

Health & Safety Policy Statement

Scope of application

This Policy is applicable to all employees, managers and members of the governing bodies of URBASER S.A., its subsidiaries and holdings/joint ventures in which URBASER is the majority shareholder / partner or where control is held by URBASER's management ("URBASER" or "the Company"). It is the responsibility of all URBASER employees to act professionally and protect the Company's reputation.

Contents

Policy



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The general provisions of the Health and Safety at Work etc Act 1974 impose a duty on all employers to ensure, as far as is reasonably practicable, the safety of their employees at work. To this end, Urbaser Limited has developed a positive health and safety culture throughout the organisation because we believe that high standards of health and safety are necessary for company efficiency and competitiveness. To put the above mission statement into practice the company will continually strive to identify all workplace hazards and take appropriate measures to eliminate or control risks to employees and others affected by our waste cleansing, waste treatments and construction operations. This will be done by applying positive control standards with the provision of information, training and supervision as needed. All employees, visitors and others working in, for or on behalf of Urbaser Limited, are to co-operate with the company in the implementation of this policy by:

- Taking overall responsibility and accountability for the prevention of work-related injury and ill health, as well as the provision of safe and healthy workplaces and activities;
- Having its OH&S policy and related OH&S objectives established and compatible with the strategic direction of the organization;
- Ensuring the integration of its OH&S management system requirements into the organization's business processes;
- Ensuring that the resources needed to establish, implement, maintain and improve the OH&S management system are available at all time;
- Communicating the importance of effective OH&S management and of conforming to the OH&S management system requirements;
- Ensuring that the OH&S management system achieves its intended outcome(s);
- Directing and supporting persons to contribute to the effectiveness of the OH&S management system;
- Ensuring and promoting continual improvement through the compliance of all relevant statutes, regulations and codes of practice
- Supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility;
- Developing, leading and promoting a culture in the organization that supports the intended outcomes of the OH&S management system;
- Protecting workers from reprisals when reporting incidents, hazards, risks and opportunities;
- Ensuring the organization establishes and implements a process(es) for consultation and participation of workers as well as consulting and communicating with Union Representatives on matters affecting their health and safety
- Supporting the establishment and functioning of health and safety committees,
- Taking reasonable care of their own health and safety at work and of those who may be affected by their actions or by their omissions;
- Ensuring safe handling and use of substances Providing and maintaining safe plant equipment and machinery
- Maintaining safe and healthy arrangements and working conditions for employees and visitors;
- Co-operating with their employer to ensure that any duty, or requirement, for health and safety imposed upon their employer by law is performed or complied with;
- Co-operating with any other holder of health and safety duties (such as contractors or other employers working at our premises, and other employers when you are working at their workplace) as far as is necessary to enable them to perform their duties;



- Not intentionally or recklessly interfering with or misusing anything provided in the interests of health, safety or welfare;
- Reporting hazardous conditions or defects in the Company safety arrangements to Line Managers
- Fully investigating accidents and other incidents and taking appropriate actions to reduce the likelihood of their reoccurrence

All levels of management, all supervisors and general workforce are responsible for carrying out those health and safety duties placed upon them. The Directors will ensure that the safety plan includes sufficient resources for the successful implementation of the Health and Safety Policy. Development of the Health and Safety Policy will be conducted through normal business meetings where health and safety will be given standing no less than equal to other activities of the business.

This Policy statement is available as a documents information and it is communicated to all personnel who may work with or on behalf of the Company and is available to the public via our website and shown on the Health and Safety board at each operational location. Both the Health and Safety Policy and Policy statement will be reviewed annually and updated as necessary.