

Sustainability policy

This statement sets out Reconomy's strategic commitment to sustainability.

We want to be recognised as the UK's leading sustainable business in the environmental services sector.

Reconomy is the UK's leading provider of outsourced waste management and recycling services. The company provides a tech enabled, comprehensive waste and environmental management service through a nationwide network of approved service providers.

We will lead the industry by promoting innovative sustainable solutions. This policy reflects our commitment to fully integrate sustainability into all activities and areas of our business. It will be delivered through our Sustainability Strategy; consisting of additional supporting policies and values as follows:



Social Value

We will use our unique position, working with customers and suppliers to invest in and build community relationships. Promoting volunteering, reducing the skills gap and overcoming barriers to employment. We will measure and report on the impact.

Employment and skills: we will address the skills gaps by supporting employment into our sector. We will employ locally, promote diversity and uphold equality of opportunities to all. We will attract, motivate and engage talented people who share our Values.

Community engagement: by addressing local community needs and encouraging our people to volunteer, we will invest and aim to have a positive impact on the environment and people in the areas we live and work.

Health and safety: through the way we work, we will achieve and maintain a culture of zero harm. These same high standards are required of suppliers working on our behalf.



Environmental value

We will reduce our impact on the environment and lead the industry working with customers and suppliers to develop circular solutions, reducing materials used and increasing the value of materials to be disposed of.

Reduction: we will tackle climate change by actively reducing our use of energy and emissions arising from our operations including facilities, transport and our clients' operations.

Resource use: by working with suppliers and customers, we will reduce materials used, increase the value of materials to be disposed of and be innovative about wastes that are difficult to recycle. We will actively move the industry towards a circular economy model.

Compliance: we will ensure the highest levels of legal compliance for ourselves, our customers and suppliers.



Business value

We will ensure compliance, maximise efficiency and work with our suppliers, including voluntary, community social enterprises, small and medium sized enterprises, to develop innovation through partnership that focuses on customer needs now and in the future.

Governance: we will conduct our business with integrity and ethics in line with our values and policies and, ensuring that there is no modern slavery or human trafficking in our business, deliver our sustainability goals.

Customers: we will use our expertise, drive innovation and add value to deliver sustainable solutions for our clients, reducing costs whilst increasing efficiency.

Supply chain: we will work with our supply chain to deliver sustainable solutions that maximise value for our customers. We will implement a sustainable procurement framework and deliver this through the Sustainable Supplier Charter.

Our policy will be delivered by:

- Managing the impacts and opportunities arising from our service and supply chain.
- Driving this strategy, helping our customers to meet their sustainability objectives, whilst reducing our impact on the environment and contributing to a healthy society.
- Ensuring the real involvement of all our people, our customers, our supply chain and stakeholders.

Signature:



Name of Signatory: Paul Cox
Position: Chief Executive Officer
Date: January 2020