



Neales Waste



Richard Matthewman has been MD for Neales Waste since he set up the company with the Operations Director in 1991. Prior to this he worked on the commercial side of the family steel processing business. His aim is to look after his workforce whilst providing a high quality service to clients.

DRIVERS FOR LEADERSHIP

Richard believes that people are the company's most important asset and that protection of their welfare safeguards the interests of the company as a whole. He sees good health and safety as an integral part of running an efficient business, winning good clients and managing risk. This company ethos has been maintained and led to tangible business benefits as the company has expanded.

No. of employees	101
Business Sector	Service sector
Business Activities	Waste management
Location	Blackburn

“Richard is committed to continual improvement in health and safety performance. I have total support from him to ensure health and safety is always ranked equally with all other operational aspects.”

Debbie Emmott, HSE Manager

VALUE OF LEADERSHIP

- Consistent high profile of health and safety throughout the organisation - it's part of the routine
- Employees know their safety is a top priority, they have a more positive attitude and are more open to change
- Gives confidence to employees and customers that health and safety is well managed
- Speeds up health and safety committee decision making - things can be resolved and expenditure approved 'on the spot'



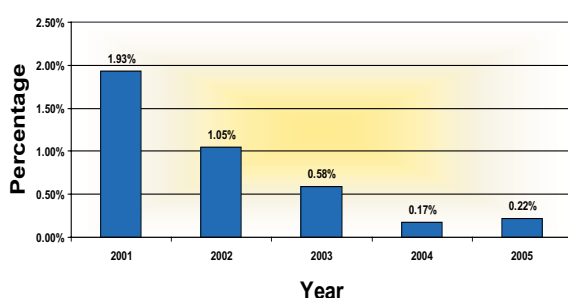
Richard Matthewman



BENEFITS OF LEADERSHIP

- Accident Incident Rate shows 4.3% reduction in the last year and is 63% less than the industry average
- Reduced insurance costs through fewer claims (30% reduction in claims since 2000)
- Increase in competitive edge – selected by more blue chip companies due to our improved health, safety & environmental record. Increase in sales turnover
- Reduction in absenteeism and improved efficiency (from 1.93% lost available working days due to accident in 2001 to 0.17% in 2004)

Percentage of lost days due to accident 2001 to 2005





RICHARD'S MESSAGE TO OTHER DIRECTORS IS...

“You will not get the best out of your employees, and therefore your business if you do not instil good health and safety working practices. The management of health and safety risks can have real financial benefits.”

HOW WERE ARRANGEMENTS DEVELOPED?

When Neales Waste started the Directors managed health and safety but as the company grew they found it difficult to devote the time required to be pro-active. They employed Debbie Emmott as HSE Manager in 2000.

Debbie carried out environmental and health and safety audits of all the sites. A Health and Safety Policy and management structure were developed and circulated to all employees for consultation before being finalised. The policy is reviewed annually.

CURRENT BOARD ARRANGEMENTS

Richard and Howard Rushton have been the Directors of Neales Waste Management since the company started in 1991. Richard also sits on the Board of the holding company NWM Holdings Ltd whose parent company is Matlyn Investments Ltd.

The senior management team is made up of the two Directors, HSE Manager and three other senior managers.

The Health and Safety Committee consists of the Directors, the senior managers and employee safety representatives from different areas of the business.

WHAT WAS DONE?

Richard appointed an HSE Manager to take forward his vision for quality, pro-active health and safety management.

The health and safety policy was developed in consultation with employees and monitoring and audit systems were put in place to track performance. An internal communication and feedback system for all staff was also introduced.

Richard instigated a number of major initiatives including defensive driving training for all drivers to reduce accident claims, satellite tracking in all vehicles and the introduction of automatic netting systems for loaded vehicles.

DIRECTOR'S ENGAGEMENT

Richard engages with employee representatives during Health and Safety Committee meetings.

He personally responds

to comments logged on the internal communication system if appropriate and will send out a personal memo to staff on key health and safety issues.

Richard negotiates with clients who's sites present a high risk to Neales Waste staff and will cancel contracts if clients will not help to resolve issues.



WHAT DOES THE DIRECTOR DO?

“I have worked all over the place but I've never worked for a company anywhere where the health and safety is addressed as fully as it is at Neales Waste”

Terry Dixon, Employee Representative and Garage Mechanic

- Reviews trade magazines and keeping up to date with health and safety information and best practice in the waste industry
- Ensures agreed health and safety actions are adequately resourced in terms of time, people and money
- Chairs quarterly Health and Safety Committee meetings
- Ensures action is taken when employees do not follow safety requirements