

CORPORATE AND SOCIAL RESPONSIBILITY (CSR) POLICY

Neales Waste Management believes that every business, no matter how large or small, has an impact in some way, on the world we live in. Being proactive with CSR will also help to maintain a competitive advantage externally by protecting our reputation and internally through engaging our employees.

We also believe that it is essential that the company conducts itself in an ethical manner and does what it can to ensure that it does not have an impact on the environment, economy and social aspects that can affect us all.

Because of the industry we are in, we are passionate about continually assessing, improving and reducing the impact that our actions have not only on the global environment, but also on local communities.

In order to do this we

- Ensure the waste we collect from our customers is disposed of safely meeting all legislative requirements
- Maintain our certification to the Environmental Standard BS EN 14001:2004 and BS EN ISO 9001:2008
- Continually evaluate the raw materials we come into contact with for their environmental impact and seek to eliminate or reduce harmful substances
- Continually look for ways to minimise our carbon footprint by evaluating such things as energy, fuel consumption, etc
- Maintain regular contact with regulatory bodies such as the Department for Environment, Food and Rural Affairs (DEFRA) and the Environment Agency
- Introduce policies and procedures to ensure our company fleet comprise of low emission vehicles and encourage our employees to drive responsibly and increase miles per gallon
- Have developed ways to harness renewable energy for example installation of a gas regeneration plant and wind turbines
- Ensure our suppliers and customers do not engage in unethical practices such as child labour.
- Try wherever possible to source goods and services from local suppliers.

We recognise that CSR is not just about the global impact but also the impact that our activities may have on local communities. We therefore strive to ensure our actions do not adversely affect those communities and do this by

- Working with our neighbours close to our landfill site to ensure that they are not disadvantaged by our activities
- Supporting the local environment by actively maintaining relationships with those organisations dedicated to sustaining a healthy environment for our wildlife
- Offering support to our customers to reduce their carbon footprint
- We claim tax credits through the Landfill Communities Fund which enable us to make contributions to approved environmental bodies. These credits are then used for projects that will benefit both the environment and local communities

Neales is aware that CSR is not just about the impact we have on the environment/community but that it also concerns human rights and ethics. We recognise our responsibilities to our employees and have implemented policies that comply with legislation relating to employment rights and equal opportunities. We also appreciate that employees are our most valuable asset and have the right to a healthy and safe working environment. We therefore

- Provide a safe and secure workplace and promote good health, safety and environmental practices both at our premises and the premises of our customers
- Proactively train and develop our staff
- Maintain our certification to Investors In People
- We pay wages and benefits that meet or exceed the national minimum requirements
- Seek to ensure that our employees are not exposed to verbal, physical, sexual or any other form of harassment and act swiftly if this is encountered
- Expect our employees to act with honesty and integrity