



Our Environmental Commitment

Passionate about the environment

Master Finish Company pledges to its employees, customers and the community to protect the environment and natural resources related to its operations by:

- Compliance with local, state and federal legal requirements
- Minimize the environmental impact of our operations by promoting prevention of pollution, environmental resources conservation and resources recycling
- Manage risks by maintaining crisis management programs that emphasize prevention and effective emergency preparedness, response and recovery plans
- Continually improve by correcting identified environmental issues



You can learn everything you need to know about our philosophy of doing business without ever leaving the Master Finish lobby.

That's because our corporate values – Teamwork, Honesty, Innovation, Service – are the first things you see when you climb the stairs. If you look a little closer, you'll also spot Hex and Tri, our 4.5-year-old corporate goldfish swimming in wastewater discharged from our plant. Yes – our water is that clean.

And yes, we are that passionate about the environment.

As a third-generation family-owned business, Master Finish is built on the shoulders of our grandfather, John Mulder. The son of a Dutch

immigrant, he spent his days baking pies in his father's bakery – and his evenings working to build his own company. From the basement of a small auto dealer, John meticulously deburred and finished door handles, window cranks and other metal auto parts. As his business grew, he added plating to his list of services, trading in his recipes of flour, sugar and yeast for metal anodes, plating chemicals and electrical current.

His son, Dale, our father, joined the business in 1977 at the age of 25.

Our dad instilled in us the principle of "leave it better than you found it." That's how Dale ran Master Finish – and that's how we run the company today as its third-generation leadership team.

We're committed to being good stewards of the environment. We talk about our impact regularly with employees. We work actively to reduce waste. We invest in products and systems that allow us to reduce our impact on the environment. We're just as fussy about our air and water emissions as the beautiful plated products that leave our plant every day.

Master Finish regularly goes above and beyond the environmental regulations we are legally required to follow – because it is the right thing to do. For our employees and customers. For our community and its residents.

And for our children – and all their friends and neighbors. •



Our Environmental Commitment



| 1959 |

John Mulder opens Master Finish, which is focused on deburring and finishing metal auto parts.

| 1960s |

Plating uncoated and unprotected steel parts, including car rims, extends their service life to 10-15 years, keeping metal out of the country's landfills.

| 1964 |

Master Finish adds electroplating to its services, relying on its chemistry partners and industry standards to identify best practices.

| 1968 |

Master Finish invests in a chemical process to deconstruct hexavalent chromium and remove it from the plant's waste stream.



| 1969 |

Master Finish voluntarily adds a composite mesh bed scrubber to our ventilation system to remove chemicals from vapor discharge. The chemicals are trapped, treated and removed from the system before being sent off-site.



| 1977 |

Dale Mulder joins his father at Master Finish as plant superintendent.

| 1980s |

Developed a storm water pollution plan for Master Finish's entire property, including training and certification of a key staff member to become a state-certified storm water technician.



| 1988 |

Master Finish begins using fume suppressants to enhance the work of the mesh scrubber. The EPA only requires one of these methods, but we think it's more responsible to have both systems in place.

Master Finish begins recycling electroplating chemicals, removing the heavy metals. We pay a premium to recycle, but it's worth keeping these industrial solids from landfills.

| 1990s |

Master Finish forges a relationship with FTCH, a leading environmental consulting firm, to voluntarily audit our hazardous waste control plan and storm water pollution prevention plans to ensure they are effective and up-to-date with the latest regulation requirements.

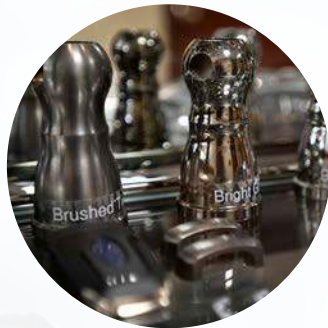


| 1998 |

Master Finish's environmental management system is certified as ISO 14001 compliant. Master Finish creates an Environmental Policy that pledges to our employees, customers and the community that we will protect our environment and natural resources by adhering to our standards.

| 2000s |

Begins to explore hexavalent chrome alternatives, including trivalent, which are more environmentally friendly.



| 2003 |

Master Finish begins using production-ready trivalent chromium, including bright and dark trivalent chrome.

Chrome the fish joins the Master Finish team, living in a tank in our lobby that is refilled bi-weekly with our discharge water. He will live more than a decade in our care.

| 2005 |

Master Finish receives ISO 9001 certification.

Master Finish invests a total of \$1 million in environmental management systems to safeguard workers and the environment.

| 2007 |

National Association for Surface Finishing, with support from Master Finish, approaches the EPA and shares PFAS findings. Master Finish recommends the EPA regulate the use of PFAS.

| 2007-09 |

Master Finish begins discussions with chemical suppliers to find alternatives to PFAS, serving as a beta site for testing new formulas.



| 2009-13 |

Master Finish invests in developing alternative chemical options to PFAS.

| 2010 |

John Mulder joins Master Finish as a Job Cost Estimator.

| 2013 |

Master Finish discontinues using PFAS in our processes, two years before EPA requirements.

Aaron Mulder joins Master Finish as Business Development Manager



| 2014 |

Tri and Hex replaces Chrome in our lobby tank, which is refilled biweekly with our discharge water.

| 2015 |

Master Finish implements quarterly conversations with our employees on our environmental management systems, PFAS training, waste disposal and corporate environmental policy.



| 2017 |

John and Aaron Mulder step into the leadership of Master Finish as third-generation owners.

| 2018 |

Master Finish is rated one of the Top Shops by Products Finishing.

