

### What is Biffa's commitment to Health, Safety & Wellbeing?

Health, Safety & Wellbeing is the highest priority within the business and Biffa is committed to monitoring and reviewing performance on a regular and ongoing basis. Our goal is to keep our people, our customers and the public safe through effective leadership and risk management, promoting high standards of Health, Safety & Wellbeing in the workplace and in all our activities. We will:

- Continuously review the organisation [for health and safety risks] and maintain an up to date risk profile. Identify and evaluate those risks for opportunities to enable Biffa to work towards the continual improvement of the health, safety & wellbeing culture at all levels.
- Drive and sustain excellence and positive change through engagement and action with its health and safety performance including visible and active leadership at all levels of the organisation
- Provide relevant and pragmatic tools which enable operations to control risk and support the ongoing education to enable people to create a safe and healthy workplace where people can thrive
- Act swiftly where standards fall short of our expectation to eliminate hazards, reduce risks and drive positive change in behaviours and performance
- Provide adequate resources to ensure we meet legal, other and ISO 45001 requirements, constantly review and monitor the effectiveness of the Integrated Management System (IMS) ensuring alignment with Group Strategy, Objectives and Targets
- Encourage and recognise employee engagement and feedback to promote improvements and maintenance of safe working conditions in conjunction with the Safety, Health & Quality and Health & Wellbeing support teams
- Ensure all our employees, contractors and third-party resource providers take personal ownership of health, safety & wellbeing each day
- Continuously review and ensure wellbeing activities are targeted to address the current health issues and trends within our teams to support the improvement of health and wellbeing inside and outside of work

### What are Biffa's objectives for Health, Safety & Wellbeing

Biffa believes that all accidents and workplace related illnesses are avoidable and that attention to our employees' overall wellbeing inside and outside of work is essential; our objective is to prevent injury and ill health by continuously improving our safety performance and promoting good mental and physical wellbeing. Biffa commits to plan, control and monitor these activities and not cause harm to our colleagues or interested parties. To achieve this, we will:

- Develop strategies and campaigns to support our Resourceful, Responsible Sustainability Strategy and a Balanced Business Plan with specific objectives and targets considering the needs and expectations of interested parties
- Educate and support staff at all levels in the prevention of work-related and general ill health by promoting wellbeing via our health and wellbeing strategy
- Engage with and influence other interested parties, collaborating with the Regulators, and industry trade groups to improve industry standards.
- Undertake incident investigations to ascertain learning points and improvement.
- Internally and externally audit our IMS, implementing improvements, and retain existing external certifications, utilising actions raised from those audits as key drivers for continuous improvement
- Commit to further improve processes and systems and to provide a fit for purpose IMS and an associated digital platform to ensure consistent application of processes across the business
- Continue to proactively promote and positively reinforce good behaviours and healthy lifestyles with effective health, safety & wellbeing initiatives and campaigns

### What are Biffa's expectations for collaboration on Health, Safety & Wellbeing?

Participation and consultation are vital aspects of this policy. Biffa welcomes suggestions from all interested parties to improve Health, Safety & Wellbeing and Biffa colleagues are encouraged and expected to:

- Report and discuss health, safety & wellbeing matters with their managers, and company SHQ coaches who will offer or obtain further expert advice, where necessary
- Create an environment that supports health and wellbeing including looking out for each other
- Work collaboratively; contribute good ideas and improvements; report defects and short falls
- Create an environment that encourages colleagues to share and learn about wellbeing (particularly mental health) factors that might impact on individual performance and workplace absence
- Work closely with our regulators and industry bodies to improve standards

The Biffa plc Board is responsible for establishing this Policy and for monitoring and reviewing the Health, Safety & Wellbeing performance of Biffa plc and its subsidiaries. The responsibility for the management of Health, Safety & Wellbeing lies with all Directors and Managers.

NAME	POSITION	SIGNATURE	DATE
Michael Topham	Chief Executive Officer		3 <sup>rd</sup> April 2023

This policy statement is publicly available on the Company website and displayed prominently and made available to view by all employees and interested parties at all Biffa workplaces. The Policy will remain under review to ensure its continuing relevance to the context of the organisation and undergo a formal review each year.