



Premier Group Recycling

PREMIER GROUP RECYCLING

Corporate Social Responsibility Statement

As one of the UK's leaders in document destruction, Premier have a responsibility to act as a good corporate citizen. We recognise and perform the obligations we have towards our people, investors, customers, suppliers, competitors and the community as a whole. This document sets out our approach to CSR.



Premier
I.T. Recycling



Ethical Conduct

As one of the UK's leaders in document destruction, Premier IT Recycling has a responsibility to act as a good corporate citizen. At Premier IT Recycling we recognise and perform the obligations we have towards our people, investors, customers, suppliers, competitors and the community as a whole. We believe our reputation, together with the trust and confidence of those with whom we deal, to be one of our most valuable assets. In order to keep this reputation and trust, we demand and maintain the highest ethical standards in carrying out our business activities.

All of our employees are required to abide by our ethical policy, which outlines Premier IT Recycling's core values and approach to doing business. The protection of our reputation is of fundamental importance, and employees are aware of the disciplinary implications of breaches of policy. The policy helps to uphold the reputation of our company and staff, and maintains public confidence in Premier IT Recycling.

Our people are encouraged to promptly report any potentially illegal, improper and/or unethical conduct that they become aware of at their workplace or in connection with their work. We strive for an environment that enables our people to raise genuine and legitimate concerns internally.

Customers

We strongly believe that integrity in dealings with customers is a prerequisite for a successful and sustained business relationship.

We operate a highly effective and efficient organisation, focused on meeting customer objectives. Our aim is to provide services which give fair value and consistent quality, reliability and safety in return for fair reward. We operate policies of continual improvement, of both processes and the skills of our staff. This safeguards our operations for the future, ensuring that we continue to add value to our customers' businesses.

We have clear and strong lines of communication which allow us to respond quickly and efficiently to customer and market requirements, and our customers receive a consistent service wherever they are. Our sales effort and delivery capability are aligned in order to ensure that we can successfully and consistently deliver what we promise.

The Environment

The company believes that, by their nature, our operations have a minimal impact on the environment. However, we acknowledge that there are inevitable environmental impacts associated with daily operations. We aim to minimise any harmful effects and consider the development and implementation of environmental standards to achieve this to be of great importance. As such, we strongly encourage the internationally established 3 Rs:

- Reduce
- Re-Use
- Recycling

In the course of our operations we seek to identify opportunities to reduce consumption of energy, water and other natural resources. We also strive to re-use and recycle where possible and dispose of non-recyclable items responsibly, thereby minimising our impact on the environment.

It is anticipated that by adopting simple, environmentally friendly initiatives, the company will raise awareness amongst stakeholders and the wider community.

The company regularly reviews its environmental policy to ensure that it reflects changes in regulations and best practice. We aim to continually to manage the impact of our operations and develop initiatives to improve our environmental footprint. The majority of Premier Shredding's emissions originate from the use of electricity, transport and waste. We are taking steps to roll out a strategy that will expand on the 3 r's initiative and will include:

Reduce

- Raising awareness to help our staff reduce energy consumed by equipment at our facilities when not in use and reducing the environmental impact of our transport fleet. Recent investment in our new Manchester depot has reduced mileage considerably

Re-Use

- Replacing, where possible, the reliance on disposable items with re-useable items.

Recycle

- Improving our recycling facilities within our depots

As we work, to ensure that our operations will result in a cleaner environment, we intend to maintain the continual improvement of our services and processes

Our Employees

Realising Potential

The Premier IT Recycling values are based upon a number of important principles and capture qualities that each employee is encouraged to embody as an essential part of our success:

Expertise

- Assure quality and drive innovation
- Listen to learn from each other – champion continuous improvement
- Be accountable – keep commitments
- Customer Focus
- Share our vision; share our passion
- Strive for our customers profitability and satisfaction

Respect

- Think and act as a team
- Optimise the value of our global community
- Deliver results and celebrate success

Communications and Employee Satisfaction

Premier IT Recycling recognises that communication is a critical ingredient for success. We place emphasis on both formal and informal communication. Collaboration and the development of ideas that contribute to business performance and continuous improvement is encouraged.

Health and Safety

We aim to ensure a safe and healthy working environment for all our employees, outside contractors and visitors, not only on Premier IT Recycling premises, but also for those staff and contractors working on client sites. The company aims to comply with all relevant local legislation or regulations, and best practice guidelines recommended by national health and safety authorities. We also liaise with staff regarding our policies and practices so that we can continue to maintain a healthy, safe and enjoyable environment.

All accidents, and incidents are reviewed at the quarterly health and safety meeting, along with lost time incidents, accident forms, RIDDOR reportable occurrences, health and safety trends etc.