



environmental
services
association

ESA CODE OF CONDUCT

THE STANDARDS FOR ESA MEMBERS

Author: ESA Board	Date: 01 April 2026
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INTRODUCTION

The Environmental Services Association (ESA) strategic priorities are higher standards; upstream interventions; more recycling and less carbon. This Code of Conduct sets out the standards to which our members operate to.

The ESA's Code of Conduct

This Code of Conduct is referred to in ESA's Articles of Association and Rules and is binding on all Members. It supports ESA Members in achieving industry-leading standards for business and operations.

By adopting this Code of Conduct, our members position themselves as leaders in the waste and resource management industry, helping to drive positive change for businesses, the environment and people.

The Code of Conduct, covers the following areas:

- **Compliant Practices:**
 - Adhering to all applicable laws, regulations and industry standards
 - Implementing effective risk management practices
 - Ensuring data privacy and security

- **Environmental Stewardship:**
 - Minimizing environmental impact
 - Promoting sustainable practices
 - Conserving natural resources

- **Social Responsibility:**
 - Contributing positively to the communities in which we operate
 - Respecting human rights
 - Promoting diversity and inclusion

- **Ethical Conduct:**
 - Upholding the highest standards of honesty, integrity, and fairness
 - Avoiding conflicts of interest
 - Promoting fair competition

ESA Code of Conduct

Category	ESA standard
Health, Safety and Welfare (HSW)	<ul style="list-style-type: none"> Defined HSW Strategy for current year.
	<ul style="list-style-type: none"> Member of recognised HSW scheme (e.g. CHAS)
	<ul style="list-style-type: none"> Adopt the ESA's Health & Safety Strategy and targets
	<ul style="list-style-type: none"> Nominate a Lead (Statutory) Director for HSW (H&S Rep)
	<ul style="list-style-type: none"> Participation in ESA HSW accident reporting scheme
	<ul style="list-style-type: none"> ISO 45001 certificate
	<ul style="list-style-type: none"> Participation in ESA HSW and absence reporting schemes
Environment (Env)	<ul style="list-style-type: none"> Defined Environmental and /or Sustainability and /or Biodiversity (as applicable) Strategy for current year.
	<ul style="list-style-type: none"> Conform with the ESA Biodiversity Best Practice Guide or equivalent measures, e.g. application of the Conservation Hierarchy (if applicable)
	<ul style="list-style-type: none"> Undertake on-site auditing of environmental and/or sustainability performance
	<ul style="list-style-type: none"> ISO 14001 certificate
	<ul style="list-style-type: none"> Defined Environmental and /or Sustainability and /or Biodiversity (as applicable) Strategy for current year.
Quality (Q)	<ul style="list-style-type: none"> Defined Quality Policy (or is included in a combined SHEQ policy) for the current year
	<ul style="list-style-type: none"> Conform with the ESA Quality Standard for Recycled Plastics (if applicable)
	<ul style="list-style-type: none"> ISO 9001 certificate
Governance (G)	<ul style="list-style-type: none"> Defined strategy for the current year covering at least: corruption & bribery, diversity, modern slavery, and social value
	<ul style="list-style-type: none"> Conform with the ESA Social Value Charter
	<ul style="list-style-type: none"> Conform with the ESA Standard for Responsible Export (if applicable)
	<ul style="list-style-type: none"> Conform with the IPHR Waste and Recycling Modern Slavery Protocol or equivalent measures
	<ul style="list-style-type: none"> Appropriate measures in place to prevent landfill tax fraud (if applicable).
Carbon	<ul style="list-style-type: none"> Adoption of a longer-term strategy for decarbonising activity, (See ESA's Net Zero Strategy)

Category	ESA standard
	<ul style="list-style-type: none"> • Participation in ESA biennial scope 1 and scope 2 reporting scheme
Energy €	<ul style="list-style-type: none"> • Defined strategy for energy management for the current year
Competence Management (CM)	<ul style="list-style-type: none"> • Defined strategy for personal development, training and competency for current year
Transport (T)	<ul style="list-style-type: none"> • FORS certificate (if applicable)
Information Security (IS)	<ul style="list-style-type: none"> • Defined strategy cyber and data protection for the current year
	<ul style="list-style-type: none"> • Member of IT/Cyber resilience scheme with third party auditing (e.g. Microsoft cyber essentials plus)
Business Continuity (BC)	<ul style="list-style-type: none"> • Defined strategy for business continuity for the current year.
	<ul style="list-style-type: none"> • Member of business continuity scheme with annual third-party auditing

ABOUT THE ESA

The Environmental Services Association (ESA) is the trade association representing the UK's resource and waste management industry. Our members are directly delivering the UK's transformation to a more circular economy and are leading the sector's efforts to decarbonise recycling and waste management operations.

The ESA works with government, regulators and the public to deliver sustainable and high-performing waste and resource management solutions for the UK. Our strategic priorities are to set high operational standards for the sector; to deliver more recycling and focus on up-stream interventions to eliminate waste; and to decarbonise our sector by 2040. You can find out more about the ESA and our members' work in our **Corporate Report**

