

Autumn 2025

Paisley

New Solar Panels and EV Charging



New Wetherby EV chargers

A key element of our ESG strategy is to reduce the carbon emissions we produce, directly and indirectly, due to our business activities and the amount of energy used by our 22 sites. This forms part of the UK's commitment to reach Net Zero emissions by 2050, creating a more sustainable future underpinned by a circular economy.

Within the implementation of this strategy, we identified our sites at Berwick, ENRMF, Kirkby and Port Clarence Waste Recovery Park as suitable for the installation of renewable energy solar schemes this year. After these four initial solar installations, we are assessing the potential for solar schemes to be rolled out at some of our other sites as well going forward.

An electric vehicle salary sacrifice scheme was introduced by Augean in 2022, which is becoming increasingly popular with employees. In 2023, the electric vehicle mileage used for company business was 16,628 miles. In 2024 this more than doubled to 40,605 miles, accounting for more than five per cent of Augean's non-fleet company business miles.

To further support this, four electric vehicle charging points have been installed at our Head Office near Wetherby, for use by both employees and visitors. Other sites are being actively encouraged to fit these charging points also.

Augean sites working together. See page 3.

First ESG Report Published

At Augean, our commitment to sustainability is at the heart of everything we do. For many years, we have integrated environmental and social considerations into our operations, demonstrating our dedication to responsible business practices.

This year, we are proud to take a significant step forward with the publication of our inaugural Environmental, Social, and Corporate Governance (ESG) Report. This new report complements our longstanding annual Corporate Social Responsibility (CSR) reports, which we have been producing annually since 2005.

The ESG report underscores our ongoing efforts to operate transparently and ethically, providing stakeholders with a clear view of our sustainability initiatives, goals, and progress. It reflects our commitment to accountability, ensuring that our business practices align with the highest standards of environmental stewardship, social responsibility, and governance.

As we continue to grow and evolve, our focus remains on integrating sustainable principles into every aspect of our operations - building a better future for our communities, our employees, and our environment.

More in depth information can be found in the dedicated ESG section on the Augean website. A copy of the new ESG Report 2024, as well as previous CSR Reports can also be found at www.augean.co.uk/esg/csr-reports/





CELEBRATING
20 YEARS
OF AUGEAN
2004 - 2024

Anniversary Celebrations Conclude

On 6 August 2025, the bunting was taken down and our yearlong celebration of the company's 20th Anniversary finally came to a close. Our journey from a hand full of staff in a Wetherby office in 2004 to a thriving business of 22 sites and nearly 600 multi-disciplinary employees today, has definitely been worth celebrating.

Building on A Day a Year to Volunteer, where anyone can do a day's volunteering on full pay, we also introduced the 20 Acts of Kindness challenge to our employees last year. The theme was 20 to mark each of our 20 years, but it did not have to be 20 individual acts; it could be £20 pounds raised or 20 hours fundraising as well.

It has been astonishing how many people at Augean have risen to this challenge over the last year, taking part in a wide variety of activities to make a difference in their local community or to benefit wider society. These have included many examples of raising money through charity walks, runs and cycling, volunteering at school events or food banks to name just a few. The level of support and encouragement given by their colleagues to those participating in all these events should also be applauded.

It also continues to be a source of immense pride for us at the dedication and enthusiasm that every single Augean site has shown in continuing to support their local foodbanks, both with donations

and many using their Day a Year to Volunteer time to help directly. These regular contributions of food and other essential daily items really do make a difference to those in our communities who are struggling at this time. Our Paisley site also continues to help the Renfrewshire Food Bank.



CEO Sleepout and Great North Run

It is no wonder there are so many fund-raising activities at Augean, when a positive example is being set from the very top. Our very own Chief Executive Officer (CEO), Richard Brooke has also been taking part in charitable events this year.

You wouldn't normally expect to find a CEO sleeping rough, however, it was all in a good cause! In May, Richard was joined by the Port Clarence Landfill Site Manager, Terry Blanchard, to participate in the CEO Sleepout challenge.

Since 2013, CEO Sleepout has raised nearly £4 million for over 100 charities working to tackle homelessness across the UK, a growing problem with a significant rise in the number of rough sleeping in recent years. The charity was formed in 2013 and initially Sleepout events were held at Middlesbrough Football Club and Newcastle United Football Club. CEO Sleepout has seen further growth since then with events in many more cities.

Limited to groundsheet, snacks, water and warm clothes, Richard and Terry, and around 40 others, settled down on the concrete floor between the seats in the stand of an empty Riverside Stadium. Despite the night on a hard, cold, uncomfortable floor, they were warmed by a butty the next morning and the knowledge they had raised £2,276.

Richard and Terry joined forces once again in September to do the Great North Run, together with Richard's daughter Abbey and Sam Fitzsimons, who also works at Port Clarence.

There were around 60,000 other runners also doing the Great North Run, a 13.1-mile half marathon from Newcastle to Gateshead and South Shields.

Richard and Abbey were raising funds for the Martin House Children's Hospice, close to our Wetherby Head Office, which provides free family-led hospice care for children and young people with life-limiting conditions.



Augean Sites Working Together

Augean has a network of 22 strategically located sites and service centres across the UK. These offer a diverse range of recycling, recovery, treatment and disposal services for hard to handle wastes. This combined capability allows us to work collaboratively between sites to achieve the best environmental outcomes for our customers.

A good example of this is where the Augean team located at our Treatment and Transfer facility in Berwick were commissioned to assess and remove hazardous material from a chemical manufacturing site, prior to the site being listed for sale.

Samples were collected of the waste streams that would need our specialist handling and were sent for full analysis at our state-of-the-art laboratory at Berwick. A complete technical review of all hazardous waste present, determined the safest treatment and recovery routes, ensuring maximum recovery and minimal disposal. This allowed a coordinated scope of works necessary to be agreed between the site owners, our chemists and our Specialist Industrial Services teams.

The Specialist Industrial Services teams from both our Paisley and Kirkby sites came together to carry out decanting and tank cleaning at the site. A chemist from Paisley was also on-site to categorise, segregate and package small amounts of lab waste based on their hazards ready for transportation. The waste arisings removed from the site were sent on to Berwick for further recovery and treatment, with more than 90 per cent of the waste streams being treated.

Bringing together the expertise and resources from the teams of Berwick, Kirkby and Paisley for one task, ensured a very positive environmental outcome within the timeframe required.



Supporting Paradarts Scotland

Thomas Park, based in Paisley, got in touch with Augean to seek support for Paradarts Scotland, a dedicated darts club committed to providing inclusive opportunities for individuals within the disabled community. As an active member of the club, Thomas is passionate about ensuring that Paradarts Scotland continues to offer a welcoming and accessible environment for players of all abilities.

Paradarts Scotland specialises in adapting traditional darts equipment

to meet the diverse needs of players with disabilities. The club uses flexible dartboards designed for easier use by wheelchair-bound players, along with a range of additional equipment aimed at enhancing the playing experience and fostering inclusivity.

Our support through donations of equipment makes a profound difference, helping to ensure that more players with disabilities can enjoy the sport of darts in a safe, accessible, and enjoyable setting.



MACMILLAN CANCER SUPPORT

For over a century, Macmillan Cancer Support has given those diagnosed with cancer all the information, support and guidance they need, not to mention the amazing Macmillan nurses. Our teams from all the Augean Group sites held their own Macmillan Coffee Morning recently and together they raised over £2,000 in support of their work.



London Marathon Success

As previously reported in the last newsletter Paul Shields, one of our Maintenance Engineers at Paisley, took part in the London Marathon to raise funds for the Royal National Institute for Deaf People (RNID). The RNID aims to improve audiology support and services, advance research and make daily life fully inclusive for the 18 million people in the UK with a hearing impairment, especially in the workplace.

Paul, despite the relentless heat of the day, completed the marathon in 04:11:00. His fundraising goal to raise £2,000 for this very worthy cause also exceeded expectation, coming in at a final tally of £2,513.



Paul Shields celebrating his victory

Waste as a Resource



Cleaned soil

What constitutes a waste material can be a matter of perception. For example, at this time of year, when leaves are falling and plants are dying back, one person might see this garden waste as something that just needs to be tidied up and disposed of. Another person might see something that can be collected and turned into compost to enrich and improve their soil. One saw a nuisance to just get rid of, the other saw an opportunity and a useful benefit.

As a society we are increasingly perceiving that opportunity and benefit, as we become more aware about the wastes we produce, care more about what happens to them and recognise that resources are finite. To achieve a more sustainable future, waste must be regarded as a resource where there is potential to reuse, recycle and recover

material and minimise the amount of virgin resources that enter the system. Only when these other options are exhausted should responsible disposal be considered.

Driving the reuse, recycling and recovery of hard to handle wastes is an essential part of what Augean does, allowing a greater amount of waste to be converted into a usable resource in industrial processes, through treatment and recovery. This in turn also reduces environmental impact and the need for disposal.

We have a long-standing commitment to sustainable waste management and investing in new and innovative technologies to increase our existing capabilities in the future.

Clean reusable metal tubulars



Metal recovery from filtercake

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 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:

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

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