

Safety, Health, Environmental & Quality Policy Statement

At Shred-it we provide highly specialised compliance-based solutions, including secure information destruction, materials recovery and recycling, and other services all designed to help create communities that are safe, healthy and thriving. As part of WM we share core values that underpin our commitments and practical approach to safety, health, environmental and quality management. They are:

- **Customers** – We place our customers at the centre of what we do and aspire to delight them every day.
- **Safety** – We make health and safety the foundation of our work, guiding each step we take without compromise.
- **Environment** – We are responsible stewards of the environment and champions for sustainability.

To ensure that we enshrine these values in the day-to-day running of our business we operate a fully integrated Business Management System (BMS) that incorporates the requirements of ISO 9001 (Quality), ISO 14001 (Environmental) and ISO 45001 (Health & Safety).

The leadership of our business is committed to:

- Ensuring that legal obligations and other requirements including the needs of customers and other interested parties, are determined, understood and met;
- Continual improvement of the BMS, with a focus on customer satisfaction, through consideration and evaluation of the risks and opportunities presented by all applicable requirements and interested parties.
- Prevention of workplace injury and ill-health, through elimination of hazards and reduction of risks, supported by consultation and participation with team members;
- Protection of the environment, including prevention of pollution and increasing the use of waste as a resource.

The leadership of our business shall:

- Take accountability for the effectiveness of the BMS;
- Ensure that safety, health, environmental and quality objectives are established that are consistent with the Company's core values and strategic goals;

- Ensure that the BMS requirements are integrated into business processes;
- Ensure that suitable and sufficient resources are available for the development, implementation, communication, evaluation and certification of the BMS;
- Support the EHS team in engaging, directing and supporting all team members to contribute to the effectiveness of the BMS, and where applicable to demonstrate their own leadership;
- Ensure that arrangements are established and maintained for consultation and participation with all team members, including measures to encourage team members to report concerns and to prevent any risk of reprisal to those who do so.

Our Environmental, Health and Safety Team shall:

- Plan and co-ordinate the development, implementation, evaluation and certification of the BMS;
- Ensure that the BMS forms a single integrated quality, environment, and health & safety management system in accordance with the requirements of ISO 9001, ISO 14001 and ISO 45001;
- Ensure that changes are controlled to ensure the system remains integrated and conforming with the requirements of the standards;
- Communicate BMS performance to the business including reporting progress against objectives and targets, co-ordinating management reviews and defining areas for improvement;
- Ensure that the integrated system is externally certified to all of the ISO standards required by the business.

Effective implementation of this policy is a shared responsibility at all levels of our organisation inclusive of every team member. This policy is communicated to all team members, is displayed at all Company facilities and is available on request to all interested parties. The policy will be reviewed periodically by the Company leadership and if necessary it will be updated and re-issued.



Toby Black

Senior Vice President – International