



Telephone: 01753 373701 Email: enquiries@greenerworldlondon.co.uk
Mobile: 07714 667334 / 07813 450323

ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY

1. Introduction

At **Greener World London Limited**, we work every day to convert waste into valuable resources and to minimise the environmental impact of discarded materials. Because of the nature of our business, environmental, social and governance (“**ESG**”) considerations naturally play an important role in how we operate.

This policy sets out our commitment to:

- Protecting the environment.
- Treating people fairly and responsibly.
- Running the business in an ethical, lawful and transparent way.

ESG helps us build trust with clients, suppliers, employees, regulators, and the local communities in which we work. This policy supports consistent, responsible decision-making and helps secure long-term business sustainability.

2. Purpose of this Policy

This policy aims to:

- Explain our ESG commitments in a simple, practical way.
- Set expectations for how work should be carried out.
- Help guide improvements in environmental performance, safety, and ethical conduct.

This policy is not contractual and may be updated at any time.

3. Who is Responsible for this Policy?

- **The Director** has *full responsibility* for this policy, its implementation, monitoring, and review.
- Any team members, contractors or agency workers must follow the Director’s instructions and raise any concerns or suggestions directly with them.

The Director will review this policy annually, or sooner if business operations or legislation change.

4. Our ESG Commitment

We aim to run **Greener World London Limited** responsibly by:

- Reducing our environmental footprint.
- Creating a safe and respectful workplace.
- Acting with honesty, fairness, and integrity in all business dealings.

ESG is part of how we deliver quality service, protect our reputation, and support long-term business success.

5. Environmental Commitments

As a recycling business, protecting the environment is central to what we do.

a) Legal Compliance

We will:

- Comply with all environmental legislation, permits, licences and duty-of-care requirements.
- Keep required documentation, including waste transfer notes, consignment notes, and inspection logs.

b) Waste and Recycling Operations

We will:

- Maximise material recovery and recycling wherever reasonably practicable.
- Reduce contamination by:
 - Providing clear instructions internally and to clients.
 - Training staff where applicable.
 - Ensuring loads are handled correctly.
- Store, handle and transport waste safely to prevent pollution, spills or nuisance.
- Use fully ULEZ compliant vehicles, with intent to switch to electric vehicles in the near future.

c) Pollution Prevention

We will take sensible steps to:

- Reduce noise, dust, odour and other disturbances.
- Maintain vehicles and equipment to minimise emissions and leaks.
- Use appropriate spill kits and containment measures.
- Respond quickly to any environmental incidents.
- Ensure waste is properly contained at all times between point of collection and point of disposal.

d) Energy and Resource Use

We aim to:

- Reduce unnecessary use of electricity, fuel and water.
- Switch off lights and equipment when not in use.
- Plan routing and collections to reduce fuel consumption where possible.
- Encourage digital rather than paper processes.

e) Continuous Improvement

We will set proportionate environmental goals, such as:

- Improving recycling rates for our clients by regularly visiting sites for waste management reviews.
- Reducing fuel use per collection route.
- Never sending waste to landfill.

These goals will be simple, measurable and relevant to our scale of operations.

6. Social Responsibility

a) Health and Safety

We are committed to providing a safe workplace by:

- Carrying out risk assessments for key tasks.
- Keeping equipment in safe working order.
- Ensuring PPE is available and used correctly.
- Reporting near misses, hazards or incidents promptly.
- Communicating safety procedures clearly to anyone working on site.

b) Fair Treatment, Equality and Respect

We will:

- Treat all workers, clients and visitors fairly and with respect.
- Prevent discrimination, harassment or bullying.
- Make employment-related decisions based on suitability for the job and business needs.

c) Working Conditions and Wellbeing

We will:

- Comply with employment law.
- Provide fair pay and reasonable working hours.
- Encourage a healthy work-life balance where possible.
- Support wellbeing and raise concerns promptly where needed.

d) Community and Local Environment

We recognise our impact on the community and will:

- Communicate responsibly with neighbours if issues arise.
- Reduce local impacts such as noise, dust or traffic where we reasonably can.
- Look for opportunities to support local initiatives or make positive contributions.

e) Modern Slavery and Human Rights

We do not tolerate:

- Forced labour.
- Child labour.
- Human trafficking.

We expect the same from any suppliers or contractors we work with.

7. Governance and Ethical Conduct

a) Compliance and Ethical Behaviour

We will:

- Follow all applicable laws and regulations.
- Reject bribery, corruption, fraud and unethical practices.
- Maintain accurate records and documentation.
- Follow a clear approach to conflicts of interest and fair dealing.

b) Decision Making

The **Director** is solely responsible for:

- ESG decisions.
- Reviewing performance.
- Setting priorities for improvement.
- Ensuring compliance and ethical conduct across all business activities.

c) Transparency

We commit to:

- Providing truthful and accurate information.
- Being open with clients, regulators and suppliers.
- Correcting mistakes promptly and professionally.

d) Data Protection and GDPR

We will:

- Handle personal and commercial data securely.
- Comply with data protection laws.
- Only keep data for as long as it is required for business or legal reasons.

8. Clients and Suppliers

a) Clients

We will:

- Deliver our recycling and waste management collections safely, legally and reliably.
- Give clear information on acceptable waste and recycling processes.
- Respond to feedback and complaints promptly and fairly.
- Help clients improve recycling quality where practical.

b) Suppliers and Contractors

We will:

- Work with suppliers who operate legally and responsibly.
- Expect safe working practices and ethical behaviour.
- Consider environmental and social factors in procurement choices.
- Address concerns with suppliers directly and fairly.
- Ensure that all waste is disposed of at facilities that meet the same high standard to which we strive to perform.
- Work with facilities that can guarantee all waste is processed ethically, and disposed of via the most appropriate, environmentally responsible channels possible.

9. Your Role in ESG

Everyone working for or on behalf of **Greener World London Limited** is expected to:

- Understand this policy.
- Follow safety, waste / recycling handling, and environmental procedures.
- Avoid wasteful or unsafe behaviour.
- Treat others with fairness and respect.
- Report concerns, hazards or unethical conduct to the Director immediately.

If you are unsure what to do, you must ask. It is always better to check first.

10. Reporting Concerns

Concerns can be raised directly with **the Director** at any time. This includes:

- Unsafe practices.
- Environmental incidents.
- Poor behaviour, bullying or harassment.
- Suspected illegal or unethical conduct.
- Breaches of this policy.

All concerns will be taken seriously. There will be no negative consequences for raising genuine concerns in good faith.

Policy Review and Improvement

The Director will ensure this policy is:

- Reviewed annually.
- Updated where required (e.g. legal changes or operational changes).
- Communicated to all relevant parties.
- Supported by any necessary procedures or training.

Continuous improvement is part of how we operate and part of being a responsible waste management business.

Signed:



Director: Mr Daljit S. Nagra

Date: 5th January 2025