



# Sustainability Policy

## Roy Hatfield Group

### Our Business

The Roy Hatfield Group are committed to operating in a socially and environmentally responsible manner. We are one of the UK's leading experts in resourcing, recycling and reusing bulk commodities, industrial wastes and by-products; providing commodity supply into various industry sectors with a wide portfolio of secondary and virgin raw materials, our operations are designed to promote resource efficiency, reduce environmental impact, and support the transition to a circular economy. Our own goals in addressing GHG, Recycling, Recovery and Waste Reduction, Sustainable Construction, Social Inclusion and improved Supply Chain partnerships align with that of the 2015 UN Sustainability Development Goals (9,10, 11,12, and 13), along with UK environmental legislation.

### Purpose

The purpose of this policy is to:

- Embed sustainable practices across all areas of our business.
- Minimise environmental harm through efficient waste handling, processing, and recycling.
- Ensure compliance with applicable UK environmental laws and guidance, including the Environment Act 2021 and the Waste (England and Wales) Regulations 2011.
- Contribute to the UK's Net Zero by 2050 target.

### Scope

This policy applies to all operations, employees, contractors, suppliers, and business activities across Roy Hatfield Group's activities.

### Sustainability Commitments

#### *Environmental Responsibility*

- Waste Hierarchy: Promote and adhere to the waste hierarchy (prevention, reuse, recycling, recovery, disposal) in all operations.
- Carbon Reduction: Monitor, report, and reduce greenhouse gas emissions across transport, facilities, and processes.
- Circular Economy: Maximise material recovery and reintegration into supply chains; encourage closed-loop recycling.
- Pollution Prevention: Prevent contamination of air, land, and water through safe and regulated waste handling.
- Energy Efficiency: To improve operational behaviours to encourage efficient fuel use, to implement proactive maintenance programmes, and to procure efficient plant and equipment.

#### *Compliance and Reporting*

- Ensure full compliance with all applicable laws and industry standards, including:

- Environment Agency permits and reporting obligations
- Duty of Care requirements
- ISO 14001 (where applicable)
- Maintain robust data management systems to track and report sustainability metrics transparently.

#### *Community and Stakeholder Engagement*

- Working with our staff, customers and supply chain, we strive to deliver sustainability for the benefit of business stakeholders.
- Collaborate with local authorities, schools, and businesses to raise awareness about sustainable waste practices.
- Support social value initiatives, including local job creation and skills development in the green economy.

#### *Sustainable Procurement*

- To factor sustainable procurement, ethical, and local sources.
- To perform vendor checks prior to onboarding, and we will monitor suppliers performance and commitment to sustainability.
- We will communicate our sustainability standards and work with our suppliers to address standards
- Work only with suppliers who align with our sustainability values.

#### *Staff Engagement and Training*

- Provide sustainability and environmental training for all staff.
- Empower employees to identify and lead sustainability improvements.

#### *Responsibilities*

- Board of Directors: Approve and oversee the implementation of this policy.
- Sustainability Manager / Environmental Lead: Coordinate sustainability initiatives and monitor compliance.
- All Employees: Uphold the principles of this policy in day-to-day work.

#### *Monitoring and Review*

- Conduct regular sustainability audits and set measurable objectives.
- Report progress annually in a published Sustainability Report.
- Review this policy annually or in response to regulatory or operational changes.

#### *Supporting Policies and Standards*

We operate a number of internal procedures to ensure that we are conducting business to fundamental sustainability objective. These include:

- Delivering sustainable profitable growth while satisfying our ethical, legal and contractual obligations
- Deliver continual improvement in resource efficiency, sustainable consumption, and production, throughout all aspects of our business
- Promote ideas and innovation, internally and with our clients and supply chain, that can create financial savings and benefit all stakeholders
- Actively promote sustainability in our industry through the industry associations, partnerships and organisations we support, including Plasterboard Sustainability Partnership and Gypsum Re-processors Association UK & Ireland (GRAUKI)
- Encourage our suppliers to improve their sustainability commitments, sharing our values and standards.
- Demand sector-leading Health, Safety and Environmental performance from our staff and supply chain
- Integrate our sustainability goals throughout all aspects of our operations
- Commit to measuring our impact through Health, Safety and Environmental performance data, employee engagement surveys, customer satisfaction feedback and our financial performance
- Promote career development, supporting our staff to be diverse, engaged, motivated and competent - together working towards the sustainable success of our business

#### **Review & Availability:**

This policy will be reviewed annually and be adapted to meet our business needs. This policy is communicated to all staff via email and copies will be posted on all our office noticeboards.

**Date of issue:** 03.01.2025

**Next review:** 31.12.2025

**Signed:** 

*Name:* Mr M Hatfield

*Position:* Director