



H W Martin Corporate Social Responsibility Policy

H W Martin recognises the social, economic and environmental influences of its activities. So that we continue to effectively manage these responsibilities, we implement a Corporate Social Responsibility (CSR) Policy.

Our CSR Policy is a “horizontal” initiative spanning all our operations. It encompasses how we share space with local communities (both at Head Office and our UK facilities), how we invest in our people and how we mitigate any potentially negative impacts on the natural environment. Like any other business, we do not operate in a vacuum – in order to prosper we depend on our stakeholders and our stakeholders depend on us. Therefore *society*, the *economy* and the *environment* form the **Three Themes of our CSR Policy.**

Our stakeholders include employees, local authority clients, commercial clients, suppliers, regulatory authorities, insurers, public users of our recycling facilities, the general public, business and residential neighbours, local schools and community groups.

Theme 1: Society

Objective 1: Ensure H W Martin’s activities are not detrimental to society and strive to enhance the quality of life and opportunities for local communities.

We extend our resources for the benefit of our local communities in many different ways. This is often determined by the need at the time.

We regularly host local community group visits to our recycling facilities, such as schools, universities, Friends groups and Rotary Clubs. In this way, individuals can see first hand the way their waste is sorted and recycled. They are encouraged to recycle and undertake similar activities including energy minimisation and saving water. School teachers link what their pupils learn from these visits with elements of the National Curriculum, which has a direct impact on the pupils’ educational development.

We donate staff time and resources to community activities. Recent examples include Head Office contributing safety equipment for the village Christmas tree, donating resources for local scout group events and sponsoring the Miners’ Welfare calendar. We also operate a voluntary code of conduct for our vehicles and machinery moving on and off the Head Office site to avoid driving through the village, wherein drivers only route in one direction off the site irrespective of their destination.

Theme 2: Economy

Objective 2: Ensure financial prudence in H W Martin’s accounting to ensure continuing viability, engage the local economy where possible and recognise the contribution made by staff and their supporting families to the success of the business.

The Martin Group maintains good liquidity and a healthy cash flow; balanced with a risk managed investment programme financed internally through a strong reserves policy.

We employ a large number of people from the local community, including popular apprentice schemes and entry level employee programmes open to school leavers, college students and university graduates. We are a results-driven meritocracy: staff members’ positive contribution to the business is rewarded by promotion and a range of benefits.

Local suppliers gain from our sourcing of consumable items as well as many other key supplies. We ensure that the ripples of our success are felt beyond the boundaries of our sites.

Theme 3: Environment

Objective 3: Ensure H W Martin's activities, products and services minimise negative environmental impacts and enhance positive environmental impacts.

We have undertaken to maintain formal systems governing quality, environment, safety and health ("QUENSH"). While our core services with respect to materials recycling are extremely positive environmental aspects and impacts, we recognise that like any other business we draw on environmental resources and have emissions to air, land and water. These have been evaluated and a formal environmental management system (EMS) set up to minimise them. We have internal staff managing the system as well as external "third party" audits. The EMS is certificated to the international standard BS EN ISO 14001:2004.

Our recycling rates through our facilities range from 40% to 70%. The variation is determined by the composition of the waste streams in each locality. We continually strive to increase and succeed in increasing recycling rates, through upgrading our equipment, reviewing and improving working methods, and educating the public on waste minimisation and separation.