Environmental Health and Safety (EHS) Policy

ChemDesign Products, Inc. is dedicated to continuous improvement in environmental, health, safety, and security performance. We promote innovative, safe, and responsible operations which contribute to a healthy, productive economy. To meet these responsibilities, we pledge to manage our business according to the following principles:

- We will communicate with and engage employees, business partners and the community to foster a greater understanding on environmental, health, and safety matters.
- We will promote the concepts of product stewardship and reduce environmental impacts throughout a product's lifecycle.
- We will make environmental, health, safety, and security considerations a priority in our planning and operations for all new and existing products and processes.
- We will train employees in their environmental, health, safety and security responsibilities and promote involvement and accountability in these areas.
- We will continuously strive to use our resources efficiently and minimize waste.
- We will prevent or mitigate both human and economic losses arising from accidents, adverse occupational exposures, and environmental events.
- We will achieve and maintain compliance with all laws and regulations.
- We will strive to continually improve our EHS performance.

We are committed to taking all necessary steps to eliminate or minimize hazards within the work environment. We will take the necessary precautions for employees to perform their job without threat of injury, illness, or damage. It is our goal to achieve zero injuries and illnesses. The conservation of our company's resources, especially the safety and health of every employee, is of prime concern and demands our fullest attention.

ChemDesign Products, Inc. values our employees, our community, and our responsibility to environmental stewardship. We are committed to taking all necessary and responsible steps to minimize the overall environmental impact of our operations and are fully committed to positive environmental leadership within our community as well as our industry.

At ChemDesign Products, Inc., environmental, health, safety and security is a line function. Supervisors, managers, and top management will assist each other to hold everyone responsible for their part. We are all responsible for our own safety, and the safety of others.

ChemDesign Products, Inc. is a member in good standing with SOCMA (Society of Chemical Manufacturers & Affiliates) and follows the ChemStewards® Core Principles.

David Mielke	Joel Salzman	Tom Willis
President and CEO	V.P. Operations	Director of HES

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