

Cory Health and Safety Policy

Cory is one of the UK's leading resource management, recycling and energy recovery companies. We operate one of the largest Energy from Waste (EfW) facilities in the United Kingdom on the banks of the River Thames in London. We have a unique river-based infrastructure, transporting London's waste on our fleet of barges and turning it into reliable, sustainable, energy. We also generate SRF and RDF as an energy source for other EfW's in the UK and Europe.

AIMS AND OBJECTIVES

At Cory, we are committed to continually improving our health and safety performance and to ensuring that our employees and those who may be affected by our activities and operations do not have their health or safety influenced adversely. Competent people are appointed to assist us in maintaining this approach.

Cory will aim to achieve this by:

- Setting H&S objectives and targets at Corporate and Business level to eliminate hazards and reduce occupational health and safety risks, specific to our OH&S risks and opportunities;
- Providing safe and healthy working conditions, safe equipment, and safe systems of work that prevent or minimise the risks of work related injury and/or ill health;
- Ensuring that our health and safety management system is subject to continual review and improvement;
- Meeting and, where appropriate, exceeding the requirements of relevant legislation and other requirements to which the Company subscribes, relevant to our H&S hazards. Where no regulation exists, we shall endeavour to set our own exacting standards;
- Providing a means by which employees and their representatives will be consulted, and invited to participate, on matters of health and safety; and
- Promoting a culture that supports occupational health and safety improvements, and ensuring that health and safety is never compromised for other objectives.

To achieve its commitments, Cory will:

- Consider H&S objectives at least equally to other company objectives (such as commercial or financial objectives);
- Ensure that H&S matters are properly considered during strategic and business planning;
- Communicate, via our IMS, our zero tolerance against ignoring poor health and safety practices and employees right to remove themselves from any situation they consider presents an imminent and serious danger to their life or health;
- Actively encourage the reporting of positive practices and aim to continually reduce the rate of accidents and ill health, adopting the ESA and WISH aspiration of zero harm, to be implemented through corporate cascaded initiatives;
- Provide our managers and employees with the training and resources they need to effectively undertake and manage their health and safety responsibilities and ensure that safety messages are being properly shared and implemented;
- Review our approaches to feedback and engaging with employees to further promote a positive safety culture;
- Establish a framework for documenting opportunities for improvement through site specific improvement plans; and
- Continually monitor the effectiveness of our H&S Management system through audit, inspection and review of monitoring data, existing work practices, and issued documentation.

COMMUNICATION & REVIEW

This Health and Safety Policy applies to all Cory operations, all of which are compliant to the ISO 45001 Standard. This Policy shall be communicated to all employees and relevant stakeholders via our website and regularly reviewed to ensure that it continues to be fit for purpose considering our company strategy, relevant legislation and our OHS risks.



Dougie Sutherland
Chief Executive Officer