



Quality, Environmental, Health and Safety Policy

Version: 4.2

Effective Date: 6/16/2021

As a social enterprise, Homeboy Electronics Recycling exists to achieve social and environmental outcomes through business principles and practices. While providing the highest quality IT Asset Disposition and Electronics Recycling services, we strive **not only to minimize negative impacts from our operations** (e.g., preventing pollution and injuries) **but also to maximize positive impacts**: namely, the employment of people facing systemic barriers to work and the recovery of resources from electronic waste. Quality, Environmental, Health and Safety issues are thus a top priority and integral part of our business. We are committed to the following:

- Managing used and end-of-life electronic equipment based on a reuse, refurbishment, recovery, disposal hierarchy, repairing and redeploying electronic devices whenever feasible and authorized. In particular, hazardous electronic waste received by Homeboy Electronics Recycling will not be directed to incineration, energy recovery, or land disposal facilities unless no reuse or recycling options are viable, or unless customer requirements for sensitive/proprietary material require incineration-type destruction.
- Safeguarding any material that potentially contains customer data
- Protecting the environment, including preventing pollution, promoting sustainable resource use, and mitigating climate change through responsible recycling practices
- Providing safe and healthy working conditions for the prevention of injury and ill health
- Eliminating hazards and reducing Quality, Environmental, Health and Safety risks
- Consulting with workers (and, where they exist, workers' representatives) and ensuring their participation
- Operating with exceptional transparency
- Embracing social accountability; we are guided by the principles of the SA 8000 standard
- Fulfilling our compliance obligations, including applicable legal requirements and other requirements relative to the Quality, Environmental, Health and Safety aspects of our business
- Continually improving our Quality, Environmental, Health and Safety management system to enhance our Quality, Environmental, Health and Safety performance (i.e., through monitoring of objectives and targets and rigorous evaluation of our management system)
- Devoting the resources necessary to ensure that our services are provided safely, ethically, and securely
- Utilizing downstream vendors that share our Quality, Environmental, Health and Safety commitments and managing R2 Focus Materials throughout the recycling chain to final disposition with due diligence
- Preventing illegal exports of hazardous electronic waste throughout the recycling chain
- The prohibition of forced and child labor, and restrictions on the use of prison operations and disposal of hazardous e-waste, throughout the recycling chain

This policy provides a framework for setting and reviewing quality, environmental, health and safety objectives and targets. This policy is communicated throughout our company, to all persons working for or on behalf of the organization, as well as to our customers, suppliers and other interested parties. It is available to the general public on our website at www.homeboyrecycling.com.

A handwritten signature in black ink that reads "Chris Zwicke".

Chris Zwicke, CEO

Date: 6/16/2021