



occupational health & safety

Hills Waste Solutions Limited operates under an Occupational Health & Safety System, which has been externally certified to the international standard OHSAS 18001.

This standard, which applies to all the processes carried out, shows Hills Waste Solutions is committed to achieving best practice in the management of health & safety. The overall objective is to provide a safe and healthy environment for its staff, people Hills work with and for those that visit Hills.

Furthermore, Hills Waste Solutions recognises that health & safety is a core component of good management practice and is therefore committed to this forming an integral part of the way in which health & safety activities are managed and conducted.

OHSAS 18001 demonstrates that Hills Waste Solutions is committed to improving its health & safety performance.

HEALTH & SAFETY INITIATIVES:

Near miss reporting - An effective system has been implemented for identifying potential causes of accidents and the appropriate action needed to prevent those occurrences. A training and awareness campaign is in place to improve how this information is captured and then managed.

Working at heights - Changes have been introduced to reduce, and in some cases eliminate, the number of tasks performed at height.

Risk assessment - Processes are constantly assessed to improve the effectiveness of identifying and managing risks.

Safe driving - Training and awareness campaigns informing drivers of company policy and legislation are in place.

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 Limited recognises that he has a moral and legal duty of care towards protecting the health & 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 & Safety Policies and Procedures, UK Health & Safety Legislation and any other requirements to which we subscribe that relate to our health & safety hazards.
- ensure that the standards described in this Policy Statement are achieved and maintained.
- provide an organisational structure that clearly defines the responsibilities for health & 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 & safety and that of others who may be affected by their work activities.
- continually improve our health & 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 work place.
- ensure that any company who is contracted to carry out work on behalf of Hills Waste Solutions Limited is able to demonstrate that it pays due regard to health & safety matters.
- bring this Policy Statement to the attention of all employees and others (as required) and to seek their cooperation in supporting the Group Director - Waste Solutions in his objective of achieving and maintaining a healthy and accident-free work place.



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

July 2011



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