



## Environmental, Health and Safety Policy

Version: 2.1

Effective Date: 5/11/2017

As a social enterprise, Homeboy Recycling exists to achieve social and environmental outcomes through business principles and practices. 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 barriers to work and the recovery of resources from electronic waste.

Environmental, health and safety issues are thus an integral part of our business and a top priority for our management team, employees, and advisors. Together, we are committed to the following:

- Complying with applicable legal requirements at federal, state, local, and international levels.
- Voluntarily adopting rigorous industry standards for responsible recycling of electronic waste.
- Repairing and reusing electronic devices whenever feasible and authorized.
- Preventing pollution in our operations. In particular, hazardous electronic waste received by Homeboy 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.
- Preventing illegal exports of hazardous electronic waste throughout the recycling chain.
- Safeguarding any material that potentially contains customer data.
- Preventing injury and and ill health.
- Prohibiting the use of child or forced labor, including prison operations.
- Utilizing a robust Environmental, Health and Safety Management System to control, measure, and continually improve our environmental, health and safety performance.
- Embracing social accountability. We are guided by the principles of SA 8000.
- Holding community collection events that raise awareness about electronics recycling.
- Operating transparently: our permits, certifications, and EH&S management system can be reviewed upon request.
- Utilizing downstream vendors that share our commitments to environmental responsibility and worker safety.

We will devote the resources necessary to ensure that our electronics repair, remarketing, and recycling services are provided safely, ethically, and securely. This policy provides a framework for setting and reviewing environmental, health, and safety objectives and targets. This policy is communicated to all employees and is available to the general public on our website ([www.homeboyrecycling.com](http://www.homeboyrecycling.com)).

A handwritten signature in black ink, appearing to read "Kabira Stokes".

Kabira Stokes, CEO

Date: 5/11/2017