



Reclite SA (Pty) Ltd

Health, Safety, Environment Policy

Reclite SA is a South African based company, specialising in the collection, transport, sorting crushing, separation, treatment, recovery and beneficiation of waste lighting, batteries of all types, all waste electrical and electronic products including all types of renewal energy products.

The business is diverse and covers:

- H:H Licensed Operations in Johannesburg and Cape Town
- Major Consolidation sites in Gauteng, Kwa-Zulu, Western Cape and the Eastern Cape
- Offering all our products and services nationwide in South Africa and to all African countries

We are an organisation that cares about our people's needs both at work and at home, supporting our business's overall goal of achieving zero harm. We aim to be industry leaders in health, safety, environmental protection, and performance. Our belief is that quality engagement with contractors, suppliers, customers, communities and government regarding our strategies and plans is essential to building robust relationships and is fundamental to our long-term success. Through effective leadership we continuously strive to improve our HSE performance, and our success requires shared dedication and active participation by all employees by:

- Making sure no one is harmed or hurt while they are at work
- Communicating the vision of our business, linked to our annual plan priorities
- Being open and transparent with local stakeholders, respecting their culture and diversity
- Recognising our customers' needs with products, services and pricing options
- Ensuring the service and technical support we are providing to our suppliers and customers is responsive, fair, courteous and timely
- Prioritising research, innovation, and implementation programs through technology to reduce impacts of general waste, and hazardous waste electrical and electronic products, and all batteries by diversion from landfill
- Identifying and managing business risk and fully implementing business resilience capability
- Ensuring leadership encourages effective employee, contractor, supplier participation in achieving our goals
- Implementing and improving systems to identify, control and monitor HSE risks across the business
- Providing and developing adequate resources and expertise to manage HSE performance
- Reporting regularly to all stakeholders on our performance and seek their feedback to further improve HSE
- Reclite SA and its employees respects the privacy of data subjects under the Protection of Personal Information Act
- Reclite SA's ethical principles are the values that set the ground rules for all that we do as employees

This policy shall be communicated to all Reclite SA employees, customers, service providers and internal and external stakeholders and made available to the public.

Steffen Schröder
Technical Director—Reclite SA (Pty) Ltd
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