



## Quality, Environmental, Health and Safety Policy

areera is committed to providing 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.

- areera is committed to continual improvement and meeting our customer requirements.
- areera is committed the protection of the environment, including prevention of pollution and protection of biodiversity and ecosystems through responsible recycling.
- areera is s 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.
- areera is committed to worker participation, and where they exist, workers' representatives, in the decision-making processes in the QEHS management system.
- areera is committed to fulfill its compliance obligations.
- areera is committed to monitoring of objectives and rigorous evaluation of our management system to QEHS performance.
  - areera 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
  - areera is committed to protect workers' rights to a workplace free from harassment and discrimination.
  - areera is committed to protect workers' rights to a workplace free from harmful pollutants and hazardous conditions.
  - areera is committed to prevent Transboundary Movement of Materials of Concern (MOCs) in violation of relevant laws, treaties, agreements, and the e-Stewards Standard.
  - areera prohibit the use of forced and child labor.
  - areera restrict the use of Prison Operations in accordance with the e-Stewards Standard.
  - areera restrict the disposal of MOCs in accordance with the e-Stewards Standard.
  - areera 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.

A handwritten signature in black ink, appearing to read "Craig Thompson", is positioned above a horizontal line.

Craig Thompson, CEO

19/04/2021

Date