



Equality & Diversity Policy

The Waste Company Limited specialises in Investment and Portfolio Management.

As an equal opportunities employer, The Waste Company Limited recognises that diversity is a positive attribute and we understand and welcome the differences that a diverse culture brings. We are fully committed to treating people equally and value openness, accessibility, fairness and transparency.

The Waste Company Limited therefore, will endeavour to:

- Create a work culture that values diversity, inclusiveness and respect, and empowers our staff to reflect those values in their dealings with the client and all other stakeholders.
- Promote equal access to the Senior Management.
- Provide clear, meaningful information about what we do and how we do it to our customers, potential customers and other stakeholders in ways that best suit their needs.
- Ensure that we provide an accessible service to all of our customers, and that our processes allow us to provide that service.
- Identify as early as possible any individual requirements that may need to be met in order for a customer to fully access our service.
- Explain clearly what we are able to do to meet the individual needs of our customers.
- Be responsive to changing needs and requirements.

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Hayden James