



## Quality, Environmental, Health and Safety Policy

human-I-T is committed to provide solutions for the responsible, effective management and removal of end-of-life electronic assets in a manner protecting the environment, worker health and safety, our clients and our community.

- human-I-T is committed to continual improvement and meeting our customer requirements.
- human-I-T is committed to protecting the environment, including prevention of pollution and protection of biodiversity and ecosystems through responsible recycling.
- human-I-T is committed to 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 to eliminate hazards and reduce EHS risks.
- human-I-T is committed to worker participation, and where they exist, workers' representatives, in the decision-making processes in the QEHS management system.
- human-I-T is committed to comply with applicable legal and other requirements relative to the environmental and health and safety aspects of our business and fulfill its compliance obligations.
- human-I-T is committed to providing a framework for setting and reviewing quality, environmental, health and safety objectives.
- human-I-T is committed to manage used and end of life electronic equipment based on a reuse, refurbishment, recovery, disposal hierarchy including onsite and downstream materials management throughout the recycling chain.
- human-I-T is committed to manage Focus Materials throughout the recycling chain to final disposition with due diligence to protect workers, the public and the environment.
- human-I-T is committed to continuous improvement achieved through monitoring of objectives and rigorous evaluation of our management system.
- human-I-T is committed to communicating and reinforcing this policy throughout our company, to all persons working for or on behalf of the organization as well as, to our customers, our suppliers and other interested parties.

*Gabriel Middleton*

Gabe Middleton, CEO

April 5, 2021