

Autumn 2024

Paisley

Waste World Cup

At the end of June, a team from Augean took part in the annual six a-side football Waste World Cup at Beaconsfield Rugby Club. The team were joined by over 300 other professionals from other businesses across the waste sector.

The tournament consisted of nine groups, with five teams playing in each group. The Augean team managed to top their own Group A pool and went on to the knockout stages. Sadly, they lost 5 – 0 in the quarter finals. While they didn't manage to bring it home, one team member was awarded the Golden Glove and another the Golden Boot. Well done!

The event was organised by **letsrecycle.com** in support of WasteAid, an organisation that works with communities and policy makers in low and middle-income countries to implement waste management and recycling programmes. Waste Aid tackles the four most common waste streams that can have a significant and detrimental effect on people and planet in the countries where the charity is active. They support communities to take positive action to take control of waste programmes themselves.

If you want to learn more about this valuable work and the difference it makes, please visit www.wasteaid.org



Augean Sites Celebrate 20th Anniversary

From Peterhead in Scotland to Plymouth in Devon, Augean sites up and down the UK have been celebrating the 20th Anniversary of its foundation.

The site staff were able to enjoy a day of celebration with a highlight of a 20th Anniversary Lunch organised by the company to show its appreciation for their hard work and dedication over the years which has been key to Augean's success. There were opportunities to reminisce and reflect on Augean's achievements and key milestones.

Augean has come a long way from 6 August 2004, with three employees in a Wetherby office! The company now has nearly 600 staff encompassing a wide range of skills and disciplines, working across 22 sites around the country.

While there have been many changes in Augean, the waste sector, and the policy and legislation that guides it over the last twenty years, there is a golden thread of values that runs across those two decades. There has always been a strong commitment to staff and their wellbeing and professional development; clients and the continuing importance of excellent customer service and operational delivery; ensuring the highest standards of health, safety and compliance and supporting the communities who live alongside our sites.

Looking to the future, Augean is excited and enthused by the challenges that lie ahead in the next 20 years. In October 2021, Augean was acquired by a consortium of Ancala Partners and Fiera Infrastructure. With owners who are committed to provide the company

with necessary financial, technical and strategic support to maintain and improve Augean's high standards and proactively look for further opportunities in the market, the future looks very bright.



Waste Acceptance at Augean Sites

To operate lawfully every Augean site must have in place Environmental Permits. These are issued by the relevant industry regulatory body, in this case the Scottish Environmental Protection Agency (SEPA), that sets out what activities or processes that can take place on a site, and the quantities and types of wastes or materials that can be present or accepted. So, how do we know that we are allowed to accept waste or materials coming on to a site?

Firstly, we know in advance and in detail about all waste consignments that are due to arrive at an operational site, and confirmatory checks are in place before anything is accepted.

Rigorous pre-acceptance procedures are carried out before hazardous waste can be consigned to a site, so we can verify the type of waste it is, what it is composed of and who has produced it.

This ensures that we can manage the waste safely and in compliance with the Environmental Permit for that site.

The company's dedicated Technical Assessors examine whether Augean has the capability to handle the waste, if the treatment or process for the waste is the most appropriate and is in accordance with the application of the waste hierarchy.

Wastes that have passed the pre-acceptance criteria are still subject to further checks, testing and verification once they have arrived on a site, to confirm it matches the waste that was expected. Not every Augean site has the same capabilities, so waste acceptance procedures for each site are tailored to the processes available at a site and the type of waste managed.

All wastes that arrive at a site that have not been through the pre-acceptance and booking procedure, or are different from the material that was expected, are rejected or quarantined and isolated and SEPA immediately informed.

You can inspect copies of the Environmental Permits for all our sites on our website.



Lab testing



Waste checks on arrival

Sponsoring Thorn Athletic

Thorn Athletic is a community Football Club based near Augean's Paisley site. The Club strives to not only provide excellent coaching and support on the pitch, but also support families with children in their community through a variety of initiatives such as providing food vouchers, Christmas gifts and raffles, as well as free football classes

and camps free of charge for boys and girls through the school holidays. As the weather in Scotland can be unpredictable, our Paisley site have decided to give a little back to the Club by sponsoring rain jackets for one of the Youth Club teams, keeping them dry on the pitch whatever the weather and the best-dressed team in the area!



Thorn Athletic's young team proudly sporting their new waterproof jackets

20 Acts of Kindness

Inspired by our 20th Anniversary we have set a target for all our employees to aim for. To celebrate each of our twenty years, the theme of the challenge also revolves around the theme of this number – 20 Acts of Kindness.

Augean staff are already no strangers to charitable fund raising, volunteering, championing local community projects and supporting their local foodbanks. This year we are encouraging everyone to go that bit further and spread a bit more kindness to colleagues and the community through thoughtful works and actions.

As long as these acts benefit the community or the team, there are no boundaries for how these 20 Acts of Kindness are completed. It also does not have to be 20 individual acts; it could be 20 hours fundraising, for example, 20 people involved, or £20 pounds raised.

Just like our Day a Year to Volunteer initiative, where every employee can take a day off to volunteer on full pay, these acts have limitless possibilities in how they are achieved, from coaching a children's sports team or donating blood to volunteering at a foodbank.



Supporting Cancer Research

John Elliot, the nominated Technically Competent Manager at Paisley, is also the Sensei Chairman and coach for the Bushido Karate Club (BKA), which hosts many different clubs and classes across East Renfrewshire. Earlier this year the Club took part in a challenge to complete 100 push-ups a day for a month. Their efforts were to raise

money for the charity Cancer Research. An impressive £6,098 was raised and they were the top fundraiser for the challenge in the UK.

The Club also received a letter of thanks and congratulations from the House of Commons for the hard work and dedication of all the coaches and participants at BKA.



All Round Wellbeing in the Workplace

The health, safety and welfare of employees is a priority for Augean. We take a proactive approach to promoting awareness of safety issues and encouraging good practice to make an annual improvement to our performance. All members of staff are encouraged to report near misses, identify safer ways of doing things no matter how minor and are also empowered to stop others when it is thought an action is unsafe.

While physical health and wellbeing is a top priority in the workplace, Augean has

also recognised that mental health and wellbeing also needs to be addressed. Mental health and wellbeing actions are being supported by 30 employees who have been trained as Mental Health First Aiders and a further 15 employees who have volunteered as Wellbeing Champions proactively check on colleagues.



Tackling Plastic Waste

As all Augean's volunteer litter pickers will be able to tell you, single use plastic bottles, packaging, wrappers and containers form a substantial proportion of the rubbish they collect from their local streets, roadsides and beaches. Plastic waste is a global problem with damaging effects on our environment, ecosystems and human health.

At Augean our instinct to reduce, reuse, recycle and recover is very strong as it forms a substantial part of what we do. In this spirit and to commemorate our 20th Anniversary, we have encouraged all our employees to help reduce plastic waste by giving them a reusable bottle, for both hot and cold drinks, as part of our celebrations.

Reducing Emissions

The protection of the environment and human health is at the centre of everything Augean does. Our wide range of services deliver ways to recycle, treat, recover and dispose of hard to handle waste materials that our society produces in a responsible and sustainable way.

The UK is committed to reaching Net Zero emissions by 2050, so that we can create a more sustainable future framed within a circular economy. By driving more and more waste up the waste hierarchy, Augean is already part of that process. However, as a business we must also address the carbon emissions that our operations, directly and indirectly, produce and look for ways in which these can also be reduced.

As part of our Environmental, Social and Governance (ESG) strategy we will be implementing emissions policy

and carbon reduction targets as a business. These will be in addition to the emission reduction measures that have already been carried out.

In 2022 Augean launched an electric vehicle salary sacrifice scheme to its employees. This has proved popular and in 2023 there were 16,628 miles driven on company business using an electric car, 34 times more than in 2022, when this figure was just 491 miles. The continuous improvement programmes on our sites can also help to reduce energy consumption and efficiency, for example, replacing older lighting with LED lights.

We are developing further plans to reduce our carbon emissions, including reducing reliance on fossil fuelled plant at our sites, rationalisation to drive down

the need for movement of wastes and increasing the change towards vehicle and fuel use from zero emission sources.



The Importance of HSEQ



Health, Safety, Environment, and Quality (HSEQ), is an essential framework used within Augean to ensure operational excellence and mitigate risks. It encompasses a comprehensive approach to managing workplace safety, environmental impact and quality assurance.

Our HSEQ team work hard to help develop up to date practices and policies to ensure health and safety and environmental best practice on-site, and continually monitor and measure this through frequent audits and inspections at every site to confirm that the compliance obligations of Augean are being met.

Part of this role is also to develop and maintain HSEQ programmes and communication. Earlier in the year Augean introduced a campaign called 'Stop the Job' with the strapline STOP-

THINK-ACT, together with issuing a 'My Behaviours' card, a dynamic risk assessment tool that employees can refer to.

Monthly safety campaigns are delivered on key issues, to improve awareness of the topic and promote discussion on resolving any problems associated with it. An example of a recent safety campaign was on the subject Forklift Truck Safety, to raise awareness of potential hazards and preventing incidents for those operating forklifts and others who are working in an environment where they are being used. Presentations and delivery sessions for the campaign were available at every site. Previous campaigns have included subjects like seasonal working, for both summer and winter, and working from height.

While it is important to engage with the workforce on each site, promoting an ongoing and positive safety culture, all operational staff members do also receive Institution of Occupational Safety and Health (IOSH) Working Safely training as the very minimum, with all supervisory staff receiving IOSH Managing Safely training. There are also several National Examination Board in Occupational Safety and Health (NEBOSH) qualified staff across Augean sites, both in HSEQ and operational roles.

OPEN DOOR POLICY

Would you like to find out more about what we do? We would like to remind you that we have an open-door policy at all of our sites so a visit can be arranged by appointment with the Site Manager at any time of the year.

To ask any question or report concerns regarding our sites or to arrange for a site visit so that you can see our operations first-hand, please contact:

Augean Paisley

Tel: 0141 887 5689

Email: info@augean.co.uk



For further information about Augean, please visit www.augean.co.uk or contact our Telephone Helpline: 0330 133 2629

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