

 CEAR	Integrated Management System	Effective Date: 06-01-2022
DOCUMENT: Quality, Environmental, Health and Safety Policy		Issue: 1.2 Page: 1 of 1

CEAR is committed to providing solutions for the responsible and effective management of disposition and recovery of electronic assets in a manner protecting the environment, worker health and safety, data security, our clients, and our community.

- CEAR is committed to continual improvement and meeting our customer and applicable requirements.
- CEAR is committed the protection of the environment, including prevention of pollution and protection of biodiversity and ecosystems through responsible recycling.
- CEAR is committed to provide safe and healthy working conditions for the prevention of injury and ill health and control occupational health and safety risks using the hierarchy of controls to eliminate hazards and reduce EHS risks.
- CEAR is committed to worker participation, and where they exist, workers' representatives, in the decision-making processes in the QEHS management system.
- CEAR 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.
- CEAR is committed to providing a framework for setting and reviewing quality, environmental, health and safety objectives.
- CEAR is committed to manage used electronics based on an asset disposition model of reuse and refurbishment using data wiping, testing, and redeployment with the highest standard of data security.
- CEAR is committed to manage end of life electronic equipment based on reuse, recover, recycling and disposal hierarchy including onsite and downstream materials management audits throughout the recycling chain.
- CEAR is committed to manage Focus Materials throughout the recycling chain to final disposition with due diligence to protect workers, the public and the environment.
- CEAR is committed to continual improvement achieved through monitoring of objectives and rigorous evaluation of our management system.
- CEAR is committed to prohibition of forced, prison and child labor throughout the recycling chain that handing Focus Material or Customer Data.
- CEAR 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.



 Paul Gao, CEO

 06/01/2022
 Date