



**SUBJECT: ENVIRONMENTAL POLICY**

**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 Through Continual Improvement of Our Commitment to Environmental Compliance and Pollution Prevention,

**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

**APPROVED BY: Tihomir Tesic**  

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**President and CEO**