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## CORPORATE SOCIAL RESPONSIBILITY POLICY

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Our Company strategy is for sustainable growth through a focus on responsible waste management and haulage operations. In order to achieve this, we ensure high standards of practice are adhered to, throughout our business activities, for the benefit of our customers, shareholders, employees and other stakeholders.

We recognise that a responsible approach to running our businesses enables us to manage risk, drive improvement in performance, safeguard our reputation and maintain pride and motivation across our workforce. We are also mindful that our current operations must make a positive contribution to the future and therefore fully embrace the concept of sustainability.

This policy applies to all Company employees, including permanent and temporary, or casual staff, volunteers and external consultants/ specialists; as well as customers utilising any of our services.

We are committed to:

- compliance to all applicable laws, regulations and other employment standards.
- respecting the rights and dignity of every employee; treating them fairly and without discrimination.
- forbid, eliminate and not be complicit in the use of forced or child labour.
- behaving with honesty and integrity in all activities.
- reducing environmental impacts wherever possible by adherence to our environmental policies.
- building positive relationships with the communities we serve.
- providing support to the local community by generating economic and community benefits through our activities, workforce and supply chain.
- understanding the needs and expectations of our customers and stakeholders.
- monitoring and reporting on our progress in an open and honest way.

**Name:** Oliver Hazell

**Signature:**

A handwritten signature in black ink, appearing to be 'OH', written over a horizontal line.

**Position:** Managing Director

**Date:** 10<sup>th</sup> January 2024