

Spring 2025

North West

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.



Toys for the Rainbow Ward



Instead of usual food donation to other sources, the Industrial Services team decided to donate toys to the Rainbow Ward at the Royal Albert Edward Hospital in Wigan.

The Rainbow Ward treats children, from small babies to 16 years old, and offers a wide range of services to help look after many different conditions and illnesses.

As the name of the ward suggests, they aim to make the children's hospital experience as pleasant as it can possibly be, with a dedicated playroom and there

is even a dinosaur themed treatment room!

With 34 beds, it is a very busy ward, so unfortunately some of the toys do go missing or suffer from over-use. The Rainbow Ward is reliant on donations to replace them and we were more than happy to provide various gifts for the playroom to keep the children entertained and their stay in hospital a little bit brighter.

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



School Donations

As part of our community outreach, we have been forging stronger links with a local primary school, Eastcroft Park.

With school budgets tight, the team at Kirkby are always keen to help the school out with any items they might need to enhance the children's learning experience or make their playtime more fun. This has ranged from donating tennis balls and hula hoops to plants and seeds for the school garden.

One of our more recent donations to Eastcroft Park was a collection of helmets for the children, making time on their scooters or bicycles in the playground much safer.

Delivering safety helmets to Eastcroft Park Primary



ISO Recertification



We are pleased to announce that the integrated management systems of Augean Ltd and Augean North Sea Services Ltd have been officially recertified to ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 by the British Standards Institution (BSI). This re-certification for both management systems is a testament to our organisation's continued commitment to providing an excellent quality of service to all our interested parties in a way that is both environmentally sustainable and protects their health and safety.

These re-certifications have only been made possible because of the continued hard work of all our colleagues in maintaining these standards and their commitment to continually improving what the organisation does.

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.

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.



EA Secondment at our Port Clarence site

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.



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:

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0151 203 3222

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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