



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. Converge 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:

Satisfy all applicable Federal, State, and local regulatory requirements and are committed to the hierarchy of controls to environmental, health & safety risks. 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, eliminating potential hazards and reducing risks to employees both inside and outside the workplace, 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' communication, consultation and participation 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. 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: November 9, 2020