

Spring 2025

## South 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](http://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.



# MP Visit to Plymouth



Our site located at Plymouth's Devonport Naval Base was visited by the local MP for Plymouth Sutton and Devonport, Luke Pollard, who is also a Parliamentary Under-Secretary for the Ministry of Defence. The Plymouth facility is a treatment site, mainly for bulk oil and water separation. Being located directly at the Naval Base removes the need for unnecessary transport and treatment elsewhere.

Mr Pollard was welcomed to the site by Darren Burke, Site Manager, before being briefed by Augean's Chief Executive

Officer, Richard Brooke and Gary Bower, Director of Corporate Stewardship.

In addition to a tour of the site, they talked about many aspects of Augean's work, from the company's handling of waste on the Naval Base, to the company's wider expertise in the treatment and disposal of hard to handle wastes. Augean's community activities was also discussed and the challenge of how to combat waste crime and the effect it has on legitimate businesses and the environment.

## 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 South West sites continue to help their local foodbanks, the Plymouth Foodbank, Honiton Foodbank and Bristol North West 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.

## Honiton Under 10s Sponsorship

Sponsoring a local youth team like the Honiton Under 10s Rugby Club is a great way to give back to the community in which we operate and support young athletes. We are one of their main sponsors and have donated branded hoodies to the 15 young players.

Honiton Rugby Club, has a strong tradition of promoting rugby at all age levels, including youth teams. The Under 10s rugby team is part of the club's mini and junior section, which aims to introduce young players to the sport in a fun, supportive, and structured environment.

The typical focus in this age group is on developing basic skills such as ball handling, passing, running, and tackling, while also teaching core values like teamwork, respect, and sportsmanship. Games and tournaments at this level are usually non-competitive, with an emphasis on participation and skill development rather than on winning.

We are incredibly proud to act as sponsors and support this young team, their instructors and parents.

*Team members in their new Augean branded hoodies*



## 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 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.



EA Secondment at our Port Clarence site

## STEM Ambassadors



Augean chemists supporting Exeter College STEM Careers Day

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.



Augean South West is a geographical grouping of three Augean sites located at Honiton, Avonmouth and Plymouth.

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:

**Honiton/Plymouth**

01404 548333

**Avonmouth**

0117 9820303

Email: [info@augean.co.uk](mailto:info@augean.co.uk)



For further information about Augean, please visit [www.augean.co.uk](http://www.augean.co.uk) or contact our Telephone Helpline: 0330 133 2629

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