Environmental, Social, and Governance (ESG)

GreenTek Solutions (GTS), an innovator in IT Asset Disposition (ITAD), is dedicated to conducting business in alignment with the principles of Environmental, Social, and Governance (ESG) responsibility. We recognize the transformative potential of technology to bridge gaps and are committed to maximizing positive impacts on the environment, the community, and society.

This Policy Statement serves to delineate GreenTek Solutions' approach to ESG, outlining the strategy, rather than merely stating the goals.

Environmental Responsibility

1) **Electronics Reuse**: GTS prioritizes the reuse of electronics as a cornerstone of our sustainability efforts. Through rigorous refurbishment processes, we extend the lifecycle of IT assets, minimizing electronic waste and reducing our and our client's environmental footprint/s.

2) **Zero Landfill of Electronic Waste**: We are committed to a zero-landfill approach for electronic waste. All end-of-life IT assets are processed using environmentally responsible methods, ensuring that no electronic waste ends up in landfills. Furthermore, we ensure that all material recovery is performed in an ethical and environmentally friendly manner.

3) **Climate Change and Resilience**: GTS recognizes the critical role in addressing climate change. We are committed to reducing our carbon footprint, implementing energy-efficient practices, and investing in initiatives that contribute to climate resilience.

4) **Renewable Energy**: We actively pursue the use of renewable energy sources in our operations. By incorporating renewable energy, we aim to reduce our reliance on non-renewable resources and contribute to a sustainable energy future.

Social Responsibility

1) **Health, Safety, and Wellbeing**: GTS prioritizes the health, safety, and wellbeing of our team members and other interested parties. We uphold stringent safety standards, providing a secure and healthy working environment for all stakeholders.

2) **Supplier Diversity and Inclusivity**: GTS actively engages in outreach efforts to identify and connect with Historically Underutilized Businesses (HUB) and Minority Business Enterprises (MBE). Through strategic partnerships and participation in events, we aim to create a diverse network of suppliers, fostering inclusivity in our supply chain.

3) **Human and Indigenous Rights**: GTS is dedicated to upholding human and Indigenous rights within our operations and supply chain. We commit to respecting and protecting the rights of all individuals, ensuring fair treatment and opportunities for marginalized communities.

4) **Democratize Opportunity**: We strive to democratize opportunity through inclusive hiring practices, upskilling, and cross-training programs. Our commitment is to create an environment where all employees have equal access to career advancement and professional development.

5) **Recognition**: GTS recognizes and values the diverse contributions of our employees, suppliers, and communities. We actively promote a culture of inclusivity, acknowledging the importance of each individual's unique perspectives and experiences.

Governance and Ethical Practices

1) **Integrated Management System (IMS)**: GTS has implemented an Integrated Management System (IMS) that comprehensively addresses all ESG objectives and targets. This system ensures the effective integration and management of environmental, social, and governance considerations into our daily operations, fostering a holistic approach to sustainable business practices.

2) **E-Waste Compliance**: GTS operates in full compliance with relevant laws and regulations governing e-waste management. We are committed to upholding the highest ethical standards in our operations, ensuring legal compliance and environmental responsibility.

3) **Data Security and Sanitization**: GTS prioritizes the secure handling of data throughout the IT Asset Disposition lifecycle. We implement stringent data security measures and employ certified data sanitization practices to ensure the complete and irreversible removal of sensitive information.

4) **Secure Facility**: GTS maintains a secure facility to safeguard the assets and data entrusted to us. Our facility is equipped with state-of-the-art security features, ensuring the protection of all material, and maintaining the confidentiality and integrity of sensitive data.

5) **Third-Party Certifications**: Our commitment to excellence is demonstrated through third-party certifications that validate our environmental, social, and data security practices, providing transparency and assurance to interested parties.

6) **Business Continuity Safeguards**: GTS is dedicated to ensuring business continuity through robust economic performance and cautious planning. We implement safeguards to address potential interruptions, ensuring the resilience of our operations and our ability to contribute to a sustainable future.

GTS remains unyielding in its dedication to driving positive change through environmental stewardship, social responsibility, and ethical governance. By adhering to these principles, we strive to inspire industry-wide transformation, fostering a sustainable future.

Record of Revisions

Revision Date	Description	Sections Affected
12/08/2023	Initial Release of Document	All

Record of Approval

Task	Name/Signature	Job Title	Date
Written By: Marc A. Siemens		GM	12/08/2023
Approved By: Anuar Garcia		CEO	12/08/2023