

MIDA Civil Engineering Ltd (“MIDA”) recognises its duty of care regarding waste management requirements under section 34(7) of the Environmental Protection Act 1990 in relation to the duty of care set out in Section 34(1). This Waste Management Policy sets out how MIDA manages waste arising from its civil engineering and groundworks activities. The policy ensures compliance with UK environmental legislation, client requirements, and industry best practice, while supporting our commitment to responsible environmental stewardship and continuous improvement across all projects.

Scope

This policy applies to:

- All MIDA employees, agency workers and subcontractors
- All operational activities including earthworks, drainage, roads & sewers, foundations, hard landscaping, reinstatement, compound setup and welfare
- All projects across the Central, Northern Home Counties and Eastern regions
- All waste materials generated as a direct or indirect result of our operations

Policy Statement

MIDA is committed to minimising waste, preventing pollution, and ensuring that all materials are handled, stored, transported, and disposed of responsibly. We will:

- Comply with all relevant environmental laws and regulations, including Duty of Care and Waste Management Regulations
- Prevent illegal waste disposal and eliminate the risk of waste entering non-designated areas (e.g., protected habitats, watercourses, SSSI zones).
- Promote waste reduction, segregation, reuse and recycling across all sites.
- Maintain full traceability through Waste Transfer Notes (WTNs) and Hazardous Waste Consignment Notes. MIDA will keep WTN's for 2 years and hazardous waste consignment notes for 3 years
- Work only with licensed waste carriers and approved disposal/recycling facilities.
- Provide clear responsibilities and expectations to all personnel, reinforced through inductions, toolbox talks, inspections and audits.

Responsibilities

Directors and Senior Leadership

- Ensure adequate resources, training and systems are in place to support effective waste management.
- Review environmental performance and ensure waste management remains a strategic priority.
- Promote environmental initiatives and good practice to the operational teams.

Head of Health, Safety & Environment & HS&E Advisors

- Develop and maintain the Waste Management Policy and supporting procedures (Head of HS&E)
- Conduct site audits, identify deficiencies, and implement corrective actions.
- Provide guidance in relation to environmental incidents, client escalation, and regulatory interactions (e.g., Natural England).
- Promote environmental initiatives and good practice to the operational teams.

Waste Management Policy

Head of Procurement – Procurement team

- Verify that all carriers and disposal sites hold valid environmental permits.
- Maintain accurate waste documentation and ensure WTNs are available for inspection.
- Compile environmental performance data and report to the MIDA Directors.
- Promote environmental initiatives and good practice to the operational teams.

Contracts Managers & Site Managers

- Implement this policy on site and ensure operational compliance.
- Ensure correct waste segregation, storage, labelling and housekeeping.
- Promote environmental initiatives and good practice to the operational teams.
- Report any environmental concerns (spillages, illegal tipping, incorrect segregation, damaged skips) immediately to the HS&E team.

Operatives and Subcontractors

- Follow site-specific waste arrangements and segregation rules.
- Use designated skips, bins, and stockpiles without causing contamination.
- Report any environmental concerns (spillages, illegal tipping, incorrect segregation, damaged skips) immediately to the Site Manager.

Waste Management Standards

MIDA follows the statutory waste hierarchy in line with The Waste (England and Wales) Regulations 2011:

- a) Prevention – minimise material waste during planning and installation
- b) Reuse – use reclaimed aggregates, shuttering, timbers where permitted
- c) Recycling – segregate waste streams to maximise recycling rates
- d) Recovery – allow approved treatment before disposal
- e) Disposal – landfill only when no other option exists

MIDA will also implement, Reduction – order materials accurately and avoid excess

Waste Segregation Requirements

MIDA will segregate waste as a minimum into the following streams:

- Inert waste – soil, stone, hardcore, rubble
- Mixed construction waste
- Metals
- Timber
- Plastics and packaging
- Hazardous waste – cementitious materials, oils, contaminated soil, paints, aerosols
- Green waste – vegetation, arising from ecological clearance where permitted
- Topsoil and subsoil – stored separately to prevent contamination and preserve reuse potential

Segregation arrangements will reflect both client requirements and local site controls. No operative is permitted to place waste into an unauthorised container.

Handling, Storage and Disposal

- Waste must be placed in designated containers or stockpile areas only.
- Skips must not be overfilled; If fitted doors must remain closed when not in use.
- Excavated materials are generally inert however the material shall still be assessed visually in accordance with WM3 to determine if it is hazardous or non-hazardous.
- Hazardous waste must be stored in bunded, labelled containers/areas with spill kits available.
- Materials must not be allowed to escape into drains, watercourses, exclusion zones, habitats or neighbouring land.
- Only licensed carriers and permitted facilities may collect or receive MIDA waste.
- All WTNs must be retained and made available to clients during audits.

Environmental Controls

- Measures will be implemented to prevent windblown waste, including netting, enclosed skips, and regular housekeeping.
- Spill kits must be present and maintained at all fuel storage areas.
- Excavated material will be stored to prevent run-off, siltation or contamination.
- Where required (e.g., EPS zones, GCN habitat, watercourse buffers), waste and spoil stockpiles must remain outside ecological exclusion zones.

Training and Competence

MIDA will provide:

- Inductions covering waste segregation, hazardous waste controls, and Duty of Care
- Toolbox talks addressing common failures and good practice
- Targeted training (SEATS) for Site Managers on environmental compliance and documentation
- Lessons learned issued following audits and incidents

Monitoring and Audit

To ensure compliance, MIDA will:

- Conduct regular site inspections and HSE audits
- Sample WTNs for accuracy and correct permit use
- Investigate waste-related incidents or non-compliance
- Report performance to senior leadership
- Issue corrective actions and monitor close-outs

Continuous Improvement

MIDA is committed to reducing environmental impact by:

- Identifying opportunities for material circularity and reuse
- Reducing single-use plastics and unnecessary packaging
- Trialling innovations such as reduced-cement products, recycled aggregates, and low-impact materials
- Working collaboratively with clients and supply chain partners to improve sustainability performance

Waste Management Policy



Review

This policy will be reviewed annually or following significant changes in legislation, client requirements, or operational needs. Updated versions will be communicated to all employees and subcontractors.

A handwritten signature in black ink, appearing to be 'JB' followed by a long horizontal stroke.

Signed:

Date: 23rd February 2026

James Brown

Regional Managing Director