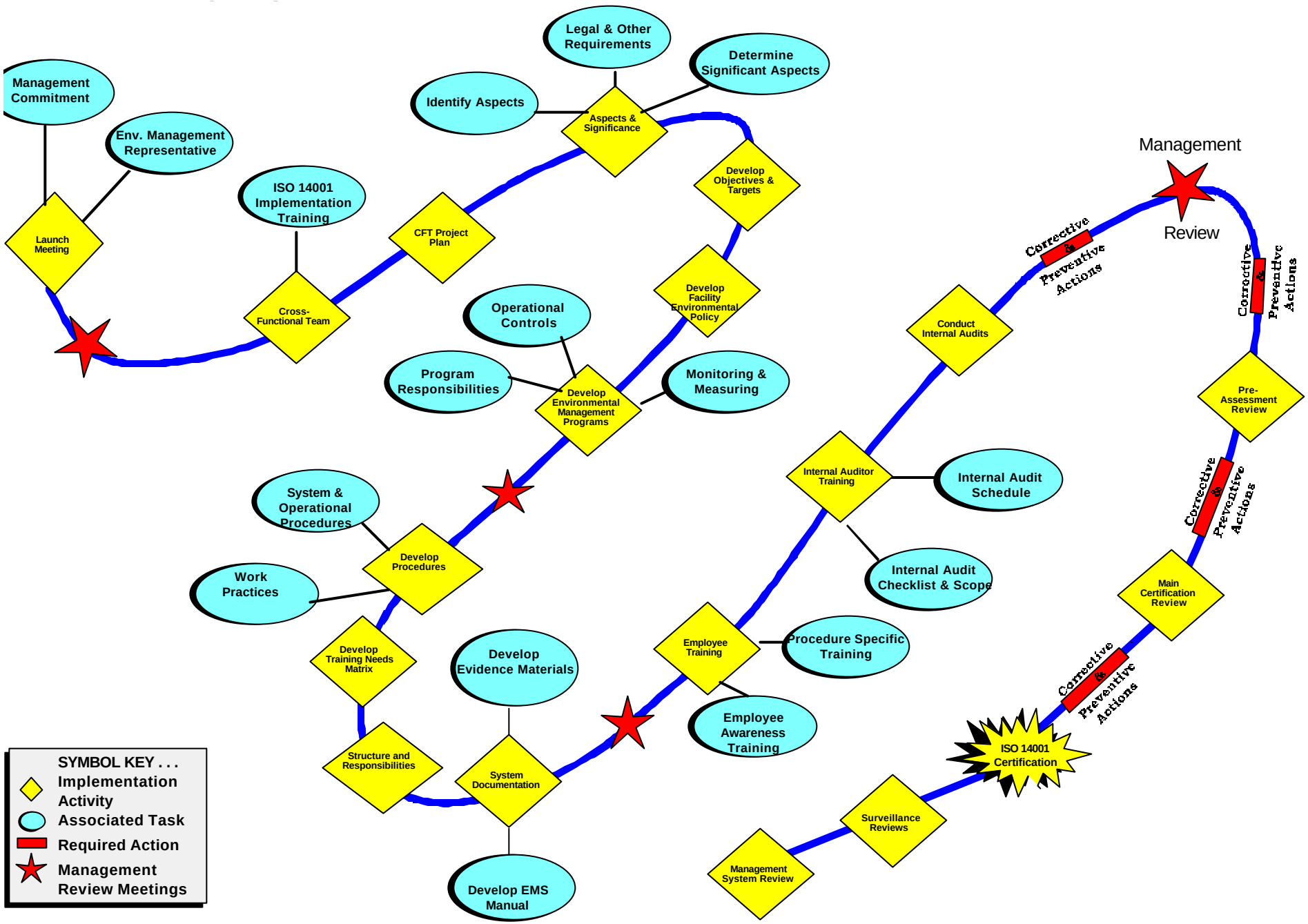Environmental Management System Development & Implementation