



Innovative ATE solutions

# Environmental and Safety Policy



UNITES Systems a.s. ("UNITES") is committed to promoting, creating, and maintaining a safe and healthy workplace and to improving the environmental quality of our operations and surrounding communities. This effort begins with providing a safe physical plant and hazard-free working conditions. To accomplish these goals, UNITES adheres to the following Environmental and Safety (ES) principles:

- minimize any significant adverse environmental impacts or safety/health risks to employees, customers and the public, through the use of integrated ES management procedures and planning
- Maintain compliance with all applicable international and local regulations and laws
- Prevent pollution, reduce waste emissions, and commit to reuse, recovery and recycling
- Secure and maintain all applicable permits and other regulatory approvals required for operations
- Continually assess and anticipate future ES laws and regulations and the effects they may have on our operations

UNITES is committed to continuous improvement in all activities with focus on pollution prevention, waste minimization and reduction in use of chemical raw materials. We work to improve our products and processes to reduce any negative impact on the environment, safety & health.

## 1. ENVIRONMENTAL & SAFETY MANAGEMENT SYSTEM

UNITES maintains an Environmental & Safety Management System to ensure that we meet our environmental goals. Our "Company Environmental Policy" drives our ES objectives in areas such as Hazardous Waste Management, Chemical Safety, Emergency Planning, Electrical Safety, Contractor Safety, Injury Management & Site Assessments for real estate transactions.

The company managers are responsible for safety and environmental performance, while employees are required to comply with all environmental and safety laws, as well as UNITES' ES procedures.

## 2. UNITES' ROHS MISSION STATEMENT

UNITES is committed to complying with all applicable laws and regulations, including the European Union Restriction of Hazardous Substances (RoHS) Directive that restricts the use of hazardous materials in electronics products. The company continues to work towards the reduction of RoHS materials in our products which are subject to the RoHS Directive, except where it is widely recognized that there is no technically feasible alternative.

It is important that our employees, customers and suppliers know that UNITES continues in its strong commitment to protecting and improving the environment for future generations.

## 3. UNITES AND THE WEEE DIRECTIVE

On January 27, 2003 the European Parliament and the Council of the European Union authorized Directive 2002/96/EC or WEEE (Waste Electrical and Electronic Equipment). The aim of the directive is to halt the growing volume of electrical and electronic (EEE) waste disposed of in landfill sites.

This directive encourages and sets specific criteria for the collection, handling and recycling of EEE waste. Consumer and business-to-business (B2B) wastes are treated differently. All UNITES products are considered B2B).

#### 4. WORKPLACE SAFETY

UNITES has a strong commitment to workplace safety, and we integrate ES policies into our daily business operations. Management regularly reviews safety metrics, and managers and employees participate in ES awareness training as a part of their continuous learning at UNITES.

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