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### 1. Policy Statement

The McGrath Group recognises the importance of core values. They define who we are and how we work.

The McGrath Group's core value principle has been established upon the premise that *waste is a valuable precious resource*. Our core value statement is constructed firmly on this foundation. It represents, informs and influences everything that the Group does.

### 2. Responsibilities

The Board of Directors are ultimately responsible for ensuring this policy is fully implemented and providing the arrangements to ensure our commitments regarding core values are fully met.

Our key core priority is to optimise the full recycling process for all the material we manage for our clients.

All employees are responsible for carrying out the principles within this policy and conduct any business in line with our core values.

### 3. In Practice

As a company, we embrace the shift that has occurred since our formation in the early 1970's, at which time managing waste was very much seen in terms of disposal. We aim to be at the forefront of 'the circular economy' and we do this in a number of ways:

- We remain at the forefront of the recycling movement, and have done for over 40 years. We ensure that we remain at the cutting edge of recycling technology. Over the course of four decades we have assiduously built our reputation for innovation. We embrace technological advances where they increase efficiency and improve our services.
- We apply the concept of the Hierarchy of Waste as a template to maximise the environmental performance of clients' wastes.
- We form strong long standing business partnerships based on sustainability, we are committed to delivering value across our operations.
- We partner with a number of organisations that facilitate the re-use of a range of materials.
- We have a zero-waste to landfill policy, and are continually seeking to re-evaluate our processes for managing each material stream in an attempt to push the methodology higher up the hierarchy.
- We act with transparency and integrity, and operate with a strong sense of responsibility.
- We are committed to providing a business that makes the most of the commercial opportunities available to us and our clients. We believe that innovation is key to our ongoing development.
- We strive to have the very best people in our company. We support ongoing training and development for all of our team.

# CORE VALUE POLICY



Our Core Values are deeply ingrained as the fabric that drives employee behaviour, company decisions and actions. In order to support our Core Value Statement, the McGrath Group has a number of key policies which are available upon request.

Signed:

A handwritten signature in black ink, appearing to be "DM", written over a circular scribble.

**David McGrath, Managing Director**