

			Health, Safety, Environment and Quality Policy		
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Augean Ltd is committed to operating its hazardous waste management business responsibly, safely and sustainably, protecting people and the environment, meeting customer needs and continually improving operational quality and effectiveness. The organisation fulfils applicable legal, regulatory and other obligations and maintain an effective integrated management system to manage Health, Safety, Environment and Quality (HSEQ) risks and opportunities.

The organisation's HSEQ commitments take account of its organisational context and support its strategic direction, including its wider Environmental, Social and corporate Governance (ESG) commitments and are translated into objectives, targets and actions through the organisation's management systems and ESG strategy.

This policy applies to all Augean Ltd business units and to all persons working on behalf of the business where the organisation controls or can influence the work performed.

The organisation is committed to regularly evaluating compliance with applicable legal and other obligations, preventing foreseeable adverse events, and responding effectively to emergencies to minimise their consequences.

The Senior Leadership Team (SLT) is committed to protecting the environment and workers' health and safety through continual improvement and regular reviews of policies and objectives. This policy provides a framework for setting objectives for safe operations, legal compliance, environmental protection and strategic ESG commitments, supported by the leadership and resources needed to deliver them.

The SLT and their managers are committed to the removal all barriers to participation so as to involve and consult with all workers and workers' representatives in identifying hazards, assessing risks, developing controls, investigating incidents and improving HSEQ performance.

The organisation remains committed to providing safe operations, legal compliance, environmental protection and continual improvement by following these principles:

Health and Safety

- Recognising that the health, safety and wellbeing of all workers, visitors and contractors that work at our sites or on our behalf is a top priority.
- The SLT is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health by eliminating hazards where practicable and, where they cannot be eliminated, applying the hierarchy of controls to reduce health and safety risks so far as reasonably practicable.
- Managing occupational health matters. This includes offering assistance with mental health and wellbeing.
- The SLT retains overall accountability for Health and Safety performance, but Managers and supervisors are responsible for managing Health and Safety within their areas of control, and everyone has a responsibility to work safely and protect the environment.
- All workers have a duty to take care of their own safety and that of their colleagues and visitors.
- Everyone has the authority and responsibility to stop work where they believe there is an unacceptable risk to health, safety or the environment, without fear of reprisal.

Quality

- The business will consistently deliver services that meet customer, legal, regulatory and other compliance obligations, while seeking to understand and exceed customer and other interested parties' expectations and learn from feedback and complaints.
- Setting objectives annually to address risks and opportunities and to systematically monitor performance.
- Continually improving the business' processes and services to enhance customer satisfaction, operational performance and the effectiveness of the management system.
- Encouraging all workers to own their work and communicating the importance of customer satisfaction.
- Ensuring all employees are trained, competent and are aware that the delivery of the organisation's product/service to the required specification is the result of their effort.
- The business seeks to get things right first time, identify and address the causes of errors and nonconformities, and use information and performance data to learn from experience and drive continual improvement.
- Providing growth and development opportunities for all workers.

Environmental

- Ensuring the business meets environmental compliance obligations to prevent pollution, reduce greenhouse gas emissions, adapt to climate change and build operational resilience, minimise hazardous substances, use energy and water efficiently, and manage waste according to the waste hierarchy to achieve the best environmental outcomes and support a circular economy.
- The organisation will identify and manage the environmental risks and impacts arising from its activities, including emissions, resource consumption, transport and waste, to protect the environment, prevent pollution and pursue sustainable development.
- Ensuring all activities and building developments are sensitive to visual amenity and the local community.
- Protecting and, where practicable, enhancing biodiversity and the natural environment associated with operations.
- Providing efficient environmental solutions which draw on proven or innovative technology and best practice.
- Consider environmental impacts across the life cycle of all activities and services, including procurement, transportation, treatment, reuse, recovery, recycling and disposal.

The organisation encourages everyone to raise concerns, hazards, incidents, near misses and improvements. Concerns can be raised through normal reporting channels or, where appropriate, through its confidential whistleblowing arrangements. No one will be disadvantaged for raising a genuine concern.

This policy will be communicated throughout the organisation, made available to interested parties and reviewed periodically to ensure it remains relevant and appropriate.



Richard Brooke
Chief Executive Officer
September 2026