



Health & Safety Policy

Hills Waste Solutions is part of the Hills Group and a significant regional provider of products and services within the waste management sector¹.

The Group Director of Hills Waste Solutions Ltd recognises that he has a moral and legal duty of care towards protecting the Health and Safety of his employees and others who may be affected by the Division's activities.

In order to discharge his responsibilities the Group Director - Waste Solutions will so far as is reasonably practicable:-

- operate the Waste Solutions Division's business operations in compliance with applicable Group and Divisional Health and Safety Policies and Procedures, UK Health and Safety Legislation and any other requirements to which we subscribe that relate to our health and safety hazards.
 - ensure that the standards described in this Policy Statement are achieved and maintained.
 - provide an organizational structure that clearly defines the responsibilities for Health and Safety and for ensuring that the systems and procedures relating to this Policy Statement are rigorously applied.
 - systematically identify all hazards and their associated risks and take such steps as are required to reduce risks to an acceptable level in order to prevent injury and ill health.
- ensure that all persons employed have reasonable experience and/or the training necessary, to achieve the level of competence required to ensure their own Health and Safety and that of others who may be affected by their work activities.
 - continually improve our health and safety performance through setting and reviewing objectives and targets and regularly measuring the performance achieved.
 - eliminate, so far as is reasonably practicable, unacceptable behaviour such as bullying, interpersonal conflicts at work, racial and sexual harassment which causes unnecessary stress in the workplace.
 - ensure that any company who is contracted to carry out work on behalf of Hills Waste Solutions Ltd is able to demonstrate that it pays due regard to Health and Safety matters.
 - bring this Policy Statement to the attention of all employees and others (as required) and to seek their co-operation in supporting the Group Director - Waste Solutions in his objective of achieving and maintaining a healthy and accident free work place

Mike Webster
Group Director - Waste Solutions
October 2011

¹Activities include: recycling services; collection; transfer; treatment and disposal of waste; and waste brokerage.