

## **1<sup>st</sup> Waste Corporate and Social Responsibility Statement:**

As one of the leading waste brokers in the waste management and recycling industry, 1<sup>st</sup> Waste Management Consultants Ltd (1<sup>st</sup> Waste) recognises it has a corporate and social responsibility to all of our stakeholders including our clients and our employees.

We aim to be a responsible business that:

**Is Ethical.**

**Is Responsible.**

**Provides a safe compliant working environment.**

**Delivers a safe, waste management solution.**

We support our local community in a variety of ways and encourage our staff to do so on a regular basis.

1<sup>st</sup> Waste promises a working environment that enables our staff to improve their fitness and wellbeing.

### **Policy brief & purpose**

Our Corporate Social Responsibility (CSR) company policy also recognises our responsibility toward our environment. Our company's existence is not lonely. It's part of a bigger system of people, values, other organisations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

### **Scope**

This policy applies to our company and its subsidiaries. It may refer to suppliers and partners.

### **Policy elements**

Our company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities, and protect our natural environment.

**Compliance legality** – our company will:

- Honour its internal policies & respect the law
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

### **Business ethics**

We'll always conduct business with integrity and respect to human rights.

1<sup>st</sup> Waste will promote:

- Safe and fair dealing.
- Respect toward the consumer.
- Anti-Bribery and Anti-Corruption practices.

### **Examples of Corporate Social Responsibility**

#### **Protecting the environment**

Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to us all. We'll always follow best practices when disposing and tracking waste and recyclables. Stewardship will also play an important role.

1<sup>st</sup> Waste is committed to calculating and offsetting all unavoidable CO2 omissions generated as part of its day-to-day business operations via a certified Carbon Offset Scheme

#### **Protecting people**

We'll ensure that we;

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local people.
- Support diversity and inclusion

## **Human Rights**

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights.

## **Proactiveness**

### **Donations and aid**

Our Company may preserve a budget to make monetary donations. These donations will aim to;

- Advance the arts, education, and community events.
- Alleviate those in need.

## **Volunteering**

Our company will encourage its employees to volunteer. They can volunteer through programs organised internally or externally. Our company may sponsor volunteering events from other organisations.

## **Preserving the environment**

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include;

- Recycling.
- Conserving energy.
- Using environmentally-friendly technologies.

## **Learning**

We'll readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.

Signature:

A handwritten signature in black ink, appearing to read "Richard Groome".

Name:

Richard Groome

Position:

Managing Director

Date:

16/10/2024