

Sustainability and Wellness Policy

Our Mission Statement

To constantly innovate in order to be the leading, most effective waste management and recycling business in the UK. A caring, family-owned company that brings together industries to provide unique services that reduce the overall environmental impact of the UK waste whilst improving the lives of young Londoners through local employment, sport and education.

Introduction

At Powerday, we define sustainability as shaping an environment which promises business longevity whilst reducing the climate impact of our operations and investing in our local communities.

Powerday has a responsibility to minimise our impact on society and the natural environment. We strive to balance short and long-term interests and to make economic, environmental and social considerations integral to our decision-making.

We have a sustainability strategy centred around the following pillars to address what we have identified as our priority impacts.

1) Our employees: cultivating an environment where wellness, training and education are at the forefront of everything we do

Education and development – We promote a learning culture and provide opportunities to equip our employees with the skills and knowledge they need to excel in their roles and extend their personal development.

Health and safety – Health and safety is our top priority. We have developed a strong health & safety culture and are committed to continual improvements in our procedures in order to achieve our ultimate goal of zero harm.

Equality, diversity and inclusion – We provide an inclusive working environment where everyone is treated fairly and feels valued and respected. We are committed to equal opportunities, ensuring that we do not discriminate at any stage of employment, and that bullying, harassment and any other unwanted behaviours have no place in our organisation.

2) Our communities: With an ethos of 'giving back', we have always sought to use our sustained growth to support local communities

Corporate Powerday: Our corporate business works to deliver social and environmental benefit through the way we operate and the services we provide to our clients. Our success as a business enables us to fund our wider community initiatives.

Powerday Foundation: We work to improve young Londoners lives for the better. The Powerday Foundation brings together all Powerday's charitable activities, and seeks to work with local partners, schools, and communities to maximise our positive impacts.

3) Our carbon footprint: we aim to significantly reduce the carbon emissions of our operations

Emissions: We annually measure and monitor our carbon emissions and strive to continually reduce our carbon footprint.

Environment: We hold ISO14001:2015 certification and commit to continual improvement under our environmental management system. We take all reasonable measures to ensure that our activities are conducted in a way that minimises our impact on the local environment.

4) Our clients: we aim to deliver quality projects that provide the best results for our clients and the environment

Quality projects: We hold ISO9001:215 and commit to continual improvement under our quality management system. We will work in partnership with our clients to deliver high quality projects on time, safety and with due regard to the environment.

Diversion from landfill: We will continue to invest to maintain and improve our facilities, to divert waste away from landfill.

Waste hierarchy: We will continually explore opportunities to move clients' waste up the hierarchy.

5) Procurement: we seek to procure in a way that reflects our sustainability priorities as well as our business needs

Supporting local communities: supporting social enterprises, seeking to work with suppliers that share our values and ethos of giving back, using local agencies and workforce where possible.

Minimising the impact of our procurement on the environment: Continually exploring more sustainable solutions for clients' waste materials, ensuring all suppliers have an environmental policy and comply with all relevant legislation.

Protecting people: Ensuring our suppliers put health and safety at the heart of their operations, provide a positive working environment and meet all relevant legislation, and adhere to our health & safety policy where applicable.

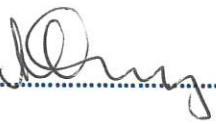
Formalising our approach: We are currently formalising our approach to sustainable procurement and will seek to embed sustainable procurement practices throughout our business.

Responsibility for this policy lies with the Joint Managing Directors. All Powerday employees have a duty to adhere to this policy.

Signed.....

Date.....25.03.2023

Jim Craig
Joint Managing Director

Signed.....

Date.....27/07/23

Liam Kearney
Joint Managing Director