



Waste Management Policy

PURPOSE

The Rank Group Plc ('Rank' or 'the Group') is committed to minimising its environmental impact through effective waste management practices. This policy outlines the Group's commitment to reducing, reusing, and recycling waste, promoting sustainable waste disposal, and complying with all relevant environmental regulations.

SCOPE

This policy applies to all Rank employees, third parties, contractors, sub-contractors, suppliers, and anyone else employed directly or indirectly by the Group must comply with this policy.

ROLES AND RESPONSIBILITIES

- **Management:**
 - Develop and implement waste management plans.
 - Ensure adequate resources and training for waste management.
 - Monitor and review waste management performance.
- **Employees:**
 - Follow waste segregation guidelines.
 - Minimise waste generation.
 - Participate in recycling programs.
 - Report any waste management issues or non-compliance.

OUR WASTE MANAGEMENT PRINCIPLES

1. Waste Minimisation and Reduction

- Minimise waste generation at the source by opting for reusable and recyclable products and reduce packaging and unnecessary materials where possible.
- Reuse materials whenever possible.
- Donate or repurpose unwanted items.

2. **Waste Segregation**

- Implement effective recycling programs for paper, plastic, glass, metal, and other recyclable materials.
- Clearly label waste bins for different waste streams (e.g., general waste, recycling, hazardous waste).
- Provide regular training to employees on waste segregation practices.
- Conduct regular audits to ensure proper waste segregation.

3. **Waste Disposal**

- Ensure all waste disposal activities comply with local regulations.
- Use licensed waste disposal companies for proper disposal.
- Maintain accurate records of waste generation, disposal, and recycling.

1. **Monitoring and Review**

- Monitor waste generation, recycling rates, and disposal costs.
- Conduct regular reviews of waste management performance.
- Identify opportunities for improvement and implement corrective actions.

REPORTING AND COMMUNICATION

Rank will report on its environmental performance annually, including key performance indicators and progress towards our objectives. This information will be shared with our stakeholders in our Sustainability Report and Annual Report, available publicly on our [website](#).

POLICY COMPLIANCE

All Rank employees, third parties, contractors, sub-contractors, suppliers, and anyone else employed directly or indirectly by the Group must comply with this policy. This policy, alongside related policies, is available to access on our website.

This policy will be reviewed on a regular basis to ensure that it continues to be relevant to the business and its operations and supports and encourages a high standard of environmental performance across our operations.

This policy has been approved by Richard Harris, CFO on 11 June 2025.

EXCEPTIONS

Any exceptions to this policy must be approved in advance by the ESG team.

POLICY NON-COMPLIANCE

If you become aware of non-compliance with this policy, please report it to the Rank ESG team.

RELATED POLICIES

- [Environmental Policy](#)
- [Water Stewardship Policy](#)
- Supplier Code of Conduct