

Spring 2025

Port Clarence

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.



Springing into Action at Saltholme

From the very outset, Augean has been a major contributor to RSPB Saltholme through funds generated by the landfill tax initiative and which is independently administered by the Teesside Environmental Trust (TET). Last year, the fund generated over £437,000.

It is very satisfying for Augean that we have played a significant part in transforming the area adjacent to our site into the internationally significant bird reserve it is today and how it continues to thrive.

As the days get longer and warmer, it is still a little early for most of the visiting summer birds as they migrate north. However, the reserve is far from empty. There are numerous Widgeon and Teal to be seen currently, as well as some Avocets and Gadwalls. A much rarer bird that has been spotted is a Spoonbill, a bird of European conservation concern and a very rare breeding bird in the UK.

Saltholme is a family friendly destination with a superb Visitor Centre, that can be visited daily throughout the year.

To find out more or to plan your visit and see what's on visit <https://www.rspb.org.uk/days-out/reserves/saltholme>



Spoonbill



Avocet



Safe Transportation

Although it is always preferable to prevent or manage waste at the site where it arises, most of the time, environmental, practical and cost considerations mean that the most practical solution is to send the waste to the nearest appropriate facility.

There are very few facilities in the UK where hazardous waste can be managed, as dealing with these wastes safely and appropriately is a highly specialised process. Therefore, the majority of hazardous wastes need to be transported away from their site of origin, typically by road and often over a considerable distance.

At every operational Augean site, we have carefully thought-out procedures for accepting waste onto the site and how it is then handled, stored, treated, or ultimately disposed of. The same care and attention that we take once we receive waste on to a site must also be applied to the method and means by which it is consigned to us.

The Department of Transport strictly regulates the transportation of hazardous wastes. Firstly, it must be established that the waste can be safely moved. The wastes being transported must then be secured and packaged or contained in the most suitable way for that waste. The carrier of the waste is responsible for ensuring that the waste is transported safely in accordance with the relevant transport regulations.

Sometimes, it is better to establish a set route along which the waste will travel to the designated accepting site. For example, at Port Clarence, all vehicles travelling to or leaving our site must use the A1185 to avoid Port Clarence village and other residential areas. Any waste materials that could be potentially hazardous also require the vehicle driver to have undergone specialist training.

In addition to working with external waste carriers, Augean is also a registered waste carrier. It maintains its fleet of vehicles, including very specialised vehicles, to meet our customers' waste transportation needs.

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 Port Clarence site continues to help various foodbanks in the area, including the Billingham and Stockton Borough Foodbank. 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.

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



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

Once again, 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 Managers 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:

Port Clarence Landfill

Terry Blanchard

01642 546836

Waste Recovery Park

Keilli James

01642 546836

Email: info@augean.co.uk



For further information about Augean, please visit www.augean.co.uk or contact our Telephone Helpline: 01642 089890.

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