

Corporate & Social Responsibility Policy

The company is committed to operating and working in a responsible and sustainable way that delivers tangible benefits for our people, the customers that we serve, the environment and the markets that we work in.

Corporate & Social Responsibility (CSR) is a key driver for the way in which The Waste Company (U.K.) Limited does business. Our CSR Policy helps us to apply our Vision, Principles and Values to our daily operations and activities. It also guides our efforts to improve the impacts that we have on the wider community and the environment enhances our commitment to follow the best business practices and supports our long-term sustainability. Our CSR Policy helps us to identify actions that we can take to serve the interests of wider society that also make us a better, more competitive business.

The CSR Policy encompasses our approach to sustainability and is underpinned by the United Nations Sustainability & Social Governance Values.. It also responds to the sustainability priorities of our customers. We review our CSR Policy annually to ensure that it continues to support new strategies and emerging priorities and develop new initiatives on an ongoing basis.

Our CSR approach is structured around four key themes:

- People – ensuring that we have a diverse workforce where our people have a safe, ethical and fair place to work and reach their full potential.
- Communities – working closely with communities in which we operate to maximize our positive impact and ensure sustainable business development.
- Environment – improving our environmental performance and resource efficiency.
- Marketplace – working with customers, suppliers, regulators and other interested parties so that we can all operate in a more sustainable and responsible way.

We also have three cross-cutting themes that influence all elements of CSR; namely Health & Safety, Customers and Suppliers.

All of The Waste Company Limited employees are engaged with our CSR approach and our management understands the importance of ethical leadership for the performance of the business. Our Directors are responsible for CSR throughout the company, while individual Managers have responsibility for CSR in their Operational and Administration Support areas.

We monitor CSR progress, which is reviewed at the Board meetings, and produce information with regards to progress on current objectives and targets and those for the coming year.

Every employee, regardless of seniority or duties is encouraged to suggest and drive change in all aspects of our Social and Corporate responsibility. Our ongoing focus is to become more active in the community and assist our own way with local projects and initiatives.

A handwritten signature in black ink, appearing to read 'Richard Groome', with a long horizontal flourish extending to the right.

Richard Groome
Director

18/03/2026