



2024

GREEN MASTER COMPANIES



GREEN BAY PACKAGING
SMART PARTNERS ... SMARTER SOLUTIONS



RIVERWATER PARTNERS



NEW LEAF PAPER



Bankers' Bank is a Correspondent Bank for banks headquartered in Madison providing banking products and services to the community bank industry across the Midwest. We are committed to being a good corporate citizen with our efforts focused on the following four areas:

Diversity & Employee Caring:

Our goal is to treat our employees ethically with fair wages and benefits. We value the benefits of a diverse workforce and strive to improve our employment and development practices to attract and retain a multicultural team. Our goal is to create an environment where people can be who they are, that values their unique talents and perspectives and makes them want to be a part of our team.

Environment Conservation

Our commitment is to continue to reduce our carbon footprint by improving and refining recycling programs as well as reduce energy usage in both buildings and automobiles.

Philanthropy

We believe that giving back to our communities is critical. Our plan is to continue our significant efforts with the United Way as well as additional not-for-profit organizations in the form of cash, gifts and event sponsorships of approximately 1% of annual pre-tax net earnings.

Volunteerism

We encourage our employees to volunteer in our communities. We are proud of our team members' commitment to making our communities a better place to live and work through a variety of efforts such as pro bono services, helping to address food insecurity, and many more ways.



Cardinal Glass Industries is a management owned S-Corporation leading the industry in the development of residential glass for windows and doors. We have grown to nearly 10,000 employees located at 49 locations around the United States.

At Cardinal, we try to maintain a clear vision: design and fabricate the most advanced residential glass products in the industry.



Empire Screen Printing, Inc. is a leader in the printing industry, blending traditional craftsmanship with cutting-edge technology to deliver sustainable, high-quality printing solutions for the OEM and POP markets. With over 60 years of innovation, Empire is committed to Environmental, Social, and Governance (ESG) principles that drive its dedication to environmental stewardship and social responsibility. As a Wisconsin Green Tier Company, Empire consistently exceeds local, state, and EPA standards through its award-winning UV LED ink-curing technology, which enhances print quality, reduces energy consumption, and eliminates VOC emissions for a safer workplace and cleaner environment. Engaging with the community and fostering partnerships with clients, Empire strives to inspire positive change, advancing sustainable practices for a healthier planet and an inclusive future.

https://www.empirescreen.com/go_green



Green isn't just a brand color for Evergreen Credit Union, it's a promise. We've rooted our values in creating a positive impact on our planet while providing our community with the best financial services possible. From harnessing the power of the sun to produce the majority of our energy, tracking and offsetting our carbon footprint, to conserving water and reducing our landfill waste, we're on a journey to make a difference.

Learn more at: <https://www.evergreencu.com/about-evergreen/earth-kind-banking/>



[Evolution Marketing, LLC](#) is a Wisconsin based women-owned [Certified B Corporation](#)® that provides sustainability consulting and impact storytelling services to businesses, nonprofits and governmental entities. They are Wisconsin's only sustainability consultancy and marketing communications firm that works within the environmental, social and governance (ESG) niche that is also operated and managed in a triple bottom line manner. They have been adopting innovative responsible business strategies and policies since their inception in 2007. Evolution Marketing is able to offer their services in a [carbon neutral manner](#), and they proudly [donate at least one percent](#) of their sales annually to the environmental nonprofit One Percent for the Planet. As a leader in the low carbon business movement, they have publicly shared their [operational impacts and carbon footprint reports](#) in an effort to demonstrate actions that a small business could take. In 2024, they became a [Leading Living Wage for US Plus](#) certified employer, ensuring that all team members are paid a living wage.

Learn more at: <https://greenmktng.com/doing-good>



Since 1933, Green Bay Packaging (GBP) has prioritized sustainability by advancing innovative technologies and environmental programs. Renowned for its industry innovations, GBP continually improves its practices, ensuring a commitment to a sustainable value chain. GBP is proud to be a continuous participant in the Green Master's Program since its inception, with 15 years of recognition.

The recent addition of a biogas generator at GBP's Wisconsin 100% recycled paper mill highlights efforts to increase onsite renewable electricity to further decarbonization. Throughout its operations company-wide, GBP manages over 250,000 acres of forests sustainably. This demonstrates the company's strong commitment to sustainable forest practices that benefit both the environment and local communities.

A highlight of GBP's sustainability efforts in recent years is its zero waste to landfill initiative. GBP has seen 99% landfill diversion across paper converting, folding carton, coated products (Green Bay) and lumber operations.

More information is available at: <https://gbp.com/sustainability/>



GREEN BAY PACKAGING

SMART PARTNERS ... SMARTER SOLUTIONS

Kohl's operates a nationwide retail footprint of more than 1,100 stores in 49 states. Kohl's invests in its customers' well-being by continuing to make progress towards environmental, social and governance (ESG) commitments, and by giving back to the communities it serves. Kohl's has been recognized for its ESG initiatives including DJSI North America (2018-23) and World's Most Ethical Companies (2019-23). Additionally, Kohl's has received an A-ranking from CDP for the 5th consecutive year (2019-2023). Kohl's strategy includes commitments and quantitative targets focused on three key areas: climate action, waste and recycling, and responsible sourcing. Climate: In July 2021, Kohl's strengthened its climate leadership by joining the Science Based Targets initiative and setting science-based scope 1, 2 and 3 emissions reduction targets. In 2023, through award-winning energy management programs, Kohl's achieved a 52% reduction in scope 1 and 2 emissions and continues to expand EV charging networks and onsite solar across 170+ locations. Waste: Kohl's partners with the Sustainable Packaging Coalition to strengthen and advance the business case for more sustainable packaging. Responsible Sourcing: Kohl's integrates social and environmental factors into its procurement selection process for only-at-Kohl's branded product. Additionally, Kohl's is a participating Friend of the Zero Discharge of Hazardous Chemicals Foundation. At Kohl's corporate offices in Menomonee Falls, Kohl's is supporting the bee population and protecting native species and biodiversity by investing in five hives on site that support 250,000 bees. In 2023, the honey produced was sold to associates at their corporate campus.

More information is available
at: <https://corporate.kohls.com/environmental-sustainability>.

The Kohl's logo is displayed in a bold, dark red, distressed font. The letters are thick and have a slightly irregular, hand-painted appearance. A small registered trademark symbol (®) is located at the top right of the letter 'S'. The logo is positioned on the right side of the page, separated from the main text by a vertical line.

KI is committed to sustainability through innovative product design, waste reduction, and energy-efficient practices. We focus on transparent material sourcing, recycling, and repurposing programs that reduce our environmental footprint. Collaborating with organizations to elevate industry standards, KI ensures sustainability remains a priority, continuously sharing progress toward our eco-friendly goals. For more information, explore our initiatives [here](#).



Lands' End is committed to do better for our environment, one step at a time. Together, we are working to minimize our impact on the earth. The company supports both national and local organizations including the National Forest Foundation, the Sustainable Apparel Coalition, and the Clean Lakes Alliance. Lands' End's Dodgeville headquarters has earned its TrueZero Waste Certification, 2022-2024.



LEO is a nonprofit organization that helps corporations and organizations quantify their current environmental impacts and develop sustainable practices to enhance their environmental stewardship, social responsibility, and economic prosperity. We develop new tools for sustainability and strive to make sustainability practical for everyone. We support the entire sustainability cycle: plan, implement, track achievements, and repeat for continuous improvement.



Madison Gas and Electric's ongoing commitment to sustainability continues, including the announcement of its net-zero carbon electricity by 2050 goal, the approvals and start of construction on several solar energy projects, including the expansion of its Shared Solar program, and also with the expansion of its Environmental Management System to cover all company facilities.

MGE is working with customers toward its carbon reduction goals by advancing clean energy, electrifying transportation and engaging with customers to increase energy efficiency.

As "your community energy company," MGE is committed to building a more sustainable future while maintaining energy reliability, affordability and safety.



Masters Gallery Foods continues to make improvements and find ways to incorporate sustainability into their daily operations. They have made several improvements and implemented new practices that drive sustainability forward. As their sustainability and ESG program continues to grow, they aim to integrate sustainability best practices into their overall business strategy to not only meet internal and customer goals, but to build a larger ESG framework for their business.

In 2024, Masters Gallery Foods released their first Sustainability and ESG report highlighting their progress. They set goals and targets for their business and aligned them with the Sustainable Development Goals. Looking ahead, they believe sustainability is inherent to long-term success, and the decisions they make today influence their people, the environment, and their communities.



Mercury Marine, a division of Brunswick

Fueled by our passion for the water and our customer's boating experience, we provide the most reliable and intuitive propulsion solutions and are committed to be the best partner for our stakeholders. Sustainability is core to our way of doing business, ensuring we achieve long-term growth and value creation while also acting to use natural resources responsibly, reducing our carbon footprint, and continually enhancing the wellbeing of our employees and the communities in which we operate. By making sustainable business practices central to our enduring success, we hold ourselves to a higher standard.

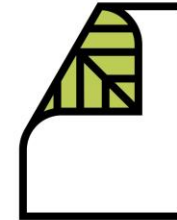
<https://www.brunswick.com/overview/corporate-responsibility>



New Leaf Paper, Inc., a founding B Corporation headquartered in Appleton, WI, is committed to leading environmental stewardship in the paper industry. They drive impactful sustainability efforts, from partnerships that reduce emissions to circular product innovations with their high post-consumer recycled paper products. Through a 1-to-1 commitment with One Tree Planted, they further their dedication to resource protection while delivering high-quality solutions.

Learn more about New Leaf Paper's progress in their 2024 Climate Report, where they outline their journey with the SME Climate Hub and the United Nations' Race to Zero commitment.

[Link to New Leaf Paper's 2024 Climate Report](#)



**NEW LEAF
PAPER®**

At Oshkosh, our purpose is to make a difference in the lives of those who depend on our purpose-built vehicles and equipment to perform some of the most difficult jobs in the world. We produce safer, more resilient, durable, sustainable, and smarter products.

Earlier this year, Oshkosh Corporation's science-based greenhouse gas reduction targets were validated by the Science Based Targets initiative (SBTi). These targets meet the rigorous criteria and recommendations set by SBTi, confirming Oshkosh's commitment to aligning its sustainability efforts with the latest climate science. Oshkosh Corporation was named to the Dow Jones Sustainability World Index for the fifth consecutive year, named a World's Most Ethical Company by Ethisphere for nine consecutive years and recognized by Newsweek as One of America's Greenest Companies.

To learn more, visit our sustainability web page: <https://www.oshkoshcorp.com/impact/sustainability>



Procter and Gamble Green Bay, located on the Fox River in Green Bay WI proudly sits in what is known as ‘The Toilet Paper Capital of the World’. Even though the plant has been in operation since 1957 it is no longer business as usual from a sustainability standpoint. Most notably, the plant has been certified zero waste to landfill since 2017 by finding creative and local beneficial reuse outlets for waste. The site has also, decreased water usage by 33% which translates to enough water reduce to fill up Lambeau approximately 19 times, seen a reduction in GHG by 69% and energy by 28% . In addition, Green Bay is committed to using 100% 3rd party certified pulp with over 75% of that directly from FSC and working towards a future with recyclable or reusable packing.



Riverwater Partners was founded in Milwaukee in 2016 with a clear mission: to grow wealth responsibly. We believe that investors can align their portfolios with their values without sacrificing returns. As independent fiduciaries, we are committed to acting in the best interest of our clients, offering responsible asset allocation and investment strategies based on thorough research and due diligence.

We provide a comprehensive range of services, including wealth management for individuals, ESG-focused small-cap equity strategies for institutions, family offices, and 401(k) plans, as well as investment advisory services for non-profits and foundations. At Riverwater Partners, we strive to create smart investments that drive meaningful change.

The logo for Riverwater Partners features the company name in a clean, sans-serif font. A blue wavy line is positioned beneath the word "RIVERWATER", extending from the start of the word to the end of the word "PARTNERS".

RIVERWATER PARTNERS

Sadoff Iron & Metal Company is a leader in scrap metal and electronics recycling, specializing in sustainable, cost-effective solutions for the management of obsolete equipment. With a commitment to reducing environmental impact, Sadoff focuses on responsible recycling practices and asset recovery, transforming waste into value for industries nationwide. Our dedication to sustainability includes minimizing landfill contributions and maximizing resource reuse, positioning us as a trusted partner in the circular economy. Sadoff's initiatives exemplify our mission to create a greener future by advancing innovative recycling and eco-conscious business strategies.

Learn more at www.sadoff.com



Since 1900, SECURA has been dedicated to protecting our neighbors with property-casualty insurance.

Our purpose statement is one we encourage our associates to live out every day through each interaction they have. It truly reflects our genuine nature as a company and the direction that we will follow moving forward.



TruStage is an insurance, investment and technology provider that believes a brighter financial future should be accessible to everyone. Through our company culture, community engagement, and products & solutions, we are working to create an equitable financial system built on the philosophy of people helping people for almost a century.

In 2024 we continued to strive to build a culture with an inclusive and flexible workplace environment. Enhanced energy, water & environmental stewardship practices continue to reduce our impact on the environment in the communities we serve.



TruStage™

Part of the credit union difference is giving back to our communities, which includes doing what's best for our planet. We're making investments in the environment today and making plans that will have positive benefits for generations to come.

Our commitment to sustainability includes:

- Reducing our footprint through geothermal heating and cooling, LED lighting, occupancy sensors and more.
- Using digital signage and statements to save thousands of trees.
- Offering comprehensive digital banking services, saving time and materials and minimizing vehicle pollution.
- Prioritizing regional and recycled materials in our building projects.
- Managing water use through on-demand heaters, low-flow and waterless plumbing, and special runoff and irrigation systems designed to reduce off-site impact to our regional waterways and lakes.
- Mindfully locating our corporate campus adjacent to a bus route.

