PFAS Phase-Out: Action Plan for Sustainable Change

# Initial Assessment

You do not need to overhaul your whole company overnight. Many companies begin with just one product, one process, or one pilot.

## Use the following list to evaluate your current position and identify immediate opportunities.

### We have identified which departments use PFAS-containing materials

### We have access to supplier information and procurement data

### We have begun internal conversations about sustainability goals

### There is leadership interest in environmental health and corporate responsibility

### We have existing policies related to hazardous materials or environmental safety

### We have staff capacity to support this effort over the next 6–12 months

### A preliminary PFAS risk report has been conducted internally or by a third party

### Add any additional assets or gaps noted:

# Strategic Intent & Motivation

Align internal motivations with external responsibilities

## What drives our organization to act now? (examples)

### Reputational concerns among stakeholders or consumers

### Risk of regulatory action or legal liability

### Pressure from shareholders or investment groups

### Internal values on sustainability and human health

### Alignment with upcoming EU regulatory frameworks

### Employee or consumer advocacy

## In your own words, why is it essential for us to begin phasing out PFAS now?

# Stakeholder Engagement Plan

## Identify who must be informed, included, or consulted early on

|  |  |  |  |
| --- | --- | --- | --- |
| Stakeholder Group | Relevance | Role in Phase-Out | Communication Channel |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

## Internal Champions: List names/departments best positioned to lead or support this effort

### …………………………………………

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### …………………………………………

### …………………………………………

## Potential Resistance Points: Identify likely concerns and how they might be addressed

### Concern:

#### …………………………………………

### Response Strategy:

#### …………………………………………

# First Steps Roadmap

## Phase 1

### Appoint a PFAS Phase-Out Lead or Task Group

### Communicate commitment internally (Board email, all-hands, etc.)

### Review procurement data for PFAS exposure

### Identify any known regulatory risks

## Phase 2

### Engage suppliers to request PFAS disclosures

### Begin high-level cost/impact analysis

## Phase 3

### Host internal planning workshop with key stakeholders

### Draft a short PFAS Reduction Policy for board feedback

### Announce public intention (e.g., sustainability update, press release)

### Determine pilot area(s) for alternative materials

# Monitoring Progress & Reflecting on Impact

## How will we measure early success?

|  |  |  |  |
| --- | --- | --- | --- |
| Milestone | Strategy | Status | Deadline |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

This document is a declaration of progress, not perfection. By taking practical, achievable steps now, your organization positions itself at the forefront of responsible, ethical leadership and protecting yourself from liability. The path to eliminating PFAS begins not with sweeping reforms, but with one strong and coordinated step.

**Let’s lead with integrity, transparency, and the will to protect what matters most.**