

## Health & Safety, Environmental, Quality Policy

SWM & Waste Recycling Ltd recognises that leadership and commitment from top management, including awareness, responsiveness, active support, and feedback, are critical to the success of our management system and achievement of its intended outcomes.

This policy reflects the principles of SWM & Waste Recycling Ltd, which are stated as commitments to outline the long-term direction and intentions of SWM Waste & Recycling Ltd, and to support and continually improve HSEQ performance.

Therefore, SWM & Waste Recycling Ltd commits to:

- Providing safe and healthy working conditions and welfare for the prevention of work-related injury, accidents and ill-health.
- Setting HSEQ objectives to maintain and continually improve our management system and HSEQ performance.
- The fulfilment of all applicable requirements, such as customer, statutory, regulatory, and other requirements.
- Eliminating hazards and reducing HSEQ risks, using regular monitoring, measuring and analysing methods.
- Consulting with workers and encouraging participation, developing competence, and recognising that the people of SWM & Waste Recycling Ltd are its greatest asset.
- Protecting the environment, including the prevention of pollution.
- Continual improvement of our management system, and the enhancement of HSEQ performance.
- Promoting a customer focus, by ensuring that customer and applicable statutory and regulatory requirements are determined, understood, and consistently met.
- Determining the external and internal issues that affect the ability of SWM & Waste Recycling Ltd to achieve the intended results of the management system.
- Understanding the needs and expectations of interested parties.
- Ensuring that this policy is communicated, understood, and applied within SWM & Waste Recycling Ltd.
- Ensuring that processes achieve their intended outcomes, and to consider and realise opportunities for improvement.
- Plan, implement and control the processes needed to meet the requirements for the safe and successful provision of products and services.
- Providing the resources needed for the establishment, implementation maintenance and continual improvement of our management system.
- Taking appropriate actions to report and investigate problems, incidents, and nonconformities, to identify root causes and prevent reoccurrence.

This policy will be displayed at all SWM & Waste Recycling Ltd locations and be made available to interested parties.

**Signature:**



**Name:** Phil Akers

**Position:** Managing Director

**Date:** 19/01/2026