



Occupational Health and Safety Policy Statement 2025

AES Recycling Ltd. collects non-hazardous waste types from domestic, commercial, industrial and construction and demolition customers. The material is transported to one of our Material Recovery Facilities or Waste Transfer Stations. We help our customers to manage their waste output efficiently and economically, to reduce, reuse for next-generation products, for re-use in the manufacture of construction and other valuable consumer and environmental materials.

The Safety, Health and Welfare at Work Act, 2005 requires employees and employers alike to consider health and safety as a joint responsibility. We must all strive to work together and co-operate as a team to ensure that safe working becomes an integral part of our organisational culture. It is our mission to provide a safe and healthy work environment for all AES Recycling Ltd. employees and to meet our duties of care as far as is reasonably practicable, to contractors and members of the public who may be affected by our operations.

It is also our Policy to consult with all employees on matters of health and safety. This is essentially achieved through the operations, the election and work of Safety Representatives and the organising of safety committee meetings. Employees must also comply with their duties under the Safety, Health and Welfare at Work Act, 2005 to co-operate with their employer and to notify management of identified hazards in the workplace. We operate a Good Catch Programme and encourage employees to highlight health and safety improvements in their direct workplace and other areas they visit as part of their operations.

Safe working is a condition of employment. All personnel, including contractors, will assume responsibility for working safely. The success of the Policy will depend on each person's co-operation. It is therefore important that the Safety Statement be read carefully by all concerned and each person's role and the overall arrangements for health and safety are fully understood.

The areas to which this Policy extends include:

- Providing a management structure that will ensure the safety, health and welfare of all employees and other affected by our business.
- Providing and maintaining a safe and healthy working environment for the prevention of work-related injury and ill health, in accordance with statutory requirements.
- Provide systems of work that are planned, organised, performed and maintained to be safe.
- Providing a framework for setting of Safety Objectives.
- Commitment to fulfil legal requirements and to eliminate hazards and reduce safety risks.
- Providing such information, instruction, training and supervision as is necessary to enable employees to perform their work safely and effectively and without risk to their health or others.
- Consultation, communication and participation of workers and their representatives.
- Ensuring the provision and maintenance of safety devices and personal protective equipment to ensure safety at work where it is not reasonably practicable to control or eliminate hazards or in prescribed circumstances.
- Preparing and revising, as necessary, plans to be followed in emergencies.
- Providing and maintaining welfare facilities.

Regular reviewing of this Policy and respective Safety Statement will ensure that it reflects current work practices and any developments in legislation.

Signed by:

Mark Sheahan

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Managing Director of AES Recycling Ltd.

November 2025

AES Recycling Ltd	Author: H&S Department
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Quality Policy

AES Recycling Ltd is committed to achieving outstanding customer satisfaction through vigorous innovation and constant improvement of its business processes

The AES Recycling Ltd mission is to successfully deliver to customers' reliable, high quality, cost effective, safe and environmentally sound waste management services.

To fulfil this mission, the policy is to maintain a practical but comprehensive Quality System based on its stated commitment to customer satisfaction and continuous improvement

The policy embraces the following key principles:

- Top Management are fully committed to driving this Quality Policy through active participation in quality **improvement programmes** and **leadership** by example
- Dedication to meeting and exceeding the requirements of all **customers** and interested parties
- Provision of appropriate and **specific training** for our employees to ensure they have a full responsibility for understanding and applying the Quality Policy in all aspects of their daily duties
- Adherence to proven procedures and controls that are risk-based to foster more effective decision – making
- Working in close partnership with Quality Approved Contractors & Suppliers is integral to the business success
- Nurturing and maintaining a business culture that fosters **continuous improvement** through positive and empowered employee participation

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Mark Sheahan
Managing Director

October 2025



Environmental Policy

AES Recycling Ltd collects non-hazardous waste types from domestic, commercial, industrial and construction and demolition customers. The material is then brought to one of our Material Recovery Facilities, Waste Transfer Stations or Engineered Landfill. We help our customers to manage their waste output efficiently and economically, to reduce, reuse and recycle their waste. We sort, recycle or look to re-use collected waste materials as the raw ingredients for next-generation products, for re-use in the manufacture of construction and other valuable consumer and environmental materials. AES Recycling Ltd are committed to the prevention of pollution by continuous assessment, monitoring and review of our activities. As a leading resource recovery company in Ireland, AES Recycling Ltd are striving to attain Quality Excellence through our Integrated Management System (IMS) by continually improving performance and processes and supporting the strategic direction of the business with our environmental objectives set out below:

- Environmental protection is at the centre of our operations. As such we strive to instil a heightened respect for environmental awareness amongst all employees in all aspects of their work;
- Top Management are fully committed to driving this Environmental Policy and are committed to ensuring all staff understand the policy and that this policy is reviewed periodically;
- To carry out business activities in a manner which avoids, minimises and protects the quality of the environment of its customers, employees and communities in which it operates;
- To ensure compliance with all aspects of waste and environmental legislation, Waste licences and Waste Collection Permits and all other compliance obligations.
- To conform with relevant environmental policies & procedures in line with ISO 14001:2015;
- To proactively seek out and implement waste recovery technologies to reduce waste going to landfill;
- To commit the necessary resources to promote and implement plans and strategies to achieve these Environmental Objectives and to train and educate all employees in the skills and understanding necessary to minimise environmental risks and to enable them to contribute to the attainment of environmental targets and goals;
- To measure, monitor and conserve energy consumption in so far as reasonably practicable throughout each of our Business activities;
- To establish relationships with the local community, local and national government authorities, and industrial agencies to promote respect for the Environment and build a mutual understanding in the interest of all; and
- To promote continuous improvement in our own environmental performance by setting and reviewing environmental targets.

A handwritten signature in black ink, appearing to read 'Mark Sheahan', is written over a horizontal line.

Mark Sheahan

Managing Director

October 2025