

Social & Ethical Policy

The main operational activity of Acorn Waste Management Ltd. is in the supply of waste management services to the construction industry in the United Kingdom.

The responsibilities of the business now extend far beyond the traditional boundaries, and the Directors at Acorn Waste Management Limited recognize the corporate responsibilities that our customers, staff and other stakeholders rightly expect us to adopt with regard to social and ethical issues. This means ensuring that our immediate suppliers operate to the highest standards, and that we use our influence to ensure that our supply chain meets our strict criteria.

Specifically, this means that clients can use of services safe in the knowledge that they have been produced by businesses that meet the following code of practice: -

Health & Safety – Our supply chain will promote a safe and healthy working environment. We will regularly train our employees, and we will provide all the necessary Personal Protective Equipment. We will promote a culture of safety awareness, and, in the event of accidents, we will investigate all instances accurately and thoroughly. Our objective will continue to be the elimination of accidents.

Working Hours - Employee working hours will comply with the prevailing legislation. Overtime, when available, will be allocated on an equitable basis and will be managed to ensure that the demands on the individual are reasonable, and we will always provide adequate breaks.

Wages and Salaries - Will be paid at market rates, and in accordance with prevailing legislation.

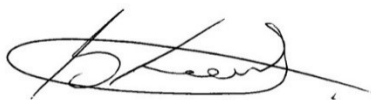
Equality - The Group operates to an Equality Policy which will not tolerate discrimination, and our thorough Grievance Procedure supports this stance.

Disciplinary Code – Acorn Waste Management has a Disciplinary Code which applies to all employees. This ensures that individuals have the opportunity to be represented at formal investigations, and in the event that they disagree with the findings, they have the automatic right of appeal to a more senior management forum.

Working Conditions - No employees will be allowed to work in hazardous areas without suitable training. No-one under the age of 15, or in a forced labor situation, will be involved in our business.

Local Community Relations - The Company is committed to working with the local community, and will, where possible, support projects which are consistent with its Brand and Corporate values.

Signed



Bridget Ferrington
Managing Director
3rd January 2026