



# GETTING READY FOR CHANGE SETTING THE FRAMEWORK FOR CHEMICAL MANAGEMENT IN YOUR COMPANY

# Getting ready for change

## Overview

- Pre-requisites for chemical management
- ZDHC CMS requirements
- Key factors for changing
- Complete a quick-check/mini-audit



# Getting ready for change

## Pre-requisites for chemical management

1. Obtain management commitment
2. Create in-house awareness and willingness to change
3. Constitute your change team
4. Define the scope
5. Complete a quick-check/mini-audit



# 1. Obtain management commitment

ZDHC CMS:

Does your company have management policy regarding chemical management?

- allow to anticipate and respond to changing social, environmental and legislative conditions
- include a goal of zero discharge of hazardous chemicals throughout a product 's life cycle
- integrate into the management culture

# 1. Obtain management commitment

ZDHC CMS:

Does your company have management policy regarding chemical management?

- set targets to improve or maintain performance against best available technique
- refer to adherence to sustainable chemistry practices
- be appropriate to the organisation's purpose
- be communicated widely inside and outside the organisation
- aim towards creating framework for continuous improvement

# 1. Obtain management commitment

ZDHC CMS:

Does your company have management policy regarding chemical management?

ZDHC CMS:

It is the policy of our company to protect our workers and the public, prevent incidents, protect the environment through integration of environmental stewardships and sustainability throughout the life-cycle of its activities, and ensure regulatory compliance.”



# ZDHC audit questions (Example)



- Is there a policy for monitoring and controlling banned and restricted substances that is applied to all chemicals used at the facility? (CRS 1.1.1)
- Does the facility have a third-party certified system, relevant to any element of a chemicals management programme, to improve their environmental performance? (CRS 1.3.1)
- Does your facility have current certification for ISO 14000?
- Does the facility's management statement address chemical management?

## 2. Create in-house awareness and raise readiness to change

### Key factors influencing the willingness to change in your company

- degree of dissatisfaction with current situation
- clear or publicly announced desired state (situation) in the future
- awareness about first practical steps into direction of desired future state (situation)
- the 'costs' of change (both financial and emotional)





## 2. Create in-house awareness and raise readiness to change

### Key factors influencing the willingness to change in your company

- degree of dissatisfaction with current situation (D)
- clear or publicly announced desired state (situation) in the future (F)
- awareness about first practical steps into direction of desired future state (situation) (S)
- the 'costs' of change (both financial and emotional) (C)

Change will take place when

$$D \times F \times S > C$$

Gleicher Formula



### 3. Constitute your change team

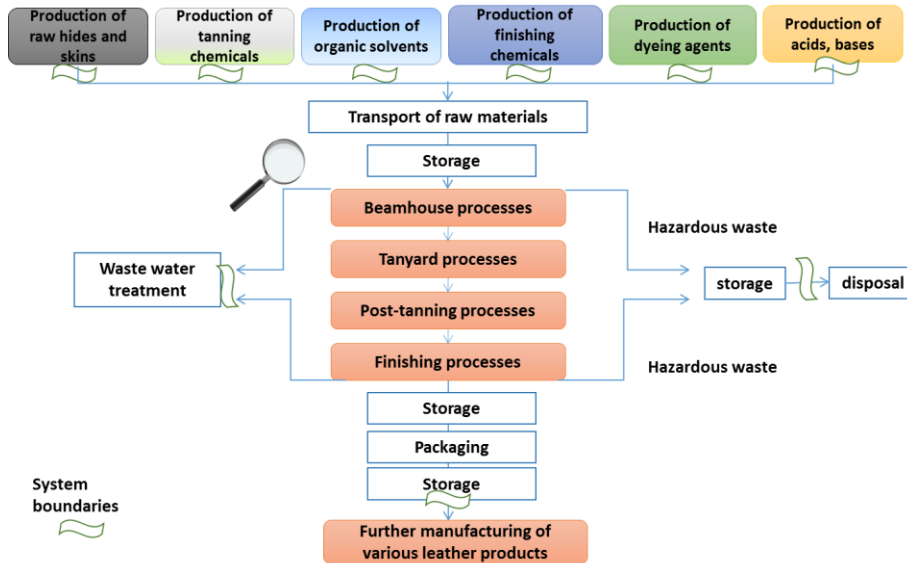
Form a (chemical management) change team having clear mandate from management

Functions/department to be represented

- Purchase
- Human Resources
- Maintenance
- Legal/compliance
- Finance
- Engineering/
- Production
- EHS/CSR



# 4. Define scope



What parts of your company/functions covered?

Set boundaries of organisation to which chemical management system (CMS) applies.

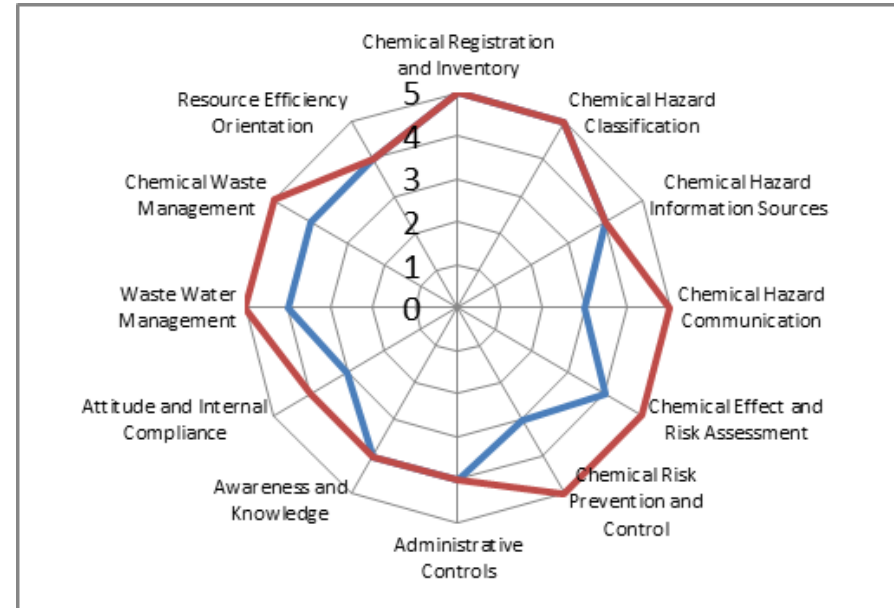
- entire organization
- specific operating units

## 5. Complete a quick check

Conduct preliminary assessment of your existing chemical management

Example of tools available:

- UNEP RP Checklist on best practices
- GIZ CM maturity matrix
- GIZ CM Quick-check-tool
- ZDHC CMS Checklist
- HiGGs 3.0 – Audit protocol



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## Exercise

Assess the current chemical management situation in your organization using the chemical management maturity matrix

Time 30 min