

Spring 2025

North East Scotland

Changes to Management Board



Richard Brooke

Augean is delighted to announce that Richard Brooke has been appointed as Chief Executive Officer (CEO). Richard brings a wealth of leadership experience, having worked in the waste management sector for over 30 years. In his previous role as Commercial Director at Augean, he played a pivotal role in refocusing and articulating the company's vision and corporate strategy.

Brian Mulholland will be stepping into the role of Commercial Director, succeeding Richard. Brian, who joined Augean in June 2024, also brings with him over 30 years of experience in waste management, having held senior positions in commercial, operational, and business development roles within the industry.

The company also welcomes Paul Boote as Chief Finance Officer. Paul has held senior finance roles in companies operating in the sports, construction, and waste management industries, most recently with an environmental infrastructure company.

While these are significant changes, Augean remains steadfast in its commitment to high standards of operation, health, safety, and environmental compliance, which are cornerstones of the business. Equally important is our dedication to maintaining a strong reputation for operational excellence and delivering high levels of customer service. We will continue to be actively involved in community initiatives that positively impact local life, foster strong community ties, and demonstrate our commitment to being a responsible neighbour.

ESG Strategy Launched

Augean is proud to have launched and implemented its Environmental, Social and Corporate Governance (ESG) Strategy last year, which cements its commitment to operating as a sustainable and responsible business. Its performance is internationally recognised. Each year, Augean participates in both GRESB Infrastructure Assessment and EcoVadis and has received significant performance ratings for ESG.

Augean strives to adhere to best practices in environmental stewardship, social responsibility, and corporate governance. The continuous development of ESG standards is an integral part of Augean's business growth. This is demonstrated through the company's values, policies, and management systems. The latest Corporate Social Responsibility Report (CSR) is a key component of this process.

The ESG Strategy outlines Augean's approach to recording and transparently reporting ESG performance, enabling the use of data to make informed decisions on where performance should be adjusted to meet the business's needs and demonstrate continuous improvement. Augean's sustainability efforts are centred on the UN Sustainable

Development Goals (SDGs). This aligns with globally recognised sustainability priorities. Augean will track and report on progress in contributing to these goals via its ongoing Sustainability, ESG, and CSR reporting regimes.

Everyone at Augean has a part to play in ensuring that the company acts sustainably, minimises its carbon footprint, is committed to staff development and growth, acts as a good neighbour in the local community, and upholds a strong and ethical corporate culture.

Augean strives to grow its business sustainably while making a positive impact on society and the environment. It is committed to transparency, responsibility and creating long-term value for all its stakeholders. The ESG Strategy will provide Augean with strategic direction for advancing its ESG principles in the future.

To find out more about Augean's ESG Strategy, please visit www.augean.co.uk/esg

Governance



Social

Environmental

GRESB is an independent organisation that provides verified, evidence-based ESG performance data and peer benchmarks for investors to enhance their business knowledge, industry involvement, and informed decision-making.

In 2024, Augean scored 97%, earning it a 5-star rating and ranking it as the second-best organisation globally in the Environmental Services: Waste Treatment category.



GRESB
INFRASTRUCTURE
sector leader 2024

EcoVadis is a globally trusted provider of business sustainability ratings, rating over 130,000 companies in the EU. The rating is based on evidence demonstrating how effectively a company has integrated sustainability principles into its business and management systems.

Augean has been awarded a silver medal for 2024-25 by EcoVadis, and the score it received placed it in the top 7% of companies assessed by EcoVadis in the past 12 months.



Augean Apprenticeships

Augean has an excellent record of supporting apprenticeships, creating positive outcomes for young people and those seeking a different career direction.

Our offerings include apprenticeships in various areas, such as waste management, environmental science, business operations (including HR, Finance and Commercial), and health and safety, among others. Each programme is designed to provide comprehensive training that aligns with industry standards and best practices.

Throughout the apprenticeship, participants will work alongside experienced professionals who will mentor and guide them in their roles. This hands-on experience is invaluable as it allows apprentices to apply theoretical knowledge in real-world situations, thereby enhancing their learning and building confidence in the workplace.

As part of our commitment to continuous development, Augean also provides opportunities for apprentices to engage in further training and professional development, enabling them to advance their careers and take on leadership positions within the company. We believe that by investing in our apprentices, we are investing in the future of the waste management

sector and contributing to a more sustainable environment.

In addition to technical skills, our apprenticeship programmes emphasise the importance of teamwork, communication, and problem-solving abilities - soft skills that are essential for success in any industry. We create a supportive environment that fosters collaboration and innovation, encouraging apprentices to share their ideas and perspectives.

Augean is dedicated to promoting diversity and inclusion within our workforce. We welcome individuals



from all backgrounds to apply for our apprenticeship programmes, as we believe that diverse teams drive creativity and enhance our ability to meet the challenges of the hazardous waste sector.



The Return of Tall Ships Races to Aberdeen

The Tall Ships Races are coming to Aberdeen this summer. The world-renowned sailing extravaganza returns to the city for the first time in nearly 30 years on 19 to 22 July 2025.

It is Europe's largest free family event and is expected to draw around 50 Tall Ships from across the globe, as well as attract 400,000 visitors to the city. Over the course of the vibrant four-day event, the city's harbour will transform from an energy hub into a world-class event space, including a quayside concert.

Young people between 15 and 25 years old, living in an AB postcode area, were offered the experience of a lifetime and urged to apply to be part of a Tall Ship crew. No previous sailing experience is required, as the knowledgeable crew on board the ships will teach trainees everything they need to know about life on board, from setting sails to navigating, climbing the masts, and performing daily duties. They will have the chance to sail aboard a Tall Ship from Dunkirk, France, to Aberdeen, or from Aberdeen to Kristiansand, Norway.

A place on the Tall Ships Race as a trainee costs up to £2,000, which covers all transport, meals, equipment and accommodation. While successful applicants can self-fund, this opportunity should be accessible to everyone, so at least 100 funded places have been made available. Augean is incredibly proud to have sponsored one of these trainees, enabling a local young person to take part in this once-in-a-lifetime experience.



BE PART OF IT

GET READY

GET EXCITED

GET INVOLVED

19-22 JULY 2025



Teenage Cancer Trust

Tyler Summers, our HSEQ Co-ordinator for North East Scotland, will be taking part in the London Marathon at the end of April to raise funds for the Teenage Cancer Trust.

The Teenage Cancer Trust is a charity that provides unique care and support specifically designed for young people with cancer. They fund specialised nurses, youth workers, and hospital units to

provide young people with dedicated staff and facilities to support them during their cancer journey.

To support Tyler in his mission, the dedicated team at Greenbank organised a coffee morning to raise money for the Teenage Cancer Trust. Thanks to the generous contributions and enthusiastic participation of everyone involved, the team successfully raised £120.

This donation will go directly towards supporting the vital work of the Trust.



Local MP visits Blackdog



Local MP for Gordon and Buchan, Harriet Cross, visited Augean's Aberdeen Blackdog site in January. She was welcomed by Augean's Chief Executive Officer, Richard Brooke, for a briefing and given a tour of the site by Keith Garden, Site Manager. Also present were Gary Bower, Director of Corporate Stewardship, and members of the HSEQ team.

Harriet learned about the cleaning, waste management and transfer operations that

take place at the site. We explained the support Augean gives to the North Sea Oil and Gas industry, and she acknowledged the ongoing importance of this sector to the economy of Aberdeen and the surrounding area. We also discussed the challenge of how to combat waste crime and the effect it has on legitimate businesses and the environment.

Keith Garden has very recently been promoted to Site Manager for our Blackdog and Pocra Quay sites. Keith's new role is intended to focus on the development of a new decontamination facility at Blackdog. The new facility is a £500,000 investment by the company to boost our decontamination capabilities, of this £300,000 has been used in the purchase of an automated tubular decontamination system delivered in mid-March. We wish Keith every success in the future.

Successful SEPA Audit

Waste sites in Scotland are regulated by the Scottish Environmental Protection Agency (SEPA). SEPA is responsible for issuing Environmental Permits that detail the activities or processes that can take place on a site, as well as the quantities and types of wastes or materials that can be accepted and present at the site. They also regularly and rigorously inspect sites to assess their compliance with the permit.

To fully support the Oil and Gas sector in the Aberdeen area, it is necessary for us to handle and treat NORM waste. This stands for Naturally Occurring Radioactive Material, which, as the name suggests, is contaminated with small amounts of radiation that are natural in origin and not a result of human activity. NORM wastes arise as a result of oil and gas exploration and drilling in the North Sea.



Our sites must have a specific NORM permit in place to lawfully handle, store and treat these wastes. Greenbank, Pocra Quay, Blackdog, and the Peterhead EcoCentre were recently visited by SEPA to audit their compliance with the NORM permits held by these sites. All were a success, with only minor suggestions for further improvement in compliance resulting from the various site visits.

Supporting Local Foodbanks



It is an unfortunate truth that far too many people continue to struggle with the cost of living and must rely on food banks for basic food items and other essentials.

Augean employees at every one of our 22 sites have continued to support their local food banks with generous donations throughout 2024 and into 2025. Our North East Scotland and Great Yarmouth sites also continue to help their local food banks as well. Their sustained efforts and enthusiasm to help support those less fortunate in the local communities where our sites are located have been truly remarkable.

Contract Success

Augean has been awarded a multi-year contract with bp for the management of drilling waste, specifically focusing on processing drill cuttings from the company's operations in the North Sea.

With an impressive track record of over 19 years without a lost time incident (LTI) offshore, Augean brings extensive experience and specialised expertise to the drilling waste management sector. Augean's offshore containment equipment significantly reduces the risk of environmental release during operations, supported by a robust fleet of over 500 skips, ensuring service availability and reliability.

Augean's state-of-the-art EcoCentre facility in Peterhead, located at one of the UK's primary oilfield ports,

is designed to treat contaminated drill cuttings, facilitating compliant recovery and disposal while also minimising the carbon footprint associated with transporting offshore waste.

This contract is a great win for Augean. We invest heavily in both our equipment fleet and our personnel to ensure we can always meet customer demands and provide a comprehensive and reliable service.



The EcoCentre, Peterhead

STEM Ambassadors



Augean at STEM Fest 2024

Many industries, including the waste management industry, are increasingly recognising the importance of encouraging young people to consider a career in Science, Technology, Engineering, or Mathematics (STEM) and also to increase the diversity of those who pursue such careers.

Some of our sites are already involved in STEM activities, including STEM Fest, school visits, and career breakfasts. However, Augean would like to take that further, and we are actively encouraging all our sites to have around two or three people to act as STEM Ambassadors, working through the organisation STEM Learning.

Engaging with children and young people, particularly early on, can change their perception and attitude towards

STEM. A crucial aspect of this is helping them understand the significance of STEM in contemporary society and the diverse range of career pathways and professions available to those who study science.

We believe that interacting with people who have careers related to STEM, such as Augean staff members, at events large or small, can be very enriching for the education of young people in our local communities. STEM Ambassadors bring STEM subjects to life by providing a clear connection between STEM subjects in the classroom and real-life examples of industry careers. It also allows us to highlight the different roles available in the waste sector and promote the opportunities we offer, such as apprenticeships.

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, where possible, so a visit can be arranged by appointment with the Site Manager at any time of the year.

Contact

We are keen to continue to act as a good neighbour. To ask any questions or to raise any concerns about our sites, please contact:

Peterhead

01779 575020

Aberdeen (Blackdog)

01224 719200

Aberdeen (Greenbank)

01224 896690

Aberdeen (Pocra Quay)

01224 582340

Great Yarmouth

01493 805400

Email: info@augean.co.uk



For further information about Augean, please visit www.augean.co.uk or contact our Telephone Helpline: 01224 600240.

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