

Risk Management Policy

Purpose and Scope

This document sets out Thalia Waste Management's policy on risk management and should be read together with Thalia Waste Management's risk management procedure. Thalia Waste Management recognises that effective risk management must be carried out consistently, effectively and according to best practice.

The policy applies to all Thalia Waste Management employees, officers, contractors, subcontractors, consultants and suppliers who carry out activities for or on behalf of the Thalia Group and supports all of Thalia Waste Management's high-level policies across the organisation.

Policy

Thalia Waste Management's risk policy is to proactively manage all risks in order to enhance the organisation's ability to deliver its objectives.

Risk management will be integrated into Thalia Waste Management's business framework so that:

- The management of business risk is clearly driven from the objectives of the business, delivers value and is an integral part of decision making, day-to-day management and Thalia Waste Management's corporate governance, supported by the risk management framework.
- The Thalia Waste Management Limited Board and Executive Committee understand and prioritise risks, set corporate risk appetite and measure the company's performance at all levels, governed by Thalia Waste Management's risk management framework.
- Clear roles and responsibilities in relation to risk management are defined at contract and function levels and the risk management function proactively works with the business divisions and group functions to enable and support them in the development of a strong companywide risk culture.
- Regular risk and opportunity reviews are conducted to identify and manage risks effectively and efficiently.
- Strategic, corporate and key operational risks are visible and supported by an adequate escalation process; all identified risks have mitigation strategies and owners; action plans are identified and measured through established performance indicators.
- We develop and embed a culture that encourages disclosure of risk opportunities. This means that timely and appropriate action can be agreed and implemented to mitigate any potential impact.
- We encourage our supply chain to adopt and align with Thalia Waste Management's risk management process.

- Our risk management framework aims to anticipate – and respond to – changing social, environmental and legislative requirements.



Paco Hevia
Chief Executive
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Revision Status

Revision	Date	Amendment	Content Owner	Mandated By
1.0	July 23	Issued for use	Rosie Llewellyn	Janet McDonald