

UK Waste Solutions Ltd Code of Conduct and Ethical Standards

Our Code of Conduct:

Sustaining our code of conduct and ethical standards is paramount to our business. We insist in sincerity and honesty, we will not tolerate misconduct that would affect the company, our employees or our customers. We work hard to gain the trust of the people we work with and strive to develop and maintain it whilst conducting our business activities. We set our ethical standards at the highest level and promote this in the workplace as one of our core values.

Our People Values:

We aim to be one of the leading recycling & waste management companies in the UK. We were founded on the basis of providing high quality, specialist recycling & waste management services to industrial and commercial customers across the UK.

The entire commercial market can benefit from our services, all businesses no matter how big or small will benefit from the recycling and disposal service we offer.

UK Waste Solutions will continue to develop and improve its specialist services. As we grow our business we aim to improve the awareness commercial businesses have, so they can understand this complex market and we can assist in implementing best practice solutions.

UK Waste Solutions is a profit making business, we have invested in our company and contribute to local and national communities through the services we buy, the people we employ and levy's we pay.

We recognise our obligations to everyone whom we have connections with, from our employees, customers and not forgetting the wider community and the environment.

We demand that all of our activities are based on honesty, whilst built upon trust and integrity. The employees we train and invest in mirror the standards we set.

Ethical Conduct in the Workplace:

The way we conduct our operations has a significant effect on our reputation and our standing with everyone we deal with.

UK Waste Solutions has a responsibility to deliver high standards of ethics and has set clear values that allow these standards to be achieved.

Our aim of delivering a long term successful business can only be achieved by setting out clear ethical standards.

We will continue to do this to enhance our reputation as an employer who values their employees and ensure they become part of the team.

Our team values are based upon the highest standards of social responsibility, ethical standards and civil rights.

The values set out in this code are included in all decision making processes on a day to day basis.

Ethical standards and our core values must be upheld even though this may involve making difficult choices.

Chris Giscombe
Director

Garry Johnson
Director

2nd January 2010