



DoD INSTRUCTION 6050.05

DoD HAZARD COMMUNICATION (HAZCOM) PROGRAM

Originating Component:	Office of the Under Secretary of Defense for Acquisition and Sustainment
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Approved by:	Ellen M. Lord, Under Secretary of Defense for Acquisition and Sustainment

Purpose: In accordance with the authority in DoD Directive (DoDD) 5134.01, the July 13, 2018 Deputy Secretary of Defense Memorandum, and the guidance in DoDD 4715.1E, this issuance:

- Establishes policy, assigns responsibilities, and provides procedures for the DoD HAZCOM Program, which protects Service members and DoD civilian employees (referred to collectively in this issuance as "employee") who use or produce hazardous chemicals.
- Implements regulatory requirements of Parts 1910.120, 1910.1200, 1910.1450, 1915.1200, and 1926.59 of Title 29, Code of Federal Regulations (CFR).

TABLE OF CONTENTS

SECTION 1: GENERAL ISSUANCE INFORMATION	3
1.1. Applicability.	3
1.2. Policy.	3
1.3. Information Collections.	3
SECTION 2: RESPONSIBILITIES	4
2.1. Under Secretary of Defense for Acquisition and Sustainment (USD(A&S)).....	4
2.2. Assistant Secretary of Defense for Sustainment.	4
2.3. Director, Defense Logistics Agency (DLA).	4
2.4. DoD Component Heads.	5
SECTION 3: PROCEDURES	6
3.1. General.	6
3.2. Written HAZCOM Plans.	6
3.3. Hazard Classification.	7
3.4. Hazardous Material Information.	8
3.5. Labeling.	10
3.6. Employee Information and Training.....	11
3.7. Enterprise Data Repository.	12
GLOSSARY	13
G.1. Acronyms.	13
G.2. Definitions.....	13
REFERENCES	15

SECTION 1: GENERAL ISSUANCE INFORMATION

1.1. APPLICABILITY. This issuance applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD (referred to collectively in this issuance as the “DoD Components”).

1.2. POLICY. The DoD:

- a. Protects DoD personnel from accidental death, injury, or occupational illness in accordance with DoDD 4715.1E.
- b. Manages hazardous materials to minimize health and environmental risks and operational costs.
- c. Oversees establishment of HAZCOM programs at locations outside of the United States, where feasible, subject to the limitations detailed in DoD Instruction (DoDI) 6055.01.
- d. Applies HAZCOM procedures for all military personnel and civilian employees in non-uniquely military operations within the DoD and workplaces in accordance with this issuance and DoDI 6055.01.
- e. Provides known hazard information to military personnel and civilian employees using hazardous chemicals, including engineered nanomaterials.

1.3. INFORMATION COLLECTIONS. The Enterprise Data Repository, referred to throughout this issuance, has been assigned report control symbol DD-A&S-1486 in accordance with the procedures in Volume 1 of DoD Manual 8910.01. The expiration date of this information collection is listed in the DoD Information Collections System at <https://apps.sp.pentagon.mil/sites/dodiic/Pages/default.aspx>.

SECTION 2: RESPONSIBILITIES

2.1. UNDER SECRETARY OF DEFENSE FOR ACQUISITION AND SUSTAINMENT (USD(A&S)). The USD(A&S):

- a. Establishes policy for the operation of the DoD HAZCOM Program.
- b. Oversees the implementation of this issuance.

2.2. ASSISTANT SECRETARY OF DEFENSE FOR SUSTAINMENT. Under the authority, direction, and control of the USD(A&S), the Assistant Secretary of Defense for Sustainment:

- a. Advises the USD(A&S) on implementation of this issuance.
- b. Develops policy and conducts advocacy and oversight of the DoD HAZCOM Program.
- c. Conducts annual management reviews of the DoD Components' HAZCOM programs in accordance with Paragraph 5.1.6.3 of DoDD 4715.1E.
- d. Establishes and administers a configuration control process:
 - (1) To support the HAZCOM requirements described in this issuance.
 - (2) In accordance with the DoD Business Enterprise Architecture.
 - (3) Pursuant to Section 2222 of Title 10, United States Code (U.S.C.).
- e. Provides guidance and oversight for hazardous material management in the systems acquisition process to help program managers implement the requirements of Section 16 of Enclosure 3 of DoDI 5000.02.

2.3. DIRECTOR, DEFENSE LOGISTICS AGENCY (DLA). In addition to the responsibilities in Paragraph 2.4., and under the authority, direction, and control of the USD(A&S), the Director, DLA, as the lead DoD Component and administrator for enterprise data management:

- a. Establishes and operates the Enterprise Data Repository for the storage and retrieval of data in accordance with Paragraph 3.7.b.
- b. Implements and sustains the capability to store, use, and export regulatory reference data and enterprise product hazard data to DoD HAZCOM officials.
- c. Receives and processes compliant hazardous materials information received from the DoD Component HAZCOM officials, General Services Administration officials, and other federal agency officials.

d. Makes available product hazard data, which is accessible to military personnel and civilian employees who use or are at risk of exposure to hazardous materials, immediately after completing quality control and records release.

e. Negotiates agreements with other federal agency offices of primary responsibility for interaction with the Enterprise Data Repository.

2.4. DOD COMPONENT HEADS. The DoD Component heads:

a. Establish and maintain a HAZCOM program and develop HAZCOM implementing guidance that conforms to the requirements of this issuance and is consistent with Parts 1910.1200, 1910.1450, 1915.1200, and 1926.59 of Title 29, CFR.

b. Designate a HAZCOM office of primary responsibility to oversee and implement policy and guidance, and report changes to the Hazardous Materials Information Systems Manager at Headquarters, DLA.

c. Designate a DoD Component HAZCOM official to:

(1) Obtain, evaluate, enter, and provide compliant hazardous material information to the Enterprise Data Repository.

(2) Represent the DoD Component in the configuration control process.

d. Assess their component's HAZCOM program during annual workplace visits in accordance with DoDI 6055.01.

e. Require contracts that purchase hazardous materials include a requirement for the contractor to provide compliant hazardous material information to the office of the contracting activity before contract award, as required by Federal Standard FED-STD-313E. The contracting activity will then forward this information to the DoD Component HAZCOM official.

f. Address multi-employer workplaces pursuant to the requirements of Part 1910.1200(e)(2) of Title 29, CFR, in their HAZCOM programs.

g. Make available appropriate occupational and environmental health, environmental, and safety personnel (including explosives safety, as appropriate) to provide installation and workplace HAZCOM support in areas such as training, safety data sheet (SDS) generation, hazard classification, and HAZCOM labeling.

SECTION 3: PROCEDURES

3.1. GENERAL. The DoD HAZCOM Program provides the framework to communicate hazards consistent with:

a. The requirements of Parts 1910.1200, 1915.1200, and 1926.59 of Title 29, CFR for hazardous chemicals, also known and referred to in this issuance as the “Occupational Safety and Health Administration (OSHA) HAZCOM Standard.”

b. The requirements of Part 1910.1450 of Title 29, CFR for hazardous chemicals, also known and referred to in this issuance as the “OSHA HAZCOM Standard for Laboratories.”

c. The requirements of Part 1910.120 of Title 29, CFR, also known and referred to in this issuance as the “OSHA Hazardous Waste Operations and Emergency Response (HAZWOPER) Standard,” for hazardous substance cleanup operations including:

(1) Emergency response operations in areas used primarily for hazardous waste treatment, storage, or disposal.

(2) Emergency response to hazardous substances, also known and referred to in this issuance as “HAZWOPER operations.”

d. Host nation (HN) HAZCOM requirements at overseas locations when a SOFA or final governing standard (FGS) requires adoptions of HN HAZCOM requirements.

e. Paragraphs 3.2.a.(2), 3.2.c., 3.4.c., and 3.6.d., for the known presence of engineered nanomaterials that are not incorporated into an article.

3.2. WRITTEN HAZCOM PLANS.

a. All DoD workplaces using or producing hazardous chemicals must have a written HAZCOM plan that includes:

(1) A list of hazardous chemicals present in each workplace.

(2) An inventory of all engineered nanomaterials in the workplace in accordance with Paragraph 3.2.c.

(3) Hazard classification procedures in accordance with Paragraph 3.3.

(4) Container labeling procedures and requirements in accordance with Paragraph 3.5.

(5) Employee training in the safe use of hazardous materials and SDS accessibility to employees and other affected personnel in accordance with Paragraph 3.6.

(6) Procedures for preserving inventories of employee exposure records consistent with Part 1910.1020 of Title 29, CFR and pursuant to DoDI 6055.05.

(7) Procedures for informing employees regarding hazards of non-routine tasks and the hazards associated with chemicals contained in unlabeled pipes in the workplace.

(8) Requirements for contractors bringing hazardous materials onto DoD installations. These requirements will include providing hazardous material and label information compliant with Part 1910.1200 of Title 29, CFR, to the contracting officers in accordance with Subpart 223.3, Defense Federal Acquisition Regulation Supplement (DFARS). The contracting officers will then forward the information to the proper environmental, safety (including explosives safety, as appropriate), and health officials.

b. All DoD workplaces with laboratories must develop a written chemical hygiene plan in accordance with the OSHA HAZCOM Standard for Laboratories. These written chemical hygiene plans must:

(1) Be readily available to all affected personnel and include any installation-unique procedures about the local purchase of hazardous chemicals.

(2) Address engineered nanomaterials, not included in an article, used within the laboratory.

c. All DoD workplaces, or DoD-manufactured materials where engineered nanomaterials are used, should include engineered nanomaterials that are not incorporated into articles or otherwise excluded from Part 1910.1200 of Title 29, CFR into their written HAZCOM plans when there is knowledge of the presence of such engineered nanomaterials.

d. DoD Components stationed outside the United States must take measures to include HN requirements in HAZCOM plans if required to do so by SOFAs and FGSs.

e. All DoD workplaces conducting HAZWOPER operations must have a written HAZCOM plan that includes a list of hazardous wastes managed or hazardous substances that military personnel and civilian employees may encounter during emergency response or cleanup operations in accordance with Part 1910.120(b) of Title 29, CFR.

3.3. HAZARD CLASSIFICATION.

a. The DoD Components will obtain and use hazard information based on the hazard classification and any additional information provided on the SDSs. If an occupational or environmental health risk assessment or health hazard assessment is conducted in accordance with DoDI 6055.05, this information will supplement the manufacturer's information.

b. For DoD-manufactured or imported materials, the DoD activity controlling the formulation, or the DoD activity manufacturing the chemical, performs the hazard classification and produces the SDS and HAZCOM label with the required information following the guidelines specified in Part 1910.1200 of Title 29, CFR.

(1) The DoD activity producing the material will include hazard classification procedures in their written program, and train their military personnel and civilian employees on the hazards and handling of hazardous material and the prevention and handling of spillage incidents.

(2) If the DoD activity producing the material transfers the material to other organizations, they will provide the SDS and HAZCOM label to the receiving organization and the DoD Component HAZCOM official.

c. When engineered nanomaterials are present (but not incorporated into articles), regardless of quantity, the DoD activity using the material or controlling the formulation will refer to the National Institute for Occupational Safety and Health Publication Number 2009-125 (or most current report on nanomaterial toxicity and risk management) for what is currently known about the nanoparticle toxicity, process emissions, exposure assessment, engineering controls, and personal protective equipment.

d. The DoD activity will follow the guidelines in Technical Bulletin 700-2/Naval Sea Systems Command Instruction 8020.8C/Technical Order 11A-1-47 for classifying the hazards of DoD ammunition and explosives. This publication establishes procedures for classifying the physical hazards of ammunition and explosives in accordance with Department of Transportation regulations. This classification is used primarily for transporting and storing ammunition and explosives.

e. The DoD activity will identify risks at HAZWOPER operations consistent with Part 1910.120(b)(7) of Title 29, CFR.

3.4. HAZARDOUS MATERIAL INFORMATION.

a. The DoD Components will make SDSs compliant with Parts 1910.1200 and 1910.1450 of Title 29, CFR. SDSs will be readily accessible to employees at all times when they are in their work area, required to use hazardous chemicals, or at risk of exposure to hazardous chemicals.

b. Copies of the appropriate SDS will be:

(1) Readily accessible before hazardous chemicals are used and accessible at all times thereafter.

(2) Submitted for inclusion in the Enterprise Data Repository as soon as practical in accordance with Paragraph 3.7.

(3) Available to safety (including explosives safety, as appropriate), environmental, and fire officials in case of an accident.

c. DoD Components will make available their occupational and environmental health, environmental, and safety (including explosives safety, as appropriate) military personnel and civilian employees, upon request, to assess and explain SDSs and labels to supervisors and affected employees and assist in HAZCOM training.

d. Consistent with Part 1910.1200 of Title 29, CFR, the controlling DoD Component procurement activity:

(1) Electronically provides the most current, compliant SDSs and HAZCOM labels for users and the DoD Component HAZCOM official to include in the Enterprise Data Repository, as specified by the Business Enterprise Architecture; Subpart 223.3, DFARS; and Clause 52.223-3 of the Federal Acquisition Regulation Supplement.

(2) Rejects incomplete hazardous material information that does not comply with the requirements of Part 1910.1200 of Title 29, CFR. Laboratory verification of technical elements is not required. DoD Components will return incomplete or inadequate SDSs and labels to the supplier for correction. The contracting officer or buyer must consult with the manufacturer or distributor for resolution of SDS discrepancies.

e. Purchase requests for applicable supply items must include:

(1) A requirement for contracting activities to obtain manufacturer, importer, or supplier SDSs.

(2) The requirement for warning labels compliant with Part 1910.1200 of Title 29, CFR for U.S. locations or the Globally Harmonized System of Classification and Labelling of Chemicals for non-U.S. locations, in accordance with Military Standard MIL-STD-129R, Federal Standard FED-STD-313E, and Subpart 223.3, DFARS.

f. DoD Components will protect and use proprietary formulas or trade secret information in an SDS only as a management tool for exposure and mishap prevention, hazardous chemicals education, and medical diagnosis and treatment of exposed military personnel and civilian employees consistent with Part 1910.1200 of Title 29, CFR, and Volume 4 of DoD Manual 5200.01.

g. For nationally stock-listed and locally purchased nonstandard stock hazardous chemicals, the responsible contracting officer must contractually require and obtain compliant electronic SDSs and HAZCOM labels.

(1) For locally purchased chemicals, the purchaser or contracting officer confirms before the contract award or purchase:

(a) The adequate completion of an environmental, safety, and health assessment of the SDSs and HAZCOM labels.

(b) The correct SDSs and labels, as required in Part 1910.1200 of Title 29, CFR.

(2) The installation point of contact electronically forwards the SDSs and HAZCOM labels to the DoD Component HAZCOM official for processing.

h. For foreign manufactured products used outside the United States, the contracting office and purchaser will obtain SDSs and HAZCOM labels that are available in English.

(1) The SDSs and HAZCOM labels must contain all information required in Part 1910.1200 of Title 29, CFR.

(2) The contracting office and purchaser must electronically forward the SDSs, translated by other than the chemical manufacturer, to installation SDS focal points for entry into the Enterprise Data Repository with markings showing the SDS has translated hazardous material information.

i. The lead DoD Component managing the first non-U.S. entry point must establish procedures to make the appropriate SDS information available to all users of supplied hazardous chemical supply items.

(1) Unless the governing SOFA specifically mandates the use of HN SDS data and formats, SDSs will conform to Parts 1910.1200 and 1910.1450 of Title 29, CFR and Paragraph 3.4.h.

(2) Special procedures may be necessary for certain workplaces outside the United States with foreign national employees, including multi-employer sites similar to Part 1910.1200(e)(2) of Title 29, CFR. Hazardous material information and SDSs will reflect the predominant language spoken in addition to English. If required by the governing SOFA, FGS, or other binding agreement, the SDSs available in workplaces with foreign nationals may need to account for HN variations in SDS format or data. The lead DoD Component should establish those procedures using the guidance in this issuance, the relevant SOFA, the FGS for the location, or DoD 4715.05-G.

3.5. LABELING.

a. Hazardous chemicals used by the DoD Components:

(1) Must be appropriately classified and labeled consistent with Parts 1910.1200 and 1910.1450 of Title 29, CFR.

(2) That are specifically identified in Parts 1910.1001 through 1910.1052 in Subpart Z of Title 29, CFR, must be classified and labeled following additional substance-specific standards.

b. Commercial suppliers are required to label all hazardous materials with HAZCOM Standard-compliant labels consistent with Part 1910.1200 of Title 29, CFR.

c. The DoD Components will use the commercial or manufacturer's HAZCOM label for marking hazardous chemicals, including laboratory chemicals, and this label must not be removed from the products or defaced. If a DoD Component generates a hazardous chemical label, it must comply with Part 1910.1200 of Title 29, CFR.

d. If suppliers of hazardous materials have not properly labeled containers in accordance with Parts 1910.1200 and 1910.1450 of Title 29, CFR, the DoD Component must properly label containers. Hazardous material cannot be issued to downstream customers or used until compliance is met.

e. The label information must contain:

- (1) Product identifier.
- (2) Signal word.
- (3) Hazard statements.
- (4) Pictograms.
- (5) Precautionary statements.

(6) Chemical manufacturer, importer, or other responsible party's name, address, and telephone number.

f. Navy ships may use alternate HAZCOM Standard-compliant labeling (e.g., tags or markings) for repackaging, breakdown containers, or unlabeled containers aboard ship, consistent with the exclusion for uniquely military equipment, systems, operations, or workplaces in Executive Order 12196. The Navy must label all hazardous chemicals in accordance with the provisions of this issuance before being off-loaded or transferred to a shore facility.

g. Hazardous chemicals excluded from HAZCOM labeling requirements are described in Part 1910.1200(b)(5) of Title 29, CFR. Outside of the United States, hazardous chemicals must be labeled in accordance with applicable HAZCOM regulations as specified in the SOFA, FGSs, or other HN agreement. Many of these chemicals, though excluded from HAZCOM, have alternative labeling requirements such as chemicals regulated by:

- (1) Section 2015 of Title 15, U.S.C., also known as the "Consumer Product Safety Act."
- (2) Section 136 of Title 7, U.S.C., also known as the "Federal Insecticide, Fungicide, and Rodenticide Act."
- (3) Section 201 of Title 27, U.S.C., also known as the "Federal Alcohol Administration Act."
- (4) Section 2601 of Title 15, U.S.C., also known as the "Toxic Substances Control Act."

3.6. EMPLOYEE INFORMATION AND TRAINING. The DoD Components will:

a. Provide HAZCOM information and training and document training to employees who may become exposed to:

- (1) Hazardous chemicals while carrying out their duties, in accordance with Parts 1910.1200 and 1910.1450 of Title 29, CFR.
- (2) Hazardous materials during HAZWOPER operations, consistent with the OSHA HAZWOPER Standard.

- b. Inform contractors and subcontractors at DoD workplaces of site emergency response procedures consistent with Part 1910.120(b)(1)(iv) of Title 29, CFR.
- c. Consider HN regulations for personnel information and training for the local national workforce if authorized or required to do so by SOFAs or FGSs.
- d. Provide known hazard information of engineered nanomaterials used at DoD workplaces.

3.7. ENTERPRISE DATA REPOSITORY.

- a. The DoD Components will implement procedures to provide hazardous materials information to the Enterprise Data Repository consistent with Part 1910.1200 of Title 29, CFR. They will submit the hazardous materials information through the media (hard or electronic copy) appropriate to the technological capabilities or availability suitable for the DoD Component's system.
- b. The DLA operates the Enterprise Data Repository for the storage and retrieval of data and:
 - (1) Makes SDS image and associated ingredient, transportation, disposal, and label information accessible by national item identification number; local item identification number, if applicable; trade name and part number; SDS serial number; hazard characteristic code; hazardous ingredient(s); contract number; and manufacturer, importer, or distributor (or other responsible party) Commercial and Government Entity Codes. For local purchases of hazardous chemicals made without a formal contract number assigned, or from companies who do not have a Commercial and Government Entity Code, this information may not be available for entering into the Enterprise Data Repository. All other SDS information will be available.
 - (2) Allows for expansion as required by future safety, health, environmental, or transportation legislation or regulation.
 - (3) Permanently retains SDS information electronically.
 - (4) Provides SDS and corresponding product hazard data for all hazardous material inventory items for use as a reference throughout the procurement and the supply chain distribution process.
 - (5) Establishes a capability for the management of HN SDS information and images for hazardous materials used by the DoD outside the United States.

GLOSSARY

G.1. ACRONYMS.

CFR	Code of Federal Regulations
DFARS	Defense Federal Acquisition Regulation Supplement
DLA	Defense Logistics Agency
DoDD	DoD directive
DoDI	DoD instruction
FGS	final governing standard
HAZCOM	hazard communication
HAZWOPER	hazardous waste operations and emergency response
HN	host nation
OSHA	Occupational Safety and Health Administration
SDS	safety data sheet
SOFA	status-of-forces agreement
U.S.C.	United States Code
USD(A&S)	Under Secretary of Defense for Acquisition and Sustainment

G.2. DEFINITIONS. Unless otherwise noted, these terms and their definitions are for the purpose of this issuance.

article. Defined in Part 1910.1200(c) of Title 29, CFR.

DoD workplaces with laboratories. Defined in the OSHA HAZCOM Standard for Laboratories.

engineered nanomaterials. Discrete materials having structures with at least one dimension between 1 and 100 nanometers that are intentionally created, as opposed to those that are naturally or incidentally formed. They do not include larger materials that may have nanoscale features (e.g., etched silicon wafers), biomolecules (e.g., proteins, nucleic acids, carbohydrates), and materials with occupational exposure limits that address nanoparticles for that substance.

hazard classification. Defined in Part 1910.1200(c) of Title 29, CFR.

hazardous chemical. Defined in Part 1910.1200(c) of Title 29, CFR.

hazardous material. Hazardous chemicals, hazardous substances, hazardous wastes, or engineered nanomaterials, where applicable.

hazardous substance. Defined in Part 1910.120(c) of Title 29, CFR.

hazardous waste. Defined in Part 261.3 of Title 40, CFR and Part 171.8 of Title 49, CFR, in accordance with the OSHA HAZWOPER Standard.

HAZWOPER. Defined in Part 120(a)(1) of Title 29, CFR.

product hazard data. The comprehensive set of material, chemical, and regulatory data necessary to develop and implement ESOH controls for mission activities involving hazardous materials.

uniquely military equipment, systems, and operations. Defined in Part 1960.2(i) of Title 29, CFR.

REFERENCES

- Code of Federal Regulations, Title 29
- Code of Federal Regulations, Title 40, Part 261.3
- Code of Federal Regulations, Title 49, Part 171.8
- Defense Federal Acquisition Regulation Supplement, Subpart 223.3
- Deputy Secretary of Defense Memorandum, “Establishment of the Under Secretary of Defense for Research Engineering and the Office of the Under Secretary of Defense for Acquisition and Sustainment,” July 13, 2018
- DoD 4715.05-G, “Overseas Environmental Baseline Guidance Document,” May 1, 2007
- DoD Directive 4715.1E, “Environment, Safety, and Occupational Health (ESOH),” March 19, 2005
- DoD Directive 5134.01, “Under Secretary of Defense for Acquisition, Technology, and Logistics (USD(AT&L)),” December 9, 2005, as amended
- DoD Instruction 5000.02, “Operation of the Defense Acquisition System,” January 7, 2015, as amended
- DoD Instruction 6055.01, “DoD Safety and Occupational Health (SOH) Program,” October 14, 2014
- DoD Instruction 6055.05, “Occupational and Environmental Health (OEH),” November 11, 2008, as amended
- DoD Manual 5200.01, Volume 4, “DoD Information Security Program: Controlled Unclassified Information (CUI),” February 24, 2018, as amended
- DoD Manual 8910.01, Volume 1, “DoD Information Collections Manual: Procedures for DoD Internal Information Collections,” June 30, 2014, as amended
- Executive Order 12196, “Occupational Safety and Health Programs for Federal Employees,” February 26, 1980, as amended
- Federal Acquisition Regulation Supplement, Clause 52.223-3
- Federal Standard FED-STD-313E, “Material Safety Data, Transportation Data, and Disposal Data for Hazardous Materials Furnished to Government Activities,” July 1, 2014
- Military Standard MIL-STD-129R, “Department of Defense Standard Practice: Military Marking for Shipment and Storage,” February 18, 2014
- National Institute for Occupational Safety and Health Publication Number 2009-125, “Approaches to Safe Nanotechnology: Managing the Health and Safety Concerns Associated with Engineered Nanomaterials,” March 2009
- Office of the Deputy Chief Management Officer, “Business Enterprise Architecture (BEA),” current edition¹
- TB 700-2/NAVSEAINST 8020.8C/TO 11A-1-47, “Department of Defense Ammunition and Explosives Hazard Classification Procedures,” July 30, 2012²

¹ Available at <http://cmo.defense.gov/Products-and-Services/Business-Enterprise-Architecture/>

² Available at <https://www.ddesb.pentagon.mil/docs/TB700-2.pdf>

United Nations, “Globally Harmonized System of Classification and Labelling of Chemicals (GHS),” Revision 4, New York and Geneva, 2011³

United States Code, Title 7, Section 136 (also known as the “Federal Insecticide, Fungicide, and Rodenticide Act”)

United States Code, Title 10, Section 2222

United States Code, Title 15

United States Code, Title 27, Section 201 (also known as the “Federal Alcohol Administration Act”)

³ Available at http://www.unece.org/fileadmin/DAM/trans/danger/publi/ghs/ghs_rev04/English/ST-SG-AC10-30-Rev4e.pdf