



Quality, Environmental and Health and Safety Policy

FCM Recycling Inc. (FCM) provides a high standard of service for the ethical and legally compliant recycling of end-of-life electric and electronic equipment, all the while ensuring that FCM's processes and operations are conducted in a manner which (i) minimizes negative effects on the environment and its resources, (ii) ensures and promotes the health and safety of FCM's employees, (iii) ensures that data integrity is protected and (iv) provides FCM's customers with the highest level of confidence in the service offerings of FCM. FCM is committed to continuously improving and updating its policies and procedures, always in consideration of the foregoing objectives.

Moreover, FCM recognizes the importance of offering a consistently high quality of service to maintain customer satisfaction. In that light, FCM has committed to (i) complying with all applicable laws, regulations, standards and industry best practices, (ii) maintaining a Quality and Environmental Management System conforming to the International Organisation for Standardisation (ISO 9001-14001), (iii) complying with the R2 and RIOS standards and (iv) complying with the Recycling Qualification Program established by the Electronic Product Stewardship of Canada (EPSC), including without limitation the Electronics Recycling Standard included therein.

Without limiting the generality of the foregoing and in support thereof, FCM commits to the following:

Quality

- Establishing concrete objectives and targets related to the quality of its service offerings;
- Implement and monitor processes to ensure the integrity of material chain of custody and data protection;
- Measure, control and tracking of the quality of services offered as well as the continuous improvement of performance to respond to increasing customer requirements and satisfaction;
- Select best partners on the basis of total value considering quality, environmental concerns, safety, service, technology and reliability.

Environmental

- Preventing pollution;
- Measure, control and reduce negative impacts on the environment by continuously improving FCM's processes;
- Responsible management of all environmental aspects of FCM to ensure that recognized environmental standards and legal/regulatory requirements are achieved;
- Promoting and implementing its environmental policy objectives which consist of:
 - Continuously improving its diversion rate, with adherence to the reduce, reuse, recover disposal hierarchy;
 - Diverting as much hazardous waste from landfill as possible;
 - Complying with all applicable environmental laws, regulations and standards and industry best practices;
 - Ensuring the proper application of FCM's environmental policies and procedures; and
 - Ensuring that all FCM processes are elaborated taking into account environmental concerns.

Health and Safety

- Reduce risks at the source by continuously improving risk management related to services and operations;;
- Ensure the competence and training of all employees;
- Promoting and implementing its health and safety policy objectives which consist of:
 - Regularly conducting risk assessments to ensure that FCM employees are provided with a healthy and safe workplace;
 - Minimizing workplace accidents and injuries and eliminating workplace risks and hazards through the proper application and monitoring of FCM's safe work practices;
 - Regularly monitoring the health of FCM employees;
 - Regularly applying and improving FCM's metals control program; and
 - Educating FCM's employees as to existing health and safety concerns – awareness is key to ensuring the proper application of FCM's health and safety policies and procedures.

FCM recognizes that the foregoing commitments are a responsibility of FCM and it takes this responsibility very seriously, FCM will ensure that all its employees apply the FCM policies and procedures consistently and correctly so that these commitments are met.


Christopher Karamatsos
Vice-President

30-10-2013
Date