Purpose

Laurel Steel’s goal is to actively avoid negative impacts to the environment during the operation of our business. When we are not able to avoid, we will minimize that impact as much as possible. The purpose of this policy is to set minimum standards required as a guide to attaining our goal.

Scope

Environmental aspects include, but are not limited to:

* Waste removal
* Housekeeping
* Energy management
* Resource procurement
* Community communications & outreach
* Emergency response

Responsibility

It is the responsibility of management to ensure that environmental impacts are actively considered in all aspects of our business. The Plant Manager appoints a qualified person to serve the division as Environmental Coordinator. This individual has the responsibility to administer environmental training and environmental programs throughout all departments across the plant. The environmental coordinator reports directly to the Plant Manager and works in close coordination with all department managers and supervisors. Together they provide:

* Compliance with federal, provincial, and local laws.
* Compliance with Nucor Corporate environmental requirements.
* Compliance with all ISO 14001 requirements.
* Environmental orientation and training for all new Teammates.
* Regular and periodic environmental training for all Teammates.
* Written environmental procedures and policies.
* Regular and periodic environmental inspections and audits.

**Procedure**

**Division Plant Manage**r has the responsibility for ensuring environmental goals are considered vital business aspects, in both day-to-day practices and new development projects.

**Environmental Coordinator** has the responsibility of administering and coordinating all aspects of the plant environmental program, to include:

* Co-Authoring environmental procedures.
* Developing, organizing, and providing environmental training.
* Auditing of plant conditions in regards to environmental aspects.
* Ensuring plant understanding of and compliance with federal, provincial, and local laws.
* Ensuring plant understanding of and compliance with Nucor Corporate requirements.
* Ensuring plant understanding of and compliance with ISO 14001 requirements.

**Department Managers**, have the overall responsibility for all environmental processes in their department, including environmental program development, training, auditing, and enforcement.

**Supervisor** has the responsibility for the training and enforcement of environmental processes in the plant and by their Teammates. Also, the supervisors share the responsibility of improving the system, pointing out problems and offering solutions in a constructive way.

**Teammates** have the responsibility to work in a manner consistent with Laurel Steel environmental training, their supervisor’s instructions, and their own good judgment. Teammates also share the responsibility of improving the system, pointing out problems and offering solutions in a constructive way.

**Enforcing Safety Rules and Procedures**

Preconditions to Enforcement Activity:

1. Management Must:

* Publish environmental procedures and resources.
* Inform all Teammates of environmental requirements and procedures.
* Know and abide by environmental requirements and procedures.

1. The Supervisor Must:

* Know environmental requirements and procedures.
* Abide by environmental requirements and procedures.
* Teach teammates in their department those requirements and procedures.
* Enforce requirements and procedures.

Enforcement Activity

If a Teammate violates any environmental regulation, law or Laurel Steel/Nucor environmental requirement and procedure, or displays substandard performance, disciplinary action in accordance Laurel’s Progressive Discipline Policy shall be taken by the supervisor. Depending upon the severity of the infraction, disciplinary action may result in any number of consequences up to and including termination of employment.