



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.

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.

Special Note: Norman Noble, Inc. has achieved compliance with two Sustainability Goals related to various customer requests. Goal #1 – Improve Employee Health and Wellness by offering at least 2 wellness programs in 2014. NNI offers an Employee Assistance Program, has provided seasonal flu vaccinations and provides fitness center discounts to its employees. Goal #2 – Community Investment – NNI will participate in at least 1 community service activity in 2014. NNI provided quarterly blood drives with the American Red Cross and partners with a local charity every year.