



**SUBJECT: ENVIRONMENTAL POLICY**

**APPROVED & EFFECTIVE:**

  
President & CEO

8/22/16  
Date

**POLICY**

Xymox Integrates Socially Responsible Environmental Values into Business Practices to Help Protect the Environment, Design and Produce Environmentally Safe Products, Sustain Profitability, and Strengthen Relationships with Stakeholders and Surrounding Communities.

**RESPONSIBILITIES**

***All Employees***

- Work in an Environmentally Safe Manner
- Participate and Take Ownership of Environmental Processes
- Attend Training Courses Mandated by the Environmental Health & Safety (EHS) Department
- Understand and Follow EHS Work Instructions
- Report Spill Incidents and Illicit Discharges
- Follow Emergency Action Plans

***Team Leaders & Supervisors***

- Enforce Environmental Policy and Procedures
- Encourage Employees to Voice Environmental Concerns

***Environmental Health & Safety Department***

- Identify Environmental Aspects and Impacts and Implement Controls
- Provide Awareness to Employees and Administer Training Courses
- Develop Emergency Preparedness Procedures
- Maintain Written Programs
- Implement Audit Program
- Coordinate Opportunity Assessment & Develop Pollution Prevention Initiatives
- Facilitate Team Building With Involvement from the Safety Committee and Supervisors
- Conduct Program Review
- Monitor Regulatory Compliance
- Develop and Maintain an Environmental Management System

***Management***

- Provide Leadership
- Endorse Environmental Policy and Procedures
- Empower Employees by Requiring Employee Ownership of Processes
- Participate in Program Review