

## Quality, Environmental, Health and Safety Policy

Schupan Asset Management is committed to utilize its resources to ecologically recycle excess and obsolete electronic components and e-waste materials. Schupan offers e-waste solutions to businesses, households and government entities in a manner protecting the environment, worker health and safety, our clients and our community.

Schupan Asset Management follows the *"Reuse, Recover, ..."* **Hierarchy of Responsible Management Strategies**. To implement this Policy, Schupan is committed to:

1. Continual improvement and increasing client satisfaction.
2. Protection of the environment, through pollution prevention and reuse-recycling procedures;
3. Provide safe and healthy working conditions for the prevention of injury and ill health and control occupational health and safety risks using the hierarchy of controls;
4. Ensure compliance with all existing laws and regulations and any other requirements to achieve the highest QEH&S standards while caring for the well-being of our employees and community partners;
5. Develop and maintain quality, environmental health & safety and security programs that conform to best practices of our the electronics recycling industry;
6. Follow documented procedures and work instructions designed to increase operational efficiency and employee safety while reducing pollution;
7. Manage the R2 focus materials that pass through our facility or control in a manner protective of worker health and safety, public health and the environment;
8. Provide the framework for establishing and reviewing QEH&S targets and objectives;
9. Ensure that this policy is regularly reviewed and amended as necessary for continuing sustainability and improved performance;

Schupan recognizes that the responsibilities for quality, security, environment and health & safety are shared, and that they require cooperation among everyone in the company. Schupan will continually improve its QEH&S system and performance by setting goals, taking into consideration our QEH&S footprint and our business, financial, operational, and legal requirements as well as the views and requirements of interested parties and stakeholders.

By meeting these objectives, Schupan will become a more efficient and environmentally conscious organization while improving work safety for its employees.

Changes to this Policy will be triggered by any changes in process, items accepted, scope, locations or corrective action(s).