



# Protecting the planet

2011 Environmental Sustainability Report



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# Our commitment

A key part of Celestica's Corporate Social Responsibility program is our commitment to minimize the impact we have on the environment. As a partner to many of the world's leading brands, Celestica is committed to being an environmentally responsible partner in the communities in which we operate by ensuring safe, efficient and environmentally conscious operating and manufacturing processes. Our commitment is demonstrated through our day-to-day operations that support environmentally sound practices.

Historically, many of our environmental initiatives have been managed at the site level. Now, we are moving toward an increasingly collaborative, global model with common goals and focus areas.

We have aligned our sustainability goals around six major elements (shown below) – areas

in which we can drive the most significant improvements to our environmental footprint.

Supporting our customers in meeting their environmental goals is a major consideration as we plan activities within each of the focus areas of our environmental sustainability program. These elements are controlled through an environmental management system, which is a structured approach to identifying priorities, improving performance and monitoring results.

Celestica is a founding member of the Electronics Industry Citizenship Coalition (EICC). In addition to upholding the EICC Code of Conduct, we are currently participating in the organization's Environmental Sustainability Work Group to help guide environmental initiatives throughout the electronics supply chain.

## The Six Major Elements of Environmental Sustainability at Celestica



Reducing greenhouse gas emissions



Conserving water



Reducing and recycling waste



Responsibly managing end-of-life materials



Minimizing and controlling the use of hazardous material



Complying with product-level environmental legislation



## Our Green Heritage

Throughout our history, we have taken a number of key steps to ensure we remain an environmentally responsible organization.

### 2011

- We will accelerate our efforts to recycle and reduce our greenhouse gas emissions through increased collaboration between sites.

### 2010

- We created an Environmental Sustainability Work Group within Celestica to share best practices related to environmental sustainability between our global sites.
- Celestica launched the company's first global *Environmental Sustainability Report*.

### 2009

- Celestica became a member of the EICC's Environmental Sustainability Work Group, which further enhanced our commitment to reducing our carbon footprint on a global scale.
- We completed the Carbon Disclosure Project (CDP) and EICC questionnaires relative to our current carbon footprint.
- We began educating our customers on our approach to environmental sustainability – in many cases, proactively discussing our green heritage and future plans.
- We continued to place a major focus on reducing energy, waste and water consumption.

- We authored our 40th technical paper aimed at helping the electronics industry mitigate and overcome technology and supply chain challenges driven by the European Union's Restriction of Hazardous Substances (RoHS) legislation – a law that bans six key substances, including lead commonly used in solder for the production of electronics assemblies.

### 2008

- Celestica established a Green Technology Business Unit to provide end-to-end product lifecycle solutions to companies in the industrial and energy management sectors that support energy management infrastructure and devices, including solar hardware, wind technologies and advanced lighting.

- We established Green Chain Solutions, a suite of services focused on helping our customers reduce their environmental footprint throughout the entire product lifecycle, from eco-design through to responsible end-of-life materials management.

- We formed an Environmental Compliance Forum to ensure we stay abreast of current and pending legislation.

### 2007

- Celestica began extensive development work on alternative lead-free alloys that reduce defects during manufacturing.

## Our Global Environmental Policy

- Be an environmentally responsible neighbour in the communities in which we operate. We will act responsibly with respect to conditions that impact health, safety or the environment.
- Commit to a “prevention of pollution” program and achieve continual improvement of our environmental objectives.
- Commit to environmental objectives and targets each year, based on legislative and regulatory requirements and the previous year’s results and trends.
- Practice conservation in all areas of our business.
- Develop safe, energy-efficient and environmentally conscious products and manufacturing processes.
- Assist in the development of technological solutions to environmental problems.
- Conduct rigorous self-assessments and audits to ensure our compliance with this policy and legislative and regulatory requirements on an ongoing basis.



### 2006

- We completed site readiness qualification prior to the July 1 RoHS deadline to ensure a seamless transition to lead-free manufacturing for our customers. Merrill Lynch ranked Celestica the #1 supplier of RoHS conversion services in our industry.

### 2005

- Our headquarters in Toronto, Canada took environmental protection leadership to the next level by launching an end-of-life materials management operation dedicated to the responsible disassembly, tracking and management of end-of-life electronics manufactured by Celestica – helping to support the integrity of our customers’ brands and their commitment to the environment.

### 2004

- We became the first company in the electronics manufacturing services industry to launch a Green Services™ offering to help companies achieve compliance with product-level environmental legislation such as RoHS.

## Environmental Management

Celestica’s Environmental Policy is the foundation of all of our environmental initiatives. We have adopted the policy to protect the environment and to conduct our operations using sound management practices. Our Environmental Policy expresses our longstanding commitment to environmental management and guides our activities in this area.

Environmental compliance and general environmental performance requirements are governed by Celestica’s Environmental Policy and Global Environmental Standards. All sites have an Environmental Health and Safety representative and all Celestica manufacturing sites are ISO 14001 certified.



# Reducing greenhouse gas emissions



There is a growing scientific consensus that greenhouse gas (GHG) emissions are responsible for the planet's changing climate. We are committed to reducing Celestica's GHG emissions by making our global operations more energy efficient and implementing conservation initiatives.



## Key Issues and Solutions

The largest source of GHG emissions from our operations is the electricity we use in our sites. The second largest emission source is the combustion of natural gas and fuel oil for heating buildings and water. Focusing our activities on reducing consumption in these two areas is the most significant way we can reduce our GHG emissions.

In January 2009, our Corporate Facilities team launched a Global Energy Reduction Initiative. Piloted at our Toronto, Canada site, the Energy Reduction Initiative, coined by employees as the “Energy Treasure Hunt,” used a Lean Kaizen approach that focused on analyzing energy use (electricity, natural gas or other fuel) and implementing initiatives to reduce consumption. A cross-functional team, with representatives from Facilities, Environmental, Health and Safety and our Central Utilities Plant, toured all areas of the Toronto site to observe and record trends in energy consumption and identify opportunities for improvements. This effort yielded 150 ideas and resulted in significant opportunities to reduce energy consumption and costs.

Based on the sweeping success in Toronto the Global Energy Reduction Initiative was rolled out globally. Results are shared among sites to encourage sharing of best practices. Many sites have already implemented ideas that have resulted in significant energy reduction.

Examples in 2010 include:

- Our facility in Suzhou, China upgraded its lighting fixtures and reduced energy costs related to lighting by 50 per cent; and reused treated wastewater for irrigation to reduce carbon dioxide emissions by over 60 per cent.
- In September, our site in Dongguan, China transferred its electricity supply system from independent diesel generators to the city’s power grids, which reduced GHG emissions from electricity supply by over 30 per cent annually.
- The Global Energy Reduction Initiative at our Song Shan Lake, China site identified a compressed air leak that was immediately fixed, resulting in an annual energy saving of 144,909 kWh.
- In Toronto, Canada, we implemented 23 additional energy conservation initiatives, which resulted in an 11 per cent reduction of energy costs compared with 2009.
- In Laem Chabang, Thailand, employees used their personal savvy to build a small wind turbine at a rooftop air ventilator. The turbine converts exhaust into enough energy to light walkways between buildings.



## Carbon Reporting

In 2009, we began to submit responses detailing our greenhouse gas inventory to both the EICC Carbon Reporting System and the Carbon Disclosure Project (CDP) Greenhouse Gas Questionnaire. The EICC is leading a collaborative effort within the electronics industry to collect, track and reduce greenhouse gas emissions. The CDP is an independent not-for-profit organization holding the largest database of primary corporate climate change information in the world.

We continue to track and submit our greenhouse gas emission inventory to the EICC. We are pleased to report a 13 per cent annual reduction in our GHG emissions as part of our most recent submission to the EICC.

Thousands of organizations across the world's major economies measure and disclose their GHG emissions and climate change strategies through the CDP. It is currently the most recognized and standardized tool for carbon footprint reporting.

Many of Celestica's customers are members of the CDP and encouraged our participation in the program. It provides a tool for reporting our carbon inventory to CDP members, who can access our reports online.

### Looking Ahead

We will continue to look for energy saving ideas by conducting Global Energy Reduction Initiative events at each of our sites.

Although we have already taken action to reduce our carbon footprint through the Energy Reduction Initiative, we need to fully quantify our global impact by taking into account all sources of GHG emissions. Celestica will focus on improving the completeness of our GHG inventory – looking beyond scope 1 and 2 emissions to include scope 3 analysis – and reporting and producing a complete account of our global GHG emissions.

**Scope 1:** All direct GHG emissions.

**Scope 2:** Indirect GHG emissions from consumption of purchased electricity, heat or steam.

**Scope 3:** Other indirect emissions, such as the extraction and production of purchased materials and fuels, transport-related activities in vehicles not owned or controlled by Celestica, electricity-related activities (e.g. transmission and distribution losses) not covered in Scope 2, such as outsourced activities and waste disposal.



# Conserving water



While Celestica's operations do not consume a great deal of water, we recognize that water is a critical resource that has become increasingly scarce in many parts of the world due to pollution and mismanagement. Even small quantities of impurities can make surface and underground water sources unsuitable for consumption, agricultural or recreational use.

We strive to minimize our demand for water through conservation activities and by finding alternatives for equipment that consumes high volumes of water. Where wastewater disposal is required, we take careful steps to ensure that wastewater discharge meets regulatory requirements and will not result in surface or groundwater pollution.



## Key Issues and Solutions

We have an ongoing focus on water conservation.

Celestica uses water in several key steps during printed circuit board assembly processes. It is used directly as a cleaning agent to remove flux residue after assembly and for cleaning stencils used in the solder paste printing process. Water cleaning is a key aspect of our environmental sustainability program and our ISO 14001 certification. In fact, we have virtually eliminated the need for water cleaning in our printed circuit board assembly process through the development of “No-Clean” assembly processes. Since one water cleaner can use more than 10 gallons of water per minute, this has resulted in a significant water savings.

Our Global Facilities teams generate a variety of services and utilities on site, such as compressed air, nitrogen and de-ionized water. To prevent overheating, we also use water indirectly to cool some of the equipment that generates these services. Our site teams around the world continually look for ways to conserve the water used for these purposes.

We also look for ways to conserve water outside of manufacturing. For example, our team in Laem Chabang, Thailand implemented a novel approach to managing water and wastewater. Previously, the site’s cooling tower would drain any excess water into the local wastewater system. Since the excess water is still usable, the site installed a system to divert the excess water into a reserve tank for landscaping needs, saving over 3,200 cubic metres of water from being treated or drawn from the fresh water supply annually.

### Looking Ahead

We will continue to focus on water conservation and the elimination of operations that consume high volumes of water. In 2011, Celestica sites will continue to share best practices to increase our overall conservation initiatives and share “No-Clean” options with customers still using a water cleaning process.

# Reducing and recycling waste



Celestica strives to reduce the amount of non-hazardous waste destined for landfill. We do this by reducing, reusing and recycling wherever possible. When disposal is required, we ensure that all waste is disposed of responsibly.

Our largest sources of non-hazardous waste include packaging materials such as electrostatic discharge (ESD) bags, bubble wrap, polyurethane foam, polyethylene foam and corrugated cardboard. Other sources include plastic component trays and tubes, food waste, paper and beverage containers.



Celestica has pioneered a program that identifies pallets that can be reused, rather than recycled. Previously, all used pallets were sent to a third party for recycling. Now, thanks to a new type of pallet and inspection program, we are able to use pallets more than once. At our facility in Toronto, Canada, we reuse over 5,000 pallets annually.

## Key Issues and Solutions

Our waste reduction and recycling initiatives are key components of our global Environmental Policy and ISO 14001 certification.

All of our sites have recycling programs aimed at minimizing waste sent to landfill.

Our Toronto, Canada facility showcases many best practices for other sites to follow. For example, by providing separate containers in office areas for employees to dispose of paper, aluminum, plastic, organics and glass, we ensure that recyclable and compostable materials stay out of landfill. On the manufacturing floor, waste items such as component trays and packaging foam, were once sent to landfill. In an effort to improve recycling and reuse channels, we now take a Lean approach by capturing and sorting waste at the point of source; employees on the manufacturing floor sort waste and place it directly into labelled bins to prepare it for recycling. These practices have

resulted in the Toronto site consistently diverting more than 80 per cent of its waste from landfill.

### Looking Ahead

All Celestica sites are involved in some form of recycling. As an important next step, we are collecting baseline data from our sites and gathering data with respect to local recyclers. This will enable us to develop realistic, achievable targets. We will continue to focus on improving our rate of recycling by working with suppliers to ensure that the items we purchase to support our manufacturing operations, such as component trays and packaging foam, are recyclable.

# Responsibly managing end-of-life materials



The environmental impact of the growing waste stream of unwanted electronic equipment is becoming widely recognized as a global issue. End-of-life materials management (EOLMM) involves the demanufacture of materials to prepare them for recycling and reuse. Celestica's goal is to demonstrate environmental leadership in this area, thereby protecting our customers' brands and supporting their commitment to the environment.



## Key Issues and Solutions

In addition to being concerned about the environmental impact of end-of-life electronics, many of our original equipment manufacturer customers are aware of the negative impact that the improper disposal of electronics can have on their corporate brand.

Celestica has established a complete EOLMM solution to support our customers. Using specialized software, we can track material from original assemblies into constituent materials. Product demanufacturing occurs within a secure area, managed by highly-trained operators who understand how to separate electronics into valuable constituent materials and prepare them for recycling, or for sound disposal when recycling is not feasible. These operators are also trained in handling hazardous materials during the disassembly process that may be present in products. Responsible local vendors are selected

by Celestica to convert recyclable materials into other usable products. In cases where sound disposal is required, these vendors provide certificates of destruction.

### Looking Ahead

In 2011, we will look for opportunities to expand our EOLMM capability across our network. We will do this by leveraging the skill that currently exists and replicating best practices. In identifying future EOLMM-capable sites, we must ensure the program will have a significant environmental impact and that a local infrastructure of credible recycling partners is in place.

# Minimizing and controlling the use of hazardous material



At Celestica, we understand the importance of the proper management of chemicals used to support our operations – from selection through to storage, use and disposal. Wherever possible, we strive to select environmentally friendly chemicals and have comprehensive programs in place to review and authorize any new chemicals.



**For many years, Celestica has committed to limiting the use of hazardous substances and ensuring proper disposal of hazardous materials.**

We have partnered with responsible vendors in the industry to ensure the proper management of waste, both on and off our premises.

Hazardous materials include conformal coating waste, isopropyl alcohol, flux and waste oil.

Solder waste is another significant hazardous material, which can take the following forms:

- solder dross (oxidized solder that is skimmed off wave solder pots and solder fountain operations)
- solder paste that has exceeded its useful lifespan and cannot be reused due to product quality issues
- contaminated solder paste articles such as wipes, gloves and empty paste jars

## Key Issues and Solutions

All waste solder from manufacturing operations is currently recycled to extract metals. Labelled bins on the manufacturing floor allow our employees to safely sort solder dross and solder paste waste in preparation for recycling. All other hazardous waste is managed through responsible third-party vendors.

At our Kulim, Malaysia site, we implemented a biological treatment system that effectively treats industrial effluent emanating from the site.

### Looking Ahead

We will continue to minimize the use of hazardous substances in our operations. Where the use of hazardous substances is unavoidable, we will ensure that materials are properly recycled, reused or disposed of in an environmentally friendly fashion.



# Complying with product-level environmental legislation



In recent years, many governments have established regulations designed to address concerns regarding exposure to toxic substances, as well as the growing electronic waste stream. Due to the complexity of some of this legislation, environmental compliance is becoming an increasingly challenging task for companies in the electronics industry.

Celestica has taken a proactive, leadership approach to developing solutions that help our customers' products meet global compliance requirements in advance of legislative deadlines.



### **Industry Leadership: Celestica Affiliations and Consortia Participation**

#### **High-Density Packaging Users Group (HDPUG)**

As a member of the Board of Directors, Celestica has participated in a number of projects that include:

- Lead-free Board Materials Phase 2
- Lead-free Copper Erosion
- Mild Acceleration Factors
- Via-In-Pad

#### **International Electronics Manufacturing Initiative (INEMI)**

Celestica is a member of the technical committee. Projects of note include:

- Lead-free Alloy Characterization
- Eco-impact Evaluator for ICT Equipment
- Pad Cratering

#### **EICC**

As a founding member of the EICC, Celestica participates in several work groups including the Environmental Sustainability Work Group.

#### **Department of Defense**

Celestica is an invited participant in the Manhattan Project – a lead-free Electronics Research Project for Aerospace and Defense.

#### **IPC (Association Connecting Electronics Industries)**

Celestica participates in the IPC 1601 Work Group.

#### **Surface Mount Technology Association (SMTA)**

Celestica is a member of the Board of Directors and a member of the Technical Committee of this association.

## **Key Issues and Solutions**

On January 21, 2003, the European Union adopted the Restriction of Hazardous Substances (RoHS) and Waste Electrical and Electronic Equipment (WEEE) directives. The objective of these directives is the protection of human health and the environmentally sound recovery and disposal of WEEE. Additional goals are ensuring proper risk assessment in design cycles and improving the environmental performance and lifecycle management of the electronics industry as a whole. This legislation has had a profound impact on the entire industry – forcing significant changes in the materials and processes used throughout the entire supply chain.

The rate of introduction for new environmental legislation has continued to increase exponentially to deal with emerging issues such as carbon accounting and Substances of Very High Concern (SVHC). This new legislation includes complex directives such as Restriction, Evaluation, Authorization and Restriction of Chemicals (REACH) legislation and Pollution Control and Management of Electronic Information Products (known as “China RoHS”), as well as smaller legislative initiatives that impact localized areas. As the nature and content of legislation continues to evolve, we are committed to proactively monitoring environmental compliance trends and developing solutions and capabilities to help our customers comply with legislative requirements.

# Helping the Industry Go Green

## Award Winning Technical Research

Since we began our extensive research on RoHS in 1999, we have published more than 40 research papers on the technical challenges of lead-free processes. Many of these papers have won industry accolades and awards. Our most recent papers of note include:

*Rework Process Window and Microstructure Analysis for Lead-free Mirrored B&A Design Points,*

IPC/APX, March 2009

**(Best International Paper)**

*Reliability Assessment of Alternative Lead-free Alloys Used During Wave and Rework*

Craig Hamilton, Polina Snugovsky, Teng Hoon Ng, Juthathip Fangkangwanwong, Mario Moreno, SMTA Pan Pacific, February 2009

*Thermal Fatigue Performance of a Quad Flat No Lead (QFN) Package Assembled with Several*

*Sn-Ag-Cu (SAC), Pb-free Solders,*  
Heather McCormick, SMTAi San Diego, October 2009

## RoHS

Anticipating the implementation of the European Union's RoHS directive, which restricts the use of certain hazardous material in electronic equipment, we began working on projects to comply with this directive as early as 1999. In 2000, a dedicated global team was formed with members from Europe, North America and Asia locations, which began working on a number of key projects to ensure that Celestica complied with RoHS in advance of its legislation. This early involvement provided us with a broad appreciation of the challenges associated with complying with RoHS, and allowed us to gain extensive knowledge in this area.

The main challenge to the board assembly process driven by RoHS is the elimination of lead that is used in the soldering process. Prior work completed by Celestica and industry consortia indicates, based on the available reliability data, alternatives to tin-lead solder, primarily from the tin-silver-copper family, have comparable or better reliability than the tin-lead solder in standard operating conditions.

Prior to 2008, our technical focus centred on defining an assembly process and generating reliability data to increase confidence in Celestica's assembly process. Our approach was to leverage

industry associations and consortia wherever possible to ensure that the solutions we develop are consistent with those developed by the rest of the industry. We also focused our internal efforts on areas not addressed by consortia or of concern to our customers. Celestica has published numerous technical papers outlining our research in the area of lead-free manufacturing, for which we have received a great deal of industry recognition.

Recently, our development focus has shifted to optimizing a lead-free process for high-reliability products that are currently exempt from the elimination of lead in solder until 2014. This includes products such as servers, storage array systems and network infrastructure equipment. The main challenge impacting the manufacturing process for these products is ensuring that lead-free processes and material used for low- to mid-complexity products are suitable for larger, thicker and more complex assemblies.

In addition to manufacturing readiness, we have developed and implemented supply chain policies with respect to purchasing RoHS-compliant components, chemicals and consumables, as well as ways to easily identify RoHS-compliant parts on the manufacturing floor.



## REACH

The European Union's REACH legislation is an overall strategy aimed at protecting human health and the environment from the risks associated with chemicals. It is based on the idea that members of industry have the most knowledge of the properties of the substances of concern and are in the best position to manage potential risks. REACH is wide in scope and places significant responsibility on the manufacturer or importer of substances to register any substances that are manufactured or imported in quantities of one tonne or more per year.

As Celestica is typically not a manufacturer or importer of substances, we do not have registration responsibilities under REACH; however, many of our suppliers of chemicals and consumables do. As part of our due diligence, we have worked with suppliers of Celestica-selected chemicals and consumables to understand their pre-registration and registration activities. We have ensured that all chemicals and consumables suppliers that provide products to our European operations have pre-registered and intend to register their substances based on the specific deadlines outlined in the REACH legislation. If a supplier fails to register and is no longer able to sell its product on the market in the European Union, Celestica may face the risk of an interruption in supply. To mitigate such risk, our

plan is to identify any materials that may be at risk and look for alternate suppliers.

Another aspect of REACH involves SVHC. These substances are considered to be extremely hazardous and require additional control. We have also engaged with Celestica-selected suppliers of chemicals and consumables on the topic of SVHC. We asked these suppliers if their product contained chemicals identified as SVHC and at what concentration. If any substance contains SVHC above the stated threshold, additional notification and labelling is required under REACH legislation. Celestica will look for alternatives to any materials containing SVHC, since it is likely that these substances will become restricted in the future.

### Looking Ahead

We're committed to fulfilling our obligations with respect to any new or existing legislation impacting the regions in which we operate.

# Protecting the planet

At Celestica, we see our commitment to proactively embrace green initiatives as an opportunity to make a real difference for our company, our customers and the communities in which we operate. Our goal is to reduce the environmental impact of our operations and to be viewed as a leader in environmental responsibility. The focus areas for 2011 include educating and engaging all employees in our sustainability initiatives as well as developing concrete metrics for each of the sustainability elements.

## Helping our customers go green

In recent years we have built upon our environmental commitment – offering solutions and services aimed at reducing the environmental impact of our customers' products and processes, and providing services to the manufacturers of green technologies and infrastructure. More information on our Green Technology services and solutions can be found at [www.celestica.com](http://www.celestica.com).



## Recognized for Environmental Leadership

In 2010, Celestica received the Recycling Economy Pioneer Enterprise of Suzhou Industrial Park award for reducing our consumption of electricity by 1,019,505 kWh, natural gas by 25,000 cubic metres, nitrogen by 800,000 cubic metres, and water by 19,600 cubic metres compared with the previous year.

***Supply & Demand Chain Executive***, a magazine that covers the supply chain industry, has recognized Celestica with a 2010 Green Supply Chain Award for integrating sustainability into its supply chain strategy.

We were also honoured for our role as enablers of both business and personal sustainability as part of **SAP Canada's** Sustainability in Business Awards.

In 2009, the **Dongguan (China) Environmental Protection Bureau (EPB)** presented our Song Shan Lake site with the prestigious Dongguan Environment Friendly Company award. It was the first year that the Dongguan EPB recognized companies located in Dongguan for excellent environmental management practices.

We also received an award from the **Environmental Protection Bureau of Suzhou Industrial Park** for the Treated Sanitation Sewage Recycling Project, which reduced the chemical oxygen demand (COD) of sewage effluent by 64 per cent. COD is a measure of the organic compounds in the water and is often used as a measure of water quality.

**City of Toronto** ICI Water Saver program: As a result of its water conservation initiatives, Celestica's Toronto, Canada site became eligible for the City of Toronto's Industrial Water Rate, which resulted in an estimated 20 per cent reduction in 2008 water costs.

### **Recycling Council of Ontario**

Celestica is a three-time recipient of an Ontario Waste Minimization Award – 2004, 2007 and 2009.

In 2006, **Merrill Lynch** ranked Celestica the #1 supplier of RoHS conversion services in our industry. Celestica has been the recipient of numerous industry awards and accolades for our research on overcoming the technical challenges of RoHS legislation.

## Photos by Celestica Employees

We engage our employees in our corporate social responsibility plans and programs. In 2010, we held a photography contest and invited our employees around the world to participate.

Below are a few of the employee submissions.



Warinda  
Rijiranuwat,  
San Jose, U.S.A.



James Field,  
Toronto, Canada



Krisztina Csonka,  
Oradea, Romania



Amanda Montezer,  
Toronto, Canada



John Verhoog,  
Toronto, Canada



James Field,  
Toronto, Canada



Dennis Lam,  
Hong Kong, China



Ana Maria  
Camacho,  
Reynosa, Mexico



Bernie Uhlich,  
Toronto, Canada



Wei Wendy Gu,  
Suzhou, China



Bernie Uhlich,  
Toronto, Canada



Alan Bryan,  
San Jose, U.S.A.

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Self-assessments Environmental policy Solutions  
Code of Conduct Communities **Reduce** Global Green heritage  
End-of-life management **Green Chain Solutions** **Divert**  
Activities Comply Reducing consumption **Celestica** Education Collaboration  
Improvements **Environmental Sustainability Report**  
Energy savings Prevention of pollution Monitoring Minimizing Ideas  
Green Tech **Conservation** GHG emissions **Protect** Carbon disclosure project  
Sustainability Controlling hazardous waste Achievable targets Carbon reporting **Conscious**  
Planet **Reuse** ISO 14001 Global Energy Reduction Initiative Solar Energy Efficiency  
Lead-free EICC RoHS Global environmental standards  
**Recycle**

