

Appendix 8

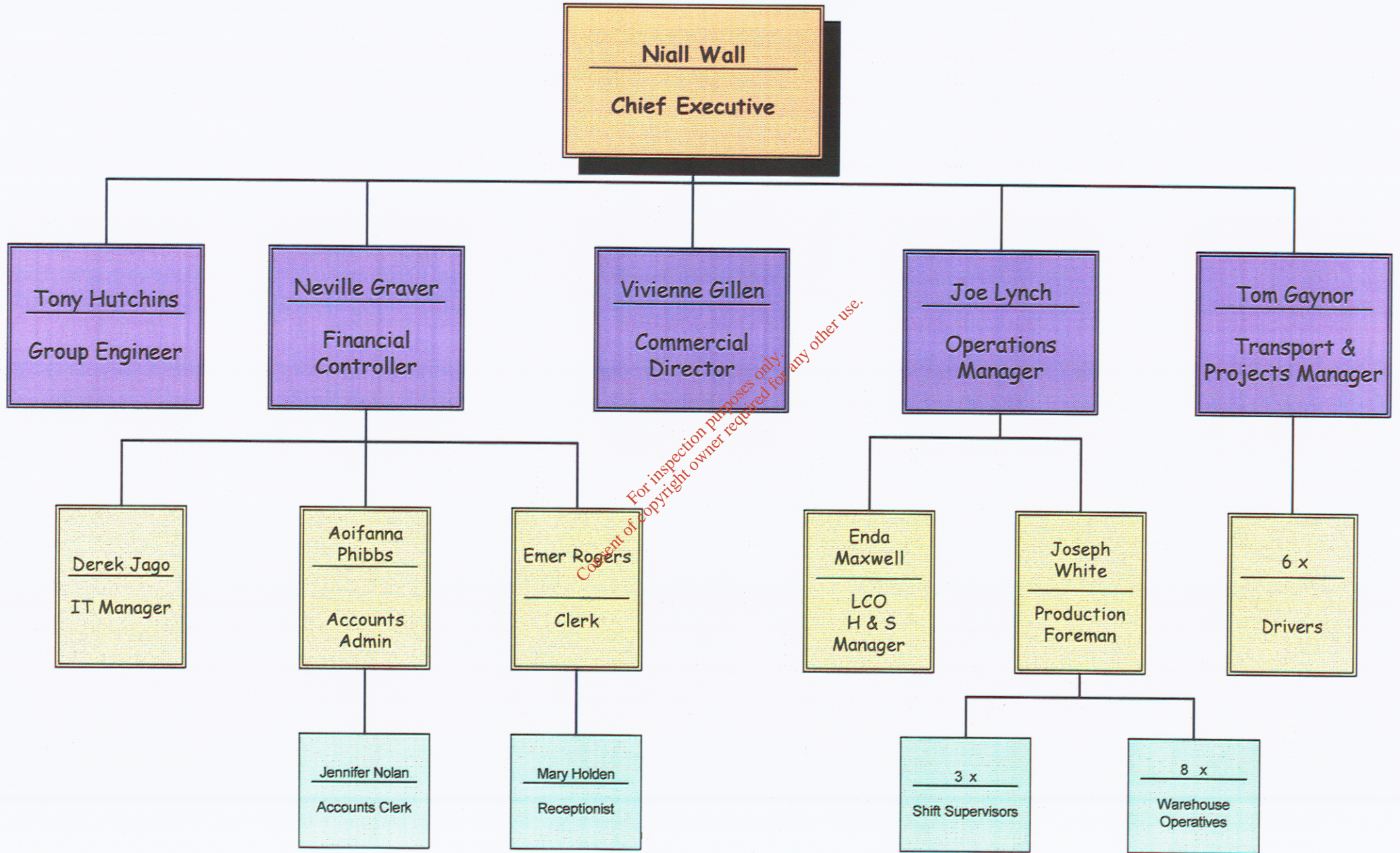
Company Structure

Management Personnel Details

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STI Company Structure



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Section 26.1 EPA Licence Management Structure

- (a) Listed below are the names of all the persons who are to provide the management and supervision of the waste activities authorised by the licence.
- (b) The contact for communications with the sanitary authority is Joe Lynch.
- (c) The responsibilities of each individual are listed below.
- (d) Details of relevant experience and qualifications are also listed below.

Niall Wall – Chief Executive

Niall Wall joined STI in 2002 as Chief Executive with responsibility for all aspects concerning the day-to-day management of the company. Niall was Chief Executive of the Tipperary Lifeware Group for the previous five years. The group included Tipperary Crystal and Tyrone Crystal. Both companies have significant manufacturing operations which included many Environmental and Health & Safety dimensions. Niall remains a non-executive director of that group.

Niall was educated at Castleknock College and the College of Marketing and Design, and is a member of the Institute of Directors.

Responsibilities of Chief Executive

- Ensuring the efficient operation of the STI plant, including the Integrated Management System.
- Ultimately responsible for the provision of all the resources required for STI's operation.

- Carry out performance appraisals for key management staff on an annual basis.

Joe Lynch – Operations Manager (Facility Manager)

Joe Lynch joined STI in September 2002 as Operations Manager (Facility Manager) assuming responsibility for the operation of the Plant and the coordination of the Transport Fleet. Prior to joining STI, Joe spent seven years with Motorola as Business/Manufacturing Manager, before joining the Gateway Computer Group in 1997 as European Manufacturing Manager. In the case of both companies, Dublin represented their European manufacturing headquarters and both were considered to be industry leaders in terms of their approach to World Class Manufacturing and Environmental Health and Safety management.

Joe was educated at St. Patrick's Classical School, Navan and subsequently studied Production Engineering at the Institute of Technology in Dundalk. Joe holds an Industrial Engineering Diploma from Rathmines College and an International Executive MBA from UCD.

Responsibilities of Operations Manager

- Day to day running of the Dublin STI plant in conformity with its Waste Licence Conditions. In the absence of the Operations Manager, these duties will fall to the Production Foreman and after that, the Shift Supervisor on duty.
- Named contact person for communications from the sanitary authority. In his absence, the Health & Safety Manager/Licence Compliance Officer (HSM/LCO) shall be the contact.
- Named contact person for communications from the EPA. In his absence, the Health and Safety Manager / Licence Compliance Officer shall be the contacted.

- Jointly with Commercial Director shall be responsible for communications with major customers.
- Ensuring the implementation of the Integrated Management System, and the Schedule of Objectives and Targets. The Production Supervisor and the HSM/LCO shall jointly take over his functions in his absence.
- Ensuring the documentation and implementation of procedures, including corrective actions, and follow up as necessary. In the absence of the Operations Manager, the HSM/LCO shall perform this function.
- Ensuring that environmental performance information shall be readily accessible to the public and environmental complaints are recorded and actioned. In the absence of the Operations Manager, this duty will fall to the HSM/LCO.
- Overall responsibility for ensuring that training programmes are put in place and implemented.
- Ensuring that all waste collections comply with ADR and CDGR (Carriage of Dangerous Goods Regulations) requirements, particularly with regards to documentation and the keeping of accurate records.
- Efficient and safe collection of waste from customers and delivery of clean bins to them.
- Ensuring that drivers have adequate training in Health and Safety Procedures, including emergency procedures.
- Ensure that drivers have adequate training in documentation requirements relevant to waste transport, and that they do not accept waste in the absence of proper documentation.
- Implementation of the electronic tracking system at STI.

Vivienne Gillen – Commercial Director

Vivienne Gillen worked in the medical profession prior to becoming involved in the Healthcare Waste Industry. She joined the Rogers group in 1992, and has continued in the capacity of Commercial Director since the Sterile Technologies entity was formed in 1996. Vivienne has completed a two year course in Business Studies at IMI and is a member of the International Healthcare Waste Working Group (IHWVG) under the Institute of Waste Management (IWM).

Responsibilities of Commercial Director

- The correct implementation of the Joint Waste Management Board contract and is the named contact person.
- Provision of reports relating to the service to the Department of Health.
- Ensuring that guidelines laid down by the Department of Health and regulatory authorities are strictly adhered to by all generators of healthcare risk waste.
- Responsible for external complaints and corrective actions .
- Responsible for dealing with customer declarations and contracts.
- Liaisons with STI customers in terms of services.
- Provision of training and advice to all generators in relation to healthcare risk waste management.
- Jointly with Operations Manager shall be responsible for communication with major customers.

Neville Graver – Financial Controller

Neville Graver joined Waste to Energy Ltd (now STI) in 1995. He is a Fellow of the Chartered Certified Accountants (FCCA).

Neville worked for nine years with British Rail in various locations as a Management Accountant. This was followed by eight years with Crane Fruehauf as Financial Controller. Neville has been based in Ireland for 18 years including 12 years with Lucas Ireland initially as Financial Controller and for five years as General Manager.

Responsibilities of Financial Controller

- Control of finance within STI.
- Accounts Department and Administrative Staff, including the Systems Administrator.
- Overall responsibility for finance and purchasing..
- For the allocation of resources.

Tony Hutchins – Engineering Manager

Tony began his professional career as an aeronautical apprentice for four years in his native town of Stockport, Cheshire, before spending six years in the British Merchant Navy as a Marine Engineering Officer. Following his service, he worked for ICI as a plant maintenance fitter and then Henry Simon Ltd, who are involved with commissioning cereal milling plants. After having then run his own company, Brandaqua Ltd (dealing in a wide range of mechanics from water treatment to incineration), he then joined Sterile Technologies in April 1999.

Tony is currently the company's Engineering Manager, as well as the Site Manager for STI's Antrim plant.

Responsibilities of Engineering Manager

- Implementing any and all technical changes to the STI Model 2000 process and other engineering entities around the plant.
- Notification to management of any new technology that may benefit the company financially or environmentally (ideally both), and act on the recommendations accordingly.
- Assessing any new equipment installed at any of the STI plants.
- Oversee any new trials of equipment conducted overseas or abroad.
- Assessment of performance of off-site contractors, e.g. electricians, mechanics or engineers etc.
- Overseeing all future STI plant installations, including their location and plant set-ups.

Health & Safety Manager/Licence Compliance Officer – Enda Maxwell

Enda studied at the University of Ulster Coleraine, where he graduated with a BSc in Science with Management (and a Diploma in Industrial Studies). He worked for a year as a laboratory technician in Glanbia Meats in Rooskey, Co. Roscommon, working as a sensory analyst and microbiologist. He then attended the University of Luton for one year, obtaining an MSc in Scientific Technology (Biological and Chemical Analysis). Enda is also a qualified DGSA (Dangerous Goods Safety Advisor).

Prior to going Sterile Technologies Ireland Ltd in November 2001 Enda worked as the Environmental Technician/Waste Manager in Masonite Ireland in Carrick-on-Shannon, Co. Leitrim for 18 months.

Responsibilities of Health & Safety / Licence Compliance Manager

- All health and safety procedures at STI, and ensuring STI adhere to all legal requirements in relation to health and safety, and shall be kept appraised of any changes in legislation.
- Monitoring compliance with the Waste Licence conditions and for the submission of the quarterly and annual reports to the EPA.
- Alerting the General Manager to non-compliances under the Waste Licence, ensuring that the Environmental Protection Agency (EPA) are informed and monitoring the implementation of agreed corrective actions.
- Deputising for the Operations Manager as named contact person for communications from the EPA and Sanitary Services in his absence.
- The Microbiological Spore Challenge testing for the STI Model 2000 unit and processed waste.
- Conducting health and safety training as necessary, and ensuring as far as is reasonably practical that all employees carry out their duties in a safe manner.
- Liaising regularly with the Health and Safety Authority, the local Fire Brigade, the EPA and other relevant bodies.
- Carrying out safety/hazard audits on a regular basis and addressing any issues which need attention.
- Providing environmental, health and safety updates at the weekly management meetings, following up suggestions and recommendations, and ensuring that readily retrievable information is kept up to date.

- Ensuring that adequate safety procedures for contractors are in place, including insurance.
- Maintaining and updating STI's Safety Statement in a timely manner and ensuring that each member of staff is familiar with its contents. This shall be recorded.
- Setting up accident reporting and recording procedures.
- Checking and ordering all safety and first aid supplies, including those required in vehicles etc. and also in any off-site premises.
- Fire evacuation procedure and notifying staff of any changes (this includes appointing Fire Marshals at each site).
- Ensuring that the laboratory area shall be kept adequately stocked and kept clean at all times.

Offsite Responsibilities.

- Checking all loading areas and if necessary visiting customer premises to ensure the safety of STI staff working there.
- Liaising with relevant hospital staff on a regular basis, and for agreeing and carrying out waste handling training programmes.

Derek Jago – IT Manager

Derek studied Information Technology in Senior College Ballyfermot and received a passing VEC Cert. From here, he joined Intel for eight years. Following this he joined Irish Distillers as a Desktop Administrator on a one year contract. Thereafter he moved to PARC where he was employed as a System Administrator. Prior to joining STI as systems administrator Derek was employed by Baydon Solutions as a Network Administrator.

Responsibilities of IT Manager

- Liaison with management in regard to IT matters.
- Identification and implementation of IT cost cutting strategies.
- Development of the Electronic System, and training of staff on same.
- Maintain close contact with all IT vendors and contractors, and review all contracts where required.
- Ensure that all IT procedures are adhered to.
- Maintain the DC, SQL Server, MS Exchange 5.5, Citrix Metaframe 1.8, MS Proxy, DHCP, DNS and Active Directory.
- Support the following systems: Win 95/98/ME/NT/2000/XP desktop and server, Unix/Linux, Novell 4/5, Citrix, Lotus Notes 4/5, Office 97/2000 and XP.
- Involvement in the Planning and Documentation of Disaster Recovery.
- Automation of Anti-virus updates.
- Reduction in phone system and leases lines costs.

Tom Gaynor – Transport and Projects Manager

Tom studied Chemistry in University College Dublin, and following attainment of his BSc, undertook a Graduate Diploma in Industrial Chemistry at the University of Limerick, followed by an MSc in Environmental Management. Following graduation, Tom spent a year teaching in a number of educational institutions. He then joined Tegral Building Products, Athy, Co. Kildare as Works Chemist. Having completed

three years there, Tom moved to British Polythene Industries as Quality Manager at the Dublin site on the Kylemore Road. Within a year of joining BPI, Tom was promoted to Production Manager with responsibility for the entire production function. Tom remained with BPI for over two years then joining Sterile Technologies Ireland as General Manager. In recent times, Tom has concentrated on project work for the expanding Sterile Technologies Holdings Group and Rogers Group Waste, involving preparatory work for the development of new business.

Responsibilities as Projects Manager

- Assist in the development of external markets in the United Kingdom and Europe.
- Assist in the attainment of support in the form of commercial funding or technical assistance.

Responsibilities as Transport Manager

- Overall responsibility for scheduling all collections both directly for STI and through our subcontractors.
- Delivering 100% compliance in terms of Hospital Collection Schedule.
- Management of a team of six full time drivers.
- Ensuring that the STI fleet of seven rigid and articulated vehicles are maintained to the highest standards of reliability and cleanliness.
- Ensuring all collections are carried out in full compliance with all ADR and CDGR regulations.
- Regularly auditing all company vehicles to ensure compliance with all ADR and other legal requirements.

- Overseeing all collections are accurately tracked and recorded in line with the company's electronic tracking system.
- Ensuring that the highest standards of safe practices are assured at all times in relation both to vehicles and drivers.

Joseph White – Production Foreman (Deputy Facility Manager)

Joseph White joined STI in April 1999 following a long career with PJ Walls Ltd. Prior to that, Joseph worked with a chemical company, Burgess and Galvin and worked mainly in operations and maintenance. Originally employed as a shift Supervisor, Joseph is now the Production Foreman, responsible for the day-to-day operation of the plant.

Responsibilities of Production Foreman

- Ensuring the effectiveness and efficiency of the STI plant and to supervise the General Operatives. In the absence of the Production Foreman, these responsibilities shall fall to the Shift Supervisor or, in his absence, the General Manager.
- Ensuring Health & Safety Policies and Procedures are followed. In the absence of the Production Foreman, these responsibilities shall fall to the Shift Supervisor or, in his absence, the General Manager.
- Ensure awareness of all waste licence conditions among the warehouse personnel and ensure that all licence conditions are adhered to, specifically waste acceptance and inappropriate waste rejection, waste handling and spillage procedures. In the absence of the Production Foreman, these responsibilities shall fall to the Shift Supervisor or, in his absence, the General Manager.
- Co-ordinating personnel requirements and holiday rotas etc. In the absence of the Production Foreman, these responsibilities shall fall to the Shift Supervisor or, in his absence, the General Manager.

- Ensuring the preventative maintenance programme is followed. In the absence of the Production Foreman, these responsibilities shall fall to the Shift Supervisor or, in his absence, the General Manager.
- Notification of all incidents, of all natures, to the General Manager. In the absence of the Production Foreman, these responsibilities shall fall to the Shift Supervisor.
- Ensuring proper records are kept including daily logs and incident forms. In the absence of the Production Foreman, these responsibilities shall fall to the Shift Supervisor or, in his absence, the General Manager.
- Inspection of the plant for environmental nuisances (noise, odour, litter, etc) and reporting of findings to the General Manager and HSM/LCO. In the absence of the Production Foreman, these responsibilities shall fall to the Shift Supervisor.

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