



Compliance Pack



Expertly Tailored Waste Solutions

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To Whom It May Concern

14th October 2025

Dear Sirs

This is to certify that Acorn Waste Management Ltd hold cover as follows:

Insurer:	Miles Smith Ltd
Renewal Date:	11th October 2026
Policy Number:	B190389221360
Public Liability Limit:	£5,000,000 any one claim
Products Liability Limit:	£5,000,000 in aggregate
Employers Liability Limit:	£10,000,000 any one claim

Insurer:	Miles Smith Ltd
Renewal Date:	10th October 2026
Policy Number:	B1903341211359
Professional Indemnity Limit:	£2,000,000 in aggregate
Jurisdiction:	Worldwide excluding USA & Canada

Should you require any further clarification, please do not hesitate to contact me.

Yours faithfully,

James Gibson
Associate Director
BJP Insurance Brokers Ltd

Southgate House, Alexandra Court, Wokingham, Berkshire, RG40 2BJ

T: 0118 979 2121 E: info@bjpinsure.com www.bjpinsure.com

BJP INSURANCE BROKERS LIMITED. Registered in England No 3486694. Authorised and Regulated by the Financial Conduct Authority under No 303506. Registered Office: Elmwood House Ghyll Road, Guiseley, Leeds, West Yorkshire, England, LS20 9LT

Part of the **jmg**Group





Construction Select Renewal Schedule

Your insurance policy is renewed from 17/09/2025.

Please note that the premium, terms and conditions of your policy have been based on the details you have given us. If there have been any alterations to those details it is important that you tell us about them so that your cover remains operative. If you have any doubts about what you should tell us, please contact your insurance adviser.

Policy Number: 14/CS/28945610/09

Agreement Number: Not Applicable

Account Number: 14/38729

Insurance Adviser: BJP Insurance Brokers Limited

The Insured: ACORN WASTE MANAGEMENT LTD

Postal Address: CONISTON AB & C
UPTON MAGNA BUSINESS PARK
UPTON MAGNA
SHREWSBURY
SY4 4TT

Renewal Premium: £ 2,976.00
Insurance Premium Tax: £ 357.12
Total Renewal Premium: £ 3,333.12

Annual Premium: £ 2,976.00
Insurance Premium Tax: £ 357.12
Total Annual Premium: £ 3,333.12

Effective Date: 17/09/2025

Renewal Date: 17/09/2026 at 12:00 hrs

Business Description: BROKERS FOR THE PLACEMENT OF SKIPS PLANT TOOLS AND PORTABLES BUILDINGS.
COLLECTION STORAGE AND DISPOSAL OF HAZARDOUS WASTE.

Clauses applicable to the whole policy (please refer to the Clause Details for full wordings)

Z/1681/1 Sanctions
Z/1727/1 General Exclusions - Cyber Event
Z/1767/2 Contagious and Infectious Disease

Contractors Plant Section

Constructional Plant	Not Insured
Temporary Buildings	Not Insured
Other Plant and Machinery	Not Insured
Hired in Plant	
Limit of Liability	£250,000

ACOM9901_0723

Policy number: 14/CS/28945610/09

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20/08/2025

Allianz Insurance plc. Registered in England number 84638. Registered office: 57 Ladyemead, Guildford, Surrey, GU1 1DB, United Kingdom.
Allianz Insurance plc is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority.
Financial Services Register number 121849.

ALLIANZ.CO.UK

Certificate of Motor Insurance | 07.20

**Certificate of Motor Insurance**

Certificate Number: BV/29089931 600

1 Description of Vehicles Insured:

Any Motor Vehicle Owned by or Hired or Leased or Loaned to the Policyholder

2 Name of Policyholder: Acorn Waste Management Limited**3 Effective Date of Commencement of Insurance:** 01/03/2026 12:00 hours**4 Date of Expiry of Insurance:** 01/03/2027 12:00 hours**5 Persons or Classes or Persons Entitled to Drive:**

Any Person Driving with the Policyholder's Permission

Provided that the person driving holds a licence to drive the vehicle or has held and is not disqualified for holding or obtaining such a licence.

6 Limitations as to Use:

For social domestic and pleasure purposes and for the Policyholder's business or profession.

The policy does not cover:

Use for hire or reward, racing, reliability trials, speed testing in any competition irrespective of whether this takes place on any race track or circuit, or motor trade purposes.

I hereby certify that the Policy to which this certificate relates satisfies the requirements of the Relevant Law applicable in Great Britain, Northern Ireland, the Isle of Man, the Island of Guernsey, the Island of Jersey and the Island of Alderney.



Nadia Côté
Commercial Managing Director
UK
Allianz Commercial

Authorised Insurers
Allianz Insurance plc

ADVICE TO THIRD PARTIES

Nothing contained in this Certificate affects your right as a Third Party to make a claim

www.allianz.co.uk

Allianz Insurance plc. Registered in England number 84638.
Registered office: Allianz Insurance plc 57 Ladymead, Guildford, Surrey, GU1 1DB, United Kingdom.
Allianz Insurance plc is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Financial Services Register number 121849.

NOTE: For full details of the Insurance cover reference should be made to the Policy

Certificate of Registration under the Waste (England and Wales) Regulations 2011

Regulation authority

Name



Address

National Customer Contact Centre
99 Parkway Avenue
Sheffield
S9 4WF

Telephone number

03708 506506

The Environment Agency certify that the following information is entered in the register which they maintain under regulation 28 of the Waste (England and Wales) Regulations 2011.

Carriers details

Name of registered carrier

ACORN WASTE MANAGEMENT LIMITED

Registered as

An upper tier waste carrier, broker and dealer

Registration number

CBDU340029

Address of place of business

ACORN WASTE MANAGEMENT
CONISTON
UPTON MAGNA BUSINESS PARK
UPTON MAGNA
SHREWSBURY
SY4 4TT
United Kingdom

Date of registration

1 June 2026

Expiry date of registration (unless revoked)

10 June 2029

This certificate was created on 1 June 2026. These details are correct at the time of certificate generation.

This copy has been issued under Regulation 6 of Waste (England and Wales) Amendment Act 2014 by the Environment Agency. This is copy number 1 of the certificate.

Making changes to your registration

Your registration will last 3 years and will need to be renewed after this period. If any of your details change, you must notify us within 28 days of the change.

**CERTIFICATE OF REGISTRATION UNDER THE WASTE AND CONTAMINATED LAND
(NORTHERN IRELAND) ORDER 1997 (as amended)**

Name: THE DEPARTMENT OF AGRICULTURE, ENVIRONMENT AND RURAL AFFAIRS
Address: NORTHERN IRELAND ENVIRONMENT AGENCY
WASTE REGULATION UNIT, 17 ANTRIM ROAD, TONAGH
LISBURN, COUNTY ANTRIM, NORTHERN IRELAND, BT28 3AL
Tel: 028 9056 9360 / 028 9056 9389 Fax: 028 9056 9376

The following information is hereby certified by the Department of Agriculture, Environment and Rural Affairs to be information which at the date of this certificate* is entered in the register which it maintains under Regulation 3 of the Controlled Waste (Registration of Carriers and Seizure of Vehicles) Regulations (Northern Ireland) 1999

Name of Registered Carrier: Acorn Waste Management Limited

Registration Number: ROC UT 3635 Carrier/Broker

Business name (if any) Acorn Waste Management Limited

Address of Registered carrier's principal place of business: Coniston A-C
Upton Magna Business Park
Shrewsbury
Shropshire
England
SY4 4TT

Tel: 01743 709111

Fax:

Date of registration 22/02/2025

Date on which registration expires:** 22/02/2028

Date on which last amendment (if Any) was made to the carrier's entry in the register:

Signature of Authorised Officer *Richard Lecky*
Of the Department of Agriculture, Environment and Rural Affairs
Date: 05/02/2025
[See over]

Waste exemption registration WEX470883

We confirm that the details you have entered, as shown below, are now on the exemptions register. Your registration should show on the public register within 24 hours. Your registration details, including contact, site and business addresses are below.

This document is not a permit. Exemptions may have ceased or been revoked.

To check whether these exemptions are still valid, check the company's registration WEX470883 on the public register of waste exemptions:
<https://environment.data.gov.uk/public-register/view/search-waste-exemptions>

Business responsibilities

The business or organisation responsible for carrying out the exempt waste operations agrees to:

- comply with all limits on waste types and quantities
- comply with all conditions governing how waste must be stored, handled and treated
- carry out the operations without endangering human health or harming the environment

For the operations to remain exempt they must be carried out without:

- causing risk to water, air, soil, plants or animals
- causing a nuisance through noise and odours
- negatively affecting the countryside or places of special interest

In sensitive locations, extra controls may be needed over and above those set out in the exemptions to make sure this happens.

Registration details

Registration details

Reference Number	WEX470883
Date registered	28 August 2025

Waste exemptions

T9: Recovering scrap metal	Expires on 27 August 2028
S1: Storing waste in secure containers	Expires on 27 August 2028
S2: Storing waste in a secure place	Expires on 27 August 2028

Your contact details

Your name	Natasha Williams
Your telephone number	01473 709 111

Your email address

natasha@acornwaste.co.uk

Waste operator details**Business or organisation type** Limited company**Waste operator responsible for these waste operations** ACORN WASTE MANAGEMENT LIMITED**Address of the Waste operator** Unit H, Court Works Industrial Estate
Bridgnorth Road
Madeley
Telford
TF7 4JB**Waste operations contact****Name** Natasha Williams**Position** SHEQ Manager**Telephone number** 01473 709 111**Email** natasha@acornwaste.co.uk**Address** ACORN WASTE MANAGEMENT
UNIT A-C, CONISTON
UPTON MAGNA BUSINESS PARK
UPTON MAGNA
SHREWSBURY
SY4 4TT**Waste operation details****Grid reference** SJ 69801 05328**Site details** Place of work

C.O.M.S.

CERTIFICATED ONLINE MANAGEMENT SYSTEM



Certificate of Registration

This document certifies that the Environmental Management Systems of
Acorn Waste Management Ltd

Have been independently assessed and accredited by Qualitas Veritas to the following Environmental Management Systems, Standards and Guidelines:

BS EN ISO 14001:2015

This approved Environmental Management System is applicable to the following:
Waste management services

Approval date 14th October 2025

Certificate expiry 13th October 2026

Certificate number 005808

Validation email: info@cdl-group.co.uk

A handwritten signature in black ink, appearing to be "John", written over a blue oval background.

On behalf of CDL Group Ltd

21a Mochdre Ind Est, Newtown, Powys, SY16 4LE, Wales, UK.



C.O.M.S.

CERTIFICATED ONLINE MANAGEMENT SYSTEM

Certificate of Registration

This document certifies that the Quality Management Systems of

Acorn Waste Management Ltd

Have been independently assessed and accredited by Qualitas Veritas to the following Quality Management Systems, Standards and Guidelines:

BS EN ISO 9001:2015

This approved Quality Management System is applicable to the following:

Waste management services

Approval date 14th October 2025

Certificate expiry 13th October 2026

Certificate number 005807

Validation email: info@cdl-group.co.uk

A handwritten signature in black ink, appearing to be "John", written over a blue oval background.

On behalf of CDL Group Ltd

21a Mochdre Ind Est, Newtown, Powys, SY16 4LE, Wales, UK.



C.O.M.S.

CERTIFICATED ONLINE MANAGEMENT SYSTEM

Certificate of Registration

This document certifies that the Health and Safety Management Systems of
Acorn Waste Management Ltd

Have been independently assessed and accredited by Qualitas Veritas to the following Health and Safety Management Systems, Standards and Guidelines:

BS EN ISO 45001:2018

This approved Health and Safety Management System is applicable to the following:

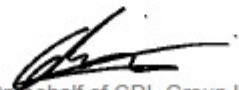
Waste management services

Approval date 14th October 2025

Certificate expiry 13th October 2026

Certificate number 005809

Validation email: info@cdl-group.co.uk


On behalf of CDL Group Ltd

21a Mochdre Ind Est, Newtown, Powys, SY16 4LE, Wales, UK.





Certificate of Approval

This is to certify that
Acorn Waste Management Ltd

has achieved SafeContractor approval

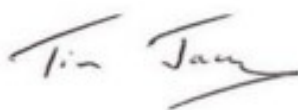
Date: 11th August 2025

This certificate is valid until: 5th September 2026

Certificate number: YB1482

Signed:

Tim Jackson
Alcumus CEO

A handwritten signature in black ink, appearing to read "Tim Jackson".

Alcumus SafeContractor Ltd is a UKAS accredited Type C Inspection body under ISO17020:2012 covering the SSIP Core Criteria element of the SafeContractor Assessment Standard.

Full Validation of this certification should be made via the SSIP Portal <https://www.ssiportal.org.uk/>



Certificate of Audit

This is to certify that

Acorn Waste Management Ltd

has achieved the following standards through audit for Safety, Health, Environmental and Quality practices and procedures as a registered supplier on UVDB Verify Category C Audit - Category C.

AchillesID: 00018843
Expiration Date: 15 January 2027

Module	Outcome
MSE - HEALTH & SAFETY AUDIT SCORE	100
MSE - ENVIRONMENTAL MANAGEMENT AUDIT SCORE	100
MSE - QUALITY AUDIT SCORE	100
MSE - SUSTAINABILITY AUDIT SCORE	100

A stylized signature in black ink, likely belonging to Craig Rodger.

Craig Rodger
Interim Chief Executive Officer
Achilles





CERTIFICATE OF ASSURANCE

Acorn Waste Management Ltd

A-C Coniston Upton Magna Shrewsbury SY4 4TT

COMPLIES WITH THE REQUIREMENTS OF THE CYBER ESSENTIALS SCHEME

NAME OF ASSESSOR : Joseph Hormcnoo

CERTIFICATE NUMBER : 54b60279-4d2b-4396-b2aa-27f08f7afe9d

DATE OF CERTIFICATION : 2025-03-27

PROFILE VERSION : 3.1 (Montpellier)

RECERTIFICATION DUE : 2026-03-27

SCOPE : Whole Organisation



SCAN QR CODE TO VERIFY THE AUTHENTICITY OF THIS CERTIFICATE

CERTIFICATION MARK



CERTIFICATION BODY



CYBER ESSENTIALS PARTNER



The Certificate certifies that the organisation was assessed as meeting the Cyber Essentials implementation profile and thus that, at the time of testing, the organisation's ICT defences were assessed as satisfactory against commodity based cyber attacks. However, this Certificate does not in any way guarantee that the organisation's defences will remain satisfactory against a cyber attack.





This is to Certify that

*Acorn Waste Management Ltd
is an Associate Member of
The National Association of Shopfitters*

Signed R. C. Easton
President

Date 28th July 2008

Membership No



Data Protection Registration Certificate

Acorn Waste Management Limited

Unit A-C
Coniston, Upton Magna Business Park
Upton Magna
Shrewsbury
SY4 4TT

Registration reference: ZA190566
Date registered: 20 June 2016
Registration expires: 19 June 2026



Issued by: Information Commissioner's Office,
Wycliffe House, Water Lane, Wilmslow, Cheshire
SK9 5AF

Telephone: 0303 123 1113
Website: ico.org.uk



This is to certify that

**Acorn Waste Management Ltd
DCS014798
is a Disability Confident Employer**

Period of award: 07/03/2025 to 03/03/2028

Issue date: 07/03/2025

As a Disability Confident Employer we:

- have undertaken and successfully completed the Disability Confident self-assessment
- are taking all of the core actions to be a Disability Confident employer
- are offering at least one activity to get the right people for our business and at least one activity to keep and develop our people.

Find out more about Disability Confident at:

www.gov.uk/disability-confident



#DisabilityConfident

specialists in all aspects of waste disposal
and environmental management



Year	Turnover	Pre-tax Profit	Post Tax Profit
2012	£5372686	179059	146491
2013	£5059372	158589	130837
2014	£5176761	145790	106565
2015	£6583949	396175	235275
2016	£6770731	358467	286397
2017	£6889023	186841	450143
2018	£6405314	97846	79065
2019	£7258207	83213	68002
2020	£6112318	168090	135794
2021	£5501043	115696	93729
2022	£6570007	117805	95439
2023	£8075788	159946	123833

Trade References

Galliford Try
Leicester Road, Hinkley LE19 3JF
Mark Tyler – mark.tyler@gallifordtry.co.uk
Tel: 01455 222000

Architectural Decorators Ltd
Samuel House, 7 Powerscroft Road, Sidcup, Kent DA14 5DT
Liam Bartlett – liam.bartlett@theadgroup.co.uk
Tel: 0208 269 6377

Managing Director: B. Ferrington
Commercial Director: P. J. Downes
Acorn Waste Management Limited is a company incorporated in England and Wales under company number 4424868 and whose registered office is at Upton Magna Business Park, Coniston A – C, Upton Magna, Shrewsbury SY4 4TT, Shropshire

Acorn Waste Management Ltd
Coniston A – C
Upton Magna Business Park
Upton Magna
Shrewsbury
Shropshire
SY4 4TT
T +44 (0)845 2704317
F +44 (0)845 0171655
E sales@acornwaste.co.uk
acornwaste.co.uk



Health & Safety Policy

We will establish and implement a Health & Safety Policy to identify, eliminate, reduce, and control the risks associated with our premises and undertakings in line with the Health & Safety at Work Act 1974. We will provide suitable and sufficient resources to meet the requirements of current Health & Safety legislation.

Acorn Waste Management has implemented and maintains an occupational health & safety management system that fulfils the requirements of ISO 45001:2018.

We will monitor Health & Safety performance regularly and will revise our Health & Safety Policy as required. We will seek to improve the Health, Safety and Welfare of our employees through a system of continuous improvement.

We will carry out suitable and sufficient assessments of the risks arising from our premises, substances, and undertakings. We will implement actions as are required to reduce the risks to an acceptable level, with regard to relevant legislation. Risk Assessments will be reviewed regularly and revised as required. We will conduct specific Risk Assessments that may be required by specific legislation. We will consult with our staff, as appropriate, on issues relating to Health & Safety.

We will provide suitable and sufficient training for our employees to enable them to work safely and effectively, and to ensure they are competent and confident in the work they carry out.

We will ensure that all work equipment is maintained in a safe and efficient condition, with regular checks and inspections, including statutory examination as and when required. We will provide suitable induction training for all new staff. We will ensure that the premises are maintained in a safe and efficient condition, with respect to health and safety and provide washing facilities, hot and cold water, drinking water, toilets, rest rooms that are easily accessible to all staff.

We will provide personal protective equipment, as may be required, free of charge to employees.

We will co-operate with others in these premises to ensure that they are aware of any risks to their staff and other people posed by our activities, that we are aware of any risks to our staff from their activities, and that we comply with the relevant requirements of fire legislation.

Everyone, whilst at work, has a duty to take reasonable care of our own health and safety; to take reasonable care of the health and safety of others who may be affected by their acts or omissions; to co-operate so that the employer can all comply with our statutory provisions; not to misuse or interfere with anything provided in the interests of health and safety.

Signed



Bridget Ferrington
Managing Director
3rd January 2026



Environmental Policy

Acorn Waste Management recognises that it has a duty of care to the environment, as such we are obligated to conducting all of our business operations throughout the UK in a manner that protects the environment, health and safety of our employees, and communities in which we operate.

Our goal is to apply sound principles and practices of waste management in order to minimise the impact of our activities upon the environment. We work closely with both our clients and supply chain partners alike, actively promoting best recycling initiatives, ensuring they are as efficient and environmentally friendly as is possible.

This policy has been written to allow the effective communication of our aims and objectives in fulfilling our duty of care and we are committed to achieving this through:

- minimising waste and preventing pollution by evaluating operations and ensuring they are as efficient as possible.
- working to ensure that the service delivered to our customers consistently meets or exceeds their expectations, and respond effectively to any concerns which may arise.
- working to influence the waste management and recycling activities of our customers through the selection of suppliers.
- monitoring our performance and identify improvement action as necessary, in order to continually improve our systems and procedures as well as our environmental performance.
- complying with relevant environmental and other legislation throughout all stages of our business activities and operations.
- maintaining our EMS ensuring that it continually fulfils the requirements of our ISO 14001:2015 accreditation.
- Exploring all possible recycling / reuse options, re-using wherever possible rather than disposal and promoting recycling and the use of recycled materials where feasible.
- providing training for all employees so that they understand the company's environmental policies, objectives and programmes and the role they are expected to play.
- working with suppliers and contractors to ensure full compliance with Duty of Care legislation.
- setting and reviewing progress towards environmental objectives and targets and management programmes to ensure continual improvement.
- regularly reviewing this policy to ensure its continuing relevance and accuracy in meeting our environmental aims.

Signed



Bridget Ferrington
Managing Director
3rd January 2026



Quality Policy

Quality is important to Acorn Waste Management because we value our customers. We strive to provide our customers with waste management services that meet and even exceed their expectations.

We are committed to continuous improvement and have established a Quality Management System that fulfils the requirements of ISO 9001:2015 which provides a framework for measuring and improving our performance.

We have the following systems and procedures in place to support us in our aim of total customer satisfaction and continuous improvement throughout our business: -

1. Regular gathering and monitoring of customer feedback
2. A customer complaints procedure
3. Selection and performance monitoring of suppliers against set criteria
4. Training and development for our employees
5. Regular audit of our internal processes
6. Measurable quality objectives which reflect our business aims
7. Management reviews of audit results, customer feedback and complaints

Our internal procedures are reviewed regularly and are integrated into our Environmental Management System Manual which is made available to all employees on the internal shared drive.

This policy is posted on the Company Notice Board and can also be found in the staff handbook.

Though the Managing Director has ultimate responsibility for Quality all employees have a responsibility within their own areas of work so helping to ensure that Quality is embedded within the whole of the company.

Signed



Bridget Ferrington
Managing Director
3rd January 2026



Anti-Slavery & Human Trafficking Policy

POLICY STATEMENT

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking. The Company has a zero tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either its own business or in any of its supply chains, consistent with its obligations under the Modern Slavery Act 2015.

The Company also expects the same high standards from all of its suppliers, contractors and other business partners and, as part of its contracting processes, it includes specific prohibitions against the use of modern slavery, and expects that its suppliers will in turn hold their own suppliers to the same standards.

Identifying potential victims of modern slavery can be a challenge because the crime can manifest itself in many different ways. There is a spectrum of abuse and it is not always clear at what point, for example, poor working practices and lack of health and safety awareness have become instances of human trafficking, slavery or forced labour in a work environment. In addition, some suppliers may go to great lengths to hide the fact that they are using slave labour. However, the Company accepts that it has a responsibility through its due diligence processes to ensure that workers are not being exploited, that they are safe and that relevant employment, health and safety and human rights laws and standards are being adhered to, including freedom of movement and communications.

This policy applies to all individuals working for the Company or on the Company's behalf in any capacity, including employees, directors, officers, agency workers, volunteers, agents, contractors, consultants and business partners.

RESPONSIBILITY FOR THE POLICY

The Directors have overall responsibility for ensuring that this policy complies with the Company's legal and ethical obligations, your Line Manager has day-to-day responsibility for implementing this policy, monitoring its use and effectiveness and auditing internal control systems and policies and procedures to ensure they are effective in preventing or remediating the risk of modern slavery. They are also responsible for investigating allegations of modern slavery in the Company's business or supply chains.

Line Managers are responsible for ensuring that those reporting to them understand and comply with this policy.

COMPLIANCE

The prevention, detection and reporting of modern slavery in any part of the Company's business or supply chains, whether in the UK or abroad, is the responsibility of all those

working for the Company or under the Company's control. You are required to avoid any activity that might lead to a breach of this policy.

If you believe or suspect a breach of or conflict with this policy has occurred or may occur, you must notify your Line Manager in the first instance.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of the Company's business or supply chains as soon as possible. If you are unsure about whether a particular act, the treatment of workers or their working conditions within any of the Company's supply chains constitutes any of the various forms of modern slavery, please raise it with your Line Manager. You can also contact the government's Modern Slavery Helpline on 0800 0121 700 for further information and guidance on modern slavery.

The Company aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. The Company is committed to ensuring no one suffers any detrimental treatment or victimisation as a result of reporting in good faith their suspicion that modern slavery is or may be taking place in any part of its business or in any of its supply chains.

TRAINING AND COMMUNICATION

Regular training on this policy, and on the risk that the business faces from modern slavery in its supply chains, will be provided to staff as necessary, so that they know how to identify exploitation and modern slavery and how to report suspected cases.

The Company's zero tolerance approach to modern slavery must be communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts with them.

BREACH OF THE POLICY

Sanctions for breach of the policy are as follows:

Disciplinary action or dismissal if the breach is by an employed member of staff or termination of the agency appointment for agency workers.

The company may terminate the commercial relationship or termination of the contract if the breach is by a supplier, contractor or other business partner.

Signed

A handwritten signature in black ink, appearing to read "Bridget Ferrington".

Bridget Ferrington
Managing Director
3rd January 2026



Anti-Bribery & Corruption Policy

Bribery and corruption remain a major issue in world trade, despite the many dedicated efforts to prevent them. Our legal obligations are primarily governed by the Bribery Act 2010. The Act affects us, as a UK company, if bribery occurs anywhere in our business. Involvement in bribery and corruption exposes us and relevant individuals to a criminal offence. It will also damage our reputation and the confidence of our customers, suppliers, and business partners.

Our position is simple; we conduct our business to the highest legal and ethical standards. We will not be party to corruption or bribery in any form. Such acts would damage our reputation and expose us, and our employees and representatives, to the risk of fines and imprisonment.

We run our company with integrity and in an honest and ethical manner. All of us must work together to ensure that we are untainted by bribery or corruption. This policy is a crucial element of that effort and is the personal responsibility of Bridget Ferrington, Managing Director. However, the policy needs the full support of you, to make it work. This policy sets out the steps all of us must take to prevent bribery and corruption in the company to comply with relevant legislation and our requirements. It does not form part of your contract of employment, and we may amend it at any time.

PRINCIPLES AND RESPONSIBILITIES

What are Bribery and Corruption?

A 'bribe' is a financial or other advantage offered, promised, requested, or given to induce a person to perform a relevant function or activity improperly, or to reward them for doing so. In this context, a 'financial or other advantage' is likely to include cash or cash equivalent, gifts, hospitality and entertainment, services, loans, preferential treatment in a tendering process, discounts etc. The timing of the bribe is irrelevant, and payments made after the relevant event will still be caught, as will bribes that are given or received unknowingly. It is not necessary for the individual or organisation to receive any benefit as a result of the bribe.

- **Bribery**

Includes offering, promising, giving, accepting, or seeking a bribe.

- **Corruption**

Is the misuse of office or power for private gain.

All forms of bribery and corruption are strictly prohibited. If you are unsure about whether a particular act constitutes bribery, you should raise it with your line manager.

This means that no person must:

- give or offer any payment, gift, hospitality, or other benefit in the expectation that a business advantage will be received, or to reward any business received.
- accept any offer from a third-party that you know, or suspect is made with the expectation that we will provide a business advantage for them or anyone else.
- give or offer any payment (sometimes known as a 'facilitation payment') to a government official in any country to facilitate or speed up a routine or necessary procedure.

No person must threaten or retaliate against another person who has refused to offer or accept a bribe or who has raised concerns about possible bribery or corruption. It does not matter whether the bribery occurs in the UK or abroad. A corrupt act committed abroad may well result in a prosecution in the UK or a country which has similar legislation. Nor does it matter whether the act is done directly or indirectly.

Who can be Involved in Bribery and in what Circumstances?

Bribery and corruption may be committed by anyone working for us or on behalf in any capacity, such as our employees, officers or directors, anyone they authorise to do things on their behalf, our representatives and other third parties who act on our behalf, our suppliers and even our customers. This policy applies to any such individual. Bribery can occur in both the public and private sectors. The person receiving the bribe is usually able to influence the award or the progress of business, often a government or other public official.

Gifts and Hospitality

We forbid any of our staff from soliciting any gift or hospitality in the course of their work for us. We also forbid any of our staff from offering or receiving from any person or organisation who has had, has, or may have any influence over our business any gift or hospitality which is unduly lavish or extravagant or otherwise inappropriate, or which could be seen as an inducement or reward for any preferential treatment. We regard the following to be inappropriate (the list is not exhaustive):

- An excessive or high value personal or corporate gift.
- an excessive or high value level of hospitality.
- any gift that includes cash or a cash equivalent (such as vouchers);
- any gift or hospitality given or received in secret; and
- any gift or hospitality given or received in your name rather than our name.

Records

It is essential that we keep full and accurate records of all our financial dealings. Transparency is vital; false or misleading records could be very damaging to us. Under money laundering regulations our lawyers and accountants are obliged to report anything which appears to be irregular. You must therefore declare and properly record (in writing) all hospitality and gifts given or received. All accounts, invoices, credit notes, purchase orders and other records relating to dealings with third parties (including suppliers and customers) must be properly recorded.

We also forbid any of our staff from offering or receiving from any person or organisation who has had, has or may have any influence over our business any gift or hospitality which is unduly lavish or extravagant or otherwise inappropriate, or which could be seen as an inducement or reward for any preferential treatment. We regard the following to be inappropriate (the list is not exhaustive):

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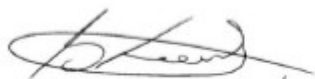
What to do if you Think Something is Wrong

Each of us has a responsibility to speak out if we discover anything corrupt or otherwise improper occurring in relation to the business. If you are offered a bribe, or are asked to make one, or if you discover or suspect that any bribery or corruption has occurred or may occur, you must notify your line manager as soon as possible. You must report this as soon as reasonably practicable, and you may be required to explain any delays.

COMPLIANCE WITH THIS POLICY

We take compliance with this policy very seriously. Failure to comply puts both individuals and us at risk. Individuals may commit a criminal offence if they fail to comply with this policy. The criminal law relating to bribery and corruption carries severe penalties. Because of the importance of this policy, failure to comply with any requirement of it may lead to disciplinary action under our procedures, and this action may result in dismissal for gross misconduct. Any non-employee who breaches this policy is liable to have their contract terminated with immediate effect.

Signed



Bridget Ferrington
Managing Director
3rd January 2025



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



Whistleblowing policy

The purpose of the policy and procedure is to outline ways in which all Acorn Waste Management employees can express concerns about malpractice / wrongdoing and to encourage employees to raise these at an early stage and in an appropriate way in line with the Public Interest Disclosure Act 1998.

This policy is in place to reassure staff that it is safe and acceptable to speak up and enable concerns to be raised at an early stage and in the right way. Rather than wait for proof, Acorn Waste Management would prefer that concerns are raised when it is still an active concern.

This policy is intended to encourage all Acorn Waste Management employees to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviours or practices) without retribution.

1. The Whistle-blower should promptly report the suspected or actual event to his/her supervisor.
 2. If the whistle-blower would be uncomfortable or otherwise reluctant to report to his/her line manager, then the whistle-blower could report the event to the SHEQ & HR Officer or director level of management, including direct to the Managing Director.
 3. The whistle-blower can report the event with his/her identity or anonymously.
 4. The Whistle blower shall receive no retaliation or retribution for a report that was provided in good faith – that was not done primarily with malice to damage another or the company.
 5. A whistle-blower who makes a report that is not done in good faith is subject to discipline, including termination of employment or other legal means to protect the reputation of the company and its staff.
 6. Anyone who retaliates against the whistle-blower (who reported an event in good faith) will be subject to discipline, including termination of employment.
 7. Crimes against person or property, such as assault, burglary, etc., should immediately be reported to local law enforcement personnel.
 8. Supervisors, managers and/or Directors who receive the reports must promptly act to investigate and/or resolve the issue.
 9. The whistle-blower shall receive a report within five business days of the initial report, regarding the investigation, disposition or resolution.
 10. If the investigation into a report, that was done in good faith and investigated by internal personnel, is not to the Whistle-blower's satisfaction, then he/she has the right to report the event to the appropriate legal or investigative agency.
 11. The identity of the whistle-blower, if known, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement, in which case members of the company are subject to subpoena.
- Once the concern has been reported, it will be assessed, and consideration made of what action may be appropriate. This may involve an informal review, an internal inquiry or a more formal investigation. The individual raising the concern will be told who will be handling the matter, how they can be contacted. At this stage, they will be asked whether they wish their identity to be disclosed and will be reassured about protection from possible victimisation. They will also be asked if they wish to make a written statement.

Managers / Directors must help to create a climate where staff feels able to talk in confidence without the threat of disciplinary action being taken against them.

If after investigation, any resultant action does not resolve the matter, or if a concern involves the immediate line manager, the member of staff should raise the concerns directly to the Managing Director, who will be the point of contact for employees under this policy.

If the concern raised is very serious or complex, a formal investigation may be held. The investigation may need to be carried out under the terms of strict confidentiality i.e. not informing the subject of the complaint until it becomes necessary to do so.

It is a requirement that the member of staff under investigation must be kept informed about the investigation and its outcome.

If the result of the investigation is that there is a case to be answered by any individual, the Company's Disciplinary Policy will be used and the details discovered by the formal investigation, transferred to that process.

Where there is no case to answer, but the employee held a genuine concern and was not acting maliciously, the company will ensure that the employee suffers no reprisals.

If there is no case to answer but there is evidence that the allegation was made frivolously, maliciously or for personal gain, disciplinary action will be taken against the complainant.

The matter will be dealt with promptly at each stage. Where appropriate, immediate steps will be taken to remedy the situation as soon as practicably possible. An outcome may take more time, but it is envisaged that final resolution / outcome at each stage should be available within ten working days.

Signed

A handwritten signature in black ink, appearing to read "Bridget Ferrington".

Bridget Ferrington
Managing Director
3rd January 2026



Sustainability Policy

Our Sustainability Definition and Ambition:

Acorn Waste Management endorse the spirit of the Three Pillars of Sustainability and development; 'development that meets the needs of the present without compromising the ability of future generations to meet their own needs' and 'improving the quality of life while living within the earth's carrying capacities'.

We will work and operate our professional activities and the management of our company in such a way that enables all of our staff, and those of our supply chain partners, realise their potential and improve their quality of life while protecting and enhancing the earth's natural resources.

This aspiration is operationalised for our purposes by our sustainability objectives, targets and indicators.

We are therefore committed to continually improve the integration of sustainability into our working environment and business processes and in promoting sustainability throughout our operations. Our aim is to play a proactive role in contributing to achieving sustainability where we have influence, in promoting good sustainability practice, to reduce the environmental impacts of all our activities and to help our clients and supply chain partners in achieving the same.

Our Sustainability Policy is based upon the following principles:

- to comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- to integrate sustainability considerations into all our business decisions.
- to ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it.
- to minimise the impact on sustainability of all office and transportation activities.
- to make clients and our supply chain partners aware of our Sustainability Policy, and encourage them to adopt sound sustainable management practices.
- to review, annually report, and to continually strive to improve our sustainability performance.

In order to put these principles into practice we will:

Travel and meetings:

We will:

- minimise carbon emissions through effective energy, transport and supply chain management.
- where possible, avoid physically travelling to meetings etc., where alternatives are available and practical, such as virtual meetings or teleconferencing plus the efficient timing of meetings in order to avoid multiple trips to the same area. These options are often more time efficient, whilst not sacrificing the benefits of regular customer and supplier meetings.
- use an emission recording scheme for business travel to monitor our impact.
- encourage sustainable transport practices across all activities.
- reduce the need for our staff to travel by wherever possible supporting alternative working arrangements, including home working and the encouragement of vehicle sharing
- introduction of hybrid company vehicles.

Waste Management:**We will:**

- minimise waste and reduce consumption through efficient operational use of assets.
- minimise the environmental impact of waste through appropriate re-use and recycling.
- where appropriate, increasing recycling options throughout our operations.
- assist our clients in segregating waste to achieve zero waste to landfill.
- develop working practices to reduce waste and prevent pollution throughout our own operations and those of our supply chain partners.

Carbon Management:**We will:**

- develop a Carbon Management Plan, setting clear targets for carbon reduction, identify initiatives to achieve the target and those key stakeholders responsible for delivery.
- implement working practices to ensure the efficient use of energy at all sites where we operate.
- incorporate low carbon technology and renewable energy systems in equipment procurement, improving our overall energy efficiency.
- offset our annual Carbon footprint through verified carbon reduction projects and the planting of trees throughout the UK.

Procurement of equipment and consumption of resources: -**We will:**

- supporting, where possible, local suppliers and social enterprises that share our beliefs.
- encourage sustainable procurement, exploring more sustainable solutions which cause the least harm to the environment.
- Encouraging our supply chain partners to explore service alternatives, searching for more sustainable solutions for our clients.
- minimise our use of paper and other office consumables, for example by double-siding all paper used, and identifying opportunities to reduce waste.
- as far as possible arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment.
- reduce the energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping.
- purchase electricity from a supplier committed to renewable energy. Seek to maximise the proportion from renewable energy sources, whilst also supporting investment in new renewable energy schemes.
- purchase rain forest alliance products.
- encourage sustainable procurement, exploring more sustainable solutions which cause the least harm to the environment.
- promote a lifecycle approach to the procurement of goods and services.

Working practices and advice to clients:**We will:**

- undertake voluntary work with the local community and / or environmental organisations and make donations to seek to offset carbon emissions from our activities.
- ensure that any associates that we employ take account of sustainability issues in their advice to clients.
- make a copy of our Sustainability Policy available to our clients and supply chain partners alike.
- using environmentally friendly products throughout our buildings.

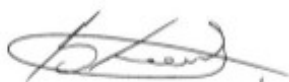
Our community:

- we have a small team engaged in charitable activities, we seek to work with national and local partners, schools and the local community to maximise our positive impacts.
- we will promote and encourage involvement in local community environmental initiatives and schemes.

Responsibility for this policy lies with our Managing Director.

All Acorn Waste Management employees have a duty to adhere to this policy.

Signed



Bridget Ferrington
Managing Director
3rd January 2026



Corporate Social Responsibility Policy

It is the aim of Acorn Waste Management to achieve clear and definite standards of ethical behavior throughout all areas of business. Acorn Waste Management take responsibility for creating wider benefits both within and around our business and endeavor to make our impact a positive one, which improves the lives of others and reduces the risk of harm to people and the environment.

Environment: Acorn Waste Management will continue to look at reducing the impact we have on the environment as a result of our operations. Through innovation and a proactive attitude to waste and energy reduction we are able to reduce waste to landfill and decrease carbon emissions, we have been assessed and accredited to ISO 14001:2015.

Community engagement: We practice social responsibility by donating to national and local charities. Whether it involves giving money or time, we are keen to provide any services that can benefit charities and local community programs. We also operate in line with ISO 26001.

Ethical labor practices: By treating employees fairly and ethically, Acorn Waste Management demonstrate their corporate social responsibility. By providing a safe and healthy working environment we strive to continually improve working conditions for all our staff.

Supply Chain Management: Acorn Waste Management will only use sub-contractors whose ethics and values are aligned to that of our own. We will maintain strong working relationships and standards by consistently meeting agreed payment terms and evaluating services provided.

Signed



Bridget Ferrington
Managing Director
3rd January 2026