


## Quality, Environmental, Health & Safety Policy

The management team of Battery Solutions, LLC ("Battery Solutions") is committed to ensuring that our Quality, Environmental, Health & Safety Policy provides a safe workplace for all of our employees and visitors by complying with all applicable environmental and occupational health and safety laws and regulations while seeking sustainable technologies and practices as our business grows. Battery Solutions is committed to prevention of pollution and workplace injuries.

Our Quality, Environmental, Health & Safety objectives are:

- Complying with all applicable federal, state and local environmental health & safety laws, including to never dispose of universal waste batteries, electronics, regulated or hazardous waste in landfills or trash incineration.
- Complying with customer and product requirements and other quality, environmental, health and safety requirements.
- Maintaining of our R2/RIOS™ certification.
- Contributing to the circular economy in all of our practices.
- Striving to meet or exceed expectations and industry best practices while delivering exceptional performance to our clients, business partners, investors and the community.
- Emphasizing our culture of continuous improvement and lean performance.
- Continually reviewing and improving procedures and systems to maximize efficiency and enhance quality and to provide a framework for establishing quality, environmental, health and safety goals.
- Creating and maintaining an encouraging work atmosphere promoting leadership, collaboration, problem solving and innovative thinking.

All employees are aware, and understand both the letter, and intent of this policy, as well as understand their responsibilities as it relates to quality, environmental compliance, and safe management of the material in our custody.

  
Thomas Bjarnemark, CEO

  
Donald Lynch, VP, Operations