

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

As a leading waste broker 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 also 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:

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

### **Examples of Corporate Social**

Responsibility Protecting the

environment

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

### **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 organizations.

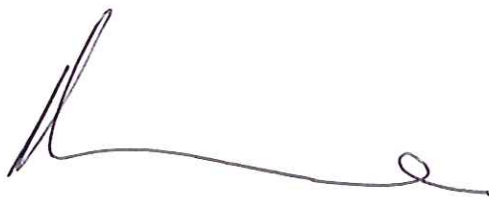
## **Preserving the environment**

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.



Signed:

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Date: 03/08/17