

1.6 EHSR2 Policy

Hyla has changed the life cycle of a mobile, electronic device to create a new ecosystem with a TRADE-RESTORE-CONNECT method that reclaims the life of a potential obsolete device and puts it back into the market for continued, extended use. Integral to this new method are the following policy objectives:

- *We are determined to protect the environment through compliance with all legal and other specific requirements, pollution prevention, and implementation of company-wide sustainability practices.*
- *We apply a reuse, refurbish, recovery, and disposal hierarchy, where landfill disposal, incineration, and energy recovery are prohibited management practices for used and end of life electronics.*
- *We promote our zero landfill policy for electronics and verify adherence through effective supply chain management.*
- *We are committed to security of user data on devices that are handled by Hyla through our vendors, but only through effective wiping of data but also effective security*
- *We carefully control Focus Materials throughout the recycling chain by performing active due diligence of our partners, and implementing operational and contractual controls.*
- *We are committed to the protection of employee health, well-being and safety through the elimination of injury and ill health hazards.*
- *We strive to meet or exceed customer requirements and expectations through ethical, binding partnerships and clear communications.*
- *We are committed to continuous improvement in the EHSMS and our performance, achieved through monitoring of objectives and rigorous evaluation of our management system.*
- *We implement this policy by communicating it early and often to our employees, our partners and the public.*

Our objectives are:

- *Zero lost time injuries*
- *Zero recyclables to general waste*
- *Zero focus materials to landfill*
- *Zero legal notices from legislators*
- *Zero events of employees/vendors accessing customer privacy data*
- *100% of product sold without customer privacy data*
- *Achieve and maintain certification to OHSAS 18001 through an accredited certification body*
- *Achieve and maintain certification to ISO 14001 through an accredited certification body*
- *Achieve and maintain certification to R2 through an accredited certification body.*

The above EHSR2 policy and objectives will be communicated and available to employees by the following means:

- By being reviewed during the new hire process
- By being available within the EHSMS which will be available to all Hyla employees
- by being reviewed by the CEO at least annually in the Town hall

The policy will also be made available to external parties / public on request and on the website.

The EHSR2 Policy will be reviewed as part of the Management review (7.6).