



Neilsen-Kuljian Environmental Policy

The organization is fully committed to conducting its operations in a manner consistent with a clean environment. We believe it is both good business practice and our duty to protect the natural and cultural resources of the communities and markets we serve. In keeping with this belief, it is our policy to conduct our business in an environmentally responsible manner that protects the public, our employees, and the earth that we all share.

In addition to complying with all applicable environmental laws, regulations, and other requirements to which the organization subscribes we commit to:

- Make environmental concerns an integral part of our planning and decision making process and commit sufficient resources to implement effective environmental programs.
- Practice sound environmental stewardship of all company-owned facilities and properties and all natural and cultural resources under our management.
- Educate employees to be accountable for environmental stewardship and encourage them to seek innovative ways to improve the environmental aspects of our operations.
- Avoid, minimize, and mitigate any adverse environmental impacts caused by our operations where possible.
- Maintain open channels of communication with our customers, employees, government agencies, public officials, the media and the public to meet their information needs in regard to energy and environmental issues.
- Continually improve our environmental programs.
- Promote the efficient use of energy and natural resources through cost-effective conservation and energy management programs.
- Ensure the proper handling and disposal of all wastes, and minimize their creation while pursuing opportunities to prevent pollution and recycle and reuse waste materials.
- Evaluate our environmental performance through periodic reviews and audits to ensure that our conduct is consistent with these principles



Philip Gregory, President