



Environmental and Occupational Health & Safety Policy

The Environmental and Occupational Health & Safety Management System (EOH&S) policy of Shields Environmental Inc. Sanford, Florida, Concord, New Hampshire and Indianapolis, Indiana is maintained as a controlled document. It focuses on regulatory compliance, pollution reduction, occupational health and safety and continual improvement.

Shields Environmental Inc. believes that environmental and occupational health & safety responsibilities are business functions necessary to help preserve the quality of life for current and future employees, customers, the community and society in general. This environmental responsibility encompasses a commitment to protect human health, conserve resources, protect the environment, prevent workplace injuries and to comply with all relevant customer and product requirements.

The QEH&S Standards Manager maintains the EOH&S MS "Policy" as a controlled document. The EH&SMS Policy is supported by specific guiding Environmental, Health & Safety principles that are maintained as referenced documents and provide a framework for establishing EOH&S goals. These principles are:

- Address environmental, safety and health issues in the early stages of business decision-making and ensure that our employees are educated so each can help carry out this responsibility. All products, services, processes, systems and facilities will be included in this evaluation.
- Meet and exceed, regulatory requirements that apply to our business, environmental aspects and occupational health & safety.
- Act promptly and responsibly to correct incidents or conditions that endanger the health, safety or the environment of our customers, employees and the communities in which we operate.
- Be responsible and responsive to all parties affected by our operations through communication of our environmental health & safety policies and response to enquires regarding environmental health & safety issues and concerns.
- Assess the environmental and occupational health and safety risks for the prevention of pollution, injury and ill health
- Recycle, reclaim or reuse to conserve natural resources.
- Review environmental health & safety performance periodically and use these results to continuously improve our environmental and occupational health and safety management performance.
- Meet or exceed the requirements of ISO 14001, R2, OHSAS 18001,
- Minimize the Impact on the environment of our operations as related to the emissions of Green House Gases (CO2) to help combat climate change.
- Accountability for all hazardous e-Waste throughout the recycling chain to final disposition.
- Social accountability values within Shields Environmental consistent with the principles of SA 8000.

The EOH&S MS policy has been communicated to all employees and is posted for employee and public view in the office. Copies of the EOH&S policy are available to the general public and other interested parties upon request to the QEOH&S MS Manager. EOH&S MS principles/aspects, impacts, objectives and targets have been developed by the management team and include specific requirements for Shields Environmental Inc.

Original signed by: Toni Gibbs July 7, 2016

A handwritten signature in black ink, appearing to read "Toni Gibbs", is written over a horizontal line.