

Health and Safety Policy Statement

As the Chief Operating Officer, I believe Safety, Health, and Environmental Quality are the fundamental values of our company. I will ensure that these values are at the core of all our operations, they will be part of future growth strategies to ensure our exceptional SHEQ standards are maintained. Our safety, health and wellbeing focused culture will ensure that our employees, our co-workers and the environment will be protected from risk.

To meet our objectives, we must ensure we adopt the following standards;

- All employees and interested parties will be made aware of the SHEQ policies and our commitment to it as an organisation.
- There will be active visual leadership at all levels of the company who will promote the values of the SHEQ standards to enhance the positive culture throughout the organisation. Our core belief of "We Do More" shall be the driving force in seeking continual improvement.
- We will promote open communication and consultation with all employees, trade union representatives, and interested parties to ensure the core values of the company are understood and adhered to.
- We will ensure that a safe and controlled work environment is provided for all employees and interested parties to prevent, minimise or eliminate exposure to risk.
- We will invest in our current and future employees by training and coaching them to develop and enhance their skills, knowledge and abilities for the future of the business.
- Ensure the values of the SHEQ policies are communicated and understood in role profiles, company communications and documentation.
- When developing, implementing and carrying out our processes we will always consider compliance with current legislation, approved codes of practice and guidance from authorised bodies to be the minimum standard.
- Investigate all undesirable situations, incidents and near misses so that we can implement the lessons learned and prevent future reoccurrences.
- We will be proactive in implementing safety controls across the company, adapting to changing industry standards and ensure we are at the forefront for safety in the waste management industry.
- Adopting to legislative changes, investing in new technology and equipment to ensure our environmental impact remains as low as possible.
- All contractors, partners, economic operators and consultants must share and demonstrate the same level of commitment to our occupational health, safety, welfare and environmental standards.
- Our health, safety and environmental standards will be actively monitored, assessed and evaluated under a proactive approach to ensure compliance and identify areas of improvement.

With these standards and a proactive approach, I believe the company, our employees and our co-workers will succeed in enhancing the positive culture across the business for safety, health and wellbeing because "We Do More".

Robin Baird
Chief Operating Officer
Date: November 2025

Document No.	Revision	Revision Date	Page	Author	Approved By
FRS/Policy/02	13	27/11/2025	Page 1 of 1	D. Goodenough	R. Baird