



## SUSTAINABILITY POLICY

NWH Group Limited  
Reviewed- January 2026

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### Introduction

NWH Group is dedicated to leading the recycling and waste management sector towards a sustainable future. We acknowledge our duty to enhance the social, economic, and environmental well-being of the communities we serve in Scotland and Northeast England.

Our sustainability policy outlines our commitments and the principles guiding our actions to achieve our mission, vision, and purpose.

### Our Vision

To be a leading force in creating a sustainable future by delivering innovative waste management solutions that benefit the planet and our communities.

### Environmental Stewardship

**Resource Efficiency:** Implement and promote practices that maximise resource efficiency and minimise waste.

**Reduction of Carbon Footprint:** Continuously monitor and reduce carbon emissions by adopting cleaner technologies and sustainable practices.

**Recycling and Recovery:** Enhance our recycling and recovery processes to divert waste from landfills and promote circular economy principles.

### Social Responsibility

**Community Engagement:** Engage with local communities to raise awareness about sustainable waste management and encourage public participation.

**Employee Well-being:** Foster a safe, inclusive, and supportive work environment that promotes the health and well-being of our employees.

**Education and Training:** Provide ongoing education and training for employees to ensure they are equipped with the knowledge and skills to contribute to our sustainability goals.

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### Economic Viability

**Sustainable Growth:** Pursue business growth strategies that are economically viable and environmentally sustainable.

**Innovation and Investment:** Invest in innovative technologies and practices that enhance our sustainability performance and operational efficiency.

**Ethical Business Practices:** Conduct business with integrity, transparency, and accountability to build trust with our stakeholders.

**Compliance:** We meet or exceed environmental laws and regulations.

**Energy Saving:** We aim to be environmentally friendly and promote a green, energy-saving culture. All employees are encouraged to contribute to our environmental goals. Please refer to the full Energy Saving policy for more details.

**Company Vehicle:** All company cars must be fully electric or hybrid.

**Sustainability Travel:** Our commitment is to reduce commuting and business travel emissions. Employees are encouraged to choose cost-effective and low-carbon transportation options. Business travel should be minimised, and virtual meetings preferred.

Any necessary travel must be pre-approved, considering the environmental impact. A hybrid work model is preferred and approved by the business where possible. Please refer to the full travel policy for more details.

### Key Strategies

**Sustainable Operations:** Implement operational practices that reduce environmental impact, such as optimising routes for waste collection, reducing fuel consumption, and utilising renewable energy sources.

**Collaborative Partnerships:** Work with industry partners, suppliers, and customers to develop and implement sustainable waste management solutions.

**Compliance and Beyond:** Ensure compliance with all relevant environmental legislation and regulations and strive to exceed these requirements through proactive initiatives.

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**Continuous Improvement:** Regularly review and assess our sustainability performance, set measurable targets, and drive continuous improvement through innovation and stakeholder engagement.

### Monitoring and Reporting

**Performance Metrics:** Establish key performance indicators (KPIs) to measure progress toward our sustainability goals.

**Transparency:** Regularly report on our sustainability performance to stakeholders, providing updates on achievements and areas for improvement.

**Feedback Mechanism:** Encourage feedback from employees, customers, and the community to inform our sustainability strategies and initiatives.

### Governance

**Leadership Commitment:** Ensure sustainability is integrated into our business strategy and decision-making processes, with oversight from senior management.

**Sustainability Team:** Maintain a dedicated team responsible for driving sustainability initiatives, monitoring progress, and reporting outcomes.

### Conclusion

At NWH Group, sustainability is at the core of our business operations. We are dedicated to creating a positive impact on the environment, society, and the economy through our waste management services. By working together with our stakeholders, we aim to build a great business that we can all be proud of, ensuring a sustainable future for generations to come.

This policy is endorsed by the managing director of NWH Group and will be reviewed annually to ensure its relevance and effectiveness.

Signed:

Date: 15/01/2025

Gavin Money

Managing Director

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