

ENVIRONMENTAL, HEALTH & SAFETY POLICY

Tempest Telecom Solutions is a single source OEM alternative for multi-vendor telecommunications equipment testing and repair whose comprehensive scope covers multi-vendor, multi-system repair across wireless, data, optical, transport, wireline and test equipment.

Tempest will maintain an environmental, health & safety management system in conformance with the requirements of the ISO 14001 and OHSAS 18001 standards. This system includes implementing appropriate programs and procedures, setting measurable goals and targets, and monitoring and auditing our progress.

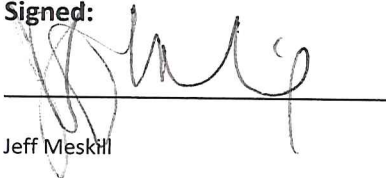
Our goal is to make environmental, health and safety performance a focus of our business operations and we intend to achieve this by:

- Complying with all applicable environmental, health & safety laws, regulations, and other requirements, including the Responsible Recycling (R2) Practices, as identified in the EHSMS;
- Managing all material streams for maximum recovery under the reuse, recover and dispose hierarchy as set forth in the Responsible Recycling (R2) Practices to ensure all materials are processed with minimal environment impacts through both on-site activities and the selection of our downstream vendors;
- Managing the R2 focus materials (FMs) that pass through our facility or control in a manner protective of the environment and of workers health and safety, and public health while complying with all relevant regulations of countries importing equipment, components, or materials containing FMs ;
- Preventing pollution and implementing safe technologies and operation and responding immediately to emergencies to minimize any adverse impacts;
- Identifying and reducing the risks of all types of work activities that have the potential to cause personal injury or occupational illness;
- Providing training, and supervision to improve all employees' understanding of workplace hazards, including safe work practices and emergency procedures as well as the key environmental impacts and responsibilities of their work;
- Ensuring that everyone (including visitors and contractors) complies with appropriate standards and workplace directions to protect their own and others' health and safety as well as our environment.

Tempest Telecom Solutions strives to improve continually by encouraging suggestions from our employees, customers, suppliers, and other stakeholders.

Tempest has committed to the policy established by senior management and will adhere to the principles detailed in the Tempest policy above.

Signed:



Jeff Meskill



Daniel Gregston

Date: 7/29/2015

Effective date: 7/7/2015

Rev. 1.0

EHS Policy rev. 1.0.docx

Tempest Telecom Solutions