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. Kuusakoski & Vintage Tech Recycling process all types of electronics for consumers, schools, corporations, government entities, municipalities, as well as non-profit organizations. We are committed to exceeding the needs and expectations 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/industry practice standards. Consistent with these core operations, it is Kuusakoski's & 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 industries
- ✓ Exceed our customer's requirements
- ✓ Comply with all relevant environmental, health and safety regulations and all local, state, & federal laws as well as applicable 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 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, and disposal hierarchy
- ✓ Manage the focus, materials of concern (MOCs) 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/responsibility values including the prohibition of prison and child/minor and/or forced labor. Or very restricted prison work in compliance with the e-Stewards standard
- ✓ 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
- ✓ Protect worker's rights to a workplace free from harassment and discrimination as well as protection from harmful pollutants and hazardous conditions
- ✓ 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 via the plan do check act (PDCA) thinking and risk based methodology through the process approach
- ✓ Prevent Transboundary Movement of MOCs in violation of relevant laws, treaties, agreements, and this Standard; and restrict the disposal of MOCs in accordance with the e-Stewards standard

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 organization. Our commitments to our documented Environmental Health and Safety Management System (EHSMS) and applicable legal requirements are the core of our NAID Membership while working towards NAID AAA Certification, ISO 14001 Certification, e-Stewards Certification, and ISO 45001 (formerly OHSAS 18001) Certification.

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 as required. We are strengthening our commitments by utilizing the NAID AAA requirements, 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, statutory and legal requirements, contractual obligations, and views/concerns of interested parties.

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

Mandi Rehder

CEO

03/17/2021

Date