



Integrated Management Systems Policy

RX-SHEC-POL-01

RecycleX (RX) is committed to the goals of sustainable development. We balance social, environmental, and economic considerations in how we manage our business. We are committed to the principles of protecting workers' basic human rights, encouraging consultation and participation of our employees in the organization, and providing accountability of all materials and by-products to final disposition.

Management has prime responsibility for managing environmental, and health and safety programs. Supervisors are responsible for ensuring a healthy and safe working environment for employees under their direction. All employees are responsible for working safely and in compliance with the law and all RecycleX requirements.

To implement this policy and show its commitments to the protection of the environment, the health and safety of its workers, and its management of end-of-life electronic equipment, according to the reuse, recover and recycle principal, management will commit to:

STRIVE to be leaders in environment, health, and safety management by minimizing our impact on and risks to our employees, the public, our communities, our customers and the natural environment, throughout all stages of our business activities. And to be the leading compliant e-waste recyclers in South Africa.

MEET or surpass applicable environmental, health, hygiene, safety, emergency preparedness and response legislation and other requirements to which the company subscribes.

ESTABLISH clear and meaningful objectives and targets for environment, safety, and health management activities.

IMPLEMENT management systems to address risks, pollution prevention, environment, health and safety, and energy efficiency and perform regular audits to ensure continuous improvement.

MAINTAIN and promote stewardship, reuse, recycling, and waste minimization programs to benefit and protect employees, the public, customers, and the environment.

ENSURE that improvements in safety, health, and well-being of all employees will be a major consideration in all workplace designs, equipment purchases, training programs and work procedures.

PROMOTE employee awareness of this policy and provide the necessary resources for employees to integrate environment, health and safety into their activities.

COMMUNICATE our progress openly and on a timely basis with employees, the public, governments and other communities of interest, and our data security principles with our customers.

FACILITATE dialogue with external parties in order to anticipate and address relevant issues of sustainability and the protection of basic human rights.

PREVENT injuries and ill health to our employees, contractors, and visitors while working to achieve a zero-harm workplace.

Allan Werth
Director - RecycleX

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