

PHC Northwest

Safety Policies *(hr 300 series)*

Environmental Policy HR-310

Green Committee/Safety

Environmental Policy

Policy

PHC Northwest, a leader in providing training and employment opportunities for people with disabilities, and a provider of affordable housing, recognizes that its activities, products and services have an impact on the environment.

Therefore, we will conduct operations responsibly and with due regard for effective environmental management

Objectives

The intent of this document is to ensure a common understanding of the environment mission and values of the Company among our employees, suppliers, contractors and customers.

Our mission defines what we want to accomplish as a company in the area of environmental protection. Our values describe the manner which we intend to pursue our mission. Together they provide guidelines for actions that characterize the kind of company we intend to be.

Mission

PHC Northwest is committed to protecting and respecting the environment through outstanding environmental performance and efficiency as a fundamental corporate value. We shall conduct all aspects of our business in an environmentally responsible manner consistent with our corporate values. We will assume an active role in raising the environmental awareness and responsibility of our employees, suppliers, contractors and customers. This is a fundamental part of our business and the responsibility of each PHC Northwest employee.

Our Values

1. Compliance

We are committed to conducting our business in an environmentally responsible manner while ensuring we meet and exceed all applicable environmental laws and regulations.

2. Performance Management

We will commit to the principle of continual improvement of our business by establishing goals, programs and procedures that govern our business and tie performance to corporate and departmental environmental goals and objectives. Progress towards these goals will be regularly reported to corporate management. We will promote effective environmental management with our suppliers and customers.

3. Leadership

We strive to be a leader in environmental performance. We will assess our progress towards this goal through internal measurements, external benchmarking, incorporating best practices, instituting mechanisms to drive continuous improvement, and participating in research where appropriate. We will integrate environmental responsibilities and considerations into daily operations and business decision making processes.

4. Environmental Impact

We value prevent as the best way to protect the environment. Where we cannot prevent environmental impact, we commit to identify and evaluate the environmental impacts of our operations and strive to minimize those impacts by leveraging best practices to protect natural resources.

5. Product Stewardship

All products used for PHC Northwest operations and services will be evaluated for their potential environmental impact and we will make this information available to our customers. PHC Northwest will only select products which qualify as Green Seal approved (www.greenseal.com) or meet the standards set for the Environmentally Preferable for Products (EPP) program established through the US Environmental Protection Agency (US EPA) and/or similar state and local EPP programs.

6. Communication

We foster openness and dialogue with our employees and the communities which we operating by anticipating and responding to concerns about the environmental aspects of our operations.

7. Education and Training

We value well-informed and trained employees as essential in achieving environmental excellence. We provide appropriate environmental education and training programs to our employees to ensure that they are prepared to perform their jobs in an environmentally responsible manner.

Roles and Responsibilities

PHC Northwest Green Committee

PHC Northwest has organized a green committee composed of members representing various aspects of the corporate operations. The Green Committee is responsible for establishing corporate environmental goals, monitoring compliance with established corporate goals, policies and procedures; providing employee training and select the purchase of chemical products which meets the EPP program.

The Green Committee will have a designated chair person, who is responsible for establishing meeting times, developing the green committee meetings agenda, and ensure each department is achieving corporate environmental goals. A second person will be designated as the committee secretary, who is responsible for recording all committee meetings, typing committee meeting minutes and to distributing committee minutes to corporate management.

Functional Responsibility

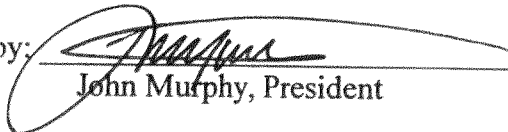
The Manager of Building Maintenance is the senior company official who shall advise the PHC Northwest Executive Committee on the need for environmental programs and will report to the committee on environmental issues and results decided by the members of the Green Committee.

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Prepared by HR/lw

Approved by:



John Murphy, President

Date:

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