

POLICY LETTER

SUBJECT: DEMA Sustainability Policy

**REGULAR POLICY LETTER DISTRIBUTION
(POLICY LETTER 10.01)**

1. The Arizona Department of Emergency and Military Affairs (DEMA) is an organization of trained, professional military and civilian personnel ready to accomplish our mission. We as an organization recognize the importance of sustainability in regards to Mission, Environment, Social and Economic concerns in our own operations and in our community. We are committed to creating a sustainable organization.
2. The scope of our sustainability policy includes all work divisions and military units under the command of The Adjutant General, to include the Army National Guard, Air National Guard, Joint Staff, Emergency Management, and State Activities. This policy also applies to contractors whose activities support the mission of our agency.
3. The guiding principles behind our sustainability policy include:
 - a. Assessing the effects our operations have on Arizona's resources as well as our local community.
 - b. Meeting or exceeding environmental, health and safety legal requirements.
 - c. Supporting partnerships on sustainability initiatives in the communities where we do business.
 - d. Making changes to support our mission not only for today but for the long term future.
 - e. Empowering employees to practice these principles on a daily basis through education and training, and by creating a workplace with a supportive culture in which opportunities for improvement are sought out, shared and implemented when possible.
 - f. Making a commitment to continual improvement.
4. The Arizona Department of Emergency and Military Affairs' Sustainability Policy will assist us in moving from mission support to mission sustainment. Our policy commitments will enable us to develop and maintain operating practices that will enhance and sustain our ability to meet our mission readiness requirements for current and future State and National defense needs.



HUGO E. SALAZAR
Major General, AZ ARNG
The Adjutant General