

1997 CERES Report Standard Form

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***CERES welcomes your comments and feedback on the content and format of our
CERES Report form. Please direct any comments or criticism to:***

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Section 1: Company Profile

1. Name of Company:

2. Contact Person:
Title:
Address:
Phone:
Fax:
Parent Dun & Bradstreet Number:
Corporate Tax ID Number:

3. Time period for which information is provided (unless otherwise noted):

4. Please define the core activities of your company:

5. Coverage of information provided (e.g., all facilities; wholly-owned facilities only; wholly-owned and majority-owned facilities):

6. If all activities are not covered, please describe your projected time-line for including additional aspects of your operations in this report:

7. Total worldwide employees:

1995: **1996:** **1997:**

Approximate number of full-time equivalent human resources assigned to environmental management and technical support worldwide:

Explain criteria for identifying such individuals:

8. Yearly revenue:

1995:

1996:

1997:

- | | |
|------------------------|------------------------------|
| A) Under \$1.0 million | I) \$200 - 500 million |
| B) \$1 - 3 million | J) \$500 - 750 million |
| C) \$3 - 5 million | K) \$750 million - 1 billion |
| D) \$5 - 10 million | L) \$1 - 10 billion |
| E) \$10 - 25 million | M) \$10 - 20 billion |
| F) \$25 - 50 million | N) \$20 - 50 billion |
| G) \$50 - 100 million | O) Over \$50 billion |
| H) \$100 - 200 million | |

9. Industry sectors and approximate percent of total revenues represented by each:

	Sector	% Revenues
	Manufacturing	
a.		
b.		
c.		
	Distribution	
d.		
e.		
f.		
	Service	
g.		
h.		
i.		
	Other	
j.		
k.		
l.		

10. Briefly describe any significant changes in company structure (e.g., acquisitions and divestitures), sectors, and product lines during the last five years:

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Has the company compensated for these, or other changes (e.g., new regulations), in establishing the environmental data included in this Report?

11. Number of facilities and employees therein:

	R&D / Engineering		Manufacturing		Distribution		Other		TOTAL	
	facilities	employ-ees	facilities	employees	facilities	employees	facilities	employees	facilities	employees
United States										
Canada										
Mexico and Central America										
South America										
Asia-Pacific										
Western Europe										
Central Europe										
Former USSR										
Middle East										
Africa										
Other (please specify)										
TOTAL										

Comments:

Section 2: Environmental Policies, Organization and Management

12. List all corporate environmental policies and their dates of issue and/or revision. Detail the geographic scope of these policies and indicate whether the texts of the policies are available to the public:

Policy	Issue Date	Latest Revision	Geographic Scope	Publicly Available?

Please comment on the scope of applicability. If policies are not global, do you have a plan to make them so? Over what time scale?

13. Please describe your policies and activities to encourage and promote actions that exceed regulatory/statutory requirements:

14. Please describe your company's approach to the issue of sustainability, focusing on the following three elements:

- What does it mean for your company?
- How does it apply to your industry?
- How is your company making progress toward it?

15. Are your company's environmental policies applicable to all operations worldwide?

Yes No Not Applicable

Explain:

16. Are your company's policies reviewed periodically to ensure their continuing relevance in light of changing standards, technology, and emerging concerns?

Explain:

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17. What level of management is responsible for maintaining the currency of your corporate policies and practices?

Explain:

18. Is there an officer specifically designated with environmental responsibilities?

Yes No

Explain:

19. Are there updates to senior management, the Board of Directors, or a committee of the Board of Directors concerning the company's environmental activities? If yes, with what frequency?

Yes No

Explain:

20. Are environmental compliance and operational decisions principally handled in centralized or decentralized fashion?

Centralized Mixed Decentralized

Explain:

21. How is accountability for environmental performance organized in your company?

22. Is outstanding environmental performance of operating units recognized and rewarded internally?

Yes No Not Applicable

If yes, does such recognition occur in the form of (check all applicable):

()

- Salary Review
Bonus
Promotion

Award
Other

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23. Does your company have educational programs in which employees with environmental responsibilities participate to update their skills and knowledge?

Yes **No**

Explain; if yes, give specific examples:

24. Are your employees encouraged to take the initiative, submit suggestions for improvement, and to suggest actions or policies to reduce the company's environmental impact?

Yes **No**

Explain; if yes, give specific examples of methods used to encourage employee initiative:

25. Does your company have education and information programs for employees in order to motivate them to engage in sound environmental practices?

Yes **No**

Explain; if yes, give specific examples of nature of program, frequency, and percentage of employees reached:

26. A) Does your company sponsor scientific or policy research devoted to environmental technology and management issues at educational or research institutions?

Yes **No**

If yes, provide up to three specific examples:

- B) Does your company participate in external activities designed to share the results of such scientific and policy research?

Yes **No**

Explain; if yes give specific activities and noteworthy accomplishments:

27. To what degree does your company track environmental costs to support internal decision-making? Is this done through a managerial cost accounting system or other financial management system which routinely compiles, analyzes, and reports on environmental costs?

In either case, give examples of;

- Which environmental costs (e.g., management costs, waste disposal, permitting, monitoring, training, auditing, insurance);
- At what level (e.g., product, process, facility, division, corporate):

For what purpose is this cost information compiled?

Please describe any successes or challenges experienced in developing/applying this system. How did these experiences compare to your expectations?

If such a system is not in place, are there plans underway to create an environmental cost tracking system? If not, why not? If plans do exist, what steps toward implementation have been made?

28. Does your company normalize environmental information (e.g., chemical release, energy usage, greenhouse gas emissions) by an activity unit within the company (e.g., per unit of output, per unit of input, per labor hour, per employee)?

Yes **No**

If yes, please describe the approach adopted. What successes or challenges were faced in developing/applying these normalization techniques? How did these experiences compare to your initial expectations?

If no, does your company have plans to do so in the future? If not, why not?

29. Does your company have programs for workplace health, safety and environmental auditing?

Yes **No**

Explain; if yes, describe these programs, including audit frequency, scope of audits, and structure (e.g., consolidated health, safety and environmental audits, or separate audits):

30. Are your audits conducted by company personnel or outside individuals/organizations?

Company Personnel **Outside** **Both**

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If both, what is the ratio of company personnel to outside auditors?

31. Do your audit programs apply worldwide?

Yes **No** **Not Applicable**

Explain:

32. Are your audit systems administered on a company-wide basis, on a site basis, or on the basis of distinct operations?

Explain; give details of sites and operations audited:

33. Which of the following are part of your audit programs?

Environmental		Health & Safety	
• Compliance		• Compliance	
• Management Systems		• Management Systems	
• Spill Prevention		• Emergency Planning	
• Water Quality		• Personnel Safety	
• Air Quality		• Transportation Safety	
• Solid/Hazardous Waste		• Process Safety Management	
• Storage Tanks		• Materials/Equipment Safety	
• Chemical Releases		• Industrial Health/Hygiene	
• Site Remediation		• Occupational Medicine	
• Chemical Registration/ Certification		• Other (specify)	
• Other (specify)			

Comments:

34. Does your company have an energy audit program for identifying conservation opportunities and progress?

Yes **No**

Explain:

35. Are the results of your audit findings reported to senior management and/or the board of directors?

Yes **No**

Explain:

36. What areas (divisions, operations) of your company have been audited over the last two years?

37. Are your audit programs reviewed by an independent organization?

Yes **No**

If yes, does the review include the following:

()

Program Content

Site Selection

Coverage

Frequency

Protocols

Audit Team Selection

Reporting of Results

Corrective Action Planning and Tracking

Other

Please identify outside reviewer, if publicly available:

If no, are there plans underway to utilize an independent review in the future?

38. Are your audit results available to the public?

Yes **No**

39. Describe other notable aspects of your company's environmental policies, organization, and management not otherwise covered in this section:

Section 3: Workplace Health and Safety

40. Briefly describe your company's activities in the area of workplace health and safety. Give examples of specific programs, accomplishments, awards and/or training activities, etc.:
41. Describe any company programs which go beyond those required by law for minimizing health and safety risks to employees:
42. A) Does your company communicate with workers on health and safety-related information by, for example, sharing internal safety audits, internal compliance audits, etc.?
- B) Does your company provide, or is it willing to provide, workers with the following information about specific facilities?

	Provide	Willing to Provide	Not Applicable
Chemical release data (please specify)			
Worst case accident scenarios			
Internal safety audits			
Internal compliance audits			
Material transportation risks			
Process hazards analyses			
Pollution prevention plans			
Other information gathered for the CERES report			

Comments:

43. What challenges has your company experienced in the area of workplace health and safety?

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44. Provide information on workplace safety performance (using measures such as lost days, lost time-incidents, fatalities, etc.) normalized appropriately. Please provide such information for a base year, 1995, 1996, 1997 and a target year:

Explain:

45. Do you use other measures for workplace health and safety performance? Please explain and give trends:

46. Describe other notable aspects of your company's workplace health and safety not otherwise covered in this section:

Section 4: Community Participation and Accountability

47. Does your company have a policy/procedure to consider community impacts in its decision-making?

Does this policy provide for direct community involvement? If so, with which groups? How are these groups chosen?

How is this involvement organized (e.g., through community advisory panels, public hearings, newsletters, regular meetings, open forums)?

48. Are employees encouraged to participate in community activities aimed at improving environmental quality?

Yes **No**

Explain; if yes, give specific examples of methods used to encourage such activities and noteworthy results:

49. List up to three community-oriented environmental activities sponsored by your company:

50. What challenges has your company faced in the area of community participation and accountability?

51. Environmental justice refers to actions in support of populations most negatively affected by environmental factors, as they tend largely to be those populations most vulnerable due to economic, political, racial or other factors. In support of the goals of environmental justice, describe if and how your company ensures protection of particularly vulnerable or at-risk groups in communities directly affected by your activities:

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52. Does your company provide, or is it willing to provide, the following information about specific facilities to communities in which company operations are located?

	Provide	Willing to Provide	Not Applicable
Chemical release data (please specify)			
Worst case accident scenarios			
Internal safety audits			
Internal compliance audits			
Material transportation risks			
Process hazards analyses			
Pollution prevention plans			
Other information gathered for the CERES report			

Comments:

53. Does your company have trained personnel and equipment capable of handling chemical emergencies that your plants might experience?

Yes **No** **Not Applicable**

Explain:

54. Does your company conduct training exercises with firefighters and rescue teams in all communities where research and development and production facilities are located?

Yes **No** **Not Applicable**

Explain:

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55. Does your company keep local emergency responders informed of the chemical substances and other risk factors created by your operations?

Yes **No** **Not Applicable**

Explain:

56. Are the neighbors at your plant sites informed of the existence of any procedures and evacuation plans that may be needed in case of an incident?

Yes **No** **Not Applicable**

Explain:

57. Does your company proactively seek the advice and counsel of independent community groups (e.g., through newsletters, regular meetings, open forums, or community oversight committees) regarding possible risks posed by your operations?

Yes **No** **Not Applicable**

Explain:

58. Describe other notable aspects of your company's involvement with communities directly affected by your activities not otherwise covered in this section:

Section 5: Product Stewardship

59. Does your company have a formal, written commitment requiring an environmental, health, and safety evaluation of its products, whether these products are tangible (e.g., consumer goods) or intangible (e.g., financial services)?

Yes **No**

If yes, how can this be obtained by the public?

60. Does your company have procedures in place to monitor its commitment?

Yes **No**

Explain:

61. Has your company instituted procedures to assist design engineers in creating products with less environmental impact?

Yes **No** **Not Applicable**

If yes, give details:

62. In the design phase of your product development, which of the following are considered?

	Manufactur- ing	Packaging	Distribution	Use	Disposal
Materials use					
Hazardous materials in product					
Energy use					

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Water use					
--------------	--	--	--	--	--

Explain:

63. What do you believe to be the main environmental impacts associated with the use and disposal of your products?

Is it possible to estimate this impact for products sold over the last three years (e.g., emissions resulting from product use, volume of product and/or product packaging requiring disposal)?

64. Does your company have a procedure for determining if a product misuse problem exists?

Yes **No** **Not Applicable**

Explain:

65. Does your company have a program to prevent or minimize product misuse?

Yes **No** **Not Applicable**

If yes, what are these procedures? What steps do the procedures dictate in addressing the problem, over what period of time?

66. Describe other notable aspects of your company's product stewardship activities not otherwise covered in this section:

Section 6: Supplier Relationships

67. Does your company incorporate environmental criteria in the selection of suppliers for the goods and services it purchases?

Yes **No**

Explain:

68. Do your criteria cover the following?

- a) Determining whether the supplier has the necessary environmental permits:

Yes **No**

Explain:

- b) Conducting a physical evaluation of the supplier's facility:

Yes **No**

Explain:

- c) Working cooperatively with a supplier to develop environmentally preferable materials, products and processes:

Yes **No**

Explain:

d) Reviewing the supplier's:

Materials / Energy efficiency:

Yes **No**

Explain:

Use of chemicals in manufacturing:

Yes **No**

Explain:

Chemicals contained in product:

Yes **No**

Explain:

Product packaging:

Yes **No**

Explain:

Generation and disposal of waste:

Yes **No**

Explain:

Compliance:

Yes **No**

Explain:

- e) To the maximum degree feasible, encouraging the use of environmentally preferable materials in your vendors or contractors' processes and products:

Yes **No** **Not Applicable**

Explain:

- f) Actively sharing your company's knowledge on environmentally preferable processes with its vendors and suppliers:

Yes **No** **Not Applicable**

Explain:

69. Does your company have procedures in place to monitor its commitments?

Yes **No**

Explain:

70. Describe other notable aspects of your company's supplier relations activities not otherwise covered in this section:

Section 7: Use of Natural Resources

71. Does your company have a formal written policy regarding materials reduction, reuse and recycling?

Yes **No**

Explain; if yes, give details and year of adoption and revisions to this policy:

72. Are the following targeted by that policy?

	Yes	No	Not Applicable
Reduced consumption of virgin materials through product or process redesign			
Procurement of goods with recycled content			
Procurement of reused goods			
Recycling of solid waste			
Recycling of hazardous waste and toxic materials			
Water conservation			
Energy conservation			
Source reduction or risk reduction of toxic materials			
Other (please specify)			

73. If you have a formal materials conservation policy, what specific programs are in place to ensure that your policies are implemented? Describe management programs, including monitoring:

74. Give some examples of techniques, practices and procurement methods employees are using to conserve materials (such as product redesign, process modifications, changes in procurement practices, improved housekeeping, training and maintenance, etc.):

Where possible, quantify the level of materials reduction attributable to each of these methods:

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75. Have you established specific targets for material/resource conservation programs?

Yes **No**

If yes, please describe your progress in meeting these targets in the following table (please note that energy conservation is considered later in this section and should not be addressed here):

Material / Resource	Amount used (baseline year)	Amount used 1995	Amount used 1996	Amount used 1997	Targeted Use (give year)

76. Does your company, routinely or in specific circumstances, track chemical use through materials accounting or mass balance methods (as distinct from, or in addition to, tracking environmental releases)?

Yes **No** **Not Applicable**

If yes:

- (1) What chemicals are tracked (e.g., all types; specific clusters such as metals, organics, or persistent/bioaccumulative chemicals; clusters required by appropriate statutes)?
- (2) On what basis were these chemicals chosen (e.g., quantity used, price, potential environmental impact)?
- (3) At what stages in the production cycle (e.g., brought on-site, in inventory, embodied in product)?
- (4) At what level (e.g., product, process, facility, division, corporate)?
- (5) For what purpose, whether explicitly environmental or non-environmental, is such information tracked (e.g., targeting use reduction opportunities, charge-backs for pollution control services, product pricing, cost control)?
- (6) If you conducted a pilot program during 1996 and/or 1997, pursuant to Question 36 of the 1996 CERES Report, please explain how this program helped shape the methods described above.

- (7) Please describe the successes and challenges experienced in developing/applying this system. How did these experiences compare to your initial expectations?

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Please report the chemical use data collected through the implementation of this system, using the following, or other appropriate, format. Please provide both absolute and normalized data where available, specifying the unit of measurement used (and information on the unit(s) of output used for normalization) and the level of application (e.g., product, process, facility, division, corporate):

Chemical	Starting inventory	Quantity produced	Quantity brought in	Quantity recycled	Quantity shipped out	Quantity consumed	Ending inventory
Total							
Normalized Total							

If such a system is not in place, are there plans underway to create a materials accounting system? If not, why not? If there are plans, what steps toward implementation have been made?

77. Does your company have an energy conservation program? If yes, is this program part of a formal written energy conservation policy?

Explain:

For how many years has the program and/or policy been in place?

78. How much energy has this program conserved over the last three years, or other reporting period for which data are available? Energy conserved is defined as the difference between the energy which would have been consumed had the energy conservation program not been in effect minus that which was actually consumed. Please provide both absolute and normalized data, and information on the unit(s) of output used for normalization:

	Time period (e.g., 1995-97)	Absolute	Normalized
Electricity		(kW-hrs)	(kW-hrs/unit)
Fuels		(Btu)	(Btu/unit)

Comments:

79. Does your company have a program to maximize the use of environmentally safe and sustainable energy

sources?

Yes

No

Explain:

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80. What steps have you taken to minimize the environmental burdens associated with employee transportation for work-related or other purposes?

81. Is your company working to minimize the energy requirements of its products?

Yes **No** **Not Applicable**

Explain:

82. Document trends in energy use, by source:

Electricity (kW-hrs)	Base Year*	1995	1996	1997	Target Year**
Purchased					
Self-generated					
Co-generated					
Total Consumption					
Normalized Total Consumption					

Fuel (BTUs)***	Base Year	1995	1996	1997	Target Year
Fuel Oil					
Coal					
Natural Gas					
Wood					
Charcoal					
Solar					
Wind					
Other (Specify)					
Total Consumption					
Normalized Total Consumption					

* Choose a base year within the last 5 years for which energy use data are available.

** If applicable, indicate energy use targets and year for which they are set.

*** Include fuel for process heat, co-generated and self-generated electricity.

Explain, and indicate the year when changes in operations and/or products had a material effect (e.g., +10%) on energy use or source of fuel (e.g., start-up or shut down of a plant) apart from your energy conservation program:

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83. What challenges has your company faced in managing its use of natural resources?

84. In what ways has your company addressed issues of habitat protection and stewardship (such as watershed management, wilderness protection, biodiversity, etc.) in areas affected by your operations?

85. In situations where company operations have caused environmental damage are there mechanisms in place for environmental restoration?

86. Describe other notable aspects of your company's use of natural resources not otherwise covered in this section:

Section 8: Emissions and Waste

GREENHOUSE GASES

87. Has your company formally adopted a climate change policy?

Yes **No**

Explain; if yes, what concrete actions have resulted from this policy?

88. Does your company plan to reduce emissions of greenhouse gases, and have you set a goal for such emissions?

Yes **Some Gases** **No** **Not Applicable**

Explain:

89. Please provide emissions and target data as follows, providing both absolute and normalized data, as well as the unit(s) of output used for normalization. Please also note the base and target years used:

Gas	Base Year Emissions		1995 Emissions		1996 Emissions		1997 Emissions		Target Year Emissions	
	Total	Normal-ized	Total	Normal-ized	Total	Normal-ized	Total	Normal-ized	Total	Normal-ized
Carbon dioxide										
Methane										
Nitrogen oxides										
CFCs										
Other										

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CRITERIA AIR POLLUTANTS

90. Does your company have goals to reduce emissions of criteria air pollutants?

Yes **No** **Not Applicable**

Explain:

91. Please provide as much information as is available for major sources of criteria air pollutants (e.g., turbines, industrial boilers, vehicles). Provide both absolute and normalized data, as well as the unit(s) of output used for normalization. Please also note the base and target years used:

Substance	Base Year Emissions		1995 Emissions		1996 Emissions		1997 Emissions		Target Year Emissions	
	Total	Normal-ized	Total	Normal-ized	Total	Normal-ized	Total	Normal-ized	Total	Normal-ized
Carbon monoxide										
Lead										
Ozone										
Nitrogen dioxide										
Particulate (PM10)										
Sulfur dioxide										

Where this information is not currently available, please discuss your projected timeline for making it available:

OZONE-DEPLETING CHEMICALS

92. Has your company phased out the use and emission of ozone depleting chemicals targeted by the Montreal Protocol?

In base country? **Yes** **No** **Not Applicable**

Worldwide? **Yes** **No** **Not Applicable**

If no in either case, describe the steps that remain before the phase-out is complete:

93. Describe the progress your company has made toward eliminating the use and emission of ozone-depleting chemicals. Show year-to-year comparisons beginning with an appropriate base year. Please provide both absolute and normalized data, as well as the unit(s) of output used for normalization. Please also note the base and target years used:

	Use		Target Use		Emissions		Target Emissions	
	Total	Normalized	Total	Normalized	Total	Normalized	Total	Normalized
Base year								
1995								
1996								
1997								

CHEMICAL RELEASE INFORMATION

94. Does your company have goals to reduce and eliminate the release of potentially harmful chemicals?

Yes No Not Applicable

Explain:

95. Indicate, in a format similar to that below, chemical release data. Disclosure should include data reportable under all applicable statutes (for U.S. Operations, see the Help Guide for the appropriate format). In addition, you are encouraged to give emissions information on whatever groups of chemicals your company has determined to be significant and a focus for reductions programs, based on their quantities and qualities (e.g., toxicity, carcinogenicity). For each chemical, provide as much information as possible. Please provide both absolute and normalized data, as well as the unit(s) of output used for normalization.

Chemical	Released			Used for Energy Recovery			Recycled			Treated		
	1995	1996	1997	1995	1996	1997	1995	1996	1997	1995	1996	1997
Chemical A												
total												
normalized												
Chemical B												
total												
normalized												
Chemical C												
total												
normalized												
Chemical D												
total												
normalized												

Please comment on significant trends for total/overall release information:

96. Has your company agreed to voluntary chemical or other emissions reductions with specific targets and timetables, as defined by others or established by the company itself?

Yes No Not Applicable

Explain; if yes, what progress has your company made in meeting these voluntary reductions?

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HAZARDOUS WASTE

97. Does your company have specific programs in place to encourage hazardous waste minimization?

Yes No Not Applicable

Explain:

98. What quantity of hazardous waste has your company generated during the last three years? Please provide both absolute and normalized data, as well as the unit(s) of output used for normalization. Please also note the base and target years used (you are encouraged to use an odd-numbered year for baseline data to facilitate cross-referencing of data). Please specify the definition of hazardous waste used to compute these figures:

Year	Base Country		Outside Base Country	
	Total	Normalized	Total	Normalized
Base				
1995				
1996				
1997				
Target Year				

99. Of the hazardous waste generated in the last measured year, what percentage was:

Management Type	Onsite	Offsite
Recycled		
Incinerated		
Treated		
Landfilled		
Deep Well Injected		
Converted to Salable Product		
Other		

Comments:

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100. Does your company investigate the environmental performance of its hazardous waste disposal vendors?

Yes No Not Applicable

Explain:

101. At how many sites has your company been involved in remediation of contaminated soil or water?

What is the current and expected financial impact of your involvement in these sites?

Comments:

ACCIDENTAL RELEASES

102. Do you track oil spills, chemical spills, and non-routine air emissions?

Yes No Not Applicable

103. If yes, detail what you consider minimum "reportable quantities," for releases in international as well as domestic operations (your internal standards, not necessarily those defined by law):

Oil Spills:

Chemical Spills:

Non-routine Air Emissions:

104. Provide the following information on oil spills, chemical spills, and non-routine air emissions. Please specify the units used:

Year	Oil Spills		Chemical Spills		Non-routine Air Emissions	
	Number	Volume	Number	Volume	Number	Volume
1995						
1996						
1997						

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NON-HAZARDOUS WASTE

105. Please identify any non-hazardous waste streams (e.g., solid, agricultural, office, packaging, dairy) with significant environmental impacts generated by your products or processes:

106. Are there programs in place at your company to minimize such waste streams?

Yes **No**

If yes, describe:

107. If available, please provide the following information on these waste streams:

- Volume
- Composition
- Treatment
- Disposal

Also provide information on trends in each area:

Section 9: Compliance

For all data presented in this section, provide footnote explanations of cases in which penalties were paid for incidents occurring in previous years.

108. Provide the following information for compliance with all applicable national/federal regulations:

Regulation (Specify)	Year	Number of Consent Decrees	Number of Penalties	Total Value of Penalties	Not Applicable
Air Quality	1993				
	1994				
	1995				
	1996				
	1997				
Water Quality	1993				
	1994				
	1995				
	1996				
	1997				
Drinking Water	1993				
	1994				
	1995				
	1996				
	1997				
Chemical Certification	1993				
	1994				
	1995				
	1996				
	1997				
Hazardous Waste	1993				
	1994				
	1995				
	1996				

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	1997				
--	------	--	--	--	--

Regulation	Year	Number of Consent Decrees	Number of Penalties	Total Value of Penalties	Not Applicable
Emergency Response	1993				
	1994				
	1995				
	1996				
	1997				
Workplace Health and Safety	1993				
	1994				
	1995				
	1996				
	1997				
Radioactive Materials	1993				
	1994				
	1995				
	1996				
	1997				
Habitat Protection	1993				
	1994				
	1995				
	1996				
	1997				

109. Please provide compliance information similar to that in Question 108 above for sub-national (e.g. regional, local) regulations which affect your company's operations, to the extent feasible. If it is not feasible to include in this report, please provide details on how readers can obtain it:

Section 10: Priorities and Challenges

110. Please briefly summarize your environmental, health and safety performance for the last year, and priorities for the future. Please focus on the following and, as necessary, use facts and figures not elicited in the CERES Report:

- What do you believe are your company's three most important environmental metrics that indicate impact?
- What do you believe are your company's three most important environmental program priorities?
- Give examples of three key environmental, health and safety accomplishments your company has achieved over the last year (e.g., awards, favorable publicity, outside ratings, successful implementation of goals):
- Give examples of three key environmental, health and safety challenges your company has experienced over the last year (e.g., community problems, unfavorable publicity, outside ratings, disappointments in performance):