

SAFETY, HEALTH & ENVIRONMENTAL POLICY STATEMENT

Page 1 of 2

McCarthy Marland
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- The overall responsibility for Health & Safety within McCarthy Marland is vested in us by virtue of our appointments as Directors and principle employer under the Health & Safety at Work Act 1974.
- This statement reflects both the commitment that the Company attaches to Health, Safety And the Environment at Work and the extent of my personal commitment to comply with the Health & Safety at work legislation appropriate to the operations of McCarthy Marland.
- Safety, Health and the Environment are management responsibilities, which rank equally with all other business responsibilities.
- The aim of this Policy is to identify all hazards present in the workplace and take effective action to eliminate or control any associated risks to the Health & Safety of the workforce, and any other persons who may be affected.
- The Company places particular importance on:
 - The provision of workplaces, equipment and operating systems that are safe and without risk to health.
 - Ensuring arrangements are in place without risk, for the safe handling, storage, transportation and use of all articles and substances.
 - The working environment is safe and without risk, (both directly and indirectly) to all personnel and that adequate facilities and welfare arrangements are in place.
- The Company Directors provide advice and support on Health & Safety matters and are responsible for monitoring the effectiveness of the organisation. The active participation of employees at all levels however, is fundamental to the development of an effective Health & Safety culture. The Company expects Directors and Line managers to take a leading role in the development of appropriate policies and plans to improve the standards of Health & Safety in their respective areas. All employees are to assist line management by informing them directly of any incident, practice or occurrence involving the risk to the Health & Safety or welfare to any person whilst working for the McCarthy Marland. Once informed, line managers will be in a position to exercise their responsibility in determining what actions should be taken to control the risks involved.
- All employees (including visitors) have a specific duty under the Health & Safety at work Act 1974 to take reasonable care for the Health & Safety of themselves and other persons. All employees are required to make full use of, but not *misuse*, all equipment provide to ensure their Health & Safety and to use only equipment for which they have received appropriate training. Resources will be provided to satisfy both legislative and training requirements to ensure the competency of all employees in the performance of their duties.

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Page 2 of 2

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The Director's take responsibility for the company's integrated safety, health and environmental policy (SHE).

The directors of McCarthy Marland are committed to:

- The principle that it is the responsibility of all staff within the company to help maintain and improve the performance of SHE.
- Achieving the highest reasonable standards in environmental performance, pollution prevention and the safety, health and welfare of all our employees in accordance with the principle that all incidents and occupational ill health are preventable.
- The principle of developing and implementing an Integrated Management System (IMS) to define and communicate the company's commitment to SHE management.
- Conducting our business so as to prevent harm to our employees, contractors, neighbours, the public and the environment and to comply with all relevant legislation, standards and codes of practice.
- The collection, processing and disposal of waste, the manufacture of recycled products and associated services in compliance with our customers needs whilst continually improving our performance and percentage recycled through regular monitoring, measurement and review against our objectives and targets.

The directors will commit sufficient resources to ensure the following:

- The sufficient training and coaching of all staff to ensure competency and be able to effectively implement and operate an integrated management system.
- All tasks are reviewed to identify hazards, assess risks and implement effective control measures to eliminate unsafe conditions so far as reasonably practicable, including minimising environmental impacts.
- Providing and maintaining safe premises, plant, tools, equipment and occupational health.
- To monitor, achieve and to continuously improve against company objectives and targets.
- To ensure all system documentation is in compliance with relevant standards and legislation, whilst actively promoting industry best practice.
- Due account is taken of customer feedback and audit results to ensure the systems continuously improve so as to satisfy our customers needs and expectations as well as those of the company, whilst complying with relevant standards and legislation.
- To communicate and consult with all employees regarding health, safety, welfare and environmental policies and issues (including our customers, the local community and other stakeholders where appropriate).
- Incidents, complaints and non conformities are investigated and corrective and preventive action taken promptly along with disciplinary action where appropriate.
- That health, safety, welfare and environmental factors are considered within all business decisions.

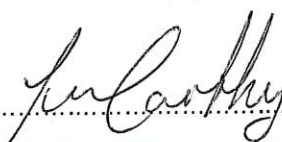
Director - Alex Marland

Director - Kevin McCarthy

Signed.....



Signed.....



Date 04/01/2023