

Health & Safety Policy

GSH are committed to safeguarding the Health, Safety and Welfare of all its employees by providing a safe and healthy environment for all persons affected by the Company's operations, the Board of Directors have the ultimate responsibility for the Health & Safety Policy and have an contractual agreement with an external Health & Safety advisor who is responsibility for advising and informing the Board on Health and Safety matters, as well as this GSH have an internal Health & Safety Manager who will carry out Health and Safety duties on site.

GSH has produced systems and procedures for following safe systems of work for all aspects of its principal job activities which have been identified. All levels of management is essential in promoting a positive Health and Safety culture and the Company has developed systems for a HSE communication on Health and Safety matters. In order to achieve the above principles the Company has put in place the resources and developed in-house systems to achieve the following aims:

- To make Health and Safety an integral part of the management of the Company
- To monitor new developments and existing compliance with all relevant legislation approved codes of practice and the Safety Policy as a minimum and to continually improve the performance standards specified.
- To provide premises, plant, substances at work and places of work that are safe and without risk to health and safety, and without risks to the welfare of all the Company's employees.
- To carry out GSH operations with due regard for the health and safety of non-employees, and to provide them with prescribed information regarding those operations which may affect their health and safety.
- To ensure GSH employees take reasonable care for their own and others' safety; are competent; and appropriately trained to meet individual responsibilities and needs
- To involve and consult with GSH employees and where appropriate their representatives to effectively communicate with them on health and safety matters.
- To sustain and develop this Policy by the implementation of an accredited health and safety management system.
- To review the Safety Policy on an annual basis and implement appropriate improvements, and bring changes to the Safety Policy to the attention of all employees and interested parties

Signed



Date 07.01.2026

Stephen Grundy
Managing Director
GSH Waste Recycling Ltd

Quality Policy

GSH Waste Recycling Ltd is committed to satisfying the requirements of their customers in all respects and shall strive to ensure that the quality of the products and services provided exceed expectations and will be a benchmark for the competitors. This can only be achieved by operating its formal Integrated Management System, which is designed to meet the requirements of ISO 9001: 2015 and will be implemented across the whole company and embrace all of the activities which impact upon the customers.

Consistent with ensuring that the products and services achieve a standard that conforms to contractual requirements, the Company shall also comply with all relevant legislation and other codes of practice applicable to the industry.

The Managing Director and senior management in the company are committed to ensuring that the system is effective in achieving quality and satisfying customers both now and in the future. To this end, the company will strive to continually improve upon their products, processes, and services. And will set quality objectives, which will be monitored against targets and the results, will be communicated to all staff.

To improve the effectiveness of the Integrated Management System, it will be reviewed during the Management Review Meetings, when the company will also review the ongoing suitability of this Quality Policy. This policy calls for continuous improvement in its quality management activities, and business will be conducted according to the following principles: To achieve this, the company:-

- Through leadership, the Senior Management are committed to creating and maintaining a working environment in which people become fully involved in achieving our objectives.
- To ensure that our processes and procedures are continually improved to maximise efficiency, minimise cost, reduce wastage and resolve any customer complaints
- Follow a concept of continuous improvement and make best use of the management resources in all Quality matters
- Communicate the Quality objectives and the performance against these objectives throughout the company and to interested parties
- To maintain good levels of communication internally within the company, and externally with customers, suppliers and sub-contractor's to ensure the Integrated Management System is properly understood and met.
- Work closely with customers and suppliers to establish the highest Quality standards.
- To continually assess and train our employees to meet the changing needs and expectations of our market and customers.
- The Managing Director and Senior Management are to ensure that resources are made available so that the IMS can be implemented, maintained, and improved

Signed



Date 07.01.2026

Stephen Grundy
Managing Director
GSH Waste Recycling Ltd



Driving Policy

The company understands that as part of its day to day activities Employees / Sub contractors are required to drive.

It is therefore the policy of the company as far as is reasonably practicable to comply with the requirements of the Road Traffic Act, The Health and Safety at Work Etc... Act 1974 and The Management of Health & Safety at Work Regulations 1999.

In doing so the company requires that all employees / sub-contractors are suitably qualified and insured and that all vehicles are fit for the purpose for which they are being used. It will be necessary for the company to **check driving licences annually** and record information provided by any Employee / Sub contractor to ensure this provision is carried out adequately.

The company recognises that communication equipment will in some circumstances be required to be used. It is therefore a requirement of the company that a suitable hands free system which complies with current UK law should be used. In cases where such equipment is not available communication equipment should be switched off.

In all cases, where seat belts are fitted to vehicles, plant or machinery it is to be worn at all times during its operation.

The company will provide adequate information to allow all Employees / Sub contractors to comply with the legal requirements placed upon them whilst driving at work in addition where necessary directions and route planning will also be provided.

It is the responsibility of all Employees / Sub contractors to comply with any provisions under the Road Traffic Act. The company will not be held responsible for any breach of this Act.

Signed 

Date 07.01.2026

Stephen Grundy
Managing Director
GSH Waste Recycling Ltd



Health & Safety and Environmental Training Policy

We believe that our success in the management of Health, Safety & Environment will be assured by the competence of our staff. We will therefore ensure the competence of our staff by:

Developing and maintaining or otherwise procuring training appropriate to the needs of our business.

Providing training in a timely manner.

Ensuring that all staff and sub-contractors receive induction training before they are allowed to commence work.

Ensuring that staff will receive certificated training, and maintain a continuing professional development programme where appropriate.

Ensuring that employees and sub-contractors are given appropriate operational briefings and updates on tasks, which involve significant Health, Safety & Environmental Risks.

Reviewing and updating training needs through:

- Appraisals of performance
- Workplace inspections
- Accident/incident investigation
- And wherever there is a significant change in the task or the workplace

Signed 

Date 07.01.2026

Stephen Grundy
Managing Director
GSH Waste Recycling Ltd

Environmental Policy

The countryside and our environment are facing ever more pressures concerning waste, space, and the use of raw materials. The recovery of sorted materials is the mainstay of GSH Waste Recycling Ltd business operations which, in itself, is underpinned by the principle of Sustainable Development.

As a consumer of resources, we also recognise that our own activities and services do contribute to a growing global environmental issue. As such, GSH Waste Recycling Ltd is committed to the continuous improvement of their environmental performance through the progressive implementation of the Integrated Management System (IMS) ISO 14001:2015, within their Integrated Management System. To achieve this, the company:-

- Ensures that the Environmental Policy Statement and IMS are communicated, implemented and maintained at all levels within the company; and is available to stakeholders, interested parties and the public.
- Provides a framework for setting, monitoring and reviewing objectives and targets, and to also document, implement and maintain them.
- Identifies its significant environmental aspects and related impacts, and putting in place control mechanisms to control and have influence over them, thus preventing and minimizing pollution.
- Employs systems and procedures to ensure that the Company is fully compliant with all relevant environmental legislation and other requirements to its operations and activities.
- Provides all employees with appropriate ongoing training to ensure individual and company environmental responsibilities are managed competently and enable any concerns or suggestions for improvement to be acted on
- Has in place an emergency response plan, which identifies processes and activities, which may cause an incident that could potentially harm the environment.
- Managing Director and Senior Management are to ensure that resources are made available so that the IMS can be implemented, maintained, and improved.
- Senior Management will also review the IMS, to ensure it is operating as planned, and is suitable, adequate and effective. This Policy is to be reviewed annually during the Management Review.

Signed



Date 07.01.2026

Stephen Grundy
Managing Director
GSH Waste Recycling Ltd