

Gopher Resource Lead Battery Recycling Committed to Employee Health and Safety

Gopher Resource's overriding core value is to Protect People and Communities, and our processes and safety protocols reflect that value. Our hygiene program is among the most extensive in our industry and we are constantly looking for opportunities to enhance employee safety.



The health, safety and wellbeing of our workers is our top priority.



Empowering Employees to Work Safely

Rigorous, ongoing safety training programs give our employees the knowledge, skills and awareness to protect their own safety in the workplace, as well as the safety of others.

+22 Average Annual Safety-Focused Training Hours Per Employee

Ongoing Training in a Variety of Formats Increases Safety

- CLASSROOM
- HANDS-ON
- SHADOWING
- AWARENESS/SHIFT TALKS
- EQUIPMENT-SPECIFIC
- SAFETY AND HYGIENE
- REFRESHER
- FIRST-AID/CPR



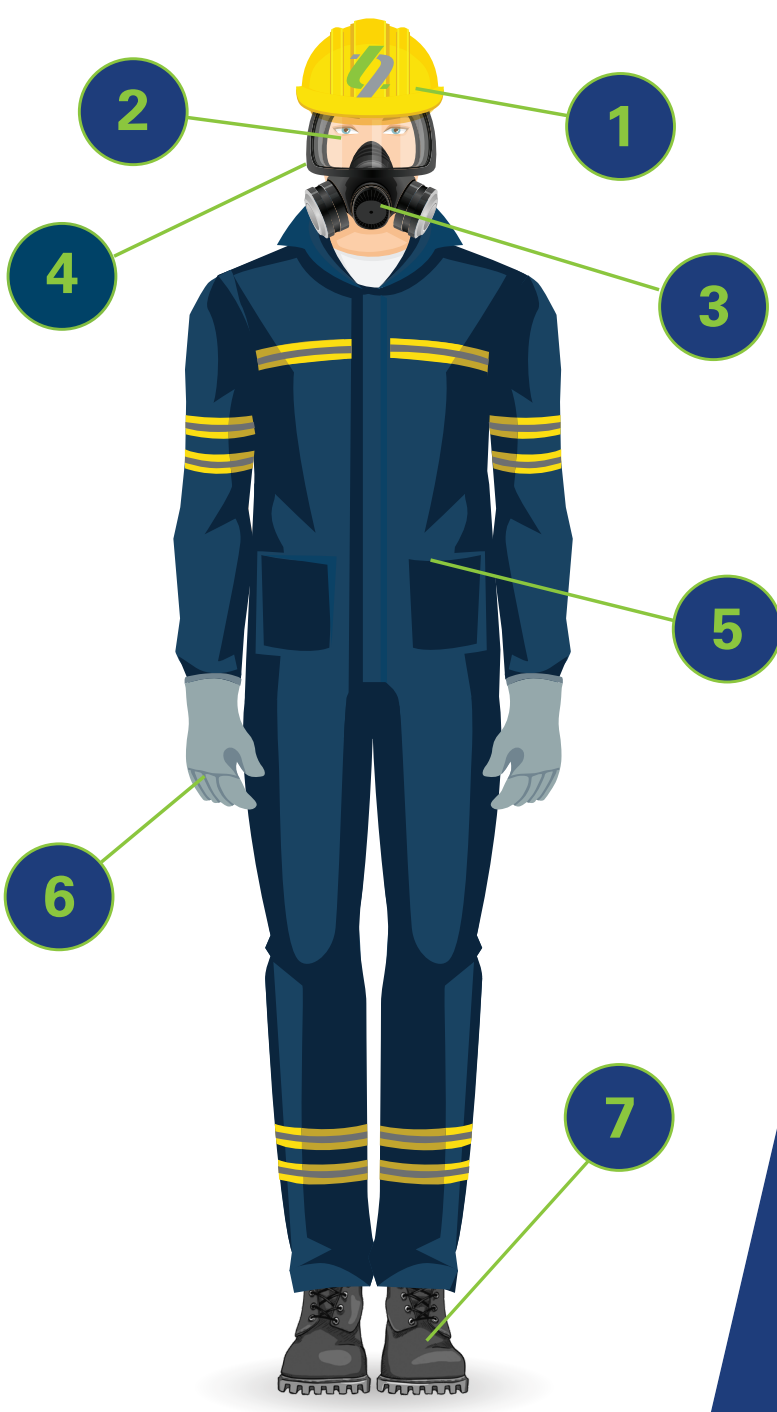
Use of Air Filtration Systems in Our Facilities

The air quality in our facilities can impact the health and safety of the workplace. We employ industrial ventilation and air filtration solutions at our facilities that are designed to draw dust and fumes away from workers and help protect the environment.

Providing Proper Protective Equipment

We provide workers with personal protective equipment (PPE) to help safeguard them in their work areas.

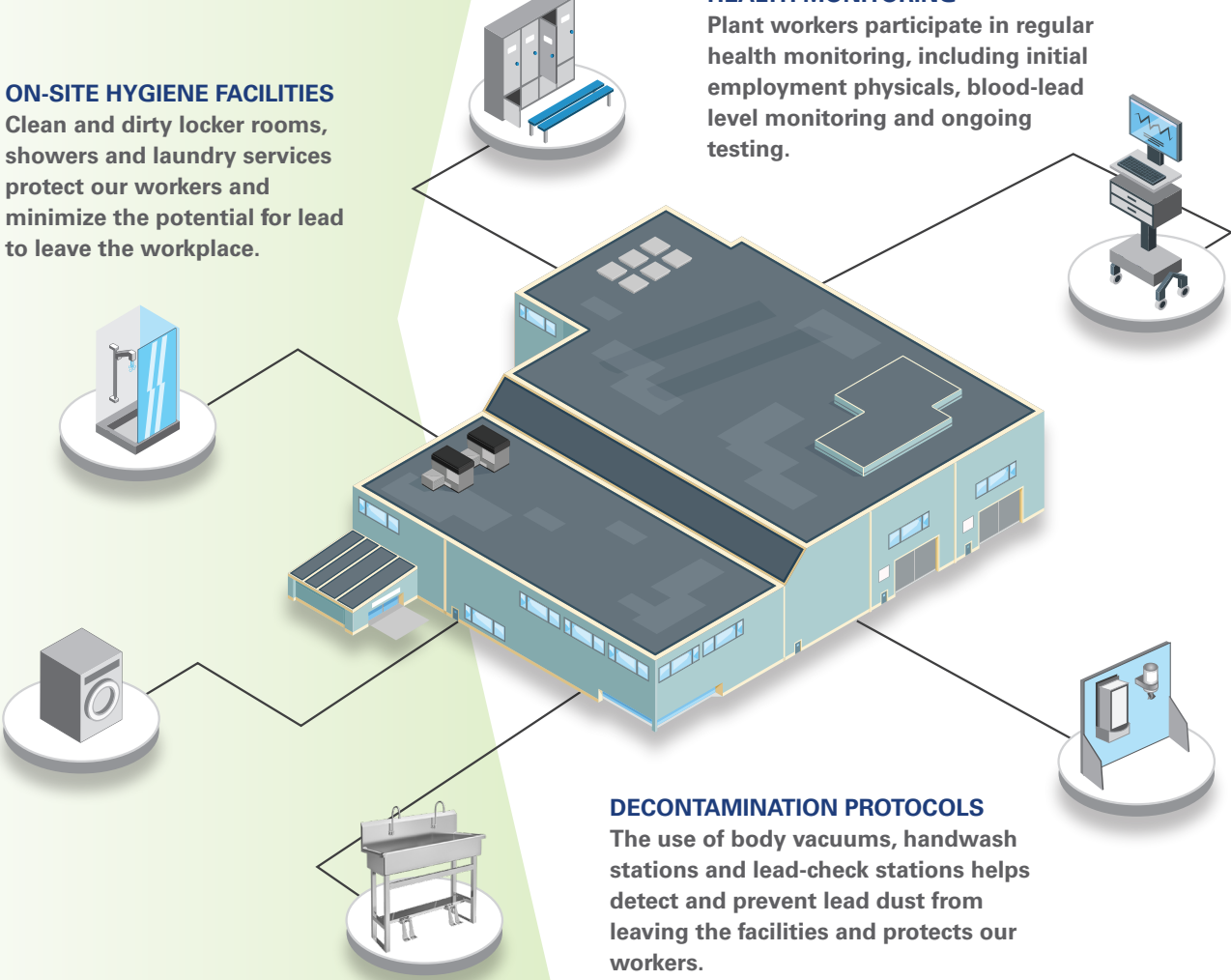
HEAD TO TOE PROTECTION



- 1 HEAD PROTECTION**
Hard hats protect from impact and other injuries.
- 2 EYE/FACE PROTECTION**
Safety glasses, goggles or face shields protect the eyes and face from debris and other hazards.
- 3 RESPIRATORY PROTECTION**
Job-appropriate respirators protect against ingestion of potentially harmful particles and gases.
- 4 HEARING PROTECTION**
Ear plugs and earmuffs protect hearing and minimize the stress of noisy work environments.
- 5 BODY PROTECTION**
Body coveralls, acid and flame-proof aprons, and cooling vests protect from heat and hazardous materials. Uniforms are provided and laundered by Gopher Resource.
- 6 HAND AND ARM PROTECTION**
The right gloves for the job protect against cuts, scrapes and burns.
- 7 FOOT AND LEG PROTECTION**
Suitable footwear, such as boots, foot guards or safety shoes.

Exceeding Standards for Employee Health and Hygiene

Gopher Resource has adopted voluntary measures that often go above and beyond OSHA standards for our industry and provide enhanced protection for workers. Employees are trained regularly and empowered to adhere to stringent health and hygiene protocols that are intended to protect themselves, each other and their families.



Positive Results and a Dedication to Continuous Improvement

We strive to continually enhance our practices, equipment and engineering controls to protect our workers, our community and the environment. Our average employee lead levels (BLL) are well below OSHA requirements.



* Chart reflects the average BLL for operations personnel. Gopher Resource data represents Jan. 1 - June 30, 2026.

We Invest in Safety and Continuous Improvements

From onsite laundry and health clinics to best-in-class safety initiatives, we invest in the way we work in an effort to help everyone stay healthy and safe.

56% OF OUR OPERATING BUDGET

Devoted to health, safety and environmental stewardship.

9% OF OUR WORKFORCE

Employees working in EHS-related positions.

\$19.2 MILLION ANNUAL EHS INVESTMENT

Annual investment in personal protective equipment, uniforms, training, industrial ventilation, hygiene monitoring, and environmental controls.



Protecting People is Our Highest Priority

Gopher Resource is committed to prioritizing the health, safety and wellbeing of our employees, their families and the communities in which we live and work. We do so through significant investment and ongoing education in environmental, health and safety best practices.



Innovative Recycling Solutions Since 1946