



Environmental Policy

It is the Company's policy to comply with all applicable environmental laws at all times. The Company is committed to the proper handling, storage, use, shipment and disposal of all materials that are regulated under any applicable environmental law, and all employees will abide by such requirements.

The Company is also committed to maintaining all necessary environmental permits and approvals. Certain employees are charged with ensuring that the Company remains in material compliance with the terms and conditions of any such permits and approvals and with filing any reports and notifications required under any applicable environmental laws. Such employees will ensure that all permit applications, reports and notifications are timely filed. If such employees discover any omission or lack of timely action, they will promptly report this to their immediate supervisor and take appropriate action to correct such omission.

Certain employees are charged with maintaining, in accordance with the Company's document retention policy, all documents required to be maintained under applicable environmental laws. Such persons will verify that all manifests, other shipping documents, Material Safety Data Sheets ("MSDSs"), chemical inventory forms and monitoring and sampling data reports are properly completed and maintained.

If any employee becomes aware that a spill, release or discharge of any material regulated pursuant to an applicable environmental law has occurred or that any violation of an applicable environmental law has taken place, such employee will immediately report such event to his or her immediate supervisor so that necessary action may be taken. Necessary action may include evacuating employees, reporting such event to a governmental authority if required pursuant to any environmental law, and containing and cleaning up any such spill, release or discharge. Employees should also report any violations of this policy that they observe.