

| <i>Document Type</i> | <i>Title</i>  | <i>Reference Number</i> | <i>Process Owner</i> | <i>Revision Number</i> | <i>Date</i> |
|----------------------|---|-------------------------|----------------------|------------------------|-------------|
| Policy               | Health, Safety, Environment and Quality (HSEQ) Policy | POL-001                 | Chairman             | 4                      | 07/02/2023  |

The S Norton Group is dedicated to the provision of recycling services and products that satisfy the needs of its customers in terms of quality and price.

The Company is committed to minimising its environmental impact, preventing pollution and providing safe and healthy working conditions for the prevention of injury and ill health.

This policy forms the framework for the health and safety, environment, quality and competence related objectives that are established to maintain and continually improve the management systems and ensure they are in line with the strategic direction of the Company by:

- Ensuring the competence of employees through training and development initiatives.
- Assigning and communicating clear roles and responsibilities within the management systems.
- Complying with all relevant legislation and other applicable requirements including the requirements of the environmental permits.
- Encouraging a policy for open and honest reporting of incidents to assist in the elimination of hazards and risks and the reduction of health and safety and environmental incidents.
- Consulting the workforce and actively encouraging participation to identify and reduce workplace risk.
- Considering the needs and expectations of interested parties and customers through feedback evaluation and complaint management.
- Ensuring robust performance evaluation to determine the effectiveness of the management systems.
- The development, investment and implementation of technologies and good practices to enhance product and service quality, reducing risks to the environment, the workforce and those affected by the undertakings of the company.

The S Norton Group will ensure that this policy is reviewed at least annually by Top Management, is communicated to employees and relevant interested parties and is understood and applied throughout the Company.



**J Norton**  
**Chairman**  
**S Norton Group**

**Date:** 7th February 2023