



Equal Opportunities Policy Statement

GWR Waste & Recycling is “The complete business waste management and recycling solutions provider”. We provide waste management services through a range of sub-contractors who carry out collections on our behalf. Based in Bristol, we serve Bath, Gloucester, Swindon and the wider UK, and have over 35 years of combined experience in waste management and recycling services, offering a complete zero waste to landfill and facilities management package for businesses.

We recognise that we live in a society and culture where discrimination still operates to the disadvantage of many different groups. We believe that all persons should have equal rights to recognition of their human dignity, and to have equal opportunities to be educated, to work, receive services and to fully participate in society.

We are committed to:

- Promoting of equal opportunities
- Treating people equally and fairly – and having policies in place to support these principles
- Conducting ourselves in a professional, considerate, polite and kind manner at all times
- Protecting people from discrimination, prejudice or lack of opportunities on the grounds of age, mental health or physical disability, sex, gender or gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity, race or colour, and religion or belief
- Recruiting, employing and promoting people on capability and potential with a belief that ‘will’ is important and ‘skill’ can be taught

This Policy Statement is supported by the Integrated Management System, including the IMS Manual which provides an overview of the structure of the management system. We are committed to the continual improvement of the IMS which is reviewed annually (at a minimum) to ensure that it remains appropriate to our strategic direction and is suitable, adequate and effective. This policy statement is communicated to all company employees and is available to other interested parties on our website.

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Doc Number: IMS-L1-08
Review date: March 2025