

October 2, 1981

TO: ALL BEAUMONT WORKS EMPLOYEES

YOUR RESPONSIBILITIES UNDER THE
TOXIC SUBSTANCES CONTROL ACT (TSCA)
SECTION 8(e)

Your safety and health on the job depend on the acceptance of personal responsibility by you and your fellow employees to work safely and to report and correct promptly any unsafe conditions. Injuries and illnesses will not be prevented without everyone's continuing commitment.

For years, all employees in Du Pont have worked to find and correct hazards including those from chemical substances. The Toxic Substances Control Act (TSCA) requires that Du Pont report also to the U. S. Environmental Protection Agency (EPA) certain information on toxic substances which employees find in this effort. Specifically, EPA makes us, as Du Pont employees, responsible for reporting to EPA when we obtain information not already known or available to EPA indicating that a chemical substance or mixture which we make, sell, or use presents a substantial risk of injury to human health or the environment.

As authorized by EPA, the Company has established a procedure for obtaining and submitting to the EPA substantial risk information that comes to the attention of employees. This relieves individual employees of the obligation to report to EPA directly.

Steps in the Procedure

1. First, consider if the hazard information is the kind that must be reported to EPA. It should lead you to believe that a particular chemical or mixture that Du Pont makes, sells, or uses may cause serious threats to human health or the environment. These could include human health threats such as cancer or birth defects, environmental threats such as previously unsuspected accumulation of a chemical in part of the environment, or emergency incidents serious enough to cause these health or environmental problems. Information already known by EPA or merely confirming adverse effects already described in published literature should not be reported. Minor discharges or spills should be reported to supervision but not to the EPA by this procedure. EPA wants pertinent information promptly but wants to minimize duplicate reports and false alarms.

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Steps in the Procedure (Cont'd.)

2. Next, discuss the situation with your supervisor or environmental coordinator. He has access to additional EPA instructions helpful in deciding if the information is reportable under the law. He can also provide you with the Company report form "Substantial Risk Information." Forms are also available from the Environmental Superintendent, Ext. 9295.
3. If you decide you have reportable information, fill out the form summarizing the adverse effect, the chemical or mixture involved, and why you believe a substantial risk is present. Then return the form to your supervisor. By giving the form to him, you will have met your obligation. The form will be sent to Wilmington for review. If the information requires reporting, it will be sent promptly to EPA.
4. Finally, you will be told whether or not the Company submitted the information to EPA. If it was not reported, you will also be told why, and if you choose, you may report the information directly to EPA. If you report directly to EPA, Du Pont will not discriminate against you. The law, furthermore, guarantees this.

Penalties

EPA must be notified by certified mail within fifteen working days of the time when an employee who is capable of appreciating the significance of the information first obtains it. In emergencies, the EPA must be notified by phone as soon as possible. It is unlawful for any person, including a corporation to fail or refuse to submit substantial risk information. Violators are subject to a Federal civil penalty and possible criminal prosecution.


S. S. LORD, JR.
WORKS MANAGER

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