



Quality, Environmental, Health and Safety Policy

Working and Learning Together Electronics Recycling Inc. is committed to creating jobs for young adults facing persistent barriers to employment in the underserved community of Brownsville, Brooklyn, while preserving the environment through responsible recycling of unwanted electronics. Nothing goes to the landfill. Protecting worker health and safety and the environment.

- Working and Learning Together Electronics Recycling Inc. is committed to meeting our customer requirements.
- Working and Learning Together Electronics Recycling Inc. is committed to the protection of the environment, including prevention of pollution and protection of biodiversity and ecosystems through responsible recycling.
- Working and Learning Together Electronics Recycling Inc. is committed to providing safe and healthy working conditions for the prevention of injury and ill health and control occupational health and safety risks using a monthly training schedule including all employees.
- Working and Learning Together Electronics Recycling Inc. is committed to worker participation.
- Working and Learning Together Electronics Recycling Inc. 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.
- Working and Learning Together Electronics Recycling Inc. is committed to providing a framework for setting and reviewing quality, environmental, health and safety objectives.
 - Working and Learning Together Electronics Recycling Inc. is committed to manage used and end of life electronic equipment based on a 1)reuse, 2)refurbishment, 3)recovery, 4)disposal hierarchy including onsite and downstream materials management throughout the recycling chain.
 - Working and Learning Together Electronics Recycling Inc. is committed to manage focus materials(items that contain hazardous substances such as mercury or lead) throughout the recycling chain to final disposition with due diligence to protect workers, the public and the environment.
 - Working and Learning Together Electronics Recycling Inc. is committed to continual improvement achieved through monitoring of objectives and rigorous evaluation of our management system.
 - Working and Learning Together Electronics Recycling Inc. 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.

Guillaume Charvon, CEO

Date:12/11/2023