

Spring 2025

Paisley

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.



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 Paisley site also continues to help the Renfrewshire 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.



What happens at our Paisley Site?

It may be helpful to our neighbours and other members of the local community to remind you about the different processes and activities that take place at our site.

Paisley is part of a network of 22 Augean Group sites and service centres across the UK, providing a wide range of recycling, recovery, treatment, and disposal services for hard to handle waste. Our Paisley site is a Treatment and Transfer facility within that network. It is also home to a Specialist Industrial Services team



and a hub from which we operate a fleet of specialist vehicles.

A range of waste treatment and recovery processes are located at the site, including an effluent treatment plant for contaminated waters generated both on and off the site. Waste oils and oil sludges are also treated to remove contaminants and water, producing a cleaner oil that,

with further treatment, can be reused in various applications.

A Transfer Station is also located at the site. This is where waste streams can be safely stored until a viable amount of waste has accumulated for transport to the next destination, avoiding unnecessary road movements.

Specialist Industrial Services

The Specialist Industrial Services team based in Paisley is one of six Industrial Services (IS) teams that we have located at different sites around the UK. Their services in industrial cleaning, decommissioning and decontamination are offered nationally and in support of the other IS teams.

There are well-established tank cleaning and jetting services available on-site, utilising specialist vehicles. We have expertise in cleaning a wide variety of storage tanks, vessels, silos and interceptor systems, to name just a few.

We have the capability for non-man entry to carry out cleaning; however, if necessary, our highly trained and skilled operatives also have the ability to use confined space entry to carry out the work.

Any wastes generated as a result of cleaning can be treated on-site at Paisley or at other sites within the Augean group.



Raising Funds for RNID

Paul Shields, one of our Maintenance Engineers at Paisley, will be taking part in the London Marathon at the end of April to raise funds for the Royal National Institute for Deaf People (RNID), a charity close to his heart due to a family connection with hearing loss.

There are 18 million people in the UK who are deaf, have hearing loss or tinnitus. The RNID aims to stop discrimination and make daily life fully inclusive for everyone, improve audiology support and services and advance research. A large proportion of people who have a hearing impairment are of working age yet struggle to find jobs or face barriers if they do work. The RNID helps organisations to recruit, raise awareness and give proper support in the workplace.

Paul has been training hard, even giving up his car keys to run to and from work each day. His determination also extends to his fundraising as his goal is to raise £2,000 for this very worthy cause.

Who are SEPA?

The Scottish Environmental Protection Agency (SEPA) is a non-departmental body responsible for maintaining and protecting a safe, healthy, and sustainable environment for everyone. It ensures that environmental regulations are complied with by businesses and industry and warns and informs the general public in the event of an environmental incident. They also provide advice and guidance on environmental matters and participate in scientific research and studies.

Waste sites in Scotland, such as our site in Paisley, are regulated by SEPA. They are responsible for issuing Environmental Permits that detail the activities or processes that can take place on the site, as well as the quantities and types

of wastes or materials that can be accepted and present at the site. You can view the Environmental Permits for all our sites on the Info Centre page of our website, www.augean.co.uk

An important aspect of our ongoing interaction with SEPA is a regular and rigorous site inspection regime. This assesses our compliance with the permit, ensuring that SEPA is satisfied that we are operating in a manner that continues to protect the environment and human health.



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.

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.

bsi. 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.

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

0141 887 5689

Email: info@augean.co.uk



For further information about Augean, please visit www.augean.co.uk or contact our Telephone Helpline: 0141 2660576

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