



## Corporate and Social Responsibility Policy

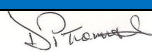
GEWS limited recognise that its operations have an effect on the communities and environment in which it operates. In light of this, GEWS is committed to operating in a socially responsible manner, supporting a local workforce as well as running its operation in an environmentally sustainable manner. GEWS understand the importance of engaging with all stakeholders including employees, customers, the community, suppliers and governing bodies and this policy governs our approach to all our activities.

The purpose of the policy is to make clear to all stakeholders what we mean by CSR and how we propose to work towards achieving it. We aim to eliminate discrimination on any grounds and promote equality of opportunity in our workforce and the supply chain. We will ensure that our customers are able to work together in confidence and be treated with respect by each party. We will ensure that all those working on behalf of the organisation uphold the workplace standards and behaviours consistent with the Company's requirements.

In order to ensure that we operate in the most ethical, safe and sustainable way, whilst providing a quality service to customers we have implemented a health, safety, quality and environmental management system which meet the requirements of OHSAS 18001, ISO 9001 and ISO 14001 and is externally UKAS accredited. Specific health and safety, quality and environmental improvement targets have been set in order to ensure that the company continually improves its business performance.

### The company objectives are:

- Promoting business activity that brings simultaneous economic, social and environmental benefits
- Encouraging innovative approaches and continuing development and application of best practices
- Ensuring the best minimum levels of performance in areas such as health & safety, the environment and business ethics
- Delivering a service that promotes business practices that balance profit and success with achievement of social and sustainability goals
- Supporting a local workforce and contributing to the local community acting in a socially responsible way
- Continually improving our performance and meeting all relevant legislation
- Encourage and engaging with staff, recruiting and retaining the best people, recognising their achievements and rewarding their efforts.
- To operate in a way that safeguards against unfair business practices

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## Gwynedd Environmental Waste Services Limited

### In order to ensure this policy is implemented we will commit to the following:

- When carrying out our business, in consultation with our customers, we will determine the environmental, social and economic issues;
- Our contracts will clearly set out the agreed terms, conditions and the basis for our relationship;
- Our business will be conducted in all respects according to rigorous ethical, professional and legal standards;
- When procuring works, goods and services we will ensure that this is done in an ethically and environmentally sensitive way, yet with proper regard to its commercial obligations, ensuring that suppliers deliver to agreed timescales, quality and cost.
- Provide confidence to stakeholders in the decision-making and management processes within our company specifically with regards to supply chain management and ethical trading;
- Obtain feedback from customers on our performance and continually review all activities to ensure best practice is observed at all times;
- Develop action plans to ensure continuous improvement

This policy will be reviewed regularly and will be amended in view of any legislative changes or other prevailing circumstances. This Policy will be made available to any interested parties and its implementation will be reviewed on an ongoing basis.

**Dafydd Thomas**  
Managing Director

**Date: 7 January 2019**

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