

Technical Competence Policy

This policy defines URM'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 across the group with the scope for environmental permits. Including; handling, storage, treatment and transfer of non-hazardous waste and all associated transport and compliance scheme activities.

It is URM'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 URM's objectives to uphold and develop, in line with company progression and environmental permits, competent standards of technical knowledge, training, skills, 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 URM, and be available to all relevant parties.

The competence management system will:

- ensure employees are 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 URM is competent to comply with the requirements of our environmental permits and deal with the environmental risks associated with site activities.
- safeguard a systematic approach to identifying, demonstrating, and maintaining competence.
- provide the framework for setting and reviewing competence related objectives and targets.
- ensuring the review of the Competency Management System periodically.
- provide support to all employees by provision of the relevant resources and leadership.
- will ensure the importance of the Competency Management System is communicated to all URM employees and other persons working on behalf of the company, be documented, implemented, and maintained.



Mark R Dixon, Executive Chairman