

LAND RECOVERY

Social Responsibility Policy

Our Commitment

Land Recovery Ltd and Land Recovery Rail Ltd (from herein all references to Land Recovery Ltd also apply to Land Recovery Rail Ltd) recognises the social responsibility it has to all stakeholders Land Recovery Ltd has committed itself to conducting business which promotes sustainable growth, as well as fulfilling all legal and moral obligations.

Environmental Responsibility

We are committed to minimising environmental impacts as a result of our activities and recycling business, by continuing to reduce carbon and particulate emissions through a programme of innovation and waste reduction. We will promote sustainable and ethical procurement of materials and services, supporting our local community where possible. We will use resources efficiently to reduce waste and maximise value, in relation to conservation of water and energy, use of paper, card and plastics and pollution reduction.

Business Integrity

We are committed to ensuring that our business is managed in all areas according to the highest ethical and professional standards. We will seek to influence our suppliers to operate to the high standards we expect from ourselves.

Community

We are committed to supporting the creation and development of local groups, charities and clubs through donations, sponsorship and volunteering, and encouraging our staff and suppliers to support and develop initiatives within the communities in which we operate. We will also endeavour to create employment opportunities within the communities that we work.

LRL People

We are committed to providing a safe and structured platform to enable all staff to grow and develop within the business through upskilling and development of competencies. We are committed to treating all of our employees in a fair and equitable way; this is specifically to stop any discrimination on grounds of ethnicity, nationality, religion, sex or race and promote fairness, inclusion and respect. The Managing Director and Directors fully support this policy and will actively communicate and promote the importance and relevance of it to all our staff.

This policy will be made available to all staff at induction, via the Company One Drive and on company notice boards. The Policy is available to view by interested parties via the Land Recovery Ltd upon request.

This policy shall be reviewed as a result of any significant changes or at least annually as part of the Management Review process defined in the Land Recovery Ltd Business Systems Manual.

Signed



Dan Beecroft

Date January 2024
Title Managing Director