



CASE STUDY

Building a Scalable EH&S Program for a Growing Chemical Manufacturer

Situation

The client is a 40+ year-old company specializing in the manufacture and distribution of industrial cleaning products, concrete and asphalt removal agents, and other chemical-based solutions. With multiple production and distribution facilities and a growing national presence, the company recognized the need to evaluate and strengthen its Environmental, Health and Safety (EH&S) practices.

The organization engaged OCCU-TEC to conduct a comprehensive review of its existing EH&S systems, using the firm's MESH services (Managed Environmental, Safety & Health) framework. OCCU-TEC's objective was to identify regulatory compliance gaps, mitigate risk and position the company for sustainable growth in both operations and acquisitions.

Challenges

The client faced several interrelated challenges that prompted the engagement:

Rapid growth and facility expansion:

The company's operational footprint had expanded to include multiple production and distribution facilities across the country. This growth created inconsistencies in how MESH practices were implemented and managed.

Lack of standardized documentation:

While some EH&S policies existed, there was no centralized, up-to-date program governing safety procedures, regulatory tracking and employee responsibilities.

Regulatory uncertainty:

The company was unsure which environmental permits it needed to maintain compliance with wastewater discharge and air emissions standards.

Future acquisition support:

The company was actively acquiring new companies and needed a scalable EH&S strategy that could be applied across all locations, both current and future.

Scope of Services

OCCU-TEC's work with the organization was conducted under its MESH services program and delivered in multiple phases from 2022 to the present:

Initial EH&S Assessment (2022)

OCCU-TEC conducted site inspections at two production facilities and several distribution centers. The assessment included:

- On-site reviews of physical infrastructure, chemical storage and safety equipment
- Interviews with employees across multiple departments and levels of seniority
- A full evaluation of existing EH&S documentation and procedures
- A gap analysis of environmental regulatory compliance vs. current practices

Permit Evaluation and Compliance

OCCU-TEC completed detailed applicability assessments to determine which permits the client needed at both state and federal levels. This included:

- Wastewater discharge permitting
- Air emissions permitting and reporting thresholds
- Documentation and submittal assistance for regulatory approval

Program Development (2023)

Based on the assessment findings, OCCU-TEC worked closely with company leadership to:

- Draft a new, comprehensive EH&S plan tailored to the company's operations
- Standardize policies and procedures across all departments and facilities
- Ensure the plan met applicable OSHA and EPA requirements
- Outline employee responsibilities, training needs and escalation protocols

Ongoing Support (2024–Present)

With the EH&S program complete, OCCU-TEC continues to provide:

- Implementation support and policy rollout assistance to managers and staff
- Regulatory updates and compliance monitoring
- EH&S evaluations and integration support for newly acquired facilities across the United States

Solutions & Execution

OCCU-TEC's approach was rooted in its MESH methodology, which emphasizes both compliance and culture. Rather than simply delivering a binder of policies, the OCCU-TEC team partnered with the client's EH&S manager to embed safety practices into day-to-day operations.

Key milestones and actions included:

- Conducting real-time walkthroughs at each site and identifying high-risk areas for immediate correction
- Consolidating scattered and outdated safety protocols into a single, well-organized EH&S manual
- Hosting collaborative sessions with staff to ensure buy-in and long-term ownership of the new policies
- Providing ongoing coaching and consultation for the organization's EH&S leadership as the program scaled
- Assisting with documentation, submission and approval of relevant environmental permits

This work ensured that the organization could confidently manage compliance obligations while also building a proactive safety culture across all departments, from manufacturing and shipping to corporate leadership.

Results

OCCU-TEC's work with this client delivered measurable value and long-term impact:

A fully developed and implemented EH&S program tailored to the company's chemical manufacturing and distribution operations

Increased visibility into regulatory responsibilities and proactive environmental compliance

Successful submission and receipt of applicable air and wastewater permits

Enhanced employee understanding of safety responsibilities and improved communication across teams

Scalable EH&S infrastructure to support future growth and acquisitions

Technical Highlights

EH&S Program Development

A full-spectrum plan was created to address safety, environmental compliance, training, recordkeeping and emergency response.

Environmental Permitting

OCCU-TEC guided the client through complex permitting processes for air emissions and wastewater discharge, ensuring all documentation met state and federal requirements.

MESH Framework

The structured approach allowed the company to build an adaptable, company-wide culture of compliance.

Post-Implementation Support

OCCU-TEC continues to serve as an EH&S advisor, offering updates, assessments and integration services for newly acquired sites.

Impact

By partnering with OCCU-TEC, this client achieved far more than compliance.

The company now operates with a standardized, scalable EH&S program that aligns with its operational goals and national footprint. The MESH framework not only improved internal processes, but it also gave the company confidence in navigating regulatory complexities and supporting future acquisitions with clarity and consistency.

The client's leadership can now focus on strategic growth, knowing that their EH&S foundation is sound, current and expertly supported.

Contact OCCU-TEC to learn how we can help your organization assess risk, standardize compliance, and implement scalable safety systems.

