



EH&S Services for
Biotech & High-Tech
Sectors


beyond compliance
environmental compliance & sustainability



Managing EH&S for Higher Performance: Leadership That Goes Beyond Compliance

A risk management and performance-based EH&S program will help your organization develop a safe and healthy workplace with streamlined EH&S programs that minimize business interruptions from compliance-related issues and injuries (minimize potential for liability and business interruptions).

Traditional EH&S programs are strictly focused on achieving compliance. Going beyond strict compliance is a positioning strategy that can leverage your organization into a leading position within your industry.

Coupled with quality management systems, the EH&S management system increases environmental performance and can be leveraged within the supply chain demanded by your customers and regulatory agencies.

BC is focused on helping clients develop streamlined and simplified EH&S programs that add value to the organization by eliminating unnecessary duplications of effort within the organization's IT, HR, finance and facilities, and core operational groups.

BC can assess your organization's existing EH&S strategies and programs within the context of the business-critical goals, creating a clear road map to prioritized systems, programs and EH&S staffing/organization that integrates seamlessly with enterprise operations.

- ▶ Employees understand and integrate EH&S into their daily work activities.
- ▶ EH&S awareness increases throughout the organization.
- ▶ Accident and injury rates and employee turnover decline.
- ▶ Productivity improves.

Beyond Compliance, LLC

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EH&S Management Systems

Management systems are proven effective in increasing an organization's performance when compliance or quality requirements are critical to business success. A well organized EH&S management system that is implemented into the business operations and communicated across the organization will decrease risks and operational costs, at the same time improving compliance and overall performance.

Whatever your organization's choice of EH&S management systems - ISO 14001, OHSAS 18001, GEMI or OSHA's VPP programs - BC will identify the organization's existing systems and the policies, programs and plans required to close gaps.

BC can provide highly-effective and proven EH&S governance and documentation, auditing, learning management, routine self-inspection, incident reporting and investigation, and corrective and preventive action tracking systems that your organization can use to effectively and efficiently demonstrate compliance.

- ▶ Policies, procedures and programs are tailored to your organization's business operations and risk management profile.
- ▶ Systems accrue EH&S compliance information in an efficient manner that makes sense to your employees who are called upon to implement them, thus facilitating and clarifying accountability.
- ▶ A demonstrated track record of EH&S performance that improves relationships with regulatory agencies during routine inspections, compliance enforcement situations, and when business expansion projects are planned.

Sustainability/Corporate Social Responsibility

As organization's mature, shareholders and stakeholders including employees, customers, and regulatory agencies, are asking about the organization's sustainability and social responsibility efforts. Integrating environmental stewardship efforts with economic goals of the organization will lead to a competitive advantage. Development and implementation of a successful sustainability and corporate social responsibility (CSR) program is a long-term effort best integrated into an organization's enterprise-wide goals and objectives to the maximum extent possible.

With myriad definitions of sustainability and CSR, together with an absence of unified regulatory requirements, challenges exist in identifying sustainability and CSR initiatives and metrics that are meaningful to the organization.

BC's principals have developed and implemented sustainability and corporate social responsibility programs at leading biotech and pharmaceuticals companies. BC can assist your organization in defining sustainability to reflect the organization's business objectives, culture and values, and can help establish a corporate governance structure so that senior and middle management, as well as employees and customers are engaged to drive sustainability appropriately.

- ▶ Key stakeholders are identified to optimize program effectiveness.
- ▶ Appropriate sustainability initiatives and indicators for the organization are identified to drive value from sustainability initiatives.
- ▶ Strong communications programs are established to engage employees by tapping their ideas and experience to advance the program's success.
- ▶ Accurate data exists to respond effectively to shareholder requests for progress toward sustainability such as CDP, FJSI, FTSE and CCAR.
- ▶ Metrics are established that are appropriate to the organization's business model based on benchmarking and established frameworks such as CSR and GRI.

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Potent Compound/Small Molecule Safety

In biotech and pharmaceuticals, assessing safety issues related to newly synthesized molecules is business-critical. Competitive advantages achieved by identifying risks and implementing strong safety and compliance programs to manage these risks are unique to these industries. Building upon competencies required by organizations to manage routine chemical safety can be achieved through increased attention to engineering and administrative controls, specifically better handling practices for powders and solutions containing active pharmaceutical ingredients.

Organizations that only implement standard chemical hygiene and hazard communications programs may experience higher rates of acute and chronic health effects within their employee populations, thus increasing the organization's potential liabilities. These risks can be mitigated successfully by carefully managing chemical safety through increased attention to engineering and administrative controls specifically designed to address the unique requirements for handling powders and solutions containing active pharmaceutical ingredients.

BC's principals have unique qualifications to assess your organization's potent compound handling programs and performance to minimize risks and decrease liabilities. EMC can assist in writing robust handling procedures and can specify the protective engineering and administrative controls for handling potent/highly potent compounds. BC's principals also have well-established relationships with service providers such as toxicologists, equipment manufacturers, analytical labs and physicians who can bring added expertise to your PC programs.

- ▶ Decreased business interruption and exposures.
- ▶ Increased operator competency and awareness with sophisticated handling techniques for working with potent and highly potent compounds.
- ▶ Decreased liability through pro-active medical surveillance programs.
- ▶ Increased employee peace of mind knowing that safety issues are identified and managed proportional to health risks.

Service Offering Summary

Focus	Biotech	HighTech & Other Industries
<i>Sustainability and Corporate Social Responsibility</i>	✓	✓
<i>EH&S Management Systems - Development and Deployment</i>	✓	✓
<i>Risk-based Auditing and Gap Assessments</i>	✓	✓
<i>Organizational Consulting - EH&S Metrics Dashboards</i>	✓	✓
<i>Potent Compound/Small Molecule Safety</i>	✓	
<i>Lab Planning Design for Code Compliance</i>	✓	✓
<i>Permitting for New Operations/New Construction</i>	✓	✓
<i>Learning Management Systems/Training Delivery</i>	✓	✓

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