

# INTEGRATED MANAGEMENT SYSTEM POLICY

The Shift Group of Companies is committed to being innovative leaders in the reuse, refurbishment and recycling of electronics and we are dedicated to:

- 1) Providing a **safe and healthy workplace** for team members, affiliates, contractors, and visitors;
- 2) the **protection and preservation of the environment**; and
- 3) the **security** of all data containing devices and the **destruction** of data contained in such devices

**S**ystematic approach and framework to ensure continual improvement; the protection of the environment; and prevention of pollution, injury and ill health.

**T**argets for Environmental Health and Safety (EHS) and Occupational Health and Safety (OHS) are set and monitored.

**R**eview and report results of EHS and OHS objectives to management, through the Management Review process.

**I**mplement policies, procedures and work instructions regarding environmental aspects and health and safety hazards

**V**erify and ensure compliance in all appropriate legislation, regulations, company and other requirements.

**E**nsure management systems are sustained, effective and continually improved to enhance environmental performance.

Our Environmental, Health and Safety Management System (EHSMS) enables our organization to formulate and implement policies regarding environmental aspects and health and safety hazards. It ensures compliance with appropriate legislation, regulations, company and other requirements such as ISO 14001:2015, OHSAS 18001:2007, the Recycler Qualification Office and R2:2013. Our EHSMS provides a systematic approach and framework to ensure continual improvement, protection of the environment, prevention of pollution, injury and ill health. This policy applies to internal and external interested parties identified by Shift and Revolution. Shift and Revolution hold their downstream vendors accountable to the commitments in this policy. This policy is communicated to all employees and is available to the public on the company website.



**Gary Diamond**

CEO



REVOLUTION

