



## Wastepack Group Ltd – ESG Policy

**1. Purpose and Scope** - At Wastepack Group Ltd, we recognise our responsibility to operate in a way that is sustainable, ethical, and transparent. Our Environmental, Social, and Governance (ESG) Policy outlines our commitment to integrating ESG considerations into our core business strategy, decision-making, and operations. This policy applies to all employees, contractors, and subsidiaries.

**2. Environmental Responsibility** - As a company at the heart of environmental compliance and waste management, we are committed to reducing our environmental footprint and supporting the circular economy.

Key Commitments:

- **Sustainable Operations:** We aim to reduce greenhouse gas emissions, energy consumption, and water usage across our offices and operations.
- **Waste Reduction:** Promote and facilitate recycling, reuse, and responsible waste management within our operations and for our clients.
- **Compliance:** Exceed legal environmental standards and maintain ISO 14001 certification.

### **3. Social Responsibility**

Wastepack Group Ltd values people—our employees, clients, communities, and stakeholders.

Key Commitments:

- **Diversity and Inclusion:** Foster a workplace that promotes equality, respects diversity, and provides equal opportunity.
- **Health and Safety:** Provide a safe, healthy, and supportive work environment, in compliance with all relevant laws.
- **Employee Engagement:** Encourage open communication, continuous development, and training opportunities.

### **4. Governance**

Strong governance ensures we uphold ethical standards and maintain accountability across our organisation.

Key Commitments:

- **Ethical Conduct:** Operate with integrity and transparency in all business dealings.
- **Data Privacy and Security:** Uphold GDPR and other relevant standards in the protection of personal and business data.
- **Anti-Corruption:** Enforce strict anti-bribery and anti-corruption policies.

A handwritten signature in black ink, appearing to read "AVh".

Paul Van Danzig  
Group Chief Executive Officer