

---

## SAFETY, HEALTH, ENVIRONMENT AND QUALITY POLICY

### Applies to Desco Electronic Recyclers (As a Group of Companies; including Afrecycling)

Desco Electronic Recyclers (Desco) is committed to recycling electronic waste in the most efficient and sustainable manner as is reasonably possible. Desco considers its employees and other interested and affected parties to be our most valuable asset and therefore endeavour to not only provide a healthy and safe working environment but to empower and equip them to be responsible and innovative. Desco is committed to providing an electronic waste recycling service that is aligned to assist clients and stakeholder in meeting their recycling objectives and to continually improve through risk based thinking and change management.

In order to ensure a sound quality, environmental, health and safety performance, Desco has implemented an Integrated SHEQ Management System based on the requirements of the ISO9001:2015, ISO 14001:2015 and ISO 45001:2018 International Standards.

Therefore, Desco is committed to:

- Comply with the requirements and to continually improve the effectiveness in order to enhance its performance of the Integrated Management System;
- Provide safe and healthy working conditions
- Prevention of injury and ill health
- Prevention of pollution
- Comply with applicable legal and other requirements/compliance obligations to which Desco subscribes which relate to its services and environmental aspects
- Eliminate OH&S hazards and reduce Occupational Health and Safety risk; and
- Consultation and participation of workers.

In addition, the organisation:

- Ensures that the processes are delivering their outputs;
- Endeavours to undertake its operations in a manner which is economically, ecologically, socially acceptable and sustainable;
- Identifies, advises, coordinates and evaluates hazards and risks related to Desco managed development and activities which may put the safety and health of its personnel, contractors, visitors, community and other interested parties at risk;
- Ensures recognition of social imperatives, such as socio-economic transformation, employment equity, equal rights to business opportunities and a development focus in supply chain management, with a view of improving the quality of lives of all people that Desco has an impact on; and

Desco provides a framework and reviews its SHEQ objectives and targets at the annual management review meetings, and the quarterly corporate meetings. These objectives and targets are set for meeting requirements for services, for reduction of consumption of



**DESCO**  
Electronic Recyclers

SAFETY, HEALTH, ENVIRONMENT AND  
QUALITY POLICY

---

resources, for improvement in waste management, and for minimising safety-related incidents and health related concerns.

Top management continually seek to ensure continual improvement of the Integrated Management System (SHEQ) through implementing open communication and full participation by all its employees and the establishment of forums where all external stakeholders can participate.

Giulio Airaga  
Managing Director

Enrico Airaga  
Technical Director

Luigi Airaga  
Operations Director