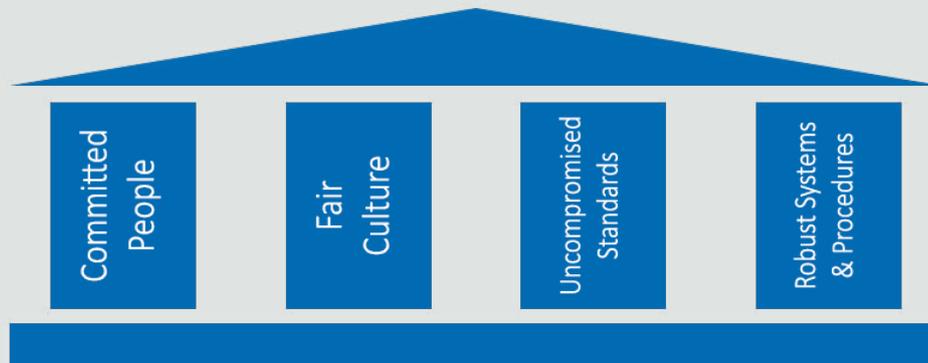


Health & Safety Policy Statement

Bakers Waste Services' vision is to create an environmental legacy for future generations, transforming our customers' waste into resources by delivering sustainable and innovative environmental solutions. The Health & Safety of our employees and everyone our business touches (our stakeholders) is of paramount importance, and is therefore at the heart of all our activities.

To deliver our vision, Bakers Waste Services is structured around four interdependent key principles:



Committed People

Led by Paul Baker, Managing Director and Mike Fentem, Finance Director (Director responsible for Health and Safety), Bakers Waste Services has a layered management structure, covering all areas of the business, which is detailed on the Organisational Chart.

The Executive Management Team, comprising the Directors and General Managers, lead by example demonstrating their commitment to Health & Safety with monthly engagement across the business.

Line managers are responsible for Health & Safety compliance, including the implementation of management systems, policies & procedures, and facilitating two-way communication. With the support of Health & Safety professionals and other relevant specialist help, line managers must ensure that:

- All our employees and contractors are suitably trained to complete their duties in a safe manner.
- All tasks undertaken by our employees, or on our sites, are appropriately risk assessed to identify hazards and reduce them (in line with the hierarchy of controls).

We are all responsible for our own Health & Safety and that of those around us. As such, all our employees will co-operate with management regarding Health & Safety matters.

All our employees are empowered to:

- 'Sort It and/or Report It' if they identify an issue.
- Ask for help if they need it.
- Share information or ideas that might help others.

Similarly, we encourage all our employees to be open to feedback and challenge from others.



A Fair Culture

All levels of the management structure are responsible for, and committed to, driving a proactive Health and Safety culture with the goal of it being truly interdependent.

We have a positive approach to Health & Safety, based on an atmosphere of trust, our employees are encouraged to report unsafe acts, with clarity between acceptable and unacceptable behaviour/actions. All incidents and near misses must be reported and investigated, to identify the root cause and actions necessary to prevent recurrence.

Whilst individuals have the right to make mistakes or honest errors; they will be held accountable for wilful violations or gross negligence, with proportional consequences.

Uncompromised Standards

Health and Safety must never be compromised by operational or business needs – no task is so important that it can't be done safely. Our Health & Safety objectives & targets will be reviewed along with this policy at least annually.

Robust Systems & Procedures

Our systems and procedures will ensure that we comply with all relevant legislation, regulations, and industry codes of practice. We are committed to the prevention of injury and ill health in addition to continuously improving our business performance, through the development of our management and systems.



Paul Baker

Managing Director



Mike Fentam

Finance Director

March 2021