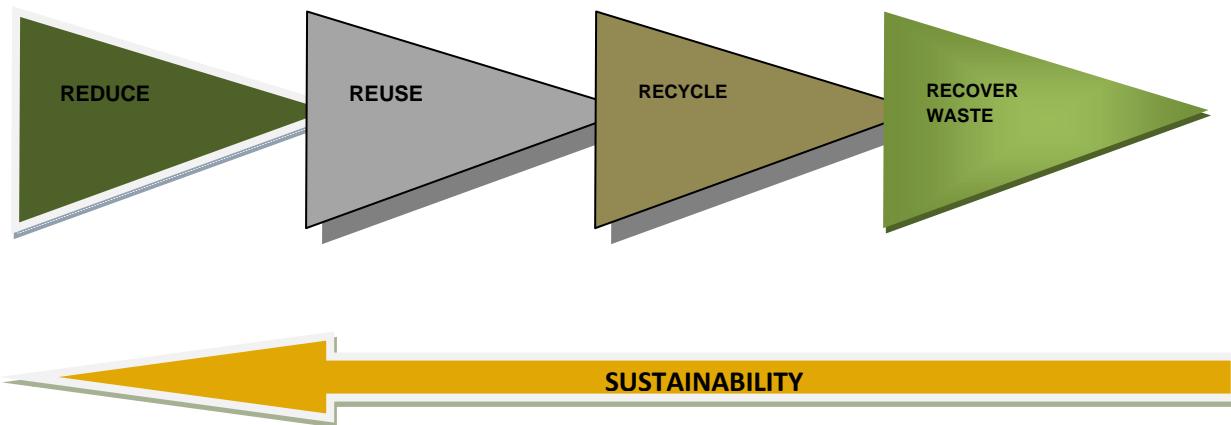




SUSTAINABILITY POLICY FOR GEO SPECIALTY CHEMICALS, INC.



Planet Earth has finite resources. The Earth's population continues to grow rapidly. GEO's corporate mission is defined by its responsibility to minimize depletion of our planet's resources and help sustain the environment so that all living creatures may benefit from better energy and cleaner air, water and waste streams now and into the future.

GEO's sustainability mission is based on its corporate know-how, making use of the natural sciences and innovative technologies at our disposal to protect and maintain the health of all living creatures and the environment in which all live.

Sustainability is based on a simple principle: Everything that we need for survival and well-being depends, either directly or indirectly, on protecting and conserving our natural resources. Sustainability applies to maintaining the conditions in which humans and nature can co-exist in productive harmony and to maximizing the quality of life for all living creatures. Our job depends on our capacity to solve modern-day problems.

GEO's commitment to sustainability begins with best practices related to the four R's: reduce; reuse; recycle; and recovery.

To support this effort, GEO seeks to make a difference in the following ways:

❖ **Preventing pollution**

- Collect and analyze continuous waste generation data from all sites
- Develop and implement a corporate source reduction and waste minimization policy

- ❖ **Developing sustainable products through chemistry innovation**
 - Use of science and technology to develop green products
 - Sell products and systems designed to reduce hazards to the environmental footprint
- ❖ **Sourcing alternative energies**
 - Consider optional alternative energies for replacement energy projects
- ❖ **Minimizing greenhouse gases in wastewater operations**
 - Evaluate emissions from waste water treatment plants
 - Implement practices that reduce GEO's carbon footprint and that of its customers
- ❖ **Building community relationships**
 - Develop partnerships in the communities where we operate to support and grow sustainability projects
 - Reduce the carbon footprint of the plants in the communities where we operate
- ❖ **Honoring GEO environmental efforts**
 - Recognize facilities for outstanding participation in reaching sustainability goals
 - Reward employees for smart growth ideas

