



Environmental Management and Health and Safety Policy

We are **Device Europe**, a company specializing in comprehensive IT resource management. They include activities such as purchase and rental of IT equipment, inventory, remarketing, employee sales, data and IT equipment migration, certified data destruction, and IT equipment recycling.

Our goal is to minimize electronic waste and help our customers achieve their environmental and operational goals, and jointly promote a health and safety culture. Through our expertise, innovation and commitment, we strive to be a trusted partner, helping organizations look to the future with confidence.

We strive to lead in technology and sustainability, with the goal of creating a safer and more sustainable future for our customers, employees and our planet.

We undertake to meet the requirements and improve the effectiveness of the environmental and health and safety management system functioning in our company, in accordance with the requirements of international standards ISO 14001:2015 and ISO 45001:2018 as well as the R2v3 standard, and to achieve the following goals:

- ensuring compliance with legal and other requirements in the field of occupational safety and security environment,
- creating safe and hygienic working conditions for employees,
- improving occupational safety and improving safety activities i
occupational hygiene,
- proactive prevention of accidents at work, occupational diseases and negative events affecting the natural environment,
- eliminating hazards and mitigating occupational health and safety risks,
- prohibiting or stopping any work in the event of a health hazard or life, ensuring consultation and participation of employees, subcontractors and representatives employees, including the use of their suggestions, ideas and conclusions regarding shaping safety and hygiene,
- effective renewal of IT equipment and its responsible introduction to the market,
- conscious processing of IT equipment for the reuse of electronic components,
- proper waste management, including packaging and electronic waste,
- rational use of natural resources,
- preventing pollution and threats to the natural environment,
- employee participation and consultation in the development and operation of the Management System
Environmental and health and safety,
- cooperation with subcontractors, suppliers and customers who accept and identify with ours
mission and culture of environmental protection and occupational health and safety.

The principles of our Policy are known to every employee and are subject to supervision by top management.

Bydgoszcz, 15/01/2024

Managing Director – Maciej Jakimiec