

AUGEAN A HERCULEAN EFFORT



AUGEAN SHOWS HOW WASTE RECOVERY CAN BE A LEGENDARY ENDEAVOUR.

A HERCULEAN EFFORT

PROJECT MANAGED BY: LUKE JOHNSON

We are all familiar with the twelve labours of Hercules. The first was slaying the Nemean lion, the second was defeating the nine-headed Lernaean Hydra. For the third, he had to capture the Ceryneian Hind, and for the fourth, the Erymanthian Boar.

But the trouble for the gods is that each of these tasks was, well, heroic. The point of these labours wasn't to make Hercules the stuff of legend, but to humiliate him.

And so Hercules was sent to Augeas, a hero in his own right, famous for owning a herd of 3,000 divinely blessed cattle. This herd produced a godly amount of dung, which he kept in stables that he did not clean for 30 years. Hercules was set the task of cleaning those stables.

It is a story that shows that even waste management can be the stuff of legend. Enter the Augean Group.

"We are a key facilitator of the circular economy, providing waste treatment and disposal solutions for highly complex and specialist wastes from a range of critical sectors in the UK," says Richard Brooke, CEO of Augean. "We have 22 sites across the UK, serving critical sectors including Defence, Utilities, Renewable Energy, Nuclear and Radioactive, Infrastructure and Construction, Processing and Manufacturing, and Oil & Gas."

Augean underpins vital sectors relating to energy security, cleaning up legacy waste, preventing contamination and supporting the circular economy through waste recycling and recovery, thereby recovering value from waste. Instead of Hercules, Augean has a team of 600 people, including 75 qualified chemists.

"We are a highly technical business. In a nutshell, what makes us great are those people, our facilities and our environmental permits," Brooke tells us. "We have sites with environmental permits to take high volumes of a wide range of different types of waste. In that fable, there was a problem and a solution. That's what Augean is really good at. Our clients in those critical sectors trust us to provide safe and compliant solutions."

Another difference between Hercules and the team at Augean is that Hercules would laugh in the face of danger. Augean takes the opposite approach.

"What you get with Augean is high standards of safety and compliance," Brooke points out. "We are not a low-cost operator,

because the specialist wastes we treat and dispose of command premium solutions from a highly regulated, highly compliant and highly technical provider."

ENDING THE FOREVER CHEMICALS

Those skills are critical given the challenges that Augean exists to address. For example, look at "Perfluoroalkyl and Polyfluoroalkyl Substances" or PFAS, also known as "Forever Chemicals."

"You find PFAS chemicals in items used widely in the past, and also perhaps currently, in materials such as water-resistant chemicals used on shoes and raincoats, non-stick pans, and firefighting foam," explains Brooke. "These chemicals are in everyday products, but they are difficult to break down. That is often what makes them useful, but at end-of-life they represent a societal challenge."

The experts at Augean have worked together to develop a technique to safely destroy these chemicals. When we speak to Brooke, the company is operating a solution to treat low level PFAS washings at its site in Avonmouth. Augean now plans to roll-out this solution to its network of sites across the UK to provide a solution for treating this legacy waste.



Richard Brooke,
CEO,
Augean.

“We are now looking at dealing with PFAS-concentrated liquids through electro-chemical oxidation,” Brooke tells us. “It’s a new technology, it’s innovative, and most importantly, it can destroy PFAS in concentrated form.”

PATHWAYS FOR PEOPLE

Achievements like this are made possible thanks to the elite team of experts Augean recruits and invests in.

“What Augean has been good at is creating pathways for people,” Brooke shares. “Jamie Wilson, the General Manager at our Paisley site, started off working ‘on the tools’ in our industrial services team. He went out onto client sites to deal with decommissioning, cleaning

tanks and vessels, taking waste from those operations to treat it safely and compliantly. Ten years later, he’s a General Manager and a real rising star in the organisation.”

Even now, Augean is sponsoring Wilson through further education, which he balances with his work and family life.

“When I spoke to him yesterday, he was back on the tools again!” Brooke tells us. “They had a lot of work come in suddenly, so he was showing really strong leadership, leading his team by example.”

Brooke also wants to prioritise bringing more women into the organisation. In 2025, Augean increased women’s roles in the company to 21.5% of all positions, up from 18% the previous year, and Brooke

is looking to improve that even further, including strong site managers and operatives.

He points to site manager, Lottie Daley, who has just returned from maternity leave and hit the ground running across Augean’s two operations near Peterborough, and Communications Manager Carol Earp, who is sitting in on the interview with us and has been with the company for over 20 years.



Overseeing operations supporting safe storage and efficient waste recovery

“We have a theme of long service and career pathways, but we have also been successful in attracting new talent to the sector,” Brooke says. “We have just recruited a new in-house ESG Advisor, Rebecca Bowens, to drive our environmental, social and governance priorities. It is a balance, I want to retain and grow our existing talent, but also want to attract really good fresh new talent.”

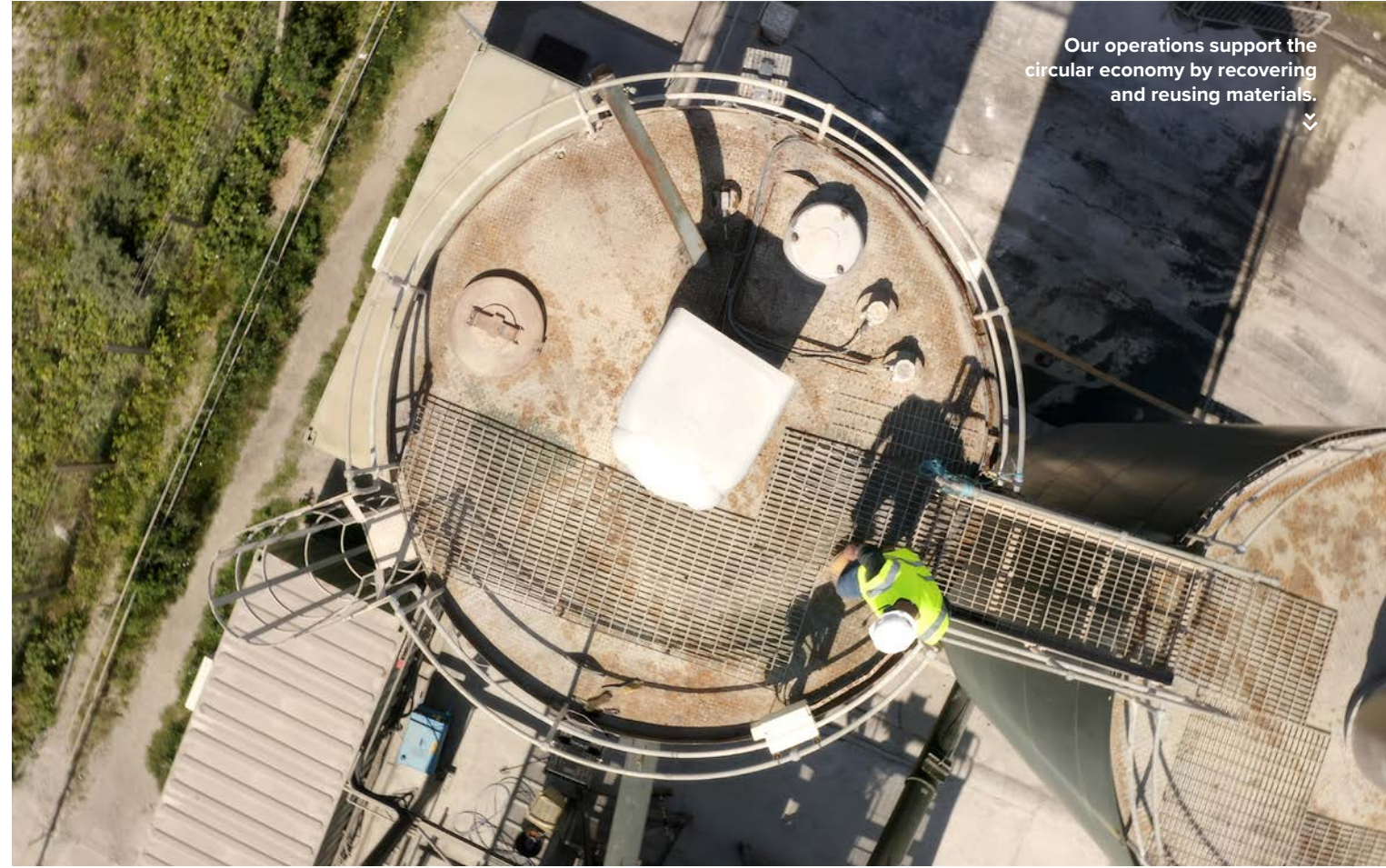
AN ENDURING LEGACY

That fresh and established talent will both be vital in tackling the problems society still has to solve, but talking to Brooke, it is clear that he wants Augean’s legacy to be more than treating of waste.

“We are leaving a strong positive legacy by creating habitat schemes,” he tells us. “We optimise waste recycling and recovery but there are some wastes which are concentrated in contamination where it is best for them to be disposed of safely and compliantly in a highly engineered, hazardous waste landfill site. An example of this is hazardous Air Pollution Control residues from Energy from Waste and Biomass plants which are treated with contaminated dredgings to create a perfect chemical and physical marriage avoiding the need for costly and carbon-intensive virgin raw materials. Once the landfill is progressively restored, they can be created as habitat banks. An example of this is at our Cooks Hole site near Peterborough.” >>



PFAS Treatment facility at Augean Avonmouth.



Our operations support the circular economy by recovering and reusing materials.



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Newly created ponds enhance biodiversity at Augean Cooks Hole.

This site has formed the foundation of Augean's "habitat bank", which offers Biodiversity Net Gain credits that allow developers in the region to buy into that positive legacy.

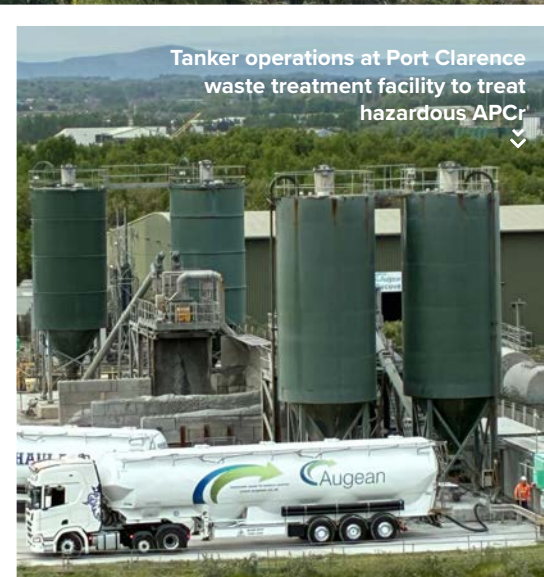
Because ultimately, Augean is looking to the future. That vision of the future is built on three key pillars - Cleaning Up Society's Legacy Wastes, Driving Value from Waste Recovery and importantly, Supporting the UK's Energy Security.

"We treat and dispose of hazardous wastes and other residues from Energy from Waste and Biomass plants, as well as low-level radioactive waste from the nuclear estate. These critical sectors are essential ingredients to our energy mix and energy security," Brooke points out. "It is increasingly relevant to the world we now live in, and the same is true of our role as a strong operator and trusted advisor in the supply chain for the MOD."

In particular, Augean is performing valuable work providing His Majesty's Naval Base in Clyde with specialist industrial cleaning services and waste management. When ships come in, the firm cleans tanks on vessels and then treats and disposes of oily water, alongside a selection of other hard to handle wastes.

As Brooke says "It will resonate with a lot of people that we are recovering value from waste, reducing the reliance on virgin raw materials. By way of example, supporting the circular economy, we are investing significantly in waste treatment infrastructure to wash out contaminants from waste to produce clean recycled products which will be attractive to end users."

Right now, one of the biggest sustainability pushes is the transition to electric vehicles. However, eventually, within the next five years, the batteries



Tanker operations at Port Clarence waste treatment facility to treat hazardous APCr

from those vehicles will need to be recycled to recover valuable resources reducing the reliance on virgin, primary materials.

And Augean will be ready.

"That is a real area of technical know-how for Augean," Brooke says. "We have facilities for specialist metals recovery in Berwick Upon Tweed, and we can recover more value from that waste." ♻️



Driving Value from Waste. Delivering Solutions to Your Needs

Led by our passionate people and supported by robust infrastructure and environmental permits, we lead the UK in hard-to-handle waste management and specialist industrial services, focused on delivering the best environmental outcomes



The diversity of flora and fauna highlights the effectiveness of a well-designed restoration scheme at our ENRMF site.



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