

Spring 2025

ENRMF and Thornhaugh

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.

Simpler Recycling

At Augean sites, the concept of separating waste streams is second nature. We often stress the importance of recycling waste material in creating a sustainable circular economy.

A significant change came into force in the UK on 31 March 2025 with the introduction of Simpler Recycling. This requires businesses in England with 10 or more employees to separate the waste generated in offices and workplaces into different streams. These include residual waste (black bin waste), food waste, paper and cardboard, as well as other dry recyclables (e.g. glass, metal, and plastic). For smaller businesses with fewer than 10 employees, this requirement will not be introduced until 2027.



A strong workplace culture of recycling could encourage even more people to do their bit at home as well as at work. The ability of households to recycle in accordance with Simpler Recycling separation streams must also be offered to most homes in 2026. This will introduce more unified recycling rules across England and will particularly affect our ability to regularly recycle food waste, much of which currently goes to landfill.



Community Fund

Community projects within a 10-mile radius of ENRMF in Northamptonshire and Thornhaugh Landfill near Peterborough could qualify for help from The Augean Community Fund. The fund is administered by Grantscape, but the allocation of funding is decided by local community volunteers on the Kings Cliffe Environmental Association (KCEA) and the Thornhaugh Environmental Association (TEA).

There are two rounds of funding each year that allocate grants of approximately £500,000 per annum in total, up to a maximum of £50,000 for each individual project. The current round of applications will close very soon at **midnight on 7 May 2025**. Eligible projects will be informed of the decision by end of July 2025. However, there will be a further round of funding this year with applications to be submitted by **12 November 2025** with a decision on funding by **early February 2026**.

Projects that qualified for the latest funding round are:

All Saints and Saint James Church, Kings Cliffe Refurbishment of the footpath. **£26,000**

Bainton and Ashton Parish Council Improvements to Play Area in St Mary's Close. **£25,000**

Barnack Bowls Club Maintenance equipment and WC refurbishments **£18,716**

Easton Garford Educational Foundation Installation of solar panels to the former school in Easton on the Hill **£50,000**

Nassington Parish Council Replacement slide for the Nassington Playing Field **£23,500**

Nassington Village Hall Trust Refurbishment of Village Hall and kitchen, and repairs to boundary wall **£7,831**

Nene Park Trust Purchase of a woodchipper to conserve woodland at Ferry Meadows Country Park **£24,000**

St Botolph's Church, Helpston Re-ordering of part of the Church **£47,476**

St Pega's Parochial Church Council, Fox Covert Field, Werrington Maintenance and management of field/newt habitat **£10,000**

The Wansford Road CIO Internal plastering of Woodstone Wharf Station, Peterborough **£31,986**

For more information about the Augean Community Fund and the eligibility criteria for projects and applicants, please visit <https://grantscape.org.uk/fund/augean-community-fund/> or contact: Grantscape, Office E, Whitsundoles, Broughton Road, Salford, Milton Keynes MK17 8BU Email: info@grantscape.org.uk

Tel: 01908 247630.

GrantScape



New Lab Facilities at ENRMF

Anyone who has visited ENRMF on one of our annual Open Days will also have had the opportunity to see our on-site laboratory. This is a vital part of the site's infrastructure as it enables us to analyse small samples of waste to confirm that they are as described. This ensures that we know the exact composition of wastes even before they arrive at the site, so we can be confident that they are suitable for acceptance.

At the end of 2024, the laboratory underwent a complete transformation as part of a comprehensive refurbishment programme.

Renovating the sample preparation lab, a critical hub for processing every sample, posed a significant challenge, as shutting it down entirely or outsourcing testing were not viable options. A new cabin was delivered, which was quickly fitted with laboratory furniture and equipment to temporarily serve this function, allowing the work on the existing laboratory to commence without significant interruption. The laboratory offices were similarly relocated to existing cabin space.

The project was completed in 12 weeks, providing a more modern and efficient sample preparation lab as well as a brighter and more welcoming office space. The new cabin also provides us with the flexibility to add new equipment in the future, thereby enhancing the capabilities available to our lab technicians.



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. Their sustained efforts and enthusiasm to help support those less fortunate in the local communities where our sites are located have been truly remarkable.

EA Secondment Scheme Resumes

As a member of the Environmental Services Association (ESA), Augean has previously taken part in their Waste Placement Scheme. This is a collaborative scheme with the Environment Agency (EA) that allows EA personnel to experience working on an ESA member's licensed site.

Like many other things in 2020, these placements largely ceased due to the COVID-19 pandemic. Over 600 EA staff members benefited from this scheme before the pandemic, so we are pleased that it has now been re-established, and Augean has once again hosted officers from the EA at Augean sites at Port Clarence landfill and Waste Recovery

Park, Avonmouth and ENRMF.

Around thirty EA staff members are placed at waste management sites each year to gain a deeper understanding of the industry's practical aspects, providing site-based insights into day-to-day operations. As the regulator for environmental matters, it gives EA officers a more comprehensive understanding of how site activities are also influenced by a complex interplay of regulations outside their remit, such as health and safety and transportation. Working together in this way is mutually beneficial, leading to



a deeper understanding of each other's needs and responsibilities.

STEM Ambassadors



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

In addition to our annual Open Day, we operate an open door policy at our sites, so a site visit can be arranged by appointment with the Site Manager at any time of year.

Keeping You Updated

Would you like to be kept informed about Augean news and other events such as site open days, engineering days and other information you might find useful? So that we can advise efficiently on information, events and activities, which may be of interest to people living nearby, Augean has established a Register of Stakeholders, which has been developed from existing contacts with whom we have already corresponded. If you would like to sign up to receive updates by email or by post please contact us at info@augean.co.uk or telephone us on 01780 723827. It will be possible to unsubscribe from these updates at any time.

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:

James Wathen

ENRMF and Thornhaugh

01780 444900

Email: info@augean.co.uk



FSC

For further information about Augean, please visit www.augean.co.uk or contact our Telephone Helpline: 01780 723827.

This is printed on 100% recycled paper

