



**REUSE
RECOVER
RECYCLE**

ELECTRONICS EDITION

VERSION: **3.0**

SERIAL #: ZRL03252014-00013



Environmental, Health and Safety Management System

The Zarc Recycling, LLC Environmental Policy:

We at Zarc Recycling, LLC accept environmental responsibility for our activities and processes. We are committed to sound environmental practices and the prevention of pollution with the aim of attaining our environmental targets and objectives.

Zarc Recycling, LLC adheres to a policy for managing used and end-of-life electronic equipment that is based on a "reuse, recover, dispose" hierarchy of responsible management strategies.

Zarc Recycling, LLC and its personnel are committed to complying with the applicable environmental requirements of the relevant legal authority, as well as the industry and any additional requirements to which the Zarc Recycling, LLC subscribes; including the Responsible Recycling ("R2") Standard.

Furthermore, Zarc Recycling, LLC is committed to the review and continual improvement of our EHSMS and activities to minimize impact on the environment.

Zarc Recycling, LLC will prohibit the use of prison labor for the processing of Hazardous e-Waste throughout the Recycling Chain.

This policy is to be communicated to all persons working for, or on behalf of, Zarc Recycling, LLC.





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Environmental, Health and Safety Management System

The Zarc Recycling, LLC's Health and Safety Policy:

Zarc Recycling, LLC is committed to the Occupational Health & Safety (OH&S) of all persons within its facility.

The OH&S contributes to all aspects of business performance as part of Zarc Recycling, LLC's commitment to continual improvement and the development of human factors including the culture, attitude and beliefs within Zarc Recycling, LLC.

Zarc Recycling, LLC's top management has set in place procedures to define, document and endorse this OH&S policy and includes its commitment to protecting the safety and health of persons at work and others who might be affected by their work activities.

This policy will be achieved by:

Adherence to all relevant International, Federal, State and local OH&S treaties, legislations and regulations;

Recognizing and implementing OH&S as an integral part of improving business performance;

Achieving a high level of OH&S performance, and a commitment to continual cost-effective improvement in performance;

Minimizing risk and the prevention of injury, ill health, diseases and incidents;

Acknowledging that people are the key resource and promoting the general health and safety of employees;

Providing adequate and appropriate resources to implement the policy including access to competent specialist advice where necessary;

Setting and publishing OH&S objectives at a minimum by internal notification;

Placing management of OH&S as a prime responsibility of line management from most senior executive to first-line supervisory level;

Ensuring its understanding, implementation and maintenance at all levels in the organization;

Ensuring employee involvement, participation and consultation to gain commitment to the policy and its implementation;

Ensuring that employees at all levels receive appropriate training and are competent to carry out their duties and responsibilities;

Periodically reviewing the policy, the management system and audit of compliance to policy, as a driver of continual improvement;

Periodically reporting OH&S management performance internally and to external parties where relevant.

