



Quality, Environmental, Health and Safety Policy

The nature of Kuusakoski/Vintage Tech Recycling's operations has a positive global impact on the environment through the conservation of metals, plastic, and other non-renewable resources through the proper management of used, end of life electronic equipment. Our operations provide customized smelter and mill-ready commodities that match the requirements of our end-user customers. Kuusakoski & Vintage Tech Recycling processes all types of electronics for consumers, schools, corporations, government entities, municipalities, and non-profit organizations. We are committed to exceeding the needs of our interested parties while protecting the environment including prevention of pollution and other environmental health and safety commitments relevant to the context of our organization and best business practice standards. Consistent with these core operations, it is Kuusakoski & Vintage Tech's overall goal to accomplish its business objectives while striving for an injury-free workplace, minimizing pollution, and providing world-class service to all interested parties. The following commitments are upheld at all of our locations:

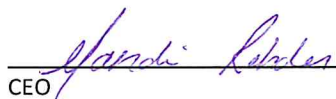
- ✓ Develop and maintain quality, environmental, health and safety, security, and data security programs that conform to and exceed best practices within the scrap and electronics recycling industry
- ✓ Exceed our customer requirements
- ✓ Comply with all relevant environmental, health and safety regulations and all local, state, & federal laws and certifications
- ✓ Comply with all relevant regulations of all countries of import and export for equipment, components, or materials containing focus and hazardous e-waste that have passed through our control
- ✓ Monitor our vendors and contractors to ensure the principles in R2, e-Stewards, ISO 14001, ISO 45001 (formerly OHSAS 18001), and NAID AAA are being followed throughout our recycling chain
- ✓ Manage used and end-of-life electronic equipment based on a reuse, refurbish, recover, dispose hierarchy or responsible management strategies
- ✓ Manage the focus and hazardous e-waste materials that pass through our facilities in a manner protective of worker health and safety, public health, and the environment
- ✓ Commit to social accountability values including the prohibition of prison and minor labor
- ✓ Educate our customers on data security issues and protection of their data throughout the recycling chain
- ✓ Prevent workplace injuries by committing to eliminate workplace hazards; providing a safe environment for employees, contractors, temporary employees, visitors, and anyone else who performs work under our directive, including consultation of workers and where they exist, with worker's representatives.
- ✓ Investigate any workplace accidents, illnesses, and near-misses and promptly correct any unsafe condition or practice
- ✓ Work with our recycling chain to fulfill our environmental, health, and safety goals
- ✓ Continually improve our quality, environmental, health and safety programs and resulting performance.

We recognize that the responsibilities for our quality, environmental, health and safety program are shared, requiring cooperation not only between employees and supervisors, but also among and between all those who assume the various roles within the company. Our commitments to our documented Environmental Health and Safety Management System (EHSMS) and applicable legal requirements are the core of our newly sought after NAID AAA Certification, ISO 14001 Certification, e-Stewards Certification, ISO 45001 (formerly OHSAS 18001) Certification, and R2 Certification (Vintage Tech only).

We have a commitment to work with our clients to determine the best way to protect their information stored on electronics entering our facilities for processing and destroy that data before the unit is properly recycled. We are strengthening our commitments by utilizing NAID AAA, our other certifications, and industry best practices to continually improve our services and maintain proper customer relations.

Kuusakoski and Vintage Tech will continually improve its EHS Management System and performance. This includes the setting of goals, taking into consideration our systems and business, financial, operational, and legal requirements and views/concerns of interested parties.

This policy shall be communicated among various levels of our organization, and reviewed periodically for accuracy.


CEO

10/2/2020
Date