

What is the Board's commitment to Occupational Health, Safety & Wellbeing?

Health, safety and wellbeing is the highest priority within the business and the Board is committed to monitoring and reviewing performance on a regular and ongoing basis. Our goal is to keep our people, our customers and the public safe by intelligent risk management and effective leadership, promoting high standards of health, safety and wellbeing in the workplace and in all our activities. We will:

- Continuously review the organisation and maintain an up to date risk profile. Identify and evaluate these risks for opportunities to enable Biffa to work towards the continual improvement of the safety, health & wellbeing culture at all levels.
- Drive and sustain excellence and positive change through engagement and action with its health and safety performance including visible and active leadership at all levels of the organisation
- Provide relevant and pragmatic tools which enable operations to control risk and support the ongoing training of operational teams to enable people to create a safe and healthy workplace everyday
- Act with pace where standards fall short of our expectation to eliminate hazards, reduce risks and drive positive change in behaviours and performance to an acceptable level.
- Provide adequate resources to ensure we meet compliance obligations, constantly review and monitor the effectiveness of the Integrated Management System ensuring alignment with Group Strategy, Objectives and Targets
- Encourage and reward employee engagement and feedback to promote improvements and maintenance of safe working conditions in conjunction with the Safety, Health, Wellbeing and Quality Teams.
- Ensure all our employees and contractors and third-party resource providers take personal ownership of safety, health and wellbeing each day.
- Continuously review and ensure Wellbeing activities are targeted to address the current health issues and trends within our teams to support the improvement of health and wellbeing inside and outside of work

What are Biffa's objectives for Health, Safety & Wellbeing?

Biffa believe that all accidents and workplace related illnesses are avoidable; our objective is to prevent injury or ill health by continuous improvement of our safety performance and the promotion of good mental and physical health. The organisation commits to plan, control and monitor these activities and set the goal to not cause harm to our colleagues or interested parties. To achieve this, we will:

- Develop strategies and campaigns in the form of a Balanced Business Plan with specific objectives and targets considering the needs and expectations of interested parties,
- Educate & support staff at all levels in the prevention of work-related and general ill health by promoting wellbeing via our health and wellbeing strategy
- Engage with and influence other interested parties, collaborating with the Regulators, and industry trade groups to improve industry standards.
- Undertake incident investigations to ascertain learning points and improvement
- Internally and externally audit our IMS, implementing improvements and retain existing external certifications, utilising actions raised from those audits as key drivers for continuous improvement.
- Commit to further improve processes and systems and to provide a fit for purpose Integrated Management System and an associated digital platform to ensure consistent application of processes across all Divisions
- Continue to proactively promote and positively reinforce good behaviours and healthy lifestyles with effective H&S and Wellbeing initiatives and campaigns

What are Biffa's expectations for communication of Health, Safety & Wellbeing?

Participation and consultation are vital aspects of this policy. Biffa welcomes suggestions from all interested parties to improve health, safety & wellbeing and Biffa Colleagues are encouraged and expected to:

- Report and discuss health, safety & wellbeing matters with their managers, and company SHQ coaches who will offer or obtain further expert advice, where necessary.
- Create an environment that supports health and wellbeing including looking out for each other
- Co-operate at all times; contribute good ideas and improvements; report defects and short falls.
- Work closely with our regulators and industry bodies to improve standards



Michael Topham
Chief Executive Officer
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