



MCCARTHY MARLAND

RESOURCEFUL RECYCLING

SAFETY, HEALTH & ENVIRONMENTAL POLICY STATEMENT

1. Policy Statement

McCarthy Marland (Recycling) Ltd is committed to conducting its business in a manner that protects the health, safety, and welfare of our employees, contractors, visitors, customers and members of the public, whilst minimising the environmental impact of our activities under the Health & Safety at Work Act 1974.

We recognise that the effective management of health, safety and environmental matters is an integral part of our business and is the responsibility of everyone within the organisation.

We are committed to continually improving our Safety, Health and Environmental (SHE) performance and to complying with all applicable legislation, regulations, permits, licences and other requirements relevant to our activities.

No commercial consideration will take priority over the health and safety of our employees or others who may be affected by our activities.

2. Our Commitments

We are committed to:

- Providing and maintaining safe and healthy working conditions
- Identifying hazards and assessing risks associated with our activities
- Implementing appropriate measures to eliminate hazards and reduce risks so far as reasonably practicable
- Preventing work-related injury and ill health
- Providing appropriate information, instruction, training and supervision to employees and contractors
- Providing and maintaining suitable plant, equipment and personal protective equipment (PPE)
- Consulting with employees on matters affecting their health, safety and welfare
- Maintaining appropriate emergency procedures and ensuring employees understand their responsibilities in an emergency
- Protecting the environment and preventing pollution arising from our activities
- Minimising waste and promoting the principals of reduce, reuse and recycle wherever reasonably practicable
- Using all energy, water, fuel and other resources efficiently

- Managing waste responsibly and in accordance with applicable legislation and in line with our environmental permits
- Preventing contamination of land, watercourse, and drainage systems
- Minimising noise, dust, odour and other environmental impacts associated with our operations
- Selecting suppliers and contractors who demonstrate appropriate SHE standards
- Investigating all accidents, incidents, near misses, environmental incidents and complaints and taking appropriate corrective action
- Setting appropriate SHE objectives and reviewing performance regularly
- Continually striving to improving our SHE management systems and performance

3. Legal and Other Requirements

McCarthy Marland (Recycling) Ltd will maintain appropriate procedures to identify and comply with applicable health, safety and environmental legislation and other requirements relevant to our business.

These requirements may include, where applicable:

- Health and Safety legislation
- Environmental permits and permit conditions
- Environmental legislation and regulations
- Waste management requirements
- Fire Safety requirements
- COSHH requirements
- Requirements relating to work equipment and machinery
- Workplace health and safety requirements
- Requirements concerning hazardous substances
- Requirement relating to pollution prevention and control
- All requirements imposed by customers, insurers, landlords, regulators and other relevant authorities

Management will ensure that significant changes to legislation or other requirements are identified and communicated to relevant personnel.

4. Risk Management

We will identify hazards and assess the risks associated with our activities before work is undertaken and whenever significant changes occur.

Risk assessments and method statements will be developed where appropriate and will be communicated to employees and contractors.

Attention will be given to risks associated with:

- Workplace transport and vehicle movements
- Mobile plant and machinery
- Loading and unloading activities
- Waste handling and processing

- Working near moving vehicles and plant
- Slips, trips and falls
- Manual handling
- Hazardous substances
- Fire and explosion
- Noise, dust and vibration
- Electrical equipment
- Work at height
- Confined spaces, where applicable
- Contractors and visitors
- Environmental pollution and contamination
- Emergency situations

Where reasonably practicable, risks will be eliminated. Where this is not possible, appropriate control measures will be implemented in accordance with the hierarchy of controls.

5. Employee Responsibilities

Every employee has a responsibility for their own health and safety and for the safety of others who may be affected by their actions or omissions.

Employees are expected to:

- Follow company policies, procedures, risk assessments and safe systems of work
- Use machinery, vehicles and equipment correctly and only when authorised and trained
- Wear the PPE provided
- Report hazards, defects, accidents, near misses and environmental incidents immediately
- Take reasonable care of their own health and safety and that of others
- Never deliberately interfere with safety or environmental controls
- Cooperate with management in maintaining a safe and environmentally responsible workplace
- Attend required training and safety briefings

Employees are encouraged to raise concerns and make suggestions for improving SHE performance without fear of disadvantage or reprisal.

6. Management responsibilities

Management has overall responsibility for implementing this policy and ensuring that adequate resources are available to achieve its objectives.

Managers and supervisors are responsible for:

- Ensuring appropriate risk assessments and safe systems of work are in place
- Providing suitable training, instruction and supervision
- Ensuring employees understand their own SHE responsibilities

- Monitoring compliance with company procedures
- Ensuring plant and equipment are maintained in a safe condition and investigating accidents and implementing corrective actions
- Monitoring environmental performance
- Ensuring environmental controls and permits are complied with
- Promoting a positive safety and environmental culture

7. Training and Competence

McCarthy Marland (Recycling) Ltd will provide all employees with appropriate information, instruction and training to enable them to carry out their duties safely and competently.

Training requirements will be identified according to the individual's role, responsibilities and associated risks.

Records of relevant training and competency assessments will be maintained.

No employee will be required to undertake work for which they have not received appropriate instruction, training or authorisation.

8. Environmental Protection

We recognise as a company our responsibility to minimise the environmental impact of our operations.

We will seek to:-

- Prevent pollution at source wherever reasonably practicable
- Reduce waste generation
- Maximise recycling and recovery opportunities
- Ensure waste is stored, handled, transported and disposed of appropriately.
- Prevent unauthorised discharges to drains, land or watercourses
- Minimise unnecessary use of energy, fuel and water
- Reduce emissions and unnecessary vehicle movements wherever reasonably practicable
- Control dust, noise and odour
- Respond promptly to environmental incidents
- Maintain appropriate environmental controls and monitoring arrangements

As our activities are subject to our environmental permit, we will operate in accordance with its conditions and maintain appropriate records.

9. Emergency Preparedness

Appropriate emergency arrangements will be maintained for foreseeable incidents, including where applicable:-

- Fire
- Serious injury or medical emergency
- Environmental spills or releases
- Pollution incidents
- Equipment failure
- Vehicle or machinery incidents
- Discovery of hazardous or prohibited waste
- Severe weather or other significant events

Emergency procedures will be communicated to relevant employees and tested where appropriate.

10. Incident Reporting and Investigation

All accidents, incidents, near misses, hazards and environmental incidents must be reported promptly.

Incidents will be investigated proportionately to their seriousness and potential consequences.

Where appropriate, investigations will identify:

- Immediate causes
- Underlying causes
- Failures in existing controls
- Corrective and preventative actions

Lessons learned will be communicated to relevant employees and used to improve our procedures and controls.

Where legally required, incidents will be reported to the appropriate regulatory authority.

11. Contractors and Visitors

Contractors and visitors will be required to comply with the relevant company SHE requirements whilst on company premises or undertaking work on our behalf.

Contractors will be selected and supervised in line with the company's site rules and their SHE performance.

Where appropriate, contractors will be required to provide relevant risk assessments, method statements, training information, insurance details and other documentation before commencing work.

12. Communication and Consultation

We recognise the importance of effective communication and employee consultation in achieving high standards of health, safety and environmental performance.

SHE information will be communicated through appropriate means, which may include:

- Induction training
- Toolbox Talks
- Staff meetings
- Safety briefings
- Written procedures
- Notices and signage
- Training sessions
- Environmental awareness initiatives

Employees are encouraged to report concerns and make suggestions for improvement.

13. Monitoring and Continuous Improvement

Management will monitor SHE performance through appropriate measures, which may include:

- Accident and incident statistics
- Near-miss reporting
- Environmental incidents
- Inspection and audit findings
- Training completion
- Risk assessment reviews
- Permit compliance
- Waste and recycling performance
- Energy and resource consumption
- Employee feedback

Performance will be reviewed periodically and appropriate objectives and improvement actions established.

14. Management Review

This policy and the company's SHE arrangements will be reviewed annually and following any significant changes to:-

- Legislation or regulatory requirements
- Business activities or processes
- Premises or equipment
- Environmental risks
- Significant incidents or accidents
- Organisational structure

15. Statement of Intent

McCarthy Marland (Recycling) Ltd is committed to maintaining high standards of safety, health and environmental performance throughout all areas of its business.

We expect every employee, manager, contractor and other persons working on our behalf to support this commitment.

The success of this policy is dependant upon the active participation and cooperation of everyone within the organisation.

Signed:  Date: ...06/10/2026.....

Position:COMPANY SECRETARY