

# EHS & Sustainability Report

## 2013



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# Introduction

Tektronix has a long history of EHS leadership and environmental stewardship.

Acquired by Danaher Corporation in 2007, we have since implemented aspects of the Danaher Business System (DBS) in our EHS programs to further improve performance and efficiency.

As a Danaher operating company, we remain committed to protecting the health and safety of our associates, and preserving and improving the environment for future generations.

Today, our focus is on the responsible and systematic management of our EHS impacts and risks. This EHS Report highlights some of the specific programs Tektronix has in place to meet that commitment.

**In 2013 the Tektronix Beaverton Campus was awarded the 1st annual Danaher award for Best EHS Program.**



1967 Industrial Water Protection Award



2013 Danaher Best EHS Program Award

# EHS Policy

Tektronix is committed to conducting its business in an environmentally responsible manner, in compliance with all applicable environmental, health and safety laws, and in a manner that promotes and protects the health and safety of our associates, customers, and members of our local communities worldwide.

Tektronix implements this policy by integrating environmental, health and safety requirements into operations through the application of sound EHS practices and through the use of the Danaher Business System.

The following principles are basic to conducting our business in conformance to that commitment:

- Compliance with all applicable environmental, health and safety laws and regulations and applicable corporate and business unit policies, standards and procedures.
- Periodic formal evaluation of our compliance.
- Personal conduct, integrity and accountability:
- Continual improvement in EHS performance, waste minimization, prevention of pollution and prevention of workplace accidents.
- Integration of sound environmental, health and safety programs, practices and goals into applicable business functions, including procurement, product design, product testing, manufacturing and product support.
- Consideration of environmental, health and safety impacts in the course of developing new products or processes, in selecting production materials, and before buying, leasing or selling property and in the acquisition of businesses.
- Sensitivity to community concerns about environmental, health and safety issues.

The Tektronix EHS Policy can be viewed at

<http://www.tek.com/worldwide-page/environmental-health-and-safety>



# Our People & Our Culture



Our associates are the backbone of EHS culture and their participation is what makes the difference between a push based EHS program and the mature, sustaining pull based EHS culture at Tektronix. We ask and encourage our associates to engage and step up to the challenge of continuously improving the work environment and help create a safe and healthy workplace.

The commitment to a safe workplace is an integral part of doing business as stated in Danaher's Standards of Conduct.



*"Each Danaher Company is committed to maintaining a safe and healthy workplace for every Associate. To do this, Danaher companies comply with all applicable workplace health and safety laws in each location where we work. Every Associate is accountable for following all safety laws and regulations, as well as all Danaher Company safety practices and procedures, that apply to our workplaces. If you become aware of any unsafe or hazardous condition or practice at any Danaher Company, you must immediately report it to your manager or supervisor, or to one of the resources identified in "How We Address Concerns and Report Violations."*

Danaher Standards Of Conduct

# Impacts and Risks

The high tech electronics industry is generally considered to be low risk from an EHS perspective; Tektronix operations fall within this category.



We have identified the aspects of our business having the most potential to impact the environment and established those aspects as priorities for our EMS:

## Environmental Aspects:

- Employee Commute
- Energy Consumption
- Manufacturing/Production
- Site Remediation/Investigation
- Chemical Usage
- Hazardous Waste Generation
- Solid & Electronic Waste Generation

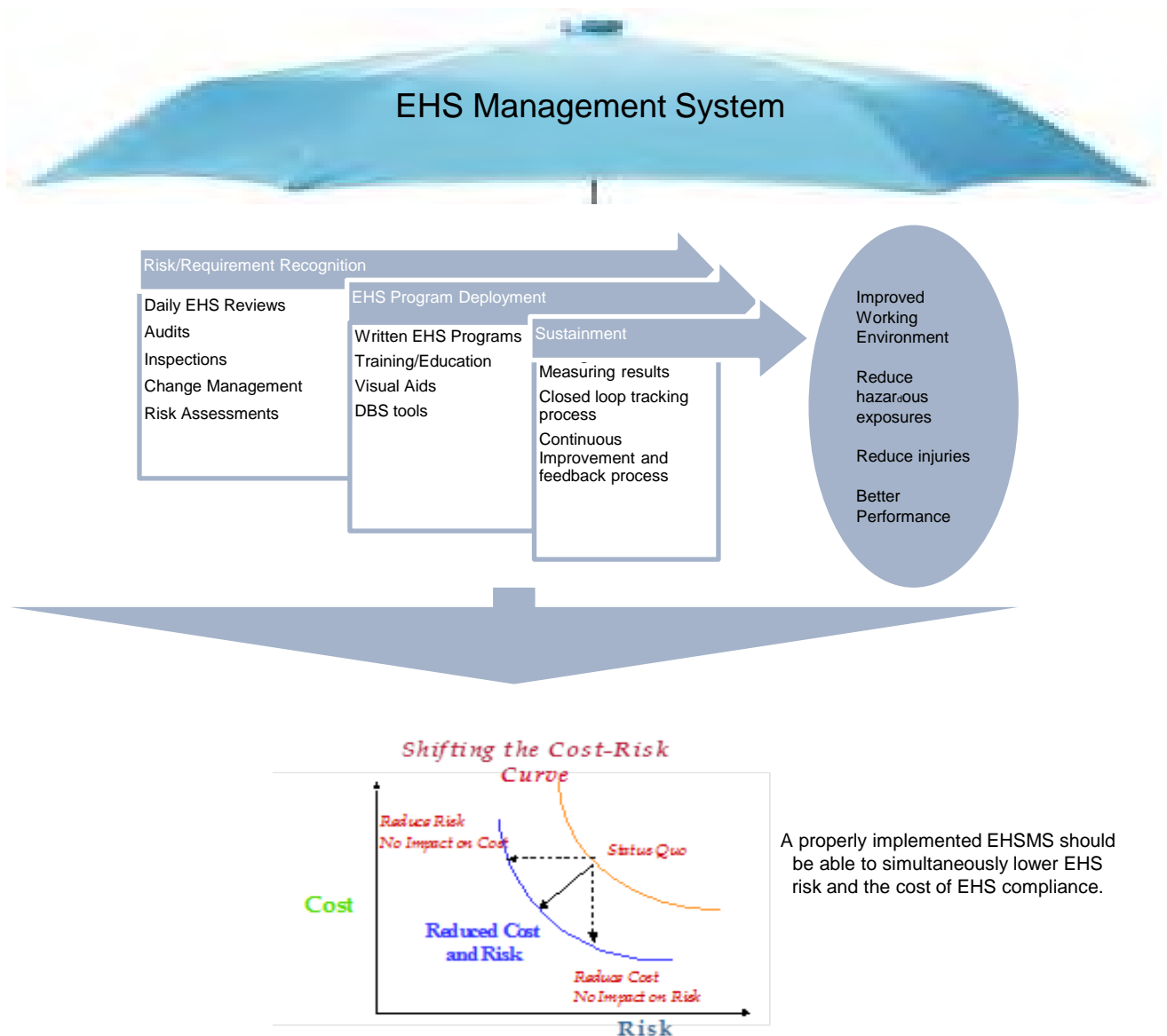
Tektronix assess risks to employee health and safety as well as property and business. High risk activities are given priority in deploying EHS programs and resources.

## Health & Safety Risks:

- Musculoskeletal injury associated with material handling, assembly, and office setting;
- Multiple injuries associated with slips trips and falls;
- Exposures and injuries associated with field service operations;
- Minor lacerations associated with daily activities;
- Exposure to live electrical components.

# Management Systems

Tektronix launched its Environmental Management System in the late 1990s in order to provide a framework within which to ensure an ordered and consistent approach to environmental concerns. We have now incorporated health & safety and elements of the Danaher Business System (DBS) into that system to create a more comprehensive Environmental, Health & Safety Management System (EHSMS) .



# EHS Goals & Objectives

We are currently ISO-14001:2004 certified at all of our manufacturing facilities.



We have established goals and objectives for our significant environmental aspects and EHS risks. Some examples are listed below.

## Environmental

- Year-over-year 3% reduction in utility consumption.
- Year-over-year 5% reduction in GHG emissions from ongoing operations.
- 60% recycling rate for solid waste.
- Develop programs to encourage alternative transportation use.

## Health & Safety

- 90% H&S Training Completion Rates.
- Zero injury/illness rates.
- 100% reporting of injuries within 24 hours of event.
- Targeted property loss risk reduction through loss prevention programs.
- On time completion of inspection/audit finding corrective actions.



# Sustainability

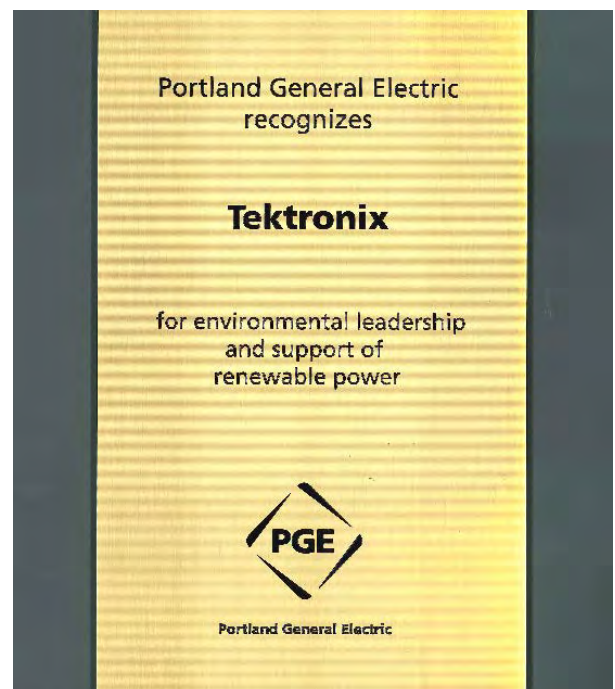
## Energy Conservation / GHG Reduction

Tektronix recognizes the impacts our operations have on the global environment. We recognize that the biggest impacts our operations have are related to our consumption of carbon based energy resources. Tektronix believes that the efficient use of energy is not only a sound environmental principle (reduced carbon and other emissions); it is good business practice, particularly given the volatility in the energy markets over the past few years.



Together with our facilities services provider, we were able to achieved significant energy conservation results at our Beaverton campus in 2012 as compared to 2011. We reduced our year-over-year electricity use by approximately 850,000 KWh or 3.5% (the equivalent of eliminating 317 metric tons CO<sub>2</sub>e emissions).

In addition, in 2012 we purchased about 840,000 KWh of renewable wind energy, which equals 1,770,000 pounds of CO<sub>2</sub> avoided, or the equivalent of 140 trees planted or 1,313,000 miles not driven.



# Sustainability

## Recycling and Material Salvage

Many years ahead of most companies, Tektronix began recycling in the 1970s through its Recycling and Materials Salvage (RAMS) operations. RAMS's primary purpose is to find alternatives to landfill disposal of a variety of surplus materials, excess equipment and parts, and a multitude of generally discarded items generated by the company.



In the past three years, over 385,000 pounds of material (metal-bearing material, electronic scrap, and plastics) has been reclaimed or recycled. Through the resale of surplus and obsolete items RAMS has generated nearly \$900,000 in revenue over the past three years and has saved Tektronix more than \$90,000 through redeployment of equipment within the company. RAMS also donates equipment to numerous universities, elementary and secondary schools, and non-profit organizations in the Beaverton, Oregon area.

Tektronix has been a licensee to the Rechargeable Battery Recycling Corporation (RBRC) battery collection system since 1999, to aid in the collection and recycling of nickel cadmium (NiCd) batteries used to operate some portable instruments. Since 2001, all new portable products have been designed using environmentally friendly lithium-ion power sources, to eliminate the environmental risks associated with cadmium containing batteries



# Sustainability Products



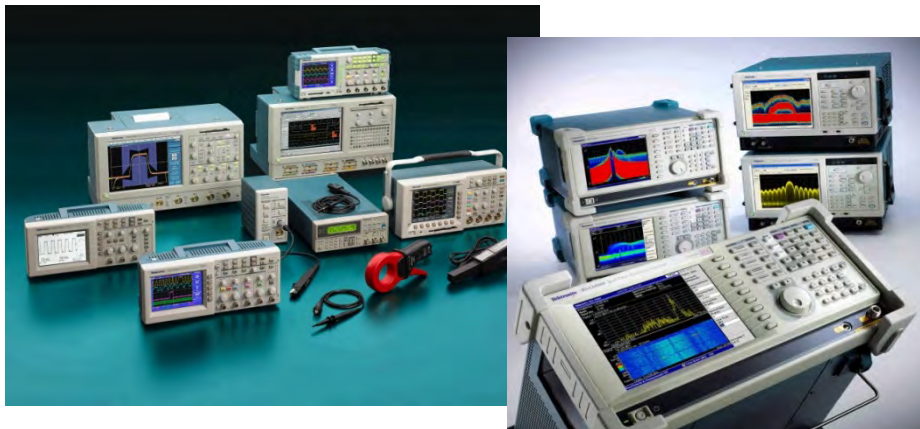
*Design For Environment*

At Tektronix EHS does not stop with our people and facilities, our EHS culture continues on into how we make and manage our products. We maintain an industry leading product compliance organization which is spearheading our many initiatives to reduce the environmental impacts of our products.

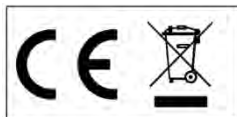
We have a Restriction of Hazardous Substances (RoHS) strategy in place to design and manufacture our products to be RoHS compliant by July 2016, one year ahead of the required compliance date.

All new internal designs have eliminated the use of cadmium.  
Hexavalent chromium conversion coatings have been eliminated from custom parts and new designs.

Tektronix is actively engaged in a corporate wide initiative working with industry consortia to develop and define common technical qualification criteria, acceptable material alternative, and testing and reporting standards that will allow us to transition our product designs to meet evolving demands.



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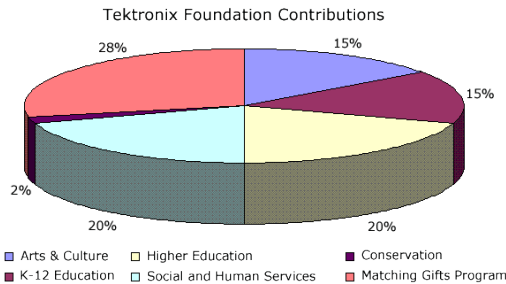


# Community Involvement

At Tektronix we also recognize that Community Involvement and how we are viewed in the community is an important aspect of our business and a responsibility we take seriously.

## The Tektronix Foundation

The Tektronix foundation has provided charitable support to the community since 1952. It is a private foundation funded each year with a portion of the company's profit.



The primary goals of the foundation are to support education, social and human services, the arts, and conservation. The foundation has been a long-time supporter of local and national charitable organizations. The foundation also supports engineering and business programs at major universities.

Tektronix also supports numerous educational institutions through equipment donations.

Tektronix  
COMMUNITY  
ASSOCIATION

Community Partners



In 2012, among other things, Tektronix:

- Conducted 4 onsite Red Cross blood donation clinics and received the Red Cross Full Circle Member Award.
- Hosted the Beaverton School District Science Fair.
- Sponsored and participated in the Oregon SOLV Beach Clean Up program.
  - Provided our athletic fields for use by a youth soccer camp for disadvantaged children.
    - “190 underprivileged kids were able to attend a world class soccer camp.”
  - Allowed 3 local soccer clubs the use of our soccer field after working hours.
  - Participated in the Oregon Bike Commute Challenge.



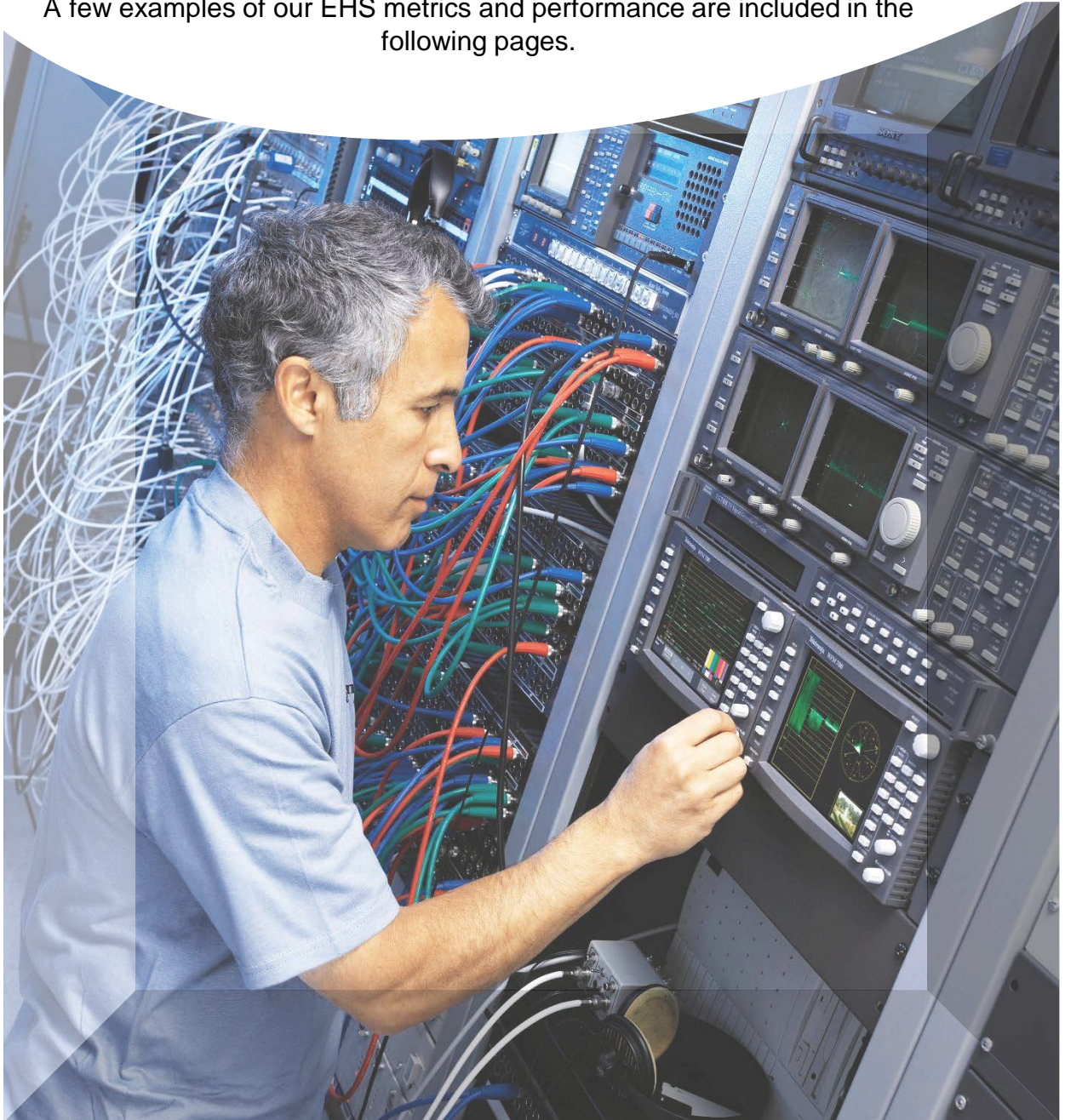
And, in 2013, Tektronix is participating as a corporate sponsor of the Susan G. Komen Race for the Cure.



# EHS Performance

Tektronix continually monitors its EHS performance in numerous areas using a variety of EHS metrics. We have publicly reported our EHS performance since 2003.

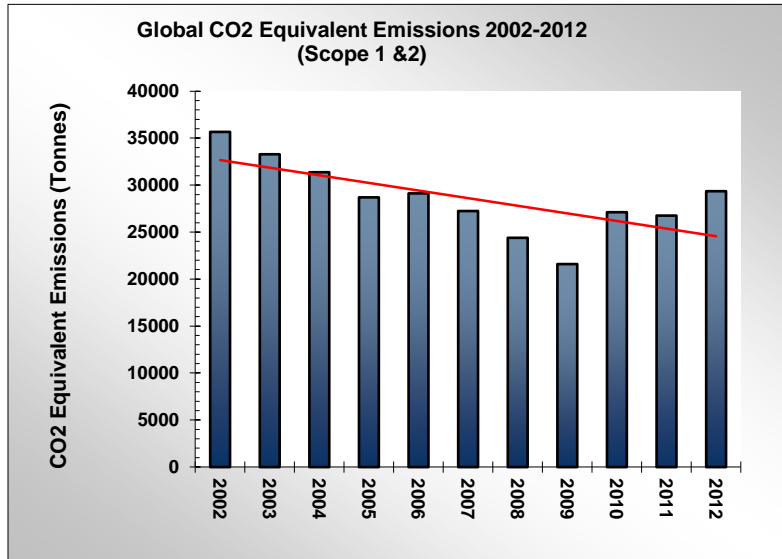
A few examples of our EHS metrics and performance are included in the following pages.



# Energy Use and CO2 Emissions

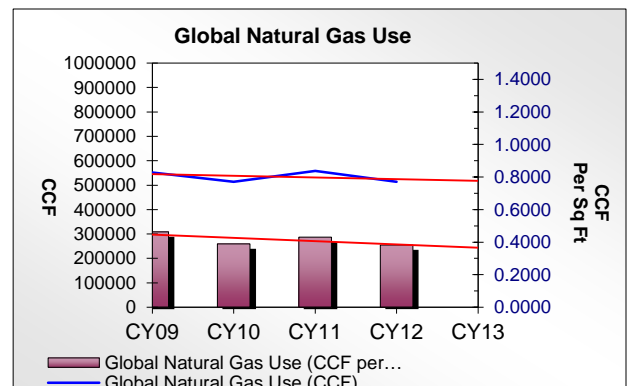
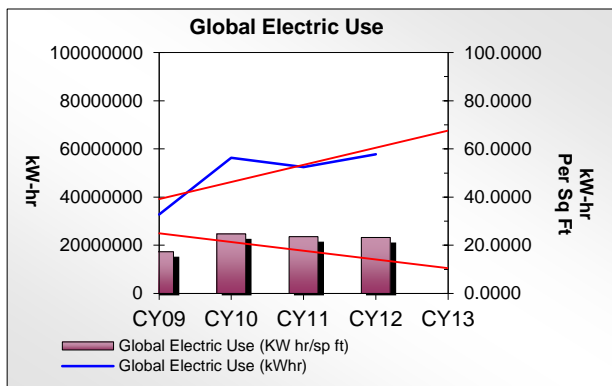
Since 2002 we have reduce our Scope 1 and Scope 2 carbon emissions by 6,312 metric tonnes per year, which represents 42,000 metric tonnes of total emissions avoidance.

We anticipate and have targeted a further 5% reduction in our Scope 1 and Scope 2 GHG emissions from ongoing operations in 2013.



The 2010 increase in emissions is associated with a return to normal production rates following the recession years of 2008 and 2009, and the 2012 increase is associated with acquisition activities.

Tektronix measures energy use globally. We track usage for over 75 facilities worldwide. Organic growth and recent acquisitions have affected our consumption, but we continue to pursue our goal of year-over-year reduction from ongoing operations.

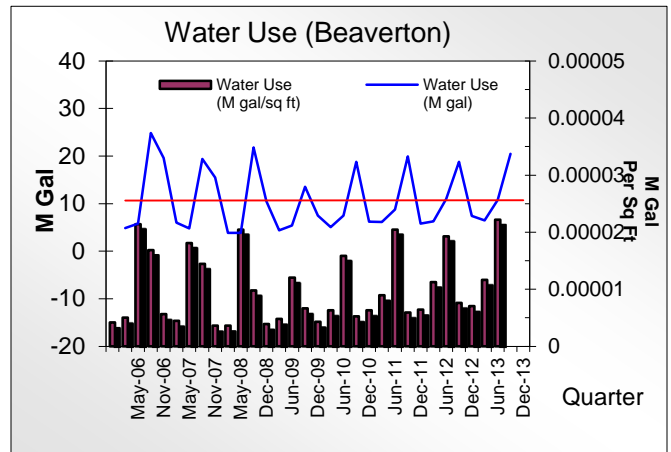


Upward trend in absolute consumption are the result of growth, however, our use as normalized to per square foot occupied continues to decline.

# Water Use, Chemical Use and Waste Generation

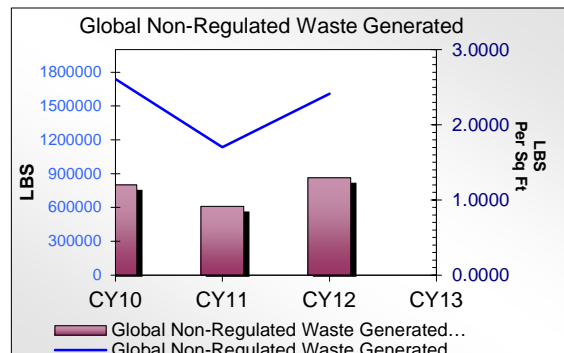
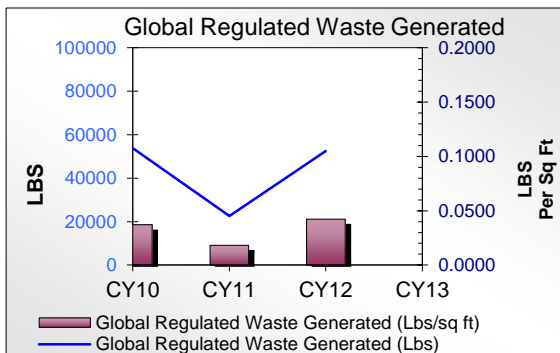
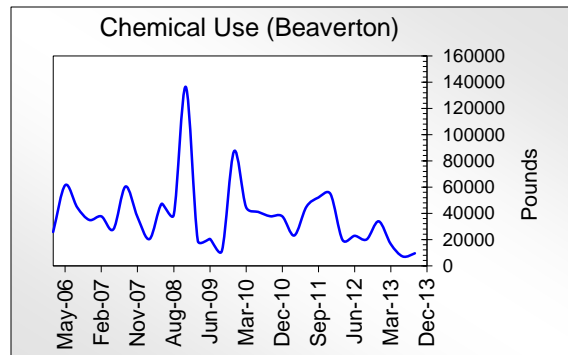
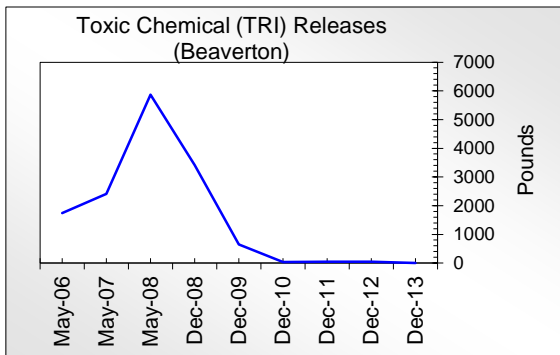
In addition to energy consumption, we recognize that water consumption is a major global environmental concern. As a result we are beginning to implement water conservation strategies.

Our water consumption at the Beaverton Campus, although variable due to irrigation in the summer months, is flat over time.



The evolution of our manufacturing processes combined with toxic use reduction and waste minimization initiatives has resulted in significant reductions in the volume of chemicals used and wastes generated by our operations.

Although at this point most of the 'low hanging fruit' is gone, we continue to look for opportunities to reduce chemical and other resource consumption by targeting incremental reductions.





# Workplace Injury Trends

## Our goal is zero accidents and injuries.

We have yet to achieve this goal, however, we have over a decade of low incidence rates when compared to our industry national average.



We encourage our associates to participate in risk reduction activities and support their efforts in many ways, for example:

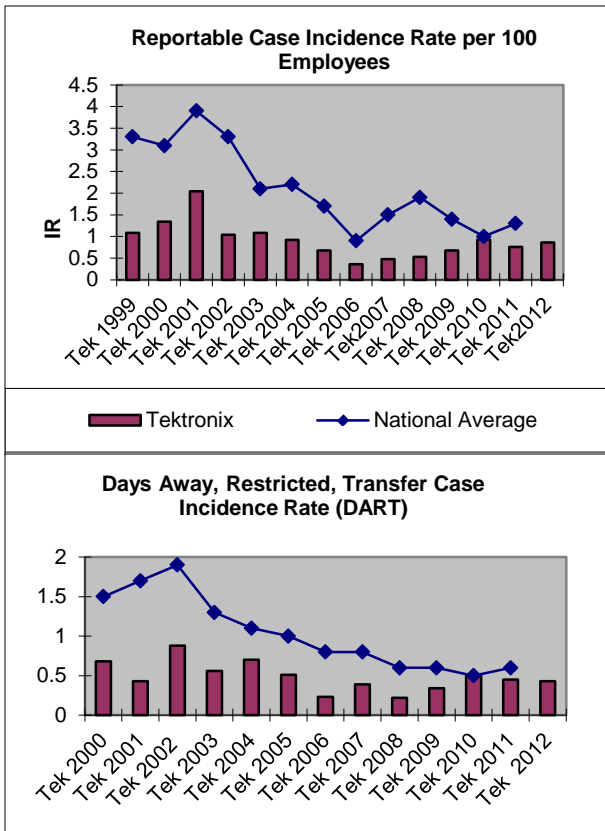
- **Safety Committees** consist of both managers and employees who are empowered to take actions to resolve safety issues. Committees play a key role in identifying and correcting hazards.

**Working Teams** consisting of employees, engineers and managers are formed to address safety, production or quality improvement issues.

**Measuring / reviewing Safety on a daily basis:** Tektronix is improving safety performance through use of Danaher Business Systems tools. In the manufacturing environment, safety is a topic of discussion at the beginning of each shift using a +QDIP and 5S/safety tool board.

**Training:** We believe a well-informed workforce is vital to a well-run EHS program and fundamental to a strong and enduring EHS culture. By far the largest investment of Tektronix EHS department resources is in the training of our associates.

**EHS Audits** are conducted routinely to evaluate the effectiveness of H&S programs. Reviews target higher-risk operations and utilize a closed loop corrective action management systems.





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