

# TRIPLE BOTTOM LINE

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At Cascade Engineering, everything we stand for culminates in our Triple Bottom Line (TBL) – People, Planet, Profit. Looking across our operations, this focus has become a permanent and palpable part of our culture. It feeds our drive to create a winning mentality, new innovations, and prosperity for every individual.



**PEOPLE:** Continuously improving safety, morale and learning through employee involvement.

**PLANET:** Going beyond environmental compliance through improvements, prevention and protection.

**PROFIT:** Exceeding customer expectations through continuous quality, cost, delivery and management systems improvements.

# ABOUT CASCADE ENGINEERING

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Cascade Engineering was founded in 1973 by Fred Keller. We pride ourselves on being a family-owned business, with Fred Keller serving as Founder/Chairman of the organization and Christina Keller providing input as a key leader. Cascade Engineering's journey has been to promote the philosophy of the Triple Bottom Line, focusing on People, Planet, and Profit. In addition to bringing awareness to barriers of generational poverty and opening the doors for returning citizens, Cascade's footprint within communities is a vital part of the longevity that exists within our organization.

Specializing in large-part plastic injection molding, Cascade Engineering is able to solve unique manufacturing challenges around the world. Collectively, we believe diversification is our strength. Serving a wide variety of industries, Cascade is able to share our engineering, technology, and knowledge across multiple products and industries. We take inspiration from one area, knowing it can often lead to breakthroughs in another. In the eyes of the Keller Family, it is the goal of Cascade Engineering to put forth products that deliver the highest value without deviating from our cultural values.

Through manufacturing, product development, technology, and innovation, we are informing and transforming the products people use every day. Our use of recycled plastics in our products continues to increase year after year. Materials and manufacturing engineering groups continually search for ways to increase recycled plastic and alternative polymer content without impacting product performance.

Cascade Engineering is proud to be an organization in which we are:

***Shaping Ideas in Plastic***

# ANTI-RACISM COMPANY

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At Cascade Engineering, we believe in the diversity of thoughts, ideas, beliefs, experiences, and the inclusion of people regardless of their race, color, sex, language, national origin, religion, orientation or age. In addition to supporting the principles of diversity and inclusion, Cascade Engineering is on a journey to be an anti-racism organization.

## **Our statement defining our journey is as follows:**

Cascade Engineering is an anti-racism organization. Cascade Engineering defines being an anti-racism organization as creating an environment where all employees regardless of race or the color of their skin know they are valued.

We acknowledge that racism can be unconscious or unintentional and identifying racism as an issue does not automatically mean those involved in the act are racist or intended the negative impact.

As an anti-racism organization, we will purposefully identify, discuss and challenge issues of race and color and the impact(s) they have on the organization, its systems, and its people. We will also challenge ourselves to understand and correct any inequities we may discover within Cascade Engineering and gain a better understanding of ourselves during this purposeful process. Being an anti-racism organization is a journey and it is the learning along the way that makes this work worth all of our efforts.



# COMPANY PRINCIPLES

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## VISION

Our vision is to be the highest value partner to our customers by shaping ideas in plastic.

## PURPOSE

To have a positive impact on society, the environment and to be financially successful.

## VALUES

We believe in a triple bottom line of People, Planet and Profit. We will do this through empowering people, innovation and excellence.

## CUSTOMER DRIVEN INNOVATION

We create customer intimacy by building competitive differentiation, rapid invention and flawless launch.

## EMPLOYER OF CHOICE

We strive for the safest and healthiest workforce. We provide learning and development opportunities, along with excellent benefits, to build a strong culture of engaged employees.

## ORGANIZATIONAL EXCELLENCE

We use Lean principles, including 6S to drive process excellence. Level scheduling smooths production and we reinvest for machine excellence.

