

Technical Competence Policy

This policy defines WasteCare's technical competence policy and the commitment to implement and maintain an effective competence management system approved by an industry scheme to demonstrate our competence. Our Competency Management System will assure technical competence throughout the company, for environmental permits. Nationwide waste management, including; handling, storage, treatment and transfer of hazardous and non-hazardous waste.

It is WasteCare's policy to implement and maintain a Competency Management System that will maintain competence of the company, the employees and contractors, and comply with the requirements of our environmental permits. It is WasteCare's objectives to uphold and develop in line with company progression and environmental permits, competent standards of technical knowledge, training, skill, ability, compliance and continually improve the competence management system.

This policy will be reviewed and revised periodically to reflect changes within the company or environment. The technical competence policy will be communicated to all persons who work for, or on behalf WasteCare, and be available to all relevant parties.

The competent management system will:

- ensure employees will be technically competent for the role they undertake, and their roles assist in environmental permit compliance
- be appropriate to the nature and scale of our environmental permitted activities
- ensure qualifications and training is given to employees that are relevant to the company and the roles they undertake, and contractors are suitably competent
- demonstrate WasteCare are competent to comply with the requirements of our environmental permits and deal with the environmental risks associated with site activities
- safeguards a systematic approach to identifying, demonstrating, and maintaining competence
- Provides the framework for setting and reviewing competence related objectives and targets

Senior management are committed to technical competence by:

- Ensuring the review of the Competency Management System periodically or in the event of any company changes
- Providing support to all employees by provision of the relevant resources and leadership
- Ensuring the importance of the Competency Management System is communicated to all WasteCare employees and other persons working on behalf of the company, and available to relevant parties.
- Making sure the Competency Management System is documented, implemented and maintained
- Promoting and committing to continual improvement to competence, compliance with the requirements of environmental permits and any other legal requirements

Peter Hunt

11th January 2026



Chairman