



Statement of Continued Support

907-PLCY-000023

(Version 1.0)

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1. Version History

Version	Description	Contributor Name	Date
0.1	Initial Release	Aaron Logan	2022-03-15
	Leadership Review/Comments	Aaron Logan	2021-03-22
1.0	Approved for Publishing	Aaron Logan	2022-03-28

2. Purpose

The purpose of this policy is to communicate the statement of continued support to stakeholders and company wide.

3. Scope

This policy applies to any Excir employee and stakeholders for their awareness on the company's objectives and missions.

4. Key Responsibilities

4.1 Executives

Ensure policy is signed annually and in line with the organizations objectives and missions.

Ensure policy is communicated to stakeholders and those working within the company.

4.2 Managers

Know and understand the organization's missions and objectives.

Communicate the organization's missions and objectives to staff and contractors.

4.3 Employees

Know and understand the organization's missions and objectives.

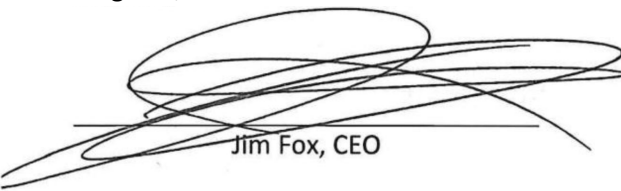
5. Content

To our valued staff and stakeholders,

I am pleased to confirm that Excir Works Corp. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day to day operations of our company, and engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Excir Works Corp. will continue to make a clear statement of this commitment to our stakeholders and the general public.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Regards,



Jim Fox, CEO

March 28, 2022

Date

6. Description of Actions

6.1 Human Rights

Excir Works Corp. will continue to take the following actions to ensure that Human Rights are communicated and embedded within our organizations culture.

- Ensure workers are provided safe, suitable and sanitary work facilities.
- Review Workplace Violence and Harassment policy on an annual basis to ensure workers are protected from workplace violence and harassment, including physical, verbal, psychological or sexual harassment, abuse or threats.
- Take measures necessary to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during testing, treating, research and development, usage or disposal of products.
- Develop and maintain security, health and safety programs.
- Excir Works Corp. is working towards achieving increased gender equality and has brought on one female board member and hired 3 additional women to the team since last communication on progress.
- Excir Works Corp. is working towards achieving increased racial equality and has hired 3 additional people of minority to the team since last communication on progress.

6.2 Labour

Excir Works Corp. has taken the following actions for labour:

- Excir Works Corp. will not participate in any form of forced or bonded labour.
- Excir Works Corp. will comply with minimum wage standards.
- Excir Works Corp. offers flexible work from home support to help promote a safe work environment for critical staff who have to be in the office.
- Ensure employment related decisions are based on relevant and objective criteria.
- Excir Works Corp. promotes an inclusive, safe working environment for all staff, including full time employment and sustainable growth within the company.
- Statistics are maintained on a monthly basis and delivered to the leadership team on a monthly basis as a part of the management review meetings.
- Allocation of responsibilities and accountability are created for within the organization.

6.3 Environment

As Excir Works Corp.'s environmental policy, some examples of the actions taken include:

- Ensure emergency procedures to prevent and address accidents affecting the environment and human health.
- Minimize the use and ensure safe handling and storage of chemical and other dangerous substances.
- Avoid environmental damages via regular maintenance of production processes and environmental protection systems (air pollution, waste, water pollution, etc.)
- Comply with relevant laws and regulations; including provincial, federal, and other local; and other requirements.
- Promote pollution prevention in all of our operations, including the elimination of electronic waste from landfills.

- All processes Excir Works Corp. Works Corp. conducts for recycling of waste has the objective of reducing materials sent to landfill, with the goal of eventually achieving a zero landfill target.
- Excir Works Corp. Works Corp. is a R2 certified company which assesses lifecycle and impact of products, ensuring that policies and processes are environmentally sound and in line with the Company objectives.
- Work with our entire recycling chain including downstream vendors, suppliers, customers, and contractors to fulfill our health, safety, and environmental goals.
- Continually improve our health, safety and environmental programs and resulting performance.
- Statistics are maintained and reported to leadership on a monthly basis. Board of Directors are informed of the statistics and improvement results.
- Risk and impact assessments are conducted at regular intervals and updated accordingly. All staff have access to the risk and impact assessments and take part in the updating and creation. Annual impact assessment reviews are completed.
- Training is provided to staff on processes to deal with incidents, including spill response and training.

6.4 Anti-Corruption

As a part of the Anti-bribery and Anti-Corruption Policy, Excir Works Corp. is committed to:

- Providing honest and ethical conduct and emphasised in the Code of Business Conduct and Code of Ethics.
- Partnerships, joint ventures, and similar agreements also include contractual provisions regarding compliance with anti-bribery and anti-corruption laws and the principles in the Policy.
- Ensuring internal procedures support the company's anti-corruption commitment.
- Processes are maintained to ensure policies are in line with established and emerging best practices.
- Leadership and Board of Directors take responsibility and accountability for the implementation of the anti-corruption commitment policy.
- External accounting audits are performed monthly which are related to anti-corruption commitment policy.

7. Sustainability and Sustainable Development Goals

Integration of environmental, social and governance factors is assured by means of structured processes involving sustainability context, identification of priorities for Excir Works Corp. and its stakeholders, sustainability planning, execution of specific actions working towards the sustainable development goals, and reporting. The board of directors examines and approves the strategic, industrial, and financial plans, including the annual budgets to promote a sustainable business model and lay the basis for long term value creation.

- **Goal 8:** Excir Works Corp. protects labour rights of all staff and contractors and promotes safe and secure working environments for all workers and contractors. Excir Works Corp. plans to build a new industry and provide access to their technology to international parties through licensing. This will allow other countries access to recycling technology to deal with waste within their borders, giving them new industry and wealth creation for employees and nations
- **Goal 9:** Excir Works Corp. is working towards the commercialization to upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.
- **Goal 12:** Excir Works Corp.'s technology enables the recycling of electronic waste and catalytic converters to recover precious metals in an ethically-sourced and sustainable manner. This creates an eco-friendly circular economy for the precious metals industry.
- **Goal 13:** Excir Works Corp. aims to replace smelting of catalytic converters and electronic waste to significantly reduce GHG emissions and water usage to help combat climate change.

8. Measurements of outcomes

- Demographics of management and employees broken down by diversity factors (gender, ethnicity, age, etc.)
- Rate of occupational diseases, injuries, and absenteeism is reviewed at management review meetings, statistics are analyzed and monitored for trending.
- Annual audits are completed on ISO 14001:2018, ISO 45001:2018, and R2 Standards.
- Audit outcomes are reviewed company wide and during management review meetings.
- Since last Communication on Progress, Excir Works Corp. has developed partnership projects with other UN entities on Excir Works Corp.'s core business. In collaboration with this partnership, we are working towards solving common challenges at a national and global level with emphasis on initiatives extending the company's positive impact on sustainable development goals.

9. Acknowledgement

I, _____, have read and understood this **Statement of Continued Support** 907-PLCY-000023 (Version 1.0) and agree to abide by all of its terms. I further agree to request further explanation or training if I am unsure of any of the requirements, and to immediately report any violations.

Employee signature

Date

Manager signature

Date

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