POLICY

Health & Safety Policy

Issued October 2026 · Next review October 2027 · Owner: John Neill, Sustainability Director

1. Purpose

This is Fibreuse Group Limited's general statement of health and safety policy under section 2(3) of the **Health and Safety at Work etc. Act 1974**. It sets out our commitment to protect the health, safety and welfare of our employees and of others affected by our work, in line with the **Management of Health and Safety at Work Regulations 1999** and related legislation, including RIDDOR 2013, COSHH 2002 and the Manual Handling Operations Regulations 1992.

2. Scope

This policy applies to all Fibreuse employees and covers office work, visits to customer and partner sites, and driving for work. Fibreuse does not operate a site of its own. Collection, transport, sorting and processing are carried out by partner sites, collectors and hauliers, and this policy covers how we select and work with them.

3. Our commitments

- Assess the risks from our work activities, record the significant findings and put suitable controls in place.
- Consult employees on matters affecting their health and safety.
- Provide the information, instruction, training and supervision needed for everyone to work competently and safely.
- Control risks from manual handling of bulky materials such as mattresses, carpet and baled textiles, from hazardous substances and from workplace transport.
- Provide suitable personal protective equipment where risks cannot be controlled by other means.
- Follow the site rules of customer and partner sites, and manage the risks of lone working and driving for work.
- Check the health and safety arrangements, insurance and safe working methods of partners before engaging them, and monitor their performance.
- Report, investigate and learn from accidents, incidents and near misses, including reporting under RIDDOR where required.
- Maintain employers' liability insurance and obtain competent health and safety advice where needed.
- Support employee wellbeing and maintain safe and healthy working conditions.

4. Responsibilities

- **John Neill, Sustainability Director**, has overall responsibility for health and safety, owns this policy and ensures the resources needed to put it into practice are provided.

- **Claire Warner, Head of Customer Service**, receives reports of incidents and concerns and refers them to the Sustainability Director.
- **All employees** must take reasonable care of their own health and safety and that of others, co-operate with Fibreuse on health and safety matters, not interfere with anything provided for their safety, and report hazards, accidents and near misses promptly.
- **Partners** must work safely and lawfully, and tell us promptly about any incident connected with our work.

Concerns can be raised in confidence with Claire Warner, Head of Customer Service, at enquiries@fibreuse.com or on 0161 660 9501, or directly with John Neill, Sustainability Director, at john.neill@fibreuse.com.

5. Monitoring and review

We review risk assessments, incidents and partner performance regularly. The Sustainability Director reviews this policy annually, or sooner after a significant change in our work or the law, or following an incident, and brings it to the attention of all employees.

Signed on behalf of Fibreuse Group Limited

Signature 

Name **John Neill**
Position **Sustainability Director**
Date **October 2026**

Reviewed annually, or sooner if legislation or our operations change. Next review: October 2027.