

## Sustainability Policy

1<sup>st</sup> Waste Management Consultants Ltd (1<sup>st</sup> Waste) recognises the importance of sustainable development – it is part of our philosophy and culture which is aligned with our environmental management policy.

In the future, we envisage that all businesses will be measured in terms of environmental and social criteria as well as economic performance. We are committed to integrating sustainability into our business and the services that we provide.

We believe that sustainability is synonymous with future business success.

Our specialist knowledge in all areas of our Waste Management, recycling and waste avoidance activities means that 1<sup>st</sup> Waste is well placed to understand, communicate, and support its clients, and all its other stakeholders.

This year we have aligned our strategy with that outlined by the United Nations Sustainability and Development Goals. We recognise that our influence will be greater in some areas more than others but accept that as a business we have a duty to promote good practice, wherever possible for a sustainable future.

Making this happen in practice means considering:

- Climate change, energy consumption and use of natural resources
- Local community, human rights, inclusion and diversity
- Good, well structured, diverse leadership and business structure, and good ethics

As a business, we are committed to striving for a sustainable future which will involve our people in new ways of thinking, inter-disciplinary working, and developing partnerships with our clients.

We will continue to work with all interested stakeholders to promote sustainability and primarily use and promote our supply partners' innovative ideas and services to the benefit of our valued customers.

Signature:

A handwritten signature in black ink, appearing to read 'Richard Groome', written over a horizontal line.

Name:

Richard Groome

Position:

Managing Director

Date:

29/10/2025