



## Technical Competence Policy

### Our policy statement

#### Purpose of this policy

The ASH Group's Technical Competence (TC) policy sets out a commitment to provide a Competence Management System (CMS) which will demonstrate technical competence to operate permitted sites.

#### Overall responsibility

The ASH Group Directors and Senior Management Team are responsible for implementing this policy and for monitoring and reviewing its effectiveness.

#### Our commitments

To achieve high standards of technical competence, ASH and its relevant employees will:

- Comply with the requirements of the ASH Group Environmental Permits
- Maintain competence of staff who have a direct role in activities at permitted sites
- Provide appropriate training to employees
- Set and review competence related objectives and targets
- Communicate this policy to all persons who have a direct role in activities at permitted sites
- Make this policy available to relevant parties
- Review the policy and CMS periodically to ensure it remains relevant and appropriate
- Minimise the impact while maximising the benefit that our work has on the environment around us
- Provide a safe working environment, free from harm for employees and third-parties, by following our Health and Safety Management System
- Comply with all applicable legislation, regulations and codes of practice
- To continually improve the effectiveness of the Competence Management System

A handwritten signature in black ink, appearing to read 'NH'.

Neil Hassall, Managing Director, ASH Group (UK) Ltd, January 2022