



Health and Safety Policy

Cox Management Services Limited is the holding company for subsidiary trading companies inclusive of Cox Skips Limited and The Recycling Partnership Limited generally referred to within this policy as the Cox Group. The Cox Group, inclusive of its subsidiary companies, recognise and are committed to the detail within the disclosure of the policy.

The Cox Group (the 'Company') recognises the importance of health and safety and is committed to the Health and Safety of all its employees and other persons who may be affected by the Company's activities.

The Company operates a Health and Safety Management System and has ISO 45001: 2018 Health and Safety Management Accreditation , along with ISO 14001 and ISO 9001 accreditations, for waste management services for commercial, municipal and construction industry customers.

The Managing Director is responsible to the board for the effective implementation and continuance of the Health and Safety Management System by the Management Team.

The Senior Health, Safety and Transport Manager is responsible for, but not limited to:

- Reporting and record keeping of records under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).
- Investigating near misses / incidents / accidents.
- Carrying out new employee inductions.
- Ensuring production and review of all risk assessments is completed and actions arising out of those assessments are implemented where necessary.

The Management Team is committed to:

- Providing strong Health and Safety leadership throughout the Company.
- Striving for continual improvement in the management of Health and Safety.
- Developing and maintaining the Health and Safety Management system.
- Operating the business responsibly and complying with all applicable statutory laws, regulations, legislation and approved codes of practice relating to health and safety management.
- Ensuring all reasonable and practical steps are taken to safeguard the health, safety and welfare of all employees and other persons who may visit the site.
- Provisioning safe plant, machinery, equipment and systems of work.
- Providing clear and adequate information, instructions and training to all employees and other persons who may work on site , to ensure competence to carry out their work in a responsible and safe manner.



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- Carrying out visitor and subcontractors health and safety inductions, and provision of appropriate training and personal protective equipment where necessary.
- Maintaining good relations with all regulatory bodies.

The Management Team has a continuing commitment to:

- Controlling noise emissions from operations.
- Communicating throughout the Company the importance of meeting Health and Safety requirements.
- Reviewing and communicating the Health and Safety Policy and its objectives to employees and interested parties, through Management meetings, employee meetings, employee noticeboards, training and Company websites.
- Ensuring health and safety performance is constantly monitored, with effective implementation of improvements where required.
- Reviewing the effectiveness of any improvements taken.
- Ensuring availability of resources.

The Company have taken the following actions to ensure compliance with Health and Safety:

- All relevant and necessary signage for the protection and safety of employees and any other persons entering the site are displayed clearly and constantly reviewed.
- Escape routes are well signed and kept clear at all times and monitored on a daily basis via the Site Daily Log.
- Evacuation plans and procedures are tested at least annually and updated as necessary.
- Facilities, such as toilets, washing facilities and drinking water are always provided. The Company ensures that these facilities are safe to use through a system of routine inspection and cleaning and will take appropriate action where necessary.
- Implementation of systematic inspections and testing of equipment and machinery is completed ensuring any necessary action if carried out promptly and efficiently.

Employees, visitors and other persons entering the site have a duty to cooperate in the implementation through:

- Working and conducting themselves in a manner that promotes their own safety and the safety of others.
- Following and obeying procedures and practices of the Company, which have been designed and implemented to ensure safe and healthy working conditions.
- Reporting of any health and safety concerns, observations, accidents and near misses.

This Health and Safety Policy statement is made available to all employees. Minutes of meetings , or extracts thereof, are provided to individual employees in accordance with



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their role and responsibilities as a means of communicating the effectiveness of the Health and Safety Management System.