

## Occupational Health and Safety Policy

Bywaters (Leyton) Ltd provides 'Sustainability' services (including recycling and waste management) within the UK, including across Greater London and South-East England.

Bywaters is committed to providing high-quality resource and waste management services, whilst maintaining a safe working environment, free of injury and ill-health.

To this end, Bywaters will:

- Maintain an Occupational Health and Safety (OH&S) Management System compliant with International Standards Organisation 45001:2018 and work towards the integration with the Environmental, Quality and Energy Management systems.
- Continually improve the Management System and enhance Occupational Health and Safety performance of the company.
- Comply with legal and contractual requirements
- Set, publish and review appropriate Occupational Health & Safety objectives and targets at suitable intervals.
- Commit to the elimination of hazards and reduce Occupational Health & Safety risks through a robust Risk Assessment process and adequate training and supervision.
- Commit to consult and enhance participation of workers and where they exist, workers' representatives, in the design, planning and review of its Occupational Health & Safety activities.
- Provide suitable Occupational Health & Safety training to staff appropriate to their role in their company.
- Communicate this policy to all persons working for or on behalf of the Company so that they are made aware of their individual occupational health and safety obligations.
- Communicate this policy to the public and any other interested parties via the Company website.
- Empower employees and those working on behalf of the company to report and if necessary, to stop any work activity, if deemed to be unsafe.
- Provide sufficient resources to implement this policy document and maintain the Occupational Health & Safety system, and to allow the company to meet its obligations.

- Bywaters is committed to ensure the mental health and wellbeing of all members of staff, by providing adequate resources (Including mental health first aiders).
- Ensure adequate consultation with both managerial and non-managerial members of staff to ensure that everyday aspects of Health & Safety are discussed and addressed.
- Inspire contractors, suppliers and 3<sup>rd</sup> parties to provide a safe working environment.

The ultimate responsibility for the performance of the Occupational Health and Safety Management System of the Company lies with the Board of Directors who will ensure the necessary priority with business objectives.

Implementation of this policy is a line management responsibility applicable at all staff levels and is dependent upon the participation of all employees.

The policy will be regularly reviewed and updated as necessary by the Head of Health and Safety at Bywaters (Leyton) Ltd. and will be approved and authorised by senior management.



**John Glover**

19<sup>th</sup> May 2024

For further information, please contact SHEQ Department.

Tel: 020 7001 6000, e-mail: [SHEQgroup@bywaters.co.uk](mailto:SHEQgroup@bywaters.co.uk)