



# INTER-WASTE (PTY) LIMITED

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## IMS POLICY STATEMENT

Interwaste is a waste management company that operates in Southern Africa and is responsible for various waste management activities, including: the acceptance, collection, storage and transportation of various waste streams, the treatment of waste, manufacturing of waste derived fuels, operation of yellow plant and the management of landfill sites. Interwaste is a market leader in the waste management industry offering environmentally sustainable waste management solutions to its customers that are centred on best practice and innovation. Interwaste believes that conducting its activities in accordance with best practice (putting Health, Safety, and Environmental considerations at the forefront) will benefit its staff, stakeholders, the environment and the communities in which it operates.

Interwaste recognises that it has a responsibility to ensure that the natural environment (that may be negatively impacted upon as a result of its activities) is protected for the benefit of future generations. In order for the natural environment to be protected, Interwaste commits to implementing the necessary mitigation and management measures (while undertaking its business activities) that will allow for the avoidance of pollution and the protection (and responsible usage) of natural resources.

Interwaste recognises that it has a responsibility for the overall health and safety of its employees, stakeholders (which involves minimising the risk of injury and ill health) and the surrounding local communities in which it operates, such health and safety commitments can be achieved through implementing initiatives, controls, providing the necessary resources and continually training its employees.

Interwaste is committed to fulfilling and adhering to its compliance obligations. Compliance obligations include legal and other requirements as well as the needs and expectations of interested parties i.e.

- Legal requirements which include South African legislative requirements (at local, provincial and national level);
- Other requirements (client requirements, ISO 14001:2015 and OHSAS 18001:2007 requirements, SQAS requirements etc.);
- The needs and expectations of interested parties (that are raised legitimately, are not already compliance objectives and are associated with its business activities) must become compliance objectives.

An Integrated Management System has been established that complies with the International System OHSAS 18001:2007 and International Standard ISO 14001:2015. The Integration of the ISO 45001 Standard which will replace the OHSAS 18001:2007 System is our long term goal. The management system integrates Occupational Health & Safety and Environmental Management understandings and controls into one system with procedures and processes drafted under the direction of Top management with the support of all Middle and Lower management, Employees, Suppliers and Contractors. Interwaste is committed to continually improving its Integrated Management System.

Management strategies, objectives and targets are established and reviewed on an annual basis in order to implement and maintain the Integrated Management System Policy, System and relevant applicable Process's or Procedures required by the OH&S Act, Environmental Legislation, Applicable regulations or Subscribed Standards and Systems (that are compatible with the strategic direction and context of the organisation). Interwaste's Health, Safety and Environmental Strategies and Objectives are based on a commitment by Top Management (who take accountability for the effectiveness of the IMS) to Integrated Management principles into business processes that consider the following:

- Protection of the environment and prevention of pollution;
- Responsible usage of natural resources;
- Prevention of all occupational injuries and diseases;
- Due consideration to the life cycle approach;
- Continual improvement of health, safety and environmental performance;
- Providing the necessary resources for the implementation of the EMS and to achieve health, safety and environmental objectives;
- Ensuring that there is a commitment of top management;
- Ensuring lead time expectancies are met;
- Maintaining a high awareness of Occupational Health & Safety and Environmental issues in the work place;
- Involving suppliers, contractors and customers in the integrated management initiative;
- Working together with staff, customers, off takers, authorities and other interested and affected parties to resolve integrated management issues
- Continually improve and managing the Integrated Management standard to enhance Health, Safety and Environmental performance throughout our organisation.

The effectiveness of the Integrated Management System is monitored and maintained by regular internal audits, external audits and management review. Top management commits to: provide support to health and safety committees, ensuring the organisation implements processes for the consultation and participation of workers, ensuring that the IMS achieves its intended outcomes (which involves developing, leading and promoting a culture in the organisation that supports the outcomes of the IMS), communicate the importance of effective management systems and conforming to management system requirements, offer direction and support to personnel within the organisation to contribute to the effectiveness of the management systems (which includes supporting other managers to demonstrate their leadership as it applies to their area of responsibility), take overall responsibility and accountability for the prevention of pollution / work-related injury / ill-health, protect workers from reprisals when reporting incidents, hazards, risks and opportunities.

This Integrated Management Policy is communicated to all employees with the intent that they are made aware of the company's and their individual occupational health and safety and environmental compliance obligations and to fulfil the organization's compliance obligations. This policy is available to contractors, visitors and the public, including interested parties on request. This Integrated Management Policy will be reviewed periodically to ensure that it remains relevant and appropriate.

ALAN WILLCOCKS CEO	JASON MCNEIL COO	DAN NKOMO ENTERPRISE DEVELOPMENT DIRECTOR	KATE STUBBS MARKETING & SALES DIRECTOR
RAJASREE PILLAY HR DIRECTOR	LEON GROBBELAAR FACILITIES MANAGEMENT DIRECTOR	ROBERT LUMB CFO	
DATE SIGNED	26.09.17		