



Norman Noble, Inc. Environmental Policy

Norman Noble, Inc. (NNI) is committed to environmental responsibility and maintains a management system that strives to achieve continual quality improvement and pollution prevention in all aspects of our business. NNI's policies are designed to provide a safe, healthful workplace while protecting the environment and optimizing the use of energy and natural resources. We are committed to compliance with all applicable environmental laws and regulations including but not limited to the Federal EPA, Ohio EPA, Division of Air Pollution Control, RCRA Hazardous Waste, Non-Hazardous Waste, Universal Waste, Ohio Department of Health, and the Northeast Ohio Regional Sewer District. NNI will continually search for and implement activities that will improve our abilities to economically and conservatively utilize resources.

NNI performs its operations in a manner that is protective of the environment. Employees are responsible to conduct their activities in accordance with environmental rules and regulations. The protection of the environment is a value of the organization and is the responsibility of each employee. This requires each NNI employee to participate in and accept responsibility for achieving the following:

- ✓ Comply with all applicable national, state, and local laws and/or regulations regardless of where we conduct business.
- ✓ Comply with all company policies, procedures and guidelines in support of this environmental policy;
- ✓ Maintain procedures to periodically review our compliance with applicable laws and regulations and to implement corrective action, where necessary.
- ✓ Promptly report any noncompliance issues in accordance with applicable reporting requirements, evaluate root causes of noncompliance, and implement appropriate corrective actions.
- ✓ Be an environmentally responsible corporate citizen in the communities where we operate, and correct any conditions that may endanger health, safety, or the environment;
- ✓ Manage our business processes to minimize risks to health and safety while minimizing waste and disposing of wastes safely and responsibly.
- ✓ Optimize the use of energy throughout our business by both conserving energy and improving energy efficiency,
- ✓ Conserve resources, prevent pollution, minimize waste and reduce the environmental impact of our manufacturing processes.
- ✓ Provide a safe, environmentally compliant, and healthful workplace and ensure that all personnel are properly trained with the appropriate safety and emergency equipment.
- ✓ Promptly correct any practice or condition not in compliance with this policy.

NNI is committed to the continual improvement of environmental, health, and safety performance. The principles defined in this policy have been communicated to all employees and employees are held accountable for carrying out these principles.

NNI reviews its practices, procedures, and management systems, and implements the necessary corrective and disciplinary actions to maintain and improve the environmental goals of the organization. Employees are required to follow workplace directives and training regarding NNI's environmental policy.