

# Health and Safety Policy Statement

## 2026/2027

### To every colleague, contractor, and partner at Bristol Waste:

Our success, and everyone's wellbeing, depends on you. Health and safety isn't someone else's job—it's yours, and mine, every single day.

### My message is simple: Everyone goes home safe, every day.

At Bristol Waste, health and safety is not just a policy. It's non-negotiable. It's the way we operate, think, and lead. I expect every single person whether you work here, contract here, or just visit—to be uncompromising about safety. We set the bar above legal minimums. Best practice is our baseline, not the end goal. If anything doesn't look or feel right, stop, speak up, and fix it.

### Here's my commitment to you:

- Health and safety will be a top priority on every job, on every service, at every level.
- Objectives and standards are clear, tracked, and your feedback shapes them.
- You'll have all the kit, knowledge, and support you need to do your job safely.
- You'll never be asked to cut corners, by anyone, including me.
- You can raise concerns with total trust, I will back you 100%, every time.

But this only works if you step up, too.

### I expect you to:

- Own your safety, and your team's. No bystanders.
- Speak out if you see risk, don't wait for someone else.
- Know the rules, follow them every time, no excuses.
- Stop unsafe acts, your action could save a life.
- Make safety part of how you operate and lead our teams.

We're only as strong as the standard we demand when no one's looking. That's on all of us.

Let's get it right, together—no compromises.



**Ricky Gayfer Interim Managing Director/Operations Director**

**May 2026**