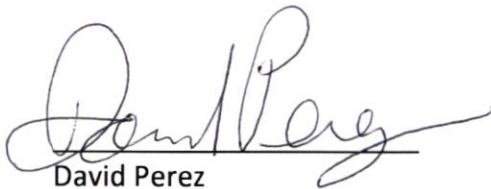


## Phoenix Quality Policy

Phoenix is dedicated to providing employment opportunities to individuals with disabilities. This will be achieved through providing quality goods and services, with an emphasis on the following:

- **L**istening to employees and improving our process
- **I**mproving the effectiveness of the Quality Management System (QMS)
- **V**aluing our customers and striving for customer satisfaction
- **E**nsuring a safe workplace
- **S**etting measurable objectives and continuing to review the quality objectives for suitability



David Perez  
CEO