



## ENVIRONMENTAL MANAGEMENT SYSTEM (EMS) POLICY

The National Security Agency (NSA) is committed to the establishment and maintenance of **world-class** environmental, safety, and occupational health programs—programs designed to protect the environment and health of our people, our customers, and **the communities** where we operate. The Agency strives to operate in this manner not only to comply with laws and regulations, but also to demonstrate responsible environmental stewardship and maintain a positive relationship with our community stakeholders. NSA recognizes that operational, economic, environmental, public, **and social** concerns are all integrally linked to the Agency's **future** mission. Meeting the commitment to protect these concerns is a primary senior management objective—as well as the individual and collective responsibility of all Agency employees worldwide. To that end, NSA shall:

- ❖ Comply with all applicable **Federal, State**, and local environmental laws and regulations; and all applicable Department of **Defense (DoD) regulations**, guidance, and Executive orders.
- ❖ Establish management systems for **environmental**, health, and safety concerns based on recognized standards, and set Agency-wide goals for continuous improvement.
- ❖ **Integrate** environmental, **health**, and safety concerns into our business plans and decisions—including the design, implementation, **production, and** support of our processes and services.
- ❖ Reduce environmental **impacts and conserve** natural resources by seeking to cost-effectively avoid the creation of pollution and wastes **from our** processes and **services—to** include construction, industrial processes, and procurement of **supplies—through** the minimization of waste and emissions, reuse and recycling of material, and **responsible** management of energy and water use.
- ❖ Work **with** suppliers, **contractors**, and **customers** to **promote** responsible environmental, safety, and health practices.
- ❖ Manage remaining wastes through **environmentally** safe and responsible methods and vendors.
- ❖ Motivate and prepare all **employees** to **take** personal accountability for protecting the environment and creating a safe and **healthy** workplace.
- ❖ Be a leader in deploying and **promoting innovative**, cost-effective environmental, health, and safety technologies and procedures **both within and outside of the Agency**.
- ❖ Act quickly and responsibly to **correct incidents** or conditions that endanger the environment, and inform those who may be affected.
- ❖ Regularly review and improve **this policy**, communicate it to employees, and make it available to public stakeholders.

A handwritten signature in cursive script that reads "Michael V. Hayden".

MICHAEL V. HAYDEN  
Director  
National Security Agency