



waste management technology

WMT/POLICY/05
Issue 2

WMT – CODE OF ETHICS

Waste Management Technology's Code of Ethics has been agreed and sent to all members of staff. In summary the Company's code is based on four Ethical Principles, which constitute the main domains of responsibility within which ethical issues are considered.

VALUES

WMT value the dignity and worth of all persons, with sensitivity to the dynamics of perceived authority or influence over customers, with particular regard to human rights, including those of privacy, autonomy and self-determination.

COMPETENCE

WMT values the continuous development and maintenance of high standards of competence in their professional work and the importance of preserving this ability to function optimally within the recognised limits of knowledge, skill, training and experience.

RESPONSIBILITY

WMT value their responsibilities to customers and to its employees. Internal policies, regularly reviewed by management, reflect the Company's commitment to best practice and include Equal Opportunities and Diversity in the Workplace, Flexible Working and Harassment in the Workplace. Additionally, the Company operates an annual appraisal system which, effectively monitors and maintains the career development of staff.

INTEGRITY

WMT value honesty, accuracy, clarity and fairness in their interactions with customers and seek to promote integrity in all facets of their professional endeavours.

A handwritten signature in black ink, appearing to read 'Kevin Routledge', is written over a white background.

Kevin Routledge
Chairman

January 2009