

# Tek-Data

## Environmental, Health & Safety Policy

Tek-Data is committed to following the requirements of ISO 45001:2018, ISO 14001:2015 and the R2: 2013 Standard and to maintain conformance to the requirements of our EH&S management system. We are equally committed to meet or exceed our customer requirements, to continually improve our processes, to prevent pollution and workplace injuries, and to maintain compliance with relevant environmental, Occupational Health and Safety and data security legislation and regulations. The goal of Tek-Data's operation is to have a positive impact on the environment through responsible recycling practices that includes the conservation of metals, plastic and other non-renewable resources. Consistent with these core operations, it is Tek-Data's overall goal to accomplish our business objectives while meeting and exceeding the environmental and health & safety expectations of our management, employees, customers, suppliers and regulators.

We will continually improve our systems while striving to minimize adverse impacts on the environment by managing and tracking through the recycling chain used and end-of-life electronic equipment, components and materials, including focus materials as identified in the R2: 2013 Standard –with respect to both on-site activities and the selection of downstream vendors - using a “reuse, recover, dispose” hierarchy of responsible management strategies.

To achieve the above statement of this EH&S and other objectives, Tek-Data is committed to:

- Ensuring that these policies are appropriate to our operations, and its potential environmental impacts and health and safety risks of Tek-Data's activities, products and services;
- Commitment to fulfill and comply with all relevant EH&S legal requirements, compliance obligations, customer and product requirements, industry guidelines and any other EH&S commitments made by Tek-Data;
- Striving for continual improvement to enhance EH&S performance;
- Provide safe and healthy working conditions for the prevention of work-related injury and ill health;
- Eliminate hazards and reduce risks
- Providing the framework for setting & reviewing EH&S goals, which are established and are compatible with the strategic direction and the context of Tek-Data;
- Protecting the environment and preventing pollution;
- Consultation and participation of workers, and workers' representatives
- Ensuring that this system and policies are communicated and understood by all persons working for or on behalf of Tek-Data;
- Making the EH&SMS policy available to the public and interested parties and;
- Ensuring that this EH&S policy is reviewed and amended, as necessary and appropriate.

We recognize that the responsibility for protection of the environment and worker health & safety are shared, requiring cooperation between employees and top management. Tek-Data will continually improve our environmental performance through responsible recycling practices. This will include setting goals, taking into consideration our business, financial, operational and legal requirements as well as the views of interested parties.



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Director of Operation

Date: 05/26/20