



Environmental, Health and Safety Policy

- Dlubak Glass is resolved to be an innovative leader in the recycling of end-of life glass and related electronics in a manner protecting the environment, worker health and safety, our clients and our community.
- Dlubak Glass is committed to continual improvement.
- Dlubak Glass is committed to protecting the environment, including the prevention of pollution and protection of biodiversity and ecosystems through responsible recycling.
- Dlubak Glass is committed to provide safe and healthy working conditions for the prevention of injury and ill health.
- Dlubak Glass is committed to eliminate hazards and reduce occupational health and safety risks.
- Dlubak Glass is committed to consultation and participation of workers, and where they exist, workers' representatives.
- Dlubak Glass is committed to comply with applicable legal and other requirements relative to the environmental and occupational health and safety aspects of our business and fulfill its compliance obligations.
- Dlubak Glass is committed to managing used and end of life electronic equipment based on a reuse, refurbishment, recovery, disposal hierarchy including onsite and downstream materials management throughout the recycling chain.
- Dlubak Glass is committed to managing Focus Materials throughout the recycling chain to final disposition with due diligence to protect our environment.
- Dlubak Glass is committed to providing a framework for setting and reviewing environmental, health and safety objectives.
- Dlubak Glass is committed to communicating and reinforcing this policy throughout our company, as well as, to our customers, our suppliers and to the public.

A handwritten signature in blue ink that reads "David Dlubak".

Dave Dlubak
President

Date 09/30/20