



Environmental, Health and Safety Policy

As an independent distributor of electronic components, computer products, and networking equipment, we recognize the importance of operating our business in an environmentally responsible manner. The Converge corporate family is committed to the protection and preservation of the environment and to the well-being of its employees, customers, visitors and surrounding community.

It is therefore our policy to:

Comply with all applicable Federal, State, and local regulatory requirements and any other standards of performance to which we have subscribed. Minimize the impact of our product and operations on the environment by identifying our environmental aspects and potential impacts and **prevent pollution** by implementing practices and operational procedures to address these. **Prevent injury and ill health** by identifying potential hazards and risks to employees both inside and outside the work place, again by implementing practices and monitoring procedures to address these. We will communicate our policy and procedures to our employees and those working on our behalf, and employees' individual obligations to occupational health and safety, including training when applicable. Maintain an effective environmental, health and safety management system (EHSMS) based on the principle of **continual improvement**, incorporating measurable objectives addressing significant aspects, hazards and risks, regular monitoring of operations, corrective and preventative action as appropriate, and periodic management review.

In Converge (Singapore), the value recovery business which is focused in reverse logistics management; recycling, refurbishing and remarketing of computers and electronic equipment; is committed to accounting for all hazardous electronic waste throughout our recycling chain to final disposition; prevention of exports of hazardous electronic waste throughout the recycling chain that violate international laws, treaties, and agreements; and promoting social accountability values within our organization consistent with Arrow's Code of Conduct policy and encouragement for all downstream recyclers to operate consistent with this policy.

Communicate with and involve all interested parties in our efforts to maintain an effective environmental, health and safety management system. This environmental, health and safety policy is fully endorsed by management to ensure its implementation at all levels within the organization, and is available to the public.

Approved by:



Name: Eric Checkoway
Position: Vice President and General Manager
Approved on: August 1, 2017