



Corporate Social Responsibility

Our policy statement

The ASH Group's Corporate Social Responsibility (CSR) policy ensures that social and environmental concerns are considered in our business operations. We have a responsibility to all employees, customers, members of the public, and the communities in which we work, to protect and engage.

Our policy is based on the following principles:

- To minimise the impact whilst maximising the benefit that our work has on the environment around us by following our Environmental Management System (ISO 14001).
- To provide the highest standards of service to our customers.
- To provide a safe working environment, free from harm for employees and third parties by following our Health and Safety Management System (ISO 45001).
- To support the local communities in which we operate.
- To comply with all applicable legislation, regulations and codes of practice.

Environmental Management: Managing our impact on the environment in a responsible manner.

We are acutely aware that our work has an impact on the environment. As the ASH Group handles more than 250,000 tonnes of waste each year, we have a duty to identify the significant environmental impacts connected with our activities and work to reduce and mitigate them. We are committed to maintaining our certification to ISO 14001 and employ a full time Environmental Compliance Manager.

Responsible Trading: Building and maintaining the highest standards amongst our suppliers.

We strongly oppose the exploitation of workers and will not tolerate either forced labour, or labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people in our business and undertake all reasonable and practical steps to ensure that these standards are maintained.

Community: Helping to keep communities safer and maintain their wellbeing.

We recognise that we play an important role in our local communities and we aim to make the communities in which we operate better places. We encourage and empower our employees to get involved with their local communities and use their skills and application to help create a mutual benefit. We liaise with the local communities in which we work to understand and address their concerns.

People: Finding, supporting and developing great people throughout their ASH Group journey.

We strive to ensure all colleagues enjoy their work and have opportunities to consistently amaze our customers through their friendly expertise. As such, we actively look for ways in which we can promote and increase the diversity of our workforce.

A handwritten signature in black ink, appearing to read 'NH', followed by a period.

Neil Hassall, Managing Director, ASH Group (UK) Ltd, January 2024