



Safety, Health, Environment and Quality

We are a leading provider of sustainable waste-to-product solutions for our customers. Our waste treatment facilities form part of long-term contracts between Renewi and the associated Councils across the UK. Renewi's objective is to divert waste away from landfill and support recycling in a cost-effective and sustainable way.

Our Commitment

Renewi is committed to ensuring the health, safety and wellbeing of our employees and other people who may be affected by our activities. We will meet our statutory duties and comply with non-statutory requirements to which we subscribe.

Renewi recognises that our activities impact on the environment. We are committed to continuous improvement in environmental management and to minimise any negative impact on the environment.

Renewi is committed to consistently providing products and services that, wherever possible, meet or exceed the expectations of our stakeholders, including our employees, customers, shareholders, regulators and local communities.

Achieving our Commitment

We will strive to create and continuously improve our safety, health, environmental and quality (SHEQ) culture across the division by, so far as reasonably practicable;

- Complying with all applicable legislation, regulation, standards and protocols.
- Continually evaluating SHEQ risks and opportunities, applying necessary controls to improve performance.
- Engaging and listening to our communities, customers and employees to meet compliance obligations with consideration of the needs and expectations of our interested parties, and limiting our impact on them from our activities.
- Taking positive steps to conserve resources, particularly those which are scarce or non-renewable.
- To be committed to continuous improvement through the planning, design and delivery of our activities considering Life Cycle Analysis, energy performance and the prevention of pollution.
- Investigating any relevant SHEQ incidents to correct, mitigate, learn lessons and prevent reoccurrence.
- Ensuring our employees are aware of their responsibilities for delivering our SHEQ objectives.
- Identifying hazards and their associated risks for our activities and implementing controls to reduce them such that they are as low as reasonably practicable in order to prevent injury or ill health.
- Providing a safe place of work where potential work-related stressors are avoided, mitigated or minimised, with safe plant, equipment and appliances, incorporating safe methods/systems of working, effective human resource policies and staff development.
- Providing employees with appropriate and sufficient information, instruction, training and supervision as is necessary to enable the safe performance of work activities, to foster a responsible and competent environmental culture, and to deliver our products and services.
- Providing adequate facilities and arrangements to enable employees and their representatives to raise issues of health & safety for consultation.
- Providing details of the organisation and arrangements for Health and Safety in our Business Management System.
- Engaging and consulting with our workforce and their representatives to promote a positive health and safety culture.
- Ensuring that this policy is subject to annual review to monitor the effectiveness of SHEQ arrangements and if necessary, revised in the light of legislative or organisational changes.
- Ensuring our employees and customers are aware of their responsibilities for their own health and safety and their actions which may affect the safety of their colleagues.
- Ensuring all employees can challenge and ultimately refuse to carry out any work that they believe to be unsafe.
- Developing, implementing and maintaining an integrated Business Management System (BMS).

- ⦿ Communicating to our internal and external stakeholders with information, updates or changes.
- ⦿ Auditing and inspecting of our performance to improve decision-making and processes.

Our Objectives

We will continually improve our SHEQ performance by setting and reviewing objectives whilst measuring the progress achieved. Main objectives for the coming year include:

- ⦿ Production and implementation of a series of life saving critical standards identified by the Division as key to the improvement of the SHEQ culture. The implementation of these standards will be verified by audit after a suitable period.
- ⦿ Continuing to make safety visible for all by encouraging the reporting of HITs across the Division; where appropriate these will give rise to actions and follow up.
- ⦿ Recognition of positive SHEQ behaviour through the presentation of SHEQ Awards at Division and group level.
- ⦿ Improving the risk awareness of personnel across the Division utilising a number of approaches, including SHEQ Induction and other training, sharing of lessons learned from HITs via a regular SHEQ Bulletin, and improving the quality of incident investigation and close out.
- ⦿ Increasing action – our goal is a close out rate of >85%, and a rate of 100% for actions resulting from all significant incidents and significant audit findings.
- ⦿ All environmental incidents, permit breaches and substantiated complaints are reported and actions identified as required.
- ⦿ To continue to develop the BMS to provide a central access point for key business and contract documentation.
- ⦿ To align SHEQ reporting with Group requirements and achieve reliable and consistent data across the Division.
- ⦿ To improve environmental awareness through the delivery of training to personnel across Municipal.
- ⦿ To develop the internal auditing capabilities of the Division through a blend of training and practice.

Responsibilities

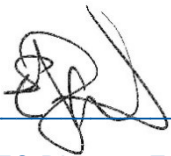
The Managing Director of the Specialities Division is responsible for providing leadership and being a champion for health and safety improvement within the Municipal business unit. The Municipal Management Team and Senior Leadership Team are responsible for promoting a positive health and safety culture.

The Municipal Management Team are responsible for leading the culture of continuous improvement in our environmental performance and sustainability. The SHEQ Director is responsible for promoting compliance and adherence with this policy.

The SHEQ Director is responsible for implementing and maintaining the integrated Business Management System. The Municipal Management Team will set high level objectives and targets relating to our products and services on an annual basis, as part of a strategic planning and budgeting process.



Managing Director: James Priestley



SHEQ Director: Emma Gale