



## Corporate Social Responsibility

**Hills Waste Solutions (Hills) is part of the Hills Group Limited, a privately owned family company established in 1900. The Group has a broad and successful portfolio of business activities which includes recycling and waste management; quarrying of aggregates and production of ready-mixed concrete; and building new homes. It is a dynamic regional business which, while centred on Wiltshire, has stretched its boundaries into neighbouring areas and across the UK.**

### Engaging with local communities

At Hills we recognise that our operations, while beneficial to society, have the potential for impact upon the environment and on our neighbours in local communities. Our established community liaison groups make sure that local residents and their representatives have the opportunity to speak to us about their concerns and gain insight into our operations.

Hills further ensures that concerns are taken into account when new facilities are under consideration by consulting with local communities and providing answers to their questions. This is done both via public exhibitions and making detailed information available online at [hills-group.co.uk/consult](http://hills-group.co.uk/consult)

Hills informs people about its industry, in particular the resources that can be extracted from waste and how the waste hierarchy can achieve long term benefits for our environment. A partnership programme with Wiltshire Wildlife Trust (WWT) delivers an education programme to schools and offers visits for all who are interested in Hills' operational facilities.

### Giving back to the community

Hills has made millions of pounds available to good causes in Wiltshire over many years. This includes active participation in the Landfill Communities Fund tax credit scheme, where we are proud to acknowledge our ongoing support for the Wiltshire Wildlife Trust, Community First and the Cotswold Water Park Trust.

This funding, together with direct sponsorship and gifts in kind, has been used in a wide range of projects which include enhancing the natural environment for the benefit of wildlife and biodiversity; supporting sports clubs; building or refurbishing community facilities such as village halls, parks, sports and play areas, scout huts, education centres; and supporting music and the arts. See details at [hills-group.co.uk/consult](http://hills-group.co.uk/consult)

## Partnerships

Hills has established partnerships with a number of local charitable organisations whose work supports the principles of the waste hierarchy and that provide benefits to those in need. An example of this is The Repair Academy, a social enterprise start-up dedicated to reducing waste, providing skills and training for young people and offering affordable goods to low-income households.



## Our people

Hills provides employees with rewarding, fulfilling and safe employment and develops their potential through appraisal and training opportunities. All employees are encouraged to participate in 'Move to Improve' – a scheme which offers incentives for ideas and practices that ensure the business is constantly looking to improve and adopt new ways of working.

## Maintaining high standards

Hills' quality, environment and health and safety management systems are independently audited and have achieved certification to internationally recognised standards across all operational facilities. Hills invests heavily in time and resources to ensure that these standards and achievements are maintained.

Hills participates in the national 'How's My Driving?' scheme which enhances road safety and encourages better driving shows Hills' commitment to high standards of road use and good driving behaviour. Hills is also a long-term member of the Environmental Services Association.

## Sustainability

Hills undertakes regular energy efficiency reviews of its operations and implements improvements to reduce consumption. Secondary aggregates and other recycled products are used wherever possible to reduce the use of virgin materials.

## Recognition

Hills works with customers to provide bespoke waste management solutions using sustainable alternatives to landfill and business efficiencies have been recognised through a number of industry awards.

