosophy* – the ethical statement of our beliefs.



The High Family Council

Left to Right: Gregory A. High, S. Dale High, Suzanne M. High Schenck, Sadie H. High, and Steven D. High.

The High Companies Sustainability Statement

The purpose of this statement is to provide the framework for driving our goal setting, management, and documentation of progress in all facets of sustainability – social, environmental, and economic.

Core Values

Our commitment to sustainability is guided by the principles conveyed in *The High Philosophy*.

Our Commitment

Sustainability means taking a holistic approach to the social, environmental, and economic aspects of business and being responsible stewards of valuable resources. It also means helping customers accomplish their own similar goals. Our commitment comes to life through a process of planning, defined actions, measuring progress, and continuous improvement.

Areas of Focus

Co-workers

To be one of the best places to work in the communities in which we do business.

Safety

To be each other's keeper in assuring a safe work environment.

Community

To encourage co-workers to serve within their communities.

To align with our core value of being an exemplary corporate citizen.

Environment

To improve the condition of the environment, where possible, and continuously work to minimize our effect on it.

To offer products and services that help customers and partners meet their sustainability goals.

Purpose through Service and Success

To provide valuable partnership and innovative, high-quality products and services that exceed the expectations of our customers and drive our success.

Through our achievements within this framework, we succeed as an organization with greater purpose for our people, our community, and our world.



THE HIGH® PHILOSOPHY

Every company dreams its dreams
and sets its standards.

These are ours . . .

We are committed to two great tasks:

1. Building Trustworthy Relationships.

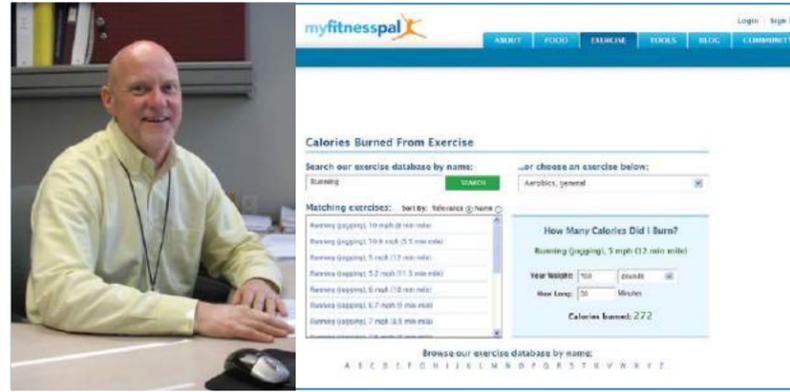
- Valuing our customers and meeting their needs.
- Respecting the dignity of all co-workers and their families.
- Energizing our teamwork with participative management.
- Recognizing and rewarding the accomplishments of our co-workers.
- Strengthening our partnership with suppliers.
- Contributing to a world of beauty and prosperity and peace.

2. Being Innovative Leaders.

- Creating an environment for innovation since 1931.
- "Right the first time" – High quality products and services.
- Investing profits to secure our future.

"WE GIVE GOOD MEASURE"

Front Cover, Top: The Millennium Science Complex, The Pennsylvania State University, University Park, Pennsylvania, featuring architectural precast produced by High Concrete Group LLC, is registered for LEED Certification. Bottom Left: High Welding Company, Lancaster, Pennsylvania, circa 1931. Bottom Center: The Frederick Douglass-Susan B. Anthony Memorial Bridge, Rochester, New York, fabricated by High Steel Structures LLC



Left: Co-workers Lin Good and Dave Buckwalter prepare to ride in New York City's TD Bank Five Boro Bike Tour. Right: After losing 35 pounds, Joel Weaver tracked his daily diet and exercise on myfitnesspal.com.

Co-workers

To be one of the best places to work in the communities in which we do business.

High Co-Workers Take Control of Their Health

The High Health Management Program (HHMP) helps High co-workers take steps toward a healthier lifestyle. They're embracing the main message of the HHMP: *Take Control of Your Health*.

With health care costs spiraling nationwide, increasing claims at High prompted leadership to make healthy co-worker lifestyles a management priority. The solution is the HHMP, a best-in-class program co-developed by High and Cooper Corporate Solutions, an industry leader in health care management.

Three Strategies Make Up the High Health Management Program

The HHMP will be a multi-year effort to establish a culture of health at High.

1. Tobacco Cessation

Tobacco-related illness tops the list of costly claims at High. The health care industry considers a \$50,000 claim to be "catastrophic;" however, a tobacco-related claim can easily exceed \$250,000. Such costs typically indicate a vastly reduced quality of life for the tobacco user.

High will reimburse any co-worker or covered spouse for 80 percent of tobacco cessation program costs. Co-workers who have not signed a tobacco affidavit stating that they have been tobacco-free for 60 days will incur a tobacco surcharge.

2. Biometric Screening

A voluntary, annual biometric screening evaluates co-workers' key blood work and body measurements. Measurements that are out of normal range signal a higher risk for certain diseases and chronic conditions. Additionally, co-workers will have the opportunity to complete a confidential, online health risk assessment that evaluates health status and provides individualized feedback on how to make improvements.

Co-workers who choose to participate and sign the annual tobacco affidavit will qualify for a preferred health care contribution rate; those who do not will pay a higher rate. Each year, co-workers will receive the preferred rate by staying in range or improving on four of six key screening measurements. Co-workers with medical conditions that make it unreasonable for them to achieve the optimal criteria may request a reasonable alternative based on diagnosed medical limitations.



Left: Nutritionist Jenn Reed of Universal Athletic Club discusses healthy eating habits with co-workers. The live presentation was recorded and shared throughout the High companies. Right: Ray Nieves and his son at High's Family Fun Day.

3. Health Challenges

Each quarter, the HHMP will offer voluntary, multi-week Health Challenges with themes that encourage simple but meaningful healthy behaviors. Examples include weight management, stress management, healthy nutrition, and avoiding alcohol and sugary drinks. Co-workers receive a cash incentive for completing each Challenge successfully.

Co-worker Activities Committee

The purpose of the Co-worker Activities Committee (CAC) plans events for High co-workers and their families to enjoy throughout the year. With a mission of "Work Hard. Play Hard.", the committee of co-workers from throughout the High companies schedules group tours and trips, movie nights, special lunches, sporting events, and other team-building activities.

Setting Examples: Eco Task Force

The Eco Task Force is a grassroots effort by High co-workers in response to a successful Earth Day celebration in 2010. The Eco Task Force focuses on internal and external awareness and education, and on promoting the three Rs of sustainability – reduce, reuse, recycle. Eco Task Force accomplishments include:

- Internal clean up and beautification and recycling events including collection of office electronics, eyeglasses, and books.
- A "Free Share Market" where co-workers exchange garden produce.
- Informal audits of office refuse to monitor compliance with recycling guidelines.
- Participation in the Adopt-A-Highway program.



Top Right: Children of co-workers find plenty of fellowship, fun, and baseball at the Company picnic. Bottom Right: High adopted a section of U.S. Route 30 near the Greenfield Corporate Center in Lancaster, Pennsylvania. The Adopt-A-Highway crew helps pick up litter at intervals throughout the year.



Jane Owens, Secretary/Receptionist, High Company LLC, received the Good Measure Award for outstanding service.



Good Measure Award

In the early days of the Company, founder Sanford H. High advised co-workers to “Lay down a good weld and give good measure.” This statement set the foundation for *The High Philosophy*, and calls for recognition and reward of the accomplishments of our co-workers. Today, the High practice of exceeding customer expectations is recognized through the Good Measure Award. The award is presented to candidates who are nominated by their fellow co-workers for exemplifying *The High Philosophy* and going above and beyond their job responsibilities.

Preparing Co-workers for Career Advancement

High’s Organizational Development and Training department offers co-workers courses in fundamentals and advanced skills to prepare them for future Company needs and to help sustain our High culture. Custom-designed programs focus on good communication skills, problem solving, critical thinking, team relationships, and leadership skills.

- High Core Courses – courses and workshops, usually in support of *The High Philosophy* and our corporate culture, use a mix of dynamic external and internal trainers.
- Environmental, Health and Safety – co-workers are educated, trained, and motivated to conduct daily activities in a safe and environmentally responsible manner to stay accident-free every day.
- Leadership and Supervisory Development – industrial lead persons, supervisors, and managers receive a four-day High Supervisory Training core course to help build leadership skills.
- Continuous Improvement (Lean/Six Sigma) – High supports efforts to widen and enhance the use of continuous improvement skills and problem-solving behaviors that are critical to our business success.

Supporting Quality of Life and Personal Growth

An Equal Opportunity Employer, High is dedicated to providing co-workers with an environment that promotes quality of life and provides opportunities for personal growth. Programs include:

- Comprehensive health plans including medical, prescription, dental, and vision.
- Employee Assistance Program offering confidential, proactive services to foster good mental and emotional health, and prevent disruptive and unhealthy situations.
- Scholarship Program for children of High co-workers.
- Tuition reimbursement for co-workers seeking higher education to advance their careers.

\$177,000
 The amount reimbursed for High co-worker tuition in 2015.

“Lay down a good weld and give good measure.”

Sanford H. High, Founder.

High Assistance Fund

Created by the High Family to help co-workers in times of need, the High Assistance Fund is available to qualifying co-workers who face financial hardship due to a personal crisis. Co-workers may apply for assistance in a confidential manner. Grants are paid to the institutions providing services, or to co-workers directly.

Measuring Co-worker Satisfaction

Besides measuring financial results, safety statistics, quality ratings, and sales growth, High measures the health of its culture, sentiments, and level of trust through an annual, independently administered co-worker survey. The results drive management changes that build trust, sustain team work, and support continuous improvement.

Careers Committed to Sustainability

High co-workers embrace sustainability as essential to job performance, and are making a commitment through personal growth. More than one dozen co-workers have earned LEED® (Leadership in Energy and Environmental Design) Professionals™, LEED Green Associate™, or Green Advantage® credentials.

Keeping the Culture Alive Every Day

High culture is based on *The High Philosophy*, the set of beliefs and ethics that guide our actions and define who we are. High culture infuses everyday life at High, and is reinforced through thoughtful, ongoing communications, including:

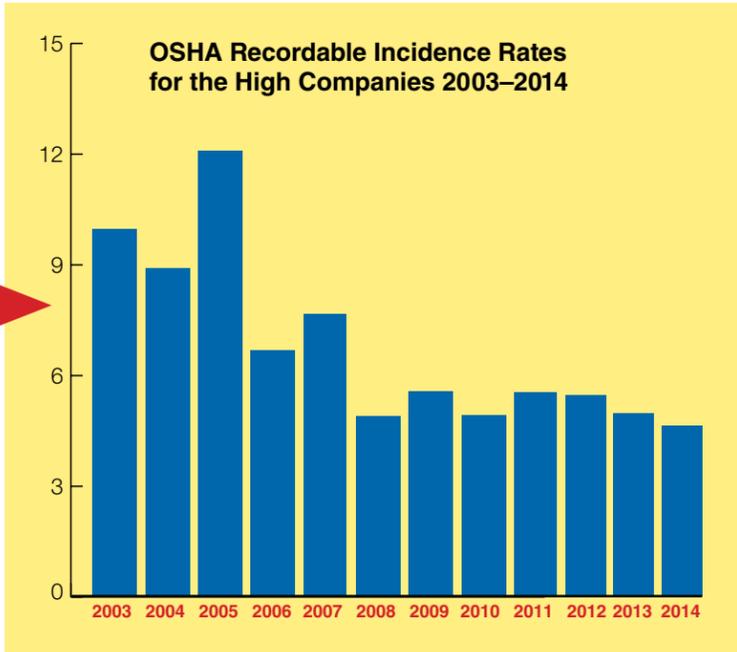
- *High Spirit*, the quarterly High news magazine delivered to co-workers’ homes.
- HighLites electronic bulletin board network in key High locations.
- Internal and external newsletters from High’s business units.
- Team meetings in which messages are communicated and discussed.
- Toolbox Talks covering topics of interest to co-workers in our industrial locations.



MORE THAN
85
 The percent of favorable co-worker survey responses on business-critical issues of safety, meeting customer needs, producing high-quality products and services, and High caring about positively affecting the world.

Top: Liquis ad maximus aut prem et in nihil idenihit quatium que la et a quatis culpari bustoreperia quatur, simil mo moloria ndandit invel most, sim am repudip ienecab ipsam, samet.
 Bottom: Tenihil mos voluptibus moluptatem re dolendis sequodigene non non et verfera doloren tiossi reptatur aut velia que sa qui doluptat doluptaest, tempor.

Though several High companies are in high-hazard industries, OSHA recordable incidence rates are below the U.S. Bureau of Labor Statistics national averages.* The High companies continue to focus on reducing incident rates.



Safety

To be each other's keeper in assuring a safe work environment.

Safety is a core value, and part of the High companies' culture. At High, we are committed to providing all co-workers a safe work environment by promoting a safety culture that encourages co-worker engagement and participation. Zero incidents is our goal. We want all co-workers, every day, to be as healthy when they arrive home as when they came to work.

Environmental, Health and Safety (EHS) Policy

Safety – provide all co-workers with a safe work environment, free of any identified hazards, by promoting a safety culture that encourages co-worker engagement and participation;

Compliance – conduct all activities in accordance with all applicable federal, state, and local laws and regulations by integrating sustainable compliance throughout our operations;

Stewardship – strive to continuously improve environmental stewardship and to minimize the environmental impact of our operations by reducing the quantity of emissions, developing opportunities for recycling and pollution prevention, and using energy and other resources more efficiently;

Education – educate, train, and motivate co-workers to conduct their activities in a safe and environmentally responsible manner;

Assessment – measure and report EHS performance on a routine basis through assessments of compliance with internal/external programs, and the setting and monitoring of EHS objectives and targets; and,

Communication – communicate the Company's commitment to conduct all activities in a safe and environmentally responsible manner to our stakeholders.

Drive to Zero

High has taken an aggressive and proactive attitude toward workplace safety by introducing the Drive to Zero program. Its objective is to create an incident-free workplace by promoting a safe work culture through increased co-worker and management team engagement, participation, and accountability in safety activities and initiatives.

Drive to Zero action plans are created at the beginning of each calendar year for the various SBU locations, typically at the plant manager level based on the scope of operations. All Drive to Zero action plans contain similar leading indicator action items designed to increase co-worker participation in safety activities as well as to influence positive behaviors and accountability of all co-workers. Action plan items include safety committee meetings, safety inspections, safety observations, safety training, stretching, incident investigation, co-worker/supervisor/manager/leadership accountability and safety incentives.

Points are assigned for completion of action items and monthly percentage completion scores are tabulated and communicated to all levels of SBU management on a monthly basis. In 2015, 29 Drive to Zero action plans were implemented across all the High companies.

Safety Audits

To help ensure sustainable compliance throughout our operations, High administers an annual EHS audit that measures, scores, and communicates each location's activities in accordance with all applicable federal, state, and local laws and regulations. An EHS Audit Action Plan is developed for each location to address any identified deficiencies. In 2014, 36 EHS audits were conducted through the High companies.

Annual Safety Summit

The annual Safety Summit, hosted by our Corporate EHS department, recognizes outstanding safety performance in High's businesses and properties. Presidents' Safety Circle Awards recognize the top performers among the High business units. Finalists share their accomplishments, discussing specific challenges and achievements in their work environments. The top safety performer in each of the Manufacturing/Construction and Properties/Hotels categories receives the Presidents' Safety Award.

President's Safety Award Left: Matt Mahonski, Plant Manager; Misti Black, Senior HR Specialist; and Jeff Sterner, President & COO, High Industries Inc. Right: Pat Brogan, General Manager; Mark Fitzgerald, High Real Estate Group LLC President & COO; Greg Werner, Assistant General Manager; and Scott Cirello, Chief Engineer



“We all have to be passionately committed ... safety needs to be the first thing that we think about, the absolute standard that is so important we will simply not accept any work to be performed in an unsafe manner.”

Jeff Sterner,
President and COO,
High Industries Inc.

* Table 1: Incidence rates of nonfatal occupational injuries and illnesses by case type and ownership, selected industries, 2013. Source: Bureau of Labor Statistics, U.S. Department of Labor.

Raising the Safety Flag

In July 2014, High Steel Structures' Lancaster, Pennsylvania, fabrication facility was re-certified by the Occupational Safety and Health Administration (OSHA) as a Star site in the Voluntary Protection Program (VPP), OSHA's highest safety award.



An early participant in the program, High Steel Structures' Lancaster, Pennsylvania, facilities first became a Star site in 1983. High Steel Structures is part of an elite group of worksites – 112 in Pennsylvania and 1,612 nationwide – with a proven record of accomplishment for safety initiatives.

{ 2,377,576 }
The number of vehicle miles driven by more than 275 High vehicles in 2015.

Fleet Safety

Each year, co-workers drive approximately 2.3 million miles on behalf of High. High Transit LLC performs more than 400 state-certified inspections and more than 600 preventive maintenance inspections on High vehicles and equipment annually.



Top: High Steel Structures raised the OSHA VPP Star flag over its Lancaster, Pennsylvania, facility.

Bottom: High Transit is the specialty hauler for High Industries affiliates and for industry at large.

Top: Members of the High Steel Structures First Aid, Safety, and Ergonomic Teams pause for a flag-raising ceremony commemorating the Lancaster, Pennsylvania, plant's recertification as an OSHA VPP Star site.

Bottom: Two members of the High First Aid Team practice first responder assistance at a training triage held at High Steel Structures' Lancaster, Pennsylvania, facility.



First Aid Teams

More than 50 High co-workers have participated in training in the 40-hour Emergency Response First Aid training to provide immediate medical aid and support to their team members at our Lancaster, Williamsport, and Denver, Pennsylvania; and Springboro, Ohio, facilities. In 2015, High Steel Structures' Lancaster First Aid Team celebrated its 45th anniversary of providing care to fellow co-workers in their time of need. Members of the various High First Aid Teams conduct emergency drills and attend triage training throughout the year.



“Company support has always been there. High Steel Structures has made a significant investment in training time, providing training material, and keeping equipment up to date.”

Lawen Griffith, Utility Operator, First Aid Team Member, High Steel Structures LLC



In 2016, The S. Dale High Family Foundation awarded scholarships to Rachael Hill (daughter of Kimberly Rudis, Manager of Self-Storage and Executive Offices with High Associates Ltd.) of Landisville, Pennsylvania, and Makenna Sensenig (daughter of Mike Sensenig, Checker with High Concrete Group LLC) of Ephrata, Pennsylvania. Both students were awarded \$20,000 scholarships, which provide \$5,000 per year for four years.

67

The number of scholarships awarded to children of co-workers since 1983, totaling more than \$600,000.

Community

To align with our core value of being an exemplary corporate citizen.

Leading by example, the High Family believes in investing in our communities for future growth. Seed money well spent can make the difference between a community that survives and one that thrives.

A Tradition of Service

Foundational to our success at High, co-worker ideas, talents, and skills are making a difference in the lives of those around us. Many co-workers have leadership and supporting roles in non-profit and trade organizations in our communities. We create a work environment that encourages and rewards volunteer service, and include these personal commitments in the performance planning process.

Progressive Design, Building, and Development Practices

As a member of the Urban Land Institute and a long-time practitioner of Smart Growth principles, High delivers and supports sustainable development projects that benefit all interests, including communities. High projects protect heritage resources, promote sustainable and livable communities, expand infrastructure while observing progressive development practices, and generate sustained community participation and collaboration. Our design and construction professionals also express this commitment through work that has won numerous awards across a broad range of facility types.

In 2008, High Concrete Group opened its award-winning maintenance facility as the first LEED Silver Certified project in Lancaster County, Pennsylvania. Designed by Greenfield Architects Ltd. and built by High Construction Company, the building features innovative lightweight and thermally efficient precast concrete components produced by High Concrete Group.



Built with durable and environmentally sound CarbonCast® components, the High Concrete Group maintenance facility in Denver, Pennsylvania, achieves operational energy cost reductions of 24.5 percent compared to a typical code-compliant structure. This LEED Silver Certified facility was designed by Greenfield Architects Ltd. and built by High Construction Company.



Top: The integrated Lancaster Marriott at Penn Square and Lancaster County Convention Center provides the community an incomparable gathering place with ties to our treasured past. High Associates Ltd. served as master developer of the facility and High Construction as general trades contractor. High is part of a private partnership that owns the facility's Marriott franchise.

Bottom: The iconic, 19th-century Beaux Arts facade of the former Watt & Shand department store, designed by renowned Lancaster architect C. Emlen Urban, was preserved to form the north and west sides of the new hotel and convention center.

134

The approximate number of High managers in business and non-profit volunteer board and service positions.

Preserving Heritage and Improving Economic Vitality

After downtown Lancaster, Pennsylvania's, cherished Watt & Shand department store was closed, it remained empty and faced a sheriff's sale. To S. Dale High, and two other business leaders who shared a long-time commitment to the community, this icon in the heart of the city was far too important to face an uncertain future. Seeing the aging complex as a possible opportunity to bring activity and excitement back to the city's core, the three safeguarded the property by purchasing it.

Working as part of a public/private partnership, High played a significant role in breathing new life into the building and its surroundings. The result is a one-of-a-kind, world-class, integrated hotel and convention center facility that has attracted hundreds of thousands of new visitors and has enhanced Lancaster County's status as a remarkable destination.

Opened in 2009, the integrated Lancaster Marriott at Penn Square and Lancaster County Convention Center facility anchors historic Penn Square in the City of Lancaster. The landmark project boldly incorporates the former department store's distinctive 19th-century Beaux Arts facade. The circa 1804 Montgomery House, an example of Federalist-style architecture, and the historically significant Stevens and Smith homes were also preserved for future generations.





Originally established by Sanford H. High, The High Foundation has been a source of community giving since 1980. In 2010, The High Foundation evolved into The S. Dale High Family Foundation and The Calvin and Janet High Family Foundation, two separate entities focused on helping communities in ways each finds most effective. The S. Dale High Family Foundation is unique in that its giving is made almost exclusively to capital projects.

Currently, the Foundation's focus is to assist in eliminating poverty and homelessness and create affordable housing in Lancaster County and South-Central Pennsylvania. The Foundation is also proud to carry on its tradition of assisting High co-workers in meeting the costs of college education for their dependent children through a competitive scholarship program that recognizes admirable academic and volunteer leadership.

High Corporate Giving Program

The High Corporate Giving Program supports non-profit organizations by contributing toward operational needs and by sponsoring events. Providing support to communities in which High does business, program contributions benefit education, the arts, economic development, health and human services, and the annual High United Way Campaign.

The various community organizations supported through United Way and the High Corporate Giving Program include:

- Allied Arts Fund
- Boy Scouts of America
- Crispus Attucks Community Center
- Fulton Theatre
- Junior Achievement of Central Pennsylvania
- Lancaster County Conservancy
- Schreiber Pediatric Rehab Center
- Spanish American Civic Association
- Whitaker Center for Science and the Arts
- Various Education Foundations
- Various Fire Companies and Ambulance Associations

Major Categories of S. Dale High Family Foundation Giving

- Education
- Health and Human Services
- Arts and Culture
- Religion
- Scholarship Program

A Sampling of the Organizations Supported by the Foundation

- Boys & Girls Club of Lancaster
- Brightside Opportunities Partnership
- Conestoga Valley Community Center
- Historic Preservation Trust
- Lancaster Area Habitat for Humanity
- Lancaster County Career and Technology Center
- Lancaster County Council of Churches
- Southeast Lancaster Health Services
- Thaddeus Stevens College Foundation
- Water Street Rescue Mission
- WITF, Inc.

MORE THAN \$8.9 million
 The amount of Foundation giving, since 1980, to more than 30 organizations throughout the communities in which we do business.

To encourage co-workers to serve within their communities.

Our co-workers are our most valued partners. The High Family has long believed that sharing our time and expertise within our communities is an underpinning of good stewardship, and a fundamental part of sustainability.



Annual United Way Campaign

High and its co-workers share the United Way vision of a world where all individuals and families achieve their human potential through education, income stability, and healthy lives. Each year, High conducts a three-month co-worker campaign to help United Way agencies in the communities in which High co-workers live, work, and play. Since 2007, our co-workers have demonstrated their generosity by contributing nearly \$2 million to support outreach for health care programs, financial stability, education, and the needs of vulnerable populations.

High co-workers have been generous, pledging nearly \$2 million since 2007.

Carolyn Jordan,
 Revenue Manager, High Hotels Ltd.
 and High United Way Campaign Coordinator.

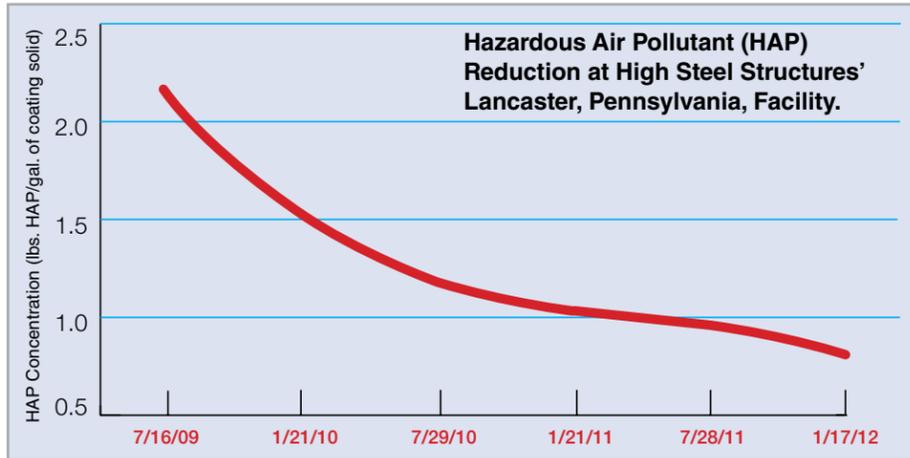
Co-worker Engagement

High co-workers are encouraged to support community activities such as the YWCA Lancaster's Race Against Racism, a 5K/3.1-mile run that attracts nearly 4,000 participants. Dedicated to eliminating racism and promoting multi-culturalism, the Race Against Racism serves as an important fundraiser for the YWCA's racial justice initiatives. First run in 1999, it is now the longest-running YWCA event of its kind in the world.



Top: High co-workers pose in their Race Against Racism t-shirts.

Bottom: High Transit trucks participate in the annual Mother's Day Make-A-Wish Foundation® truck convoy.



Environment

To improve the condition of the environment, where possible, and continuously work to minimize our effect on it.

In its approach to sustainability, High adheres to the concept of the triple bottom line, holding people, planet, and prosperity in equal balance. Our approach aligns with and strengthens existing programs and functions including environmental management, greener products and services, lean manufacturing, continuous improvement, strategic planning, purchasing and marketing strategies, and corporate social responsibility.

Reducing Emissions at High Steel Structures

High Steel Structures' Lancaster, Pennsylvania, facility continues to reduce its Hazardous Air Pollutant (HAP) emissions. Recent process changes include paint-heating systems that eliminate paint thinners, many of which have high concentrations of Volatile Organic Compounds (VOC) and HAP. When thinners are required, the facility uses products that do not contribute HAP. Since regulation went into effect, High Steel Structures has always been below the allowable limit of 2.60 pounds of HAP per gallon of coating solids.

Green Plus™ Certification

Four High companies are now Green Plus Certified: High Associates, High Construction, Greenfield Architects, and High Hotels. Green Plus certification is bestowed by the Institute for Sustainable Development for dedication to triple-bottom-line sustainability based on measurements of business, environmental, and community practices.



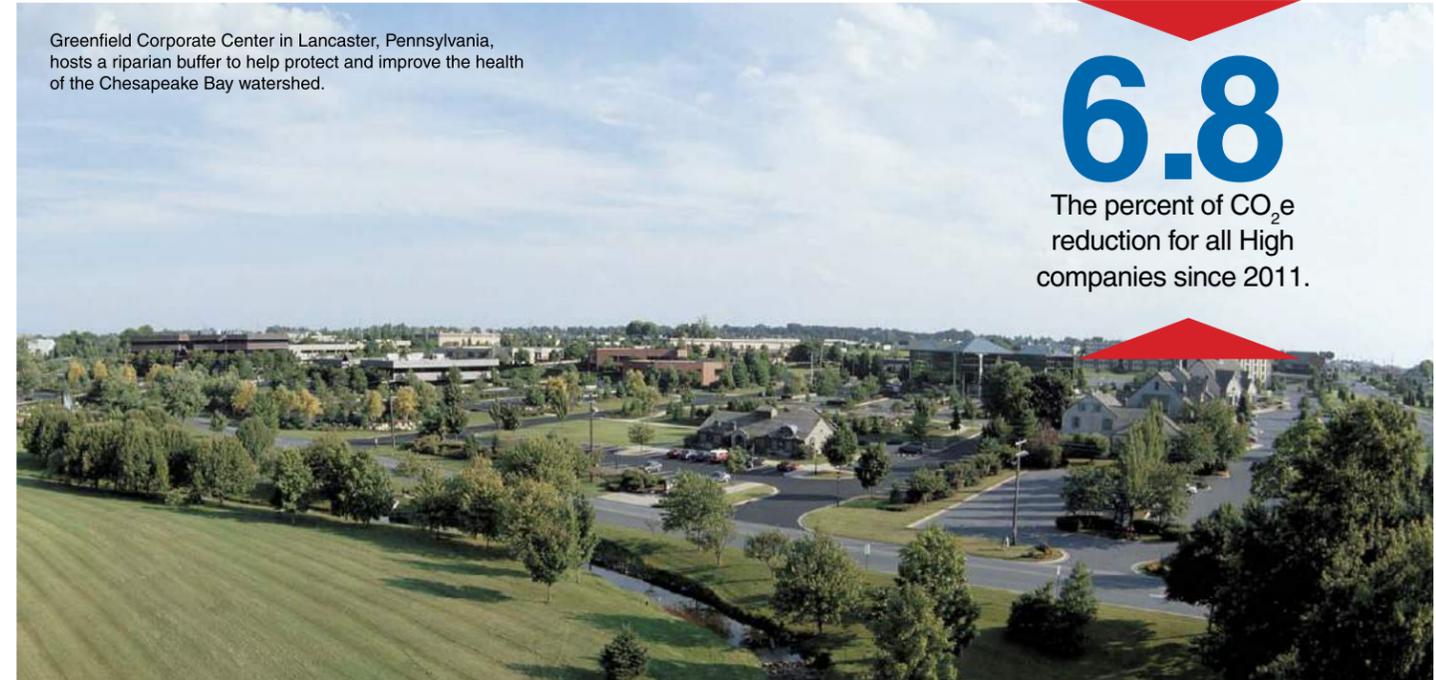
ENERGY STAR®

The following High properties have been awarded the ENERGY STAR®:

- The Corporate Office of the High companies, Greenfield Corporate Center, Lancaster, Pennsylvania
- Courtyard by Marriott, Lancaster, Pennsylvania
- Homewood Suites, Harrisburg, Pennsylvania
- Mallard Pointe, Class-A office facility, Charlotte, North Carolina
- SpringHill Suites, Ewing, New Jersey



High Hotels' SpringHill Suites in Ewing, New Jersey, has received the ENERGY STAR®.



Carbon Reduction through the Green Initiative

High's Green Initiative is a company-wide effort to reduce our carbon footprint through management of greenhouse gas (GHG) emissions and an environmentally responsible approach to the processes used to produce and deliver our products and services. The Green Initiative delivered a 6.8 percent reduction in total regulatory GHG emissions as of the end of 2014, compared to our 2011 baseline.



Reconstruction and Recycling

High Construction recycled everything that could be recycled as they reconstructed the Pennsylvania Turnpike Plaza in Allentown, earning a General Contractor Sustainable Design Award. Concrete and stone facades were crushed and used as fill to bring the site up to grade and as under-slab material, saving on hauling and reducing the need for new materials. Copper pipes, the metal from old food service equipment, structural steel, and metal studs were saved for recycling. Wood retrieved from the demolition was recycled for mulch. Gypsum drywall was recovered so it could be recycled into new wallboard. This comprehensive approach to recycling significantly reduced costs and energy, and conserved landfill space.

Deconstruction Rather than Demolition

When an older Ramada Inn hotel adjacent to Greenfield Corporate Center became available, High acquired the property and took a green approach that returned the site to development-ready condition. By dismantling and sorting the materials and contents of the property, more than 96 percent of the hotel was recycled or reused.

Read our article series on sustainability that appears in *Business2Business* magazine at www.high.net/series.



Far Left: High Construction's recycling of old building materials at the Pennsylvania Turnpike Plaza in Allentown earned a General Contractor Sustainable Design Award.

Top: Built by High Construction, the Rutt Academic Center of Lancaster Mennonite School, Lancaster, Pennsylvania, includes several sustainable features such as a geothermal unit that efficiently heats and cools the facility, a roof garden system, and a heat-reflective and energy-efficient roof.

Immediate Left: Shredded paper used as bedding for animals is an innovative reuse of everyday materials.

Growing Green

The 600-acre, master-planned Greenfield Corporate Center campus in Lancaster, Pennsylvania, is the first of its kind in Lancaster County, and one of the numerous business centers developed, designed, built, owned, and managed by High Real Estate Group and its affiliates. The home of the High companies Corporate Office, Greenfield incorporates a riparian buffer, which is a naturalized landscape feature that contributes to the improved health of the Chesapeake Bay watershed, and another first for County business centers.

Shredded Paper Goes to Good Reuse

The High companies Corporate Office shreds approximately 120 pounds of paper each week. While this paper could be recycled as part of High's comprehensive, mixed-materials recycling program, High Steel Structures' Andy Diener, Material Handler, has identified another use for it. Andy loads his pick-up truck regularly with bags of the shredded paper and delivers it to his Amish farm neighbor. The farmer, who operates an organic dairy farm, uses the paper as bedding for his herd.

To offer products and services that help customers and partners meet their sustainability goals.

High is dedicated to development and construction practices that serve customers in ways that use less energy, that are better for the health of the population and the environment, and that are economically viable over time.

Helping Designers Build Sustainably

High Concrete Group has created numerous precast concrete products that provide significant benefits to its customers. As a co-founder of AltusGroup, Inc., High Concrete Group co-developed the CarbonCast® family of products reinforced with C-GRID® carbon fiber to be stronger, lighter, and more durable than conventional precast concrete. The CarbonCast family of products includes:

- Thermally efficient wall panels that are better insulating and thinner, so buildings save more energy and increase usable space.
- Architectural panels that are lighter in weight, helping designers reduce superstructure and improve construction efficiency.
- Insulated cladding that combines lighter weight with insulation performance in both load-bearing and non-load-bearing conditions.
- Double tees that are eight percent lighter in weight and highly resistant to corrosion from deicing salts.

High Concrete Group LLC Springboro Takes Important Steps to Improve Stormwater Quality

High Concrete's Springboro facility is working on completing a stormwater improvement project. The project was undertaken to comply with Ohio Environmental Protection Agency regulations associated with total suspended solids (TSS) concentrations in stormwater. The project entailed improvements to both Outfalls 001 and 002. Outfall 001 was redone and includes a series of check dams which hold stormwater, allowing solids to fall out prior to discharge into Richard's Run. This project was completed by facility co-workers during downtime in 2013. According to analytic testing, there has been a 99.5% reduction in the amount of total suspended solids that are in Outfall 001.

33

The percent of weight savings of CarbonCast® panels versus conventional precast on Symphony House.



Symphony House, a luxury condominium high-rise in Philadelphia, Pennsylvania, was designed using lightweight CarbonCast architectural panels that saved superstructure costs and contributed to better interior layout.

Purpose through Service and Success

To provide valuable partnership and innovative, high-quality products and services that exceed the expectations of our customers and drive our success.

We believe that being cost-effective and being conscious of environmental impacts is not a choice between opposing values, but the result of determined effort to integrate the two ideas. At High, we are making investments to secure our future through sustainable thinking that considers the interests of all our stakeholders.

Building for LEED Certification

High products and services are frequently selected for sustainable construction. High Concrete Group has produced precast facades and structural systems for more than 30 LEED projects. High Construction has built two LEED Silver Certified buildings.

Saving Energy Costs for Business

High Construction's Energy Solutions Group helps customers conserve energy and reduce costs by improving the efficiency of building operations. The team provides energy benchmarking, audits, and analyses, as well as turnkey energy-saving retrofits, renovations, and new construction. The result is more energy-efficient and environmentally-friendly projects and initiatives. Unlike traditional Energy Services Companies (ESCOs), which provide a routine delivery approach for every project, Energy Services Group implementation services are customized to business and project needs. After an analysis and design team develops solutions, the team helps customers identify the most effective way to deliver those improvements through general contracting, design-build, and construction management.

Teaching Green – Precast Concrete Seminars

High Concrete Group regularly sponsors continuing education programs for architects and other construction professionals. These seminars are mutually beneficial to designers, who are required to take up to 18 hours of continuing education annually, and to our presenters, who explain product features and benefits to decision-makers. Over the years, seminars have resulted in significant projects that were designed in precast concrete after attendees learned about advances in precast technology.

Envision
More Sustainable Precast Concrete

Visit our new web site at www.highconcrete.com to sign up for a seminar near you and to learn more about building with precast concrete.

Earn up to 4 HSW/SD/LU Hours and 3.5 HSW/LU Hours

Concrete Innovations & Answers Seminar®

HIGH CONCRETE GROUP
An Alliance of High Industries Inc.
www.highconcrete.com 1.800.PRECAST



High Steel Service Center is the Mid-Atlantic region's only supplier of panel-flat, stress-free metal stock processed through a Red Bud Industries stretcher leveler.



Improving Customer Efficiencies

High Steel Service Center has invested in a Red Bud Industries® stretcher leveler, equipment that stretches carbon steel sheet and plate beyond its yield point so that it stays flat in our customers' sensitive laser-cutting processes. With the only capability of its kind in the Mid-Atlantic region, High Steel Service Center has branded its new stretcher leveler offering as **HIGH SL**. The brand assures customers of worry-free parts fabrication, improving efficiency, and saving scrap, while reclaiming steel that would otherwise be classified as seconds or discarded.



Top Left: Mill Creek Square, a 285,000-square-foot community retail center in Lancaster, Pennsylvania, is alive with activity. Top Right: Mallard Pointe, a Class-A office facility in Charlotte, North Carolina, has received the ENERGY STAR®. Bottom Left: Wright-Patterson Air Force Base Security Operations Center, Fairborn, Ohio. Bottom Center: New DASH Bus Maintenance Facility, Alexandria, Virginia. Bottom Right: Montclair State University The Heights residence halls, Montclair, New Jersey. High Concrete Group produced precast components for each of these LEED® Silver Certified projects.

A High Environmental Health & Safety co-worker conducts a respirable dust sampling to assess exposure to air contaminants.



Safety for Our Customers

High Environmental Health & Safety Ltd. provides a full complement of safety services and products to businesses and institutions throughout the Central Pennsylvania region. The group specializes in safety training, indoor air quality solutions, industrial hygiene and chemical exposure assessments, ergonomic assessments, noise surveys, safety publications, automated external defibrillators, OSHA compliance, risk communications, emergency response readiness, safe school programs, and assessment of slip and fall hazards. Trained professionals help customers manage the process of identifying safety issues, remediating them, and helping to communicate with key audiences. LEED Air Quality Testing for Buildings helps building project teams obtain points toward LEED certification. High Environmental Health & Safety is prepared to provide gas/oil-specific training throughout the Marcellus Shale region. With a satisfaction rating of 4.8 out of 5 for service provided, the group exceeds customer expectations and has built many long-term, trustworthy relationships.

Preparing for a New Day

The High Family Council is working together with a Board of Directors, an Executive Committee, and the management teams of our businesses and support resources to establish clear alignment with the owners' expectations. This important work includes renewal of *The High Philosophy* and ensuring that our values and culture are reflected in all that we do. The High Family deeply appreciates the commitment of all co-workers, past and present, the confidence of the customers we serve and of the communities we support and call home.



Our commitment to innovation, industry leadership, responsible stewardship, and corporate citizenship remains the blueprint that guides us.

Paula Crowley,
Chair of the Board,
High Industries Inc. and
High Real Estate Group LLC.



A tree that was lost to lightning on High's Greenfield Corporate Center campus has been transformed into a sculpture commemorating William Penn. The land Greenfield occupies was deeded by Pennsylvania's founder and namesake.

This publication is printed on 100% recyclable paper. To reduce our impact on the environment we encourage its use and sharing electronically. View it online at high.net/sustainability-report.

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Below, Top: The 1804 William Montgomery Mansion (center) was preserved and integrated into the Lancaster County Convention Center as a venue for dining and celebration. *Bottom Left:* High® companies contributions have been recognized by Lancaster Area Habitat for Humanity. *Bottom Center:* The ECO Task Force conducts a semi-annual drive to collect e-waste for recycling. *Bottom Right:* High co-workers and their family members till company-sponsored garden plots.



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