



**M GROUP**

# Waste and recycling policy

## Policy statement

Our goal is to provide and maintain a safe workplace for all our people, clients, supply chain and members of the public, without detriment to their welfare and the environment.

We recognise the services we provide and the materials we procure, can generate waste and our intent is to minimise as far as is practicable our impact on the environment, other people and the planet. Each decision to minimise or cause waste has an impact, so we'll expect individual responsibility to be applied to every occurrence. Additional consideration should be given to the impact waste has on our carbon emissions, linking our need to reduce waste with our net zero ambitions. Our approach will be to ensure:

- Across all our activities we'll initially seek to minimise or eliminate the waste we produce by considerate and thoughtful decision making at operational, design and planning stages
- Where waste is generated, we'll promote both reusing and recycling where it's safe and economic to do so. This will include considering circular economic principles such as improved operational life, re-purposing and refurbishment
- Where the waste cannot be eliminated, reused or recycled, it will be disposed of in a proper manner meeting all legal and regulatory obligations.

We'll procure services and products through our divisional and Group procurement functions, to ensure we deliver the best solutions that are commercially viable, minimise waste, and increase reuse and recycling. This will include the elimination of waste through our supply chain and suppliers, including unnecessary or non-recyclable packaging.

As part of this procurement, we'll respect all legal requirements regarding raw materials and manufacturing processes (e.g. EU timber regulation, REACH) relevant to our service delivery and seek only to purchase responsibly sourced products. We'll work with our suppliers to ensure, where required, all appropriate certifications are in place and due diligence has been undertaken.

We'll educate and train our people on the importance of disposing of waste effectively, while reducing our impact on the environment. Within each of our divisions, where data is available in relation to waste and recycling across their operations, it will be collated and reported. Where this is not yet available, we will work to ensure that this is rectified. To drive this, we'll work with our suppliers to ensure their own waste and recycling figures are made available to us.

## Who is this for?

This policy applies to all people employed within our Group in any capacity and at any level of seniority. Each Group function and division will take ownership of the waste they produce and the actions necessary to conform to this policy.

Our supply chain will operate policies that are of an equal standard or better.

## Divisional obligations

Each division will:

- As a minimum, operate in line with the above policy
- Develop its own recycling and waste management and reporting processes and procedures that support our ambition to reduce the impact on the environment from our operations.