

# Sustainability Policy

Sustainability is at the core of O.C.O Technology Ltd., a business that utilises carbon dioxide gas to treat and recover a wide range of wastes to manufacture carbon negative aggregate, preserving finite natural resources. Our Sustainability Policy integrates and incorporates our Health and Safety, Quality, Environmental and Responsible Sourcing management systems, ensuring we meet the needs of our customers while managing the social, environmental and economic impacts of our operations and services. This policy is available to all stakeholders including employees, customers, suppliers, shareholders and the communities around our sites. As an absolute minimum standard of performance, we comply with the law, approved Codes of Practice and Best Available Techniques. This Policy is fully endorsed by O.C.O Technology Ltd.'s Board of Directors who integrate sustainability considerations into all business decisions.

## Responsibility

We are committed to delivering our services responsibly and sustainably and seek to work with our suppliers, customers, employees and the communities in which we operate to make a greater contribution to a more sustainable society. When procuring constituent materials for our products, we monitor supplier's standards of responsibility and seek support in meeting this policy.

Our objective is to always act responsibly to the highest ethical and professional standards, including ensuring our work environment and our supply chains are free from human trafficking and slavery. All employees should be treated with respect and dignity at all times by colleagues and be encouraged to reach their full potential.

Equality and Diversity are to be advanced in all business activities. No individual will be unjustifiably discriminated against, including on the basis of gender, race, nationality, ethnic or national origin, religious or political beliefs, disability, marital status, social background, family circumstance, sexual orientation, gender reassignment, spent criminal convictions or age. Any complaint will be taken seriously and dealt with in a timely and sensitive manner.

We provide information, instruction, training and supervision to ensure that all employees are competent to do their tasks in a safe and sustainable manner with awareness and sensitivity to environmental issues.

We actively engage and contribute positively to the communities in which we operate.

We deal with all stakeholders in a fair, open and responsible manner. We listen to customer requirements carefully and work to ensure the best solution is found, while being open and honest regarding our services.

## Circular Economy

We support and encourage the circular economy by treating and, where possible, recovering waste materials to manufacture construction aggregate, preserving and avoiding the use of natural resources that would otherwise be used.

We provide our upstream customers with a sustainable solution for their waste, in line with the Best Practical Environmental Option and the Proximity Principle.

We minimise our own production waste and reduce landfill by supporting the Waste to Energy industry and recovering waste into product where practicable, enabling customers and ourselves to comply with the Waste Hierarchy.

By investment in new technology and facilities and the ongoing development of recovered products in collaboration with end users, we aim to increase waste recovery and the use of recycled materials in the waste management and construction supply chains.

We adopt a lifecycle approach and give consideration to the reuse and recycling of our products to maintain their value in a circular economy.

## Low Carbon Future

We are leaders in the transition to a global sustainable low carbon economy, supporting the generation of energy from waste with minimal environmental impact, as well as developing and applying innovative technology that utilises carbon dioxide to manufacture carbon negative construction products.

We seek to reduce the emission of greenhouse gases from our own operations by monitoring to target reductions, improving our energy management and investing in energy and carbon efficient technologies.

We seek new opportunities to capture and utilise carbon dioxide in the treatment of waste to enable its recovery or disposal, minimising negative environmental impacts and maximising carbon capture and utilization. Our aim is to maintain a carbon negative or neutral balance as a business which will be measured and reported by recognised lifecycle analysis techniques.

## Health and Safety

We place great importance on Health and Safety and are committed to the prevention of injury and ill health of all people that come into contact with our business by providing and maintaining a safe and healthy working environment.

We strive to continually improve our Occupational Health and Safety performance and prevent accidents and cases of work-related ill health by providing adequate control of the health and safety risks arising from our work activities and consulting, training and actively encouraging participation from our employees in all matters affecting their health and safety. We also provide and maintain safe plant, vehicles and equipment and ensure safe handling and use of substances.

## Environmental Responsibility

Our business is based on providing solutions that minimise environmental impacts from the generation of Energy from Waste and associated Air Pollution Control residues and the manufacturing of aggregates; we collaborate with both up- and down-stream customers to maximise the environmental benefits and preservation of natural resources that our processes offer.

We manage our operations in a manner that as a minimum, complies with environmental permits and minimises adverse impacts to land, air and water. To achieve this, we commit to achieving continuous improvement of our operations and working practices and following Best Available Technologies.

We minimise the amount of water consumed in our processes. We review the location of our facilities, transport methods and operational efficiency in order to reduce environmental impact from vehicles.

## Business Development, Quality and Innovation

We continually improve our service and operational performance using an Integrated Management System certified to the following standards:- Quality (ISO 9001), Health and Safety (ISO 45001) and Environment (ISO 14001).

These systems include the setting of objectives, targets, on-going measurement of performance and corrective actions to establish benchmarks for continuous improvement which is monitored and reviewed at least annually and reported on by the management team. We invest in research and development and seek innovative solutions in collaboration with others.

The Board of Directors ensures that all necessary resources are supplied to ensure that the management systems and associated operations are adequately maintained and implemented, including people, training, information, equipment and information technology.

All company personnel and operatives are made aware of this policy and issued with clear criteria as to expectations, responsibilities and work instructions to ensure it is part of our business culture.

This policy is reviewed annually to ensure it remains effective and delivers continual improvement.

Signed .....  
(Managing Director)

Date: 14th December 2020

## Anti-Bribery and Corruption Policy Statement

### Statement

O.C.O Technology Ltd will take all measures necessary to prevent bribery and corruption within its business activities.

Very generally, this is defined as giving someone a financial or other advantage to encourage that person to perform their functions or activities improperly or to reward that person for having already done so. This could cover seeking to influence a decision-maker by giving some kind of extra benefit to that decision maker rather than by what can legitimately be offered as part of our normal business procedures.

This statement and the related Procedure apply equally to all Directors and employees and to external organisations and individuals such as contractors and customers. O.C.O has a zero-tolerance approach to fraud, bribery, blackmail, extortion and all other corrupt business practices within the Company.

O.C.O's Board of Directors fully endorse and support this Policy Statement together with all related policies and strategies. We consider it to be part of the O.C.O culture and as such it is the responsibility of all our employees to adhere to this policy.

This Policy Statement covers all O.C.O activities and will be reviewed annually to ensure it remains effective and delivers continual improvement.

This Policy, alongside corresponding policies may be available to customers, shareholders, staff and the public at large should they require.

Signed  .....  
(Managing Director)

Date: May 2020

## Anti-Slavery and Human Trafficking Policy Statement

### Statement

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015. It sets out the actions O.C.O Technology Ltd (O.C.O) has taken to identify all potential modern slavery risks and the provisions to ensure there continues to be no slavery or human trafficking in the business and supply chains.

At O.C.O we are committed to delivering our services responsibly and sustainably, ensuring we meet the needs of our employees and customers while managing the social, environmental and economic impacts of our operations and services. We recognise that by working with our customers, employees and the communities in which we serve, we can make a greater contribution to a more sustainable society.

We take active measures to promote ethical and lawful employment practices and as such, we are committed to a work environment free from human trafficking and slavery. Slavery and forced labour is proscribed in our business and we will not consciously employ anyone or engage the services of a supplier who uses unlawful child labour and/or forced labour.

As a business we continue to review our supply chain obligations and remind our suppliers and contractors that failure to comply with the Modern Slavery Act 2015 will result in termination of our contract with immediate effect, without compensation.

We use agency labour procured through third party providers. We have introduced appropriate steps to ensure third party labour providers are assessed against their obligations in relation to the Modern Slavery Act 2015. As part of our procurement process we require the provision of their anti-slavery and human trafficking statements, and/or examples of how they adhere to their obligations by completing a pre-approval compliance questionnaire.

Our suppliers and contractors are required to adhere to the highest standard of ethics and demonstrate they provide safe working conditions; treat workers with dignity and respect; act ethically and within the law when using labour. Any contractor who acts in an unlawful manner will have their contracts terminated immediately and will be removed from the Company's approved supplier system.

Our Compliance and Human Resources teams periodically review our policies and procedures, assess risks, and ensure suppliers, contractors and third party labour providers are routinely audited.

This Policy, alongside corresponding policies for Environment and Quality may be available to customers, shareholders, staff and the public at large should they require.

Signed .....  
  
(Managing Director)

Date: May 2020