



ESG Report 2024



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Port Clarence

Middlesbrough

The site operates a waste treatment facility and separate disposal facilities for hazardous and non-hazardous wastes.

Home to our Waste Recovery Park (WRP) we are able to provide specialist treatment to a variety of non-hazardous and hazardous waste streams.

About this report

Augean has a long-standing commitment to integrating sustainability principles into its operations. This year marks the publication of our inaugural Environmental, Social and Corporate Governance (ESG) Report, complementing the annual Corporate Social Responsibility (CSR) reports we have produced since 2005. The creation of this ESG report reflects our dedication to transparency and accountability in how we conduct our business sustainably.

Through this report, we aim to provide our stakeholders with a comprehensive understanding of how Augean aligns its practices with ESG principles. This alignment is articulated not only through our clearly defined company values but also through our [Health, Safety, Environment, and Quality \(HSEQ\) policy](#), which is accessible on our website.

Our stakeholders expect access to consistent, high-quality, and relevant public information. Therefore, the identification and governance of ESG themes that are material to both our company and our sector are critical for effective risk management. Shareholders are increasingly looking for us to enhance our ESG performance, as this not only builds assurance for stakeholders but also helps to minimise risks and maximise growth potential.

The production of our ESG report represents a natural extension of our annual commitment to sustainability and responsible care. This report allows us to evaluate our performance in these areas and outlines our aspirations for the future.

We hope you find the report informative and valuable. Your perspectives on our performance are important to us. We encourage you to reach out with any suggestions or ideas on how we can improve our practices and outcomes. You can contact us at info@augean.co.uk.



Executive Summary



Augean has demonstrated a strong commitment to advancing its ESG objectives through 2024, making significant progress across multiple areas of sustainability and operational excellence.

The Group continues to position itself as a leader in hazardous waste management and circular economy practices through targeted initiatives to reduce emissions, enhance safety, foster community engagement, and embed responsible governance.

Augean is strategically focused on implementing a comprehensive ESG Strategy for 2025 and beyond. This will deliver plans to deepen our sustainability impact and innovate in resource recovery to strengthen stakeholder trust and pave the way towards a more sustainable, resilient and responsible future.

Environmental performance & initiatives

- + Significant emissions reduction across all scopes, with increased electric vehicle mileage.
- + Landfill fugitive emissions decreased year-on-year.
- + A solar feasibility study identified four sites for future renewable installations.
- + Hosting a portal providing detailed Scope 3 emissions data for customers.
- + Compliance is strong, with all UK sites maintaining high standards.
- + Innovative waste recovery, e.g., oil recovery at Peterhead recovered a milestone of approx. 1 million litres of oil, with a portion used as on-site fuel.
- + Biodiversity improvements at landfill sites, including habitat restoration and surplus biodiversity net gain (BNG) generation.

Social responsibility & community engagement

- + Over £1 million donated to local community initiatives and sponsorships and continued support for local foodbanks.
- + Progress in health & safety with no fatalities, low Lost Time Incidents (LTI), and enhanced safety training, including mental health and wellbeing initiatives.
- + Active community involvement through open-door policies, site visits, volunteering, litter picks, and educational schemes.
- + Workforce stability with c.600 employees; strong focus on diversity, inclusion, and employee development.
- + Our employee engagement survey confirms a high awareness of health and safety and a positive safety culture with ongoing improvements across the Augean Group.



Governance & business integrity

- + Focused on stakeholder transparency, with high customer satisfaction scores.
- + Robust governance framework with Augean Board oversight, external audits, and alignment with ISO standards (9001, 14001, 45001).
- + Commitment to ethical practices, including anti-bribery, tax compliance, and stakeholder engagement.
- + Risk management processes addressing economic, safety, environmental, cyber-security and legislative risks.

Future aspirations (2025 and beyond)

- + Implementing our new ESG strategy with a focus on treating waste as a resource, operational safety, and customer service excellence.
- + Developing science-based Green House Gas (GHG) reduction targets and completing Scope 3 emissions quantification.
- + Implementation of a decarbonisation plan to set us on the path to Net Zero by 2050.
- + Expanding renewable energy projects, electrification of van fleet, and exploring sustainable fuel technologies for HGVs.
- + Strengthening climate change risk assessments and resilience planning.
- + Driving circular economy initiatives through chemical recovery and secondary materials management.
- + Progressing towards a unified Group IMS and enhance safety and operational efficiency.

Introduction



G R E S B
INFRASTRUCTURE
sector leader 2024

The Augean Group specialises in the management of hard to handle wastes, providing essential waste treatment and disposal infrastructure across the UK.

Our commitment is focused on achieving the best environmental outcomes, ensuring that we effectively serve various sectors, including Renewable Energy, Infrastructure and Construction, Defence, Utilities, Nuclear and Radioactive, Processing and Manufacturing, and Oil and Gas.

Within the Augean Group, Future Industrial Services Ltd (FIS) stands out as a UK market leader in specialist industrial cleaning, decommissioning, and decontamination services.

Our comprehensive approach and expertise allow us to address complex industrial challenges while maintaining a strong focus on safety and environmental stewardship.

Augean has incorporated the principles of ESG into its operations since its inception in 2004. This commitment is reflected through our core values, policies, management systems, and active engagement with the communities where we operate.

2024 marks our first dedicated ESG report; however, we have been providing comprehensive sustainability and CSR disclosures for 19 years through our annual CSR reports.

In this report, we present our ESG performance by disclosing a combination of data aligned with the Global Reporting Initiative (GRI) standards for relevant indicators, as well as the Sustainable Development Goals (SDGs). This information is complemented by sector-specific waste management performance metrics that are relevant to Augean's activities. This comprehensive approach aims to report our ESG credentials in a transparent manner.

Additionally, the data supports the Streamlined Energy and Carbon Reporting (SECR) summary included herein, providing insights into our energy consumption and carbon emissions during the reporting period.

In 2024, Augean achieved a score of 97 in the GRESB Infrastructure asset assessment standards, earning a prestigious 5-Star rating and positioning us as the second-best organisation worldwide in the Environmental Services: Waste Treatment category.

This highlights our unwavering commitment to sustainability and environmental excellence.

Augean is developing further plans to fully quantify relevant Scope 3 emissions and introduce measures to reduce our carbon emissions as part of our contribution to the UK's commitment to reach Net Zero before 2050. We look forward to developing our portfolio of ESG indicators to make disclosure more efficient and implementing relevant KPIs and science-based GHG reduction targets in late 2025.

The following table provides a summary of the Group's SECR for 2024.

Metric		2022	2023	2024
Total energy consumption (kWh)		24,150,731	44,328,566	33,522,698
Emissions (tCO ₂ e)	from combustion of (Landfill) gas	1.043	0.980	0.911
	from combustion of fuel for transport and business travel purposes	1,241.67	3,508.11	3,079.06
	from combustion of fuel for other activities which the company own or control including operation of facilities	3,699.82	5,835.53	3,886.47
	from purchased electricity	401.859	756.769	664.941
Total gross tCO₂e from mandatory elements above		5,344.40	10,101.39	7,631.38
Landfill fugitive emissions (tCO ₂ e)		17,683.80	17,172.68	15,915.41
Scope 3 from business mileage (tCO ₂ e)		125.36	194.40	195.88
Total gross tCO₂e including fugitive landfill gas emissions and reported Scope 3 emissions		23,153.56	27,468.47	23,742.68
Intensity ratio (tCO ₂ e gross)	from mandatory elements per tonne of waste handled	0.00391	0.00751	0.00517
	from mandatory elements per £GBP revenue	0.0000522	0.0000759	0.0000498
	from all elements per tonne of waste handled	0.01694	0.02042	0.01610
	from all elements per £GBP revenue	0.000226	0.000207	0.000155
Methodology		Energy usage calculated from site energy and fuel use and emissions calculated according to the 2022 Defra conversion factors (V2.0)	Energy usage calculated from site energy and fuel use and emissions calculated according to the 2023 Defra conversion factors (V2.0)	Energy usage calculated from site energy and fuel use and emissions calculated according to the 2024 Defra conversion factors (V2.0)

Indicator method

The material aspects considered relevant for disclosure within our organisation are those that reflect our significant governance, economic, environmental, and social impacts, as well as those that substantially influence the assessments and decisions of our stakeholders.

The materiality or significance of these aspects has been determined based on the following sources:

+ **Feedback from stakeholders**

We actively engage with stakeholders to understand their concerns and expectations.

+ **Regulatory requirements**

Compliance with applicable regulations guides our disclosures and initiatives.

+ **Industry sector standards and guidance**

We align our practices with recognised industry benchmarks to ensure relevance and credibility.

+ **Evaluation for Integrated Management System (IMS) standards**

Our assessments incorporate the necessary criteria for IMS compliance.

+ **Reports from customers and competitors**

We analyse industry reports to gauge our performance relative to peers.

+ **ESG ratings assessments**

We consider third-party evaluations of our ESG practices to identify areas for improvement.

Our carbon emission calculations are based on factors derived from the published UK Government GHG Conversion Factors for Company Reporting (V2.0, Defra 2024).

Augean has not sought external assurance for this report and the information it presents. However, a third-party review of our 2022 energy data (CLS Energy Ltd for FIS data and JRP Solutions for Augean data) was conducted in late 2023 and into early 2024, as part of our commitment to reporting under Phase 3 of ESOS.

Many indicators, particularly those related to our management systems and permits, are subject to external review by our regulators, certification auditors, and external advisors. Our values of integrity and excellence are integral to this report, and we have made every effort to provide an honest depiction of how we manage our ESG responsibilities.

We welcome any questions from readers and are pleased to engage in further discussions about our practices and findings. You can contact us at info@augean.co.uk.

Quick link

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Our prioritised Sustainable Development Goals

As a waste management company dedicated to our responsibilities, we are committed to prioritising the principles of the Sustainable Development Goals (SDGs) where we can make the most significant impact.

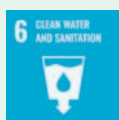
Based on our ESG framework, we have identified the following key areas to focus on:



Ensure healthy lives and promote wellbeing for our staff.



Achieve gender equality and empower all women and girls. Also focus on more diverse representation across out sites.



Ensure availability and sustainable management of water and sanitation.



Ensure reliable and sustainable energy across our sites, including through solar installations.



Promote inclusive and sustainable economic growth, full and productive employment and decent work for all; keeping our focus on local employment.



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.



Make cities and human settlements inclusive, safe, resilient and sustainable.



Ensure sustainable consumption and production patterns.



Take urgent action to combat climate change and its impacts across our operations.



Protect, restore and promote sustainable use of ecosystems through our restoration and aftercare systems to develop and maintain biodiversity.

Our strong foundations

Augean's strategic focus on sustainability, safety, innovation and exemplary service, positions us as a leader in waste management. Our unwavering commitment to core values and stakeholder trust underscores our efforts to deliver responsible, high-quality solutions that benefit both our clients and the environment.

Our core values

Teamwork

We achieve more together by:

- + Communicating clearly & consistently
- + Valuing every contribution
- + Encouraging positive ideas from all
- + Setting achievable goals.

Integrity

We uphold high standards by:

- + Being open and trustworthy
- + Empowering colleagues to do the right thing
- + Taking responsibility for our actions.

Growth

Our sustainable growth is driven by:

- + Prioritising environmentally aligned projects
- + Investing in these initiatives
- + Balancing short-term & long-term strategies.

Respect

We treat everyone with dignity by:

- + Acting as we wish to be treated
- + Supporting each other
- + Promoting a fair & respectful culture.

Excellence

We lead by:

- + Continuously improving & innovating
- + Seeking and acting on feedback
- + Learning from experiences
- + Supporting training & development
- + Ensuring safety & compliance.

Solutions

We deliver the best for our customers by:

- + Developing leading experts in their field
- + Investing in infrastructure
- + Adapting regulatory approaches as needed
- + Enhancing customer service.

Our commitment

Compliance

We monitor upcoming regulations to ensure our waste solutions are sustainable, communicating changes to teams and customers, and implementing new protocols before deadlines.

Health & Safety

Safety is a priority; we are certified to ISO 45001, integrated within our IMS alongside ISO 9001 and ISO 14001, highlighting our commitment to a safe working environment.

Waste management

We manage waste according to the waste hierarchy, specialising in innovative solutions for challenging wastes, supported by industrial and decommissioning services to achieve the best environmental outcomes.

Experienced staff

Our experienced teams, with decades of expertise, deliver high-quality services, backed by a comprehensive range of solutions to meet customer needs.

Environmental impact

Our eco-friendly waste solutions and ISO 14001 certification reflect our dedication to reducing environmental impact and ensuring regulatory compliance.

Leadership messages

Message from our CEO



CELEBRATING
20 YEARS
OF AUGEAN

2024 marked a significant milestone for Augean – our 20th anniversary. Celebrating two decades of dedicated service, innovation, and resilience in managing some of the UK’s hard to handle waste streams, this achievement underscores our enduring commitment to responsible waste management and energises our vision for future sector leadership.

I am also pleased to confirm that 2024 is the inaugural year for our dedicated ESG Report, building on nearly 20 years of providing comprehensive sustainability and CSR disclosures.

This year, we renewed our vision for Augean Group, placing ESG and circular economy principles at the core of our strategic objectives:

A market leader

in treating hard to handle wastes and specialist industrial services

Treating waste as a resource, enhancing our ESG credentials and optimising treatment, recovery and disposal routes

A high standards operator for health & safety, compliance, operational excellence, customer service, and also for the communities in the areas in which we operate

Increase shareholder value which includes **enhancing our infrastructure**

Strive to **make Augean a great place to work**

“
In 2024 we made great progress in enhancing our ESG credentials.
”



We received an impressive 5-star rating in the Environmental Services Waste Treatment category from GRESB, a global infrastructure assessment standard. Also in the year, we delivered a significant reduction in emissions across all scopes, with increased electric vehicle mileage. 2024 saw us laying the foundations for the development of our ESG Strategy, developing science-based GHG reduction targets, and Scope 3 emissions quantifications. We continue to have positive working relationships with external stakeholders including Local Planning Authorities and our environmental protection regulators – the Environment Agency (EA) and the Scottish Environment Protection Agency (SEPA) – especially in undertaking Best Available Technique (BAT) reviews of our Environmental Permits, and overall in 2024 we achieved good compliance scores for our permitted facilities.

We also implemented some exciting ESG projects and initiatives in 2024. We received planning permission to improve the restoration scheme of our Cooks Hole site, located near Peterborough, which will deliver significant biodiversity benefits. Additionally, we selected a specialist sector partner to deliver renewable energy solar schemes at four of our operational sites, with the potential to roll-out solar schemes to some of our other sites. And at our Head Office, we installed electric vehicle charge points for use by our employees and visitors. To drive the training, development and growth of our employees, we created a new position – a Group Talent & Development Business Partner – which was filled via an internal promotion.

Whilst on the face of it, it may seem business as usual, we continue best practice through our rigour in regularly reviewing and updating our climate change and business risk registers, and also our emergency and continuity plans, and we have mandatory employee training on essential ethical practices as well as cyber security.

For the communities in the areas in which we operate, we continue to communicate transparently through open days, liaison meetings and in newsletters, and we provide support through donations and volunteering.

You will see from this Report that we made good progress in 2024 in driving forward our ESG credentials, and that we have material deliverables for 2025 and beyond.

Richard Brooke

Chief Executive Officer, Auegan



GRESB
INFRASTRUCTURE
sector leader 2024



Photo: Evgeniy Alyoshin, unsplash.com

From the desk of our Director of Corporate Stewardship

At Augean, our commitment to integrating ESG principles is central to our operations. We proactively seek innovative solutions to enhance sustainability and minimise our environmental impact. ESG criteria guide our initiatives, creating positive impacts within communities and the environment. By investing in advanced technologies and sustainable practices, we aim to deliver long-term benefits for stakeholders and the environment.

We foster a culture of responsibility and accountability, ensuring our actions reflect our core values. Transparency is key to sharing our progress and challenges with stakeholders to build trust and collaboration. Our goal is operational excellence while pursuing a sustainable future that honours our responsibilities to communities and the environment. Upholding best practices in environmental stewardship, social responsibility, and corporate governance is vital for our growth, and we continuously advance our ESG standards.

Our commitment is embedded in our company values, policies, and management systems. Recently, we enhanced our website with [dedicated ESG pages](#), where stakeholders can learn more about our initiatives.

Our [Health, Safety, Environment, and Quality \(HSEQ\) policy](#) outlines our core commitments to responsible and sustainable practice, including reducing environmental impact, safeguarding health and safety, and maintaining service excellence.

Our senior leadership, guided by the management board, is dedicated to leading efforts toward a sustainable and inclusive future.





We foster a culture of responsibility and accountability, ensuring our actions reflect our core values.



ESG strategy development

In 2023, Augean commissioned a project to review ESG data and develop a comprehensive ESG strategy, including science-based carbon reduction targets aligned with the Paris Agreement. The [ESG Strategy and Policy](#) were finalised in 2024, with the policy available on our website. This project aims to establish clear targets and KPIs, including our Net Zero vision, based on 'Science-based Targets Initiative' principles. The initiative, ongoing through 2024, is set to conclude in 2025, positioning Augean to effectively mitigate climate change.

Materiality and double materiality approach

A key element in our ESG development was a 'double materiality' review conducted in late 2023/early 2024. This approach evaluates how sustainability issues impact our financial performance (financial materiality) and how our activities affect the environment and society (environmental and societal materiality). Influenced by Sustainability Accounting Standards Board (SASB) criteria, this process ensures transparent disclosure of both financial and environmental/social impacts.

The assessment involved three steps:

1. Stakeholder importance assessment.
2. Impact on Augean's business.
3. Impact of our operations on the environment and society.

We engaged thirty-four stakeholders through surveys, resulting in prioritised ESG topics that inform our policies and strategies implemented in 2024.

The outcome of the review is presented on the following page.



Website quick links

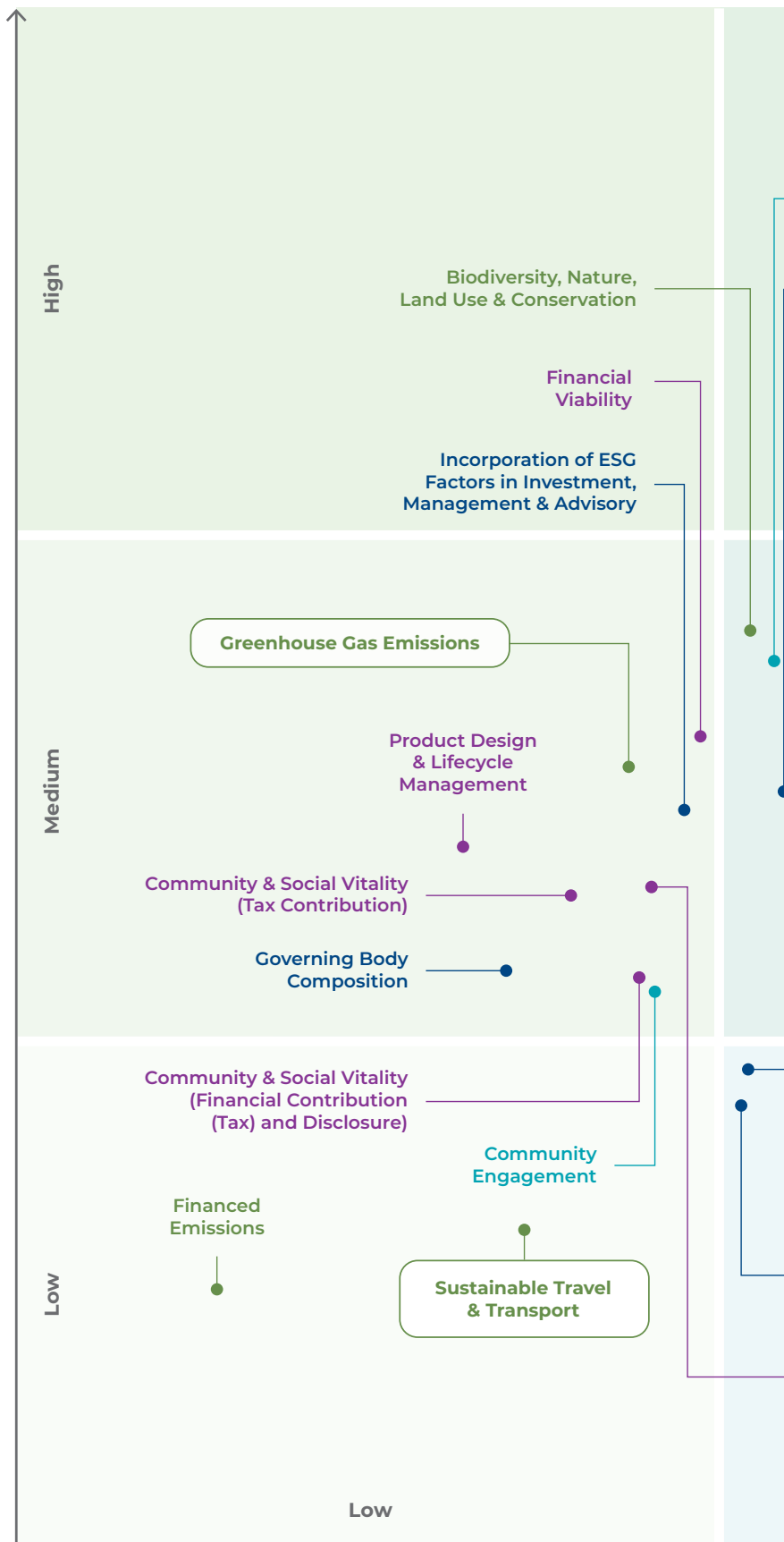
- [ESG](#)
- [Health, Safety, Environment, and Quality \(HSEQ\) Policy](#)
- [ESG Strategy and Policy](#)

Double materiality chart (expanded)

31 sub-topics and sub-sub-topics

The SASB material sub-topics for Waste Managers are highlighted and shall be taken into consideration.

Impact on planet and society



Legend

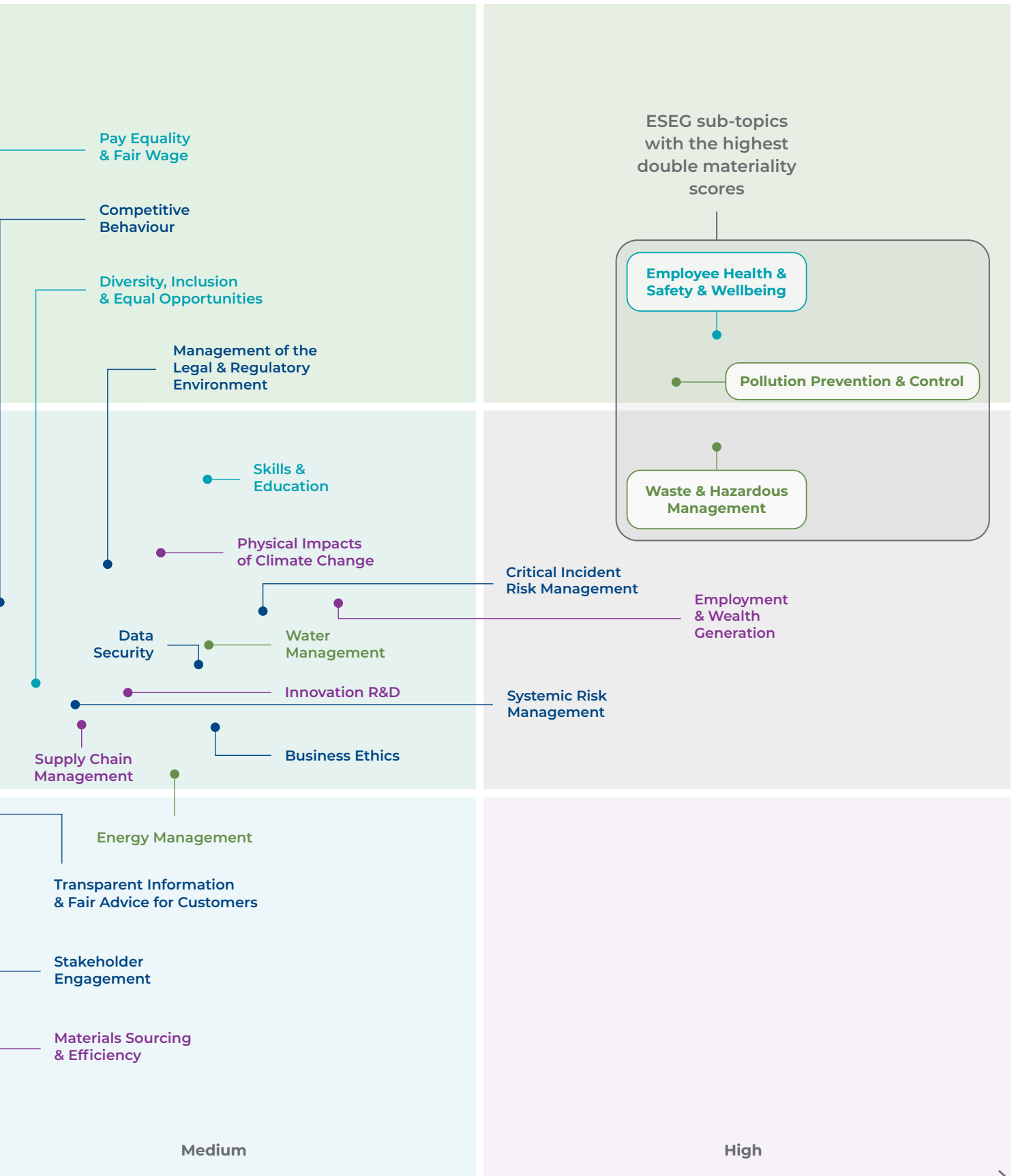
Environment

Social

Economic

Governance

SASB material topics



Impact on business

Material ESG focus areas

Environmental factors

We aim for positive environmental impacts, minimising negative effects through innovation and management. The 2024 materiality exercise identified key topics:

- + **Pollution prevention and control**
Certified under ISO 14001, demonstrating our commitment to legal and regulatory compliance.
- + **Waste and hazardous substances management**
Ensuring rigorous controls and monitoring.
- + **Greenhouse gas emissions**
Committed to reducing carbon footprint.
- + **Sustainable travel and transport**
Promoting eco-friendly decisions.

Additional measures include resource efficiency, recycling, circular economy support, sustainable water management, and enhancing biodiversity.

Social factors

We strive for a socially responsible culture, making Augean a great place to work and a good neighbour:

- + **Employee Health, Safety & Wellbeing**
Our top priority, safeguarding staff and visitors.
- + **Labour practices**
Respecting human rights and embedding responsibility into our culture.

We actively **engage with local communities** via our Augean Community Fund – supporting education, local projects, employment, and monthly contributions to food banks. In 2025, we plan to develop a social value strategy to deepen our societal contributions.

Governance and economy factors

Our business operates ethically and responsibly:

- + **Employment and wealth generation**
Creating jobs and contributing to economic prosperity.
- + **Financial viability**
Maintaining stability and sustainability.
- + **Compliance and risk oversight**
Systems are in place for ESG incident reporting.
- + **Ethics**
Upholding high standards, expecting same from suppliers and stakeholders.

Our core values provide the framework that helps us to achieve growth. Our core values have been developed to help us to shape the way we all work together within Augean:

+ Teamwork	+ Integrity	+ Growth
+ Excellence	+ Respect	+ Solutions

Measurement and reporting

Performance is monitored through:

- + Environmental metrics (fuel, energy, water use)
- + Weekly HSEQ reports
- + Monthly compliance report to the senior management team
- + Board agenda items
- + Annual ESG report
- + Dedicated ESG webpage.

The Board conducts annual reviews to ensure ongoing effectiveness and alignment with our policies.

Augean's ESG journey reflects our dedication to responsible growth, transparency, and creating positive impacts for our stakeholders and the environment. We are committed to continuous improvement and leading by example in sustainable business practices.



Peterhead

Scotland

This state-of-the-art facility specialises in re-use, recycling and recovery of oil form drilling waste streams.

Specifically, it delivers highly optimised waste treatment solutions for offshore drill cuttings and slops.

Stakeholder engagement

This segment outlines the basis for selecting the information presented in this report and describes its structure. The report is prepared for our key stakeholders, including our owners, customers, local communities, regulators, supply chain partners, and employees.

Throughout the company's history, we have established various communication and feedback mechanisms to effectively engage with stakeholders. Our shareholders are focused on both our financial performance and how we operate in terms of ESG standards.

Our employees are the most vital stakeholder group. They embody our standards and are at the forefront of our performance, impacting all other stakeholders. Later in this report, customer feedback highlights how highly our clients value our staff. Our employees are deeply committed to the company's success and seek safe working conditions, fair treatment, and equitable rewards. Recognising this, Augean management is dedicated to making the company a great place to work and has made considerable progress in expanding the scope and quality of benefits available to our staff.



Stakeholder engagement plan

Stakeholder



Shareholders

Mechanisms

- + Face to face meetings with shareholders
- + Monthly Board meetings
- + Site visits with shareholders
- + Monthly compliance reports
- + Monthly Board pack



Customers

- + Direct customer feedback questionnaire
- + Face to face meetings
- + Customer Duty of Care audits
- + Trade associations and industry working groups
- + Conferences and trade fairs



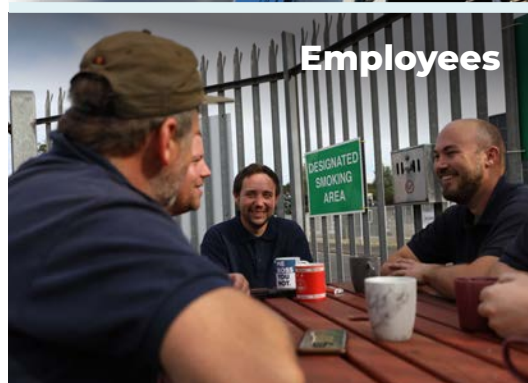
Local communities

- + Community newsletter
- + Company website
- + Consultation email address and helpline telephone number
- + Periodic community liaison meetings
- + Open door policy and site open days
- + Direct community engagement on development applications
- + Maintenance of stakeholder register



Regulators and government

- + Regulatory inspections and audits
- + Environment Agency (EA) bi-annual account meeting
- + EA secondment scheme attendees at Augean sites
- + Direct engagement
- + Trade associations, industry working groups and institutes



Employees

- + Monthly Augean update newsletter
- + Director engagement visits
- + Daily operations meetings at all sites
- + Weekly functional performance meetings
- + Monthly operational performance meetings
- + Health and safety committee meetings held at all sites
- + Company announcements to all staff
- + Quarterly 'Town-Hall' updates
- + Staff surveys

Environment

What we have achieved in 2024

100%

of English sites in compliance bands **A or B** and **zero** non-conformances at Scottish sites



Reduction

in emissions across all Scopes



Customer portal offers

bespoke

waste data performance and carbon reporting

98

hectares

managed for biodiversity across landfill sites



approx.

1 million litres

of waste oil recovered

Key milestones achieved in 2024

Improvement from 2023 associated with reduction in emissions across all Scopes.

Increased company electric car mileage used on company business from 491 miles (2022) to 16,628 miles (2023) to 40,605 miles (2024). Electric vehicle miles now account for >5% of Augean's non-fleet company business miles.

Fugitive emissions from landfill have reduced year on year from 2022.

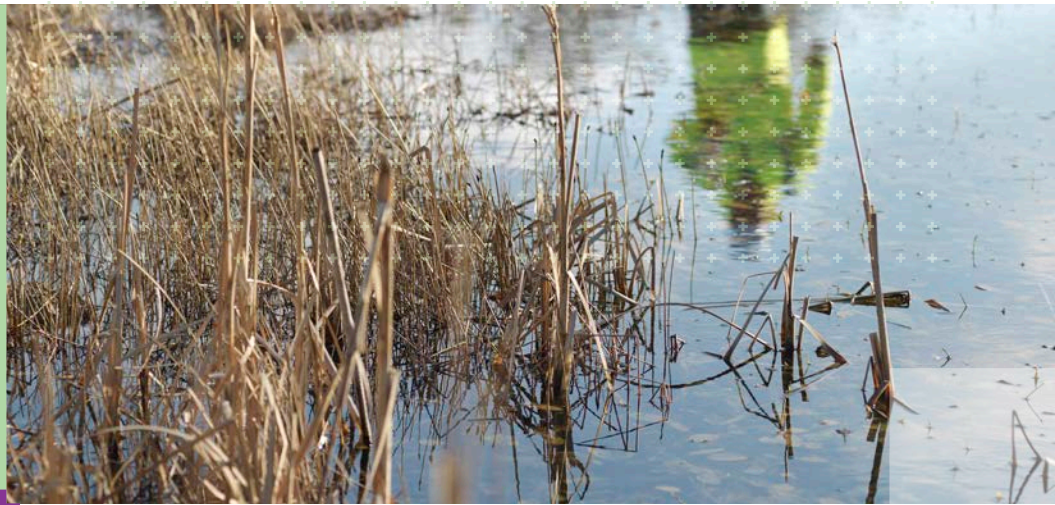
Completed a solar renewables installation feasibility study that prioritised four initial sites for installation. Installation will begin in 2025.

None of our Scottish sites had any flags raised on compliance audits. All sites in England rated 'A' for compliance with the exception of four sites rated 'B'.

Our EcoCentre at Peterhead recovered approx. 1 million litres of oil from wastes arising in the oil and gas sector, then used 40% of this recovered oil as fuel in the plant. The remaining 60% of recovered oil was sold.

Augean provides a customer portal that provides bespoke customer-centric information on their Scope 3 CO₂ emissions.

Caring about our impact on the environment today and in the future, we are committed to building a sustainable future centred around a circular economy.



As the world advances towards “Net Zero,” Auegan is dedicated to being an active participant in this transition. Our ongoing efforts include:

- + Driving waste management up the waste hierarchy by prioritising reuse, recycling, and recovery over disposal.
- + Reducing reliance on fossil-fuel-powered plant at our sites by switching to green-tariff electricity.
- + Lowering GHG emissions from our operations.
- + Transitioning vehicles and fuel sources to zero-emission alternatives.

Waste as a resource

Auegan’s commitment to sustainable waste management is rooted in our extensive expertise in understanding the chemical and physical interactions of waste materials. This knowledge allows us to apply the Waste Hierarchy effectively focusing on reuse, recycling, recovery, and responsible disposal.

Our approach aligns fully with the principles outlined in the Waste Framework Directive and is recognised as Best Available Techniques (BAT) within the Waste Treatment BREF. We exemplify substitution principles through innovative practices, such as using one waste stream to treat another, thereby maximising resource efficiency.

Our infrastructure is designed to optimise resource use and minimise waste generation. By treating waste efficiently, we convert it into valuable resources that can be reintroduced into industrial processes. This approach plays a vital role in conserving finite resources and reducing environmental impacts associated with waste management.



Control of risks – hazardous waste management

Augean operates in a highly regulated sector and prioritises the safeguarding of human health and the environment through strict compliance. Each facility requires consent to construct or expand – obtained via planning permission or Development Consent Orders – and an environmental authorisation under the Environmental Permitting regime in England or the Pollution Prevention and Control and Waste Management Licensing regimes in Scotland.

All permits and licences include numerous conditions that mandate effective waste management. This involves employing BAT to optimise resource and energy use, ensuring safe construction and operation, and preventing significant risks. These conditions are integrated into Augean’s IMS to ensure ongoing compliance.

Pre-acceptance and waste handling procedures

Our control measures commence before waste arrives on-site, with pre-acceptance checks to verify waste type, composition, and producer, ensuring management aligns with permits. All waste undergoes technical assessment to confirm suitability for recovery, treatment or disposal, adhering to the waste hierarchy – reduce, reuse, recycle, recover, before final disposal.

Once waste arrives, it is subjected to acceptance testing, verification, and documentation checks to confirm it matches expected profiles, ensuring safe and appropriate handling. Our facilities operate with bespoke procedures tailored to specific waste types and processing needs, maintaining high standards of safety and environmental protection.

External verification and compliance

Our facilities undergo regular external verification by environmental and health & safety regulators, as well as independent accreditation bodies, to ensure practices remain safe, effective, and compliant. This external scrutiny underscores our commitment to responsible hazardous waste management.

Regulator assessments are vital indicators of our performance, impacting stakeholders such as employees, local communities, customers, and shareholders concerned with environmental, sustainability, and reputational issues.

Augean, Augean North Sea Services (ANSS), and FIS operate under independently managed systems, all effectively overseen by the Augean Group and externally audited by the British Standards Institute (BSI). Augean maintains its certified IMS (PAS99), encompassing ISO 9001, ISO 14001, and ISO 45001 across all sites. ANSS is certified to ISO 9001, ISO 14001, and ISO 45001 whilst FIS is certified to ISO 9001 and ISO 14001 at all sites, with most also certified to ISO 18001, transitioning to ISO 45001 by 2025.

Since 2023, alignment of management systems across ANSS, FIS and Augean has been progressing, with a longer-term goal of migrating to a single IMS by the end of 2026.

The Group operates under a unified HSEQ policy and maintains memberships with SafeContractor and Achilles UVDB in 2024, reflecting robust IMS and operational performance. SEQual serves as ANSS pre-qualification provider.

Land management

Augean handles wastes requiring specialised management to ensure safety, including hazardous and non-hazardous treatment processes to prepare materials for reuse, recycling, recovery, or disposal at Augean or other permitted facilities.

Importantly, none of the waste disposed is directly 'released to land' – Augean's engineered landfill cells are designed with geo-environmental barriers to prevent contaminant releases. Construction quality assurance (CQA) approvals, prepared by competent experts, are mandatory for all landfill infrastructure, with regulatory approval needed before waste deposition.

Waste management targets

Setting binding reduction targets on waste received from others is inappropriate, given that Augean is a waste management business. Furthermore, landfilling is often the most environmentally sound option for several waste streams, such as asbestos, so it is equally not appropriate to adopt a zero waste to landfill concept. Nonetheless, since some sites facilitate recovery, a target of 10% has been applied to waste handled avoiding disposal, promoting material recovery where feasible.

Water management

Effluent and leachate that cannot be reused are either discharged into sewers or transported to treatment facilities. Leachate from landfill operations is collected and managed safely, with increased volumes in 2024 due to high rainfall and site expansions, notably the Western Extension of the ENRMF facility. Some leachate is reused to replace potable water in treatment processes.

GHG emissions

Augean measures GHG emissions across three scopes in accordance with the GHG Protocol:

- + **Scope 1**
Direct emissions from sources owned or controlled by the Group.
- + **Scope 2**
Indirect emissions resulting from purchased energy such as electricity.
- + **Scope 3**
Upstream and downstream indirect emissions, currently limited to employee business mileage using personal vehicles.

Key initiatives to reduce our emissions in 2024 include:

- + Introducing a second EV salary sacrifice scheme, which has increased employee electric miles driven for business purposes and contributed to reducing downstream emissions.
- + Centralising fleet management to improve tracking of Energy Efficient Driver Index (EEDI) scores, maintenance, and compliance, leading to reductions in fleet emissions.
- + Optimising routing logistics to cut down waste transportation miles.
- + Developing an ESG Strategy aligned with Science-Based Carbon reduction targets.

While formal quantitative targets are not yet established, the Group is actively working (late 2024/early 2025) to quantify Scope 3 emissions and set Science-Based Targets. A Carbon Reduction Strategy is planned for implementation in 2026, with 2023 designated as the baseline year, considering recent acquisitions and operational changes. The Group will set a short-term target horizon for 2033.

Importantly, none of the waste disposed is directly 'released to land' – Augean's engineered landfill cells are designed with geo-environmental barriers to prevent contaminant releases.

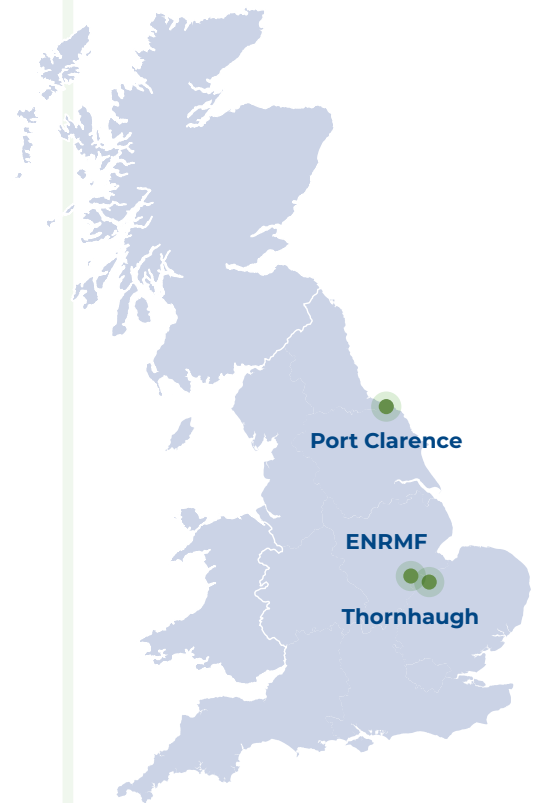
Land management and biodiversity

Augean's restoration and aftercare systems aim to foster biodiversity at landfill sites, sensitive to ecological and community considerations. Examples include:

- + A thriving great crested newt reserve at Thornhaugh (1.5 hectares).
- + Habitats near Port Clarence, with valuable environments within 80 hectares.
- + A comprehensive restoration plan for the ENRMF site, offering a biodiversity net gain (BNG) of 139.67% for habitats and 550.59% for hedgerows, generating surplus BNG units.

Further biodiversity initiatives include restoration schemes at Thornhaugh and Cooks Hole, with consent secured in 2024 to generate and sell surplus BNG units, ensuring habitat creation and long-term ecological benefits.

Landfill aftercare schemes extend for over 60 years, with financial provisions allocated for site maintenance, security, leachate management, landfill gas management, and environmental monitoring to support habitat establishment and conservation.



1.5
hectares

+ Great crested newt reserve Thornhaugh, Peterborough

Great crested newts are very particular in their requirements, and will travel up to 1 km to find the right pond, so if they are present in an area it's a great indicator of the health of a water source. The UK's populations of the great crested newt are internationally important.

Social

What we have achieved in 2024

£1m+

contributed to local community funds



97%

employees are knowledgeable about health and safety protocols

Expanded

range of benefits offered to staff



1.67

lost time incidents rate (per million hours)



£739

average spend on training per full-time employee

RSPB Salthome Nature Reserve,
Stockton-on-Tees

Key milestones achieved in 2024

Donated £1,028,527 to local community funds **and over £30,450** in local community sponsorship.



All sites contributed to local food banks.



Continued focus on managing the health and safety of those that work for us and on our behalf:

- + No fatalities¹.
- + Five incidents were reported under RIDDOR (five in 2023, two in 2022).
- + Six major incidents recorded (eight in 2023, four in 2022)².
- + The number of reportable lost time incidents (LTI) was low at two, (five in 2023, three in 2022,) with a slight reduction in the LTI rate (per million hours) to 1.67 (compared to 3.98 in 2023 and 5.91 in 2022). The LTI rate for the waste sector is 6.32 per million hours worked (ESA 2021).
- + Our near miss, unsafe act and safe act event reporting in 2024 exceeded previous years and continued to exceed our target level for the fifth consecutive year.



Expanded the range of benefits offered to staff



Significant investment in training for staff:

- + Total spend almost £440,500.
- + £739 average spend per full-time employee.
- + 65% received professional training.



All Augean Staff received **Cyber Security Awareness training** and all operational staff **IOSH trained**.



Mental Health First Aiders and Wellbeing Champions are in place covering all sites.

¹ In 2024, the Health and Safety Executive (HSE) reported that there were five fatalities in the UK waste management and recycling sector.

² 'Major incidents' defined as accident, fire or injury which is deemed significant by our internal accident investigation procedures but not required to be reported under RIDDOR.

Our focus on social responsibility begins with our employees.



Our success depends on our people working together effectively, guided by shared objectives and core values. We are dedicated to fostering a collaborative, inclusive, and diverse culture that creates meaningful careers in waste management.

Our aim is to provide a safe, respectful working environment for all – both on-site and within the community – supported by comprehensive safety procedures, policies, and resources. We strive to support, diversify, and empower our workforce while safeguarding the rights of every team member, including employees and contractors. We also hold our suppliers to high standards of integrity and respect.

Promoting equity, diversity, and inclusion

Equity, diversity, and inclusion are fundamental to our values and key drivers of our business outcomes. We are committed to building an environment where every team member has a voice and feels inspired to reach their full potential. Our professional development programs provide education and training opportunities for current and future employees. We view employment at Auegan as a lifelong journey – full of opportunities to achieve personal and professional goals. By investing in our team today, we lay the foundation for a successful tomorrow.

Equal opportunity

The Group is fully committed to the principle of equal opportunity in employment and aims to foster a harmonious working environment that is free from harassment and bullying. We believe that every employee should be treated with respect and dignity.

Auegan has established comprehensive policies to ensure that our processes for recruitment, selection, training, development, and promotion are fair and unbiased. These policies guarantee that no job applicant or employee receives less favourable treatment based on race, colour, nationality, ethnic or national origin, religion or belief, disability, trade



union membership or non-membership, sex, sexual orientation, gender, marital status, age, or employment status as part-time or fixed-term workers. Our objective is to ensure that all individuals are selected, promoted, and treated solely based on their relevant aptitudes, skills, and abilities.

Additionally, the Group strives to recruit staff from the local community wherever possible, supporting local employment and community engagement.

Equal opportunity policies are provided to all employees upon joining the Group and are accessible electronically via the company intranet. The Employee Handbook is periodically reviewed and updated to reflect changes in policies and regulations, ensuring ongoing compliance and best practices.

Employee relations and policies

Our whistleblowing policy allows employees to raise concerns confidentially, with protections under UK law. Regular performance appraisals support personal development and organisational growth. We are committed to equal opportunity, ensuring fair treatment in recruitment, promotion, and employment practices, with policies accessible via the intranet.

We uphold employees' rights to freedom of association and Augean has not had any operational disputes, strikes or workforce actions through its lifetime. Our approach aims to foster a motivated, engaged and satisfied workforce contributing to the overall success of Augean.

Prioritising safety and wellbeing

Safety is at the heart of everything we do. We recognise our responsibility to protect ourselves, colleagues, and the communities we serve. We are committed to ensuring the wellbeing of our employees, providing ongoing support for those experiencing mental health concerns. Addressing workplace health and wellbeing enhances individual resilience and fosters a positive, productive environment.

In 2024, we prioritised mental health by training 24 staff as Mental Health First Aiders and establishing 11 Wellbeing Champions. We developed a yearly support plan, emphasising proactive mental health initiatives and fostering a supportive environment.

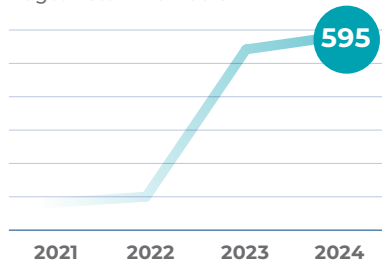
Making a positive difference in the community

We see ourselves as an integral part of the communities where we operate. Our goal is to contribute positively through responsible operations and to be a good neighbour. We invest in local communities through skills, time, funding, and expertise, actively supporting community initiatives. Each year, our employees have the opportunity to participate in "A Day a Year to Volunteer," engaging in various projects. We maintain active community engagement across our sites, providing platforms for involvement and open communication about our business, plans, and funding opportunities.

We host visits from educational institutions, giving students insights into waste management operations, and uphold an open-door policy at all sites, allowing members of the public to see our facilities firsthand – fostering transparency and trust.

Our people

Augean staff members



Augean employs a diverse workforce with a broad range of skills and qualifications essential for delivering our services. Throughout 2024, the Group employed an average of 595 staff members, maintaining stability. Our success depends on our dedicated employees working toward shared goals and aligned values.

During 2024, several of our employees celebrated their achievements at the Environmental Services & Solutions Expo, an event that encourages and inspires the next generation of sustainability professionals.

Recognising young talent through initiatives such as the 35 Under 35 Awards emphasises the importance of nurturing emerging leaders who will shape the future of environmental solutions.

The recognition of our nominees highlights the impactful role of awards and nominations in motivating young professionals to excel in the field. These accolades not only acknowledge their significant contributions but also serve to inspire others to pursue innovative approaches, fostering a dynamic and forward-thinking approach to environmental challenges.

	Full time	Part time	Fixed term or temporary contract	Day rate	Agency workers
Male	446	6	5	6	82
Female	109	12	1	1	5

Environmental Services & Solutions Expo 2024
NEC, Birmingham



Listening to our teams

Enhancing workplace wellbeing: employee survey insights

We conducted a survey to gather insights on engagement, safety, and wellbeing. Key findings included:

+ Engagement and wellbeing

Engagement is closely linked to health initiatives. Many employees feel positive about safety protocols, reinforcing our commitment to safety.

+ Strengths

High awareness of safety procedures; many feel secure and valued.

+ Opportunities

Feedback indicates areas for further support and resource enhancement.

+ Next steps

Action plans are underway to improve health and safety initiatives, with ongoing assessments and dialogue to foster a supportive environment.

Employee benefits and fair pay

Our benefits package includes:

- + 33 days annual leave (including public holidays)
- + Employer-matched pension and life assurance
- + Death in service benefit
- + Employee Assistance Programme (EAP)
- + Salary sacrifice schemes (cycle to work, electric vehicles)
- + Expanded maternity and paternity benefits
- + Private healthcare
- + Salary-deducted savings scheme
- + Paid volunteer day
- + Pantry facilities.

We operate a Living Wage Policy, ensuring no employee earns below the living wage, promoting fairness and transparency. We monitor gender pay gaps and are committed to pay equity, regularly reviewing pay data to address disparities.

2024 Health, Safety & Wellbeing Survey

97%

know necessary precautions

93%

would report hazards

88%

are clear about rights and responsibilities

84%

feel free to voice concerns

Health & Safety

In 2024, our HSEQ team made significant progress in consolidating our management systems into a single unified platform, integrating audits, inspections, incident reporting, and document control. The goal is to complete this integration by 2026, streamlining safety and quality management.

We successfully recertified to ISO 9001, ISO 14001, and ISO 45001, maintaining accreditations with Achilles UVDB B2, Safe Contractor, and SEQual. Plans are underway for ISO 45001 certification for FIS sites in 2025.

In the latter part of 2024, the HSEQ team conducted a Health, Safety, and Wellbeing Survey. The valuable insights obtained from this survey have informed the development of the HSEQ communication strategy for 2025, supporting efforts to improve engagement and strengthen safety practices throughout the organisation.

Safety culture and training

We emphasise safety training and competence by empowering Site Managers with tailored training and resources. Our safety campaigns foster a safety-first culture throughout the organisation.

Our safety culture is reinforced through comprehensive training programs:

- + Site Managers receive tailored training to lead safety initiatives
- + Safety campaigns focus on critical issues like forklift safety, hydrogen sulphide (H₂S) awareness, poorly packaged sample submissions and winter precautions
- + All operational staff complete IOSH Working Safely; supervisors undertake IOSH Managing Safely
- + Several staff hold NEBOSH qualifications, supporting high safety standards.

Engagement with suppliers on safety practices further strengthens our safety culture, promoting shared responsibility and continuous improvement.

Near miss and unsafe act reporting

Reporting safe acts, unsafe acts and near misses is crucial for hazard identification and risk reduction. Despite fluctuations, we aim to increase reporting rates to meet our target of 75% site staff participation. Continuous efforts will support this goal in 2025.

Looking ahead to 2025 and beyond

In 2025, we plan to standardise how industrial services are scoped, planned, and delivered by developing an Operational Competency Programme and a unified Risk Assessment and Method Statement (RAMS) template for Augean, ANSS, and FIS via our Environmental, Health, and Safety (EHS) platform. This will enhance efficiency, safety, and service quality.

Anticipated milestones include:

- + Full ISO 45001 certification for FIS by Q2 2025
- + Recertification of ISO 9001 and ISO 14001 for all entities in 2025
- + Completion of new IMS architecture and documentation by late 2026, with BSI certification targeted for 2027.

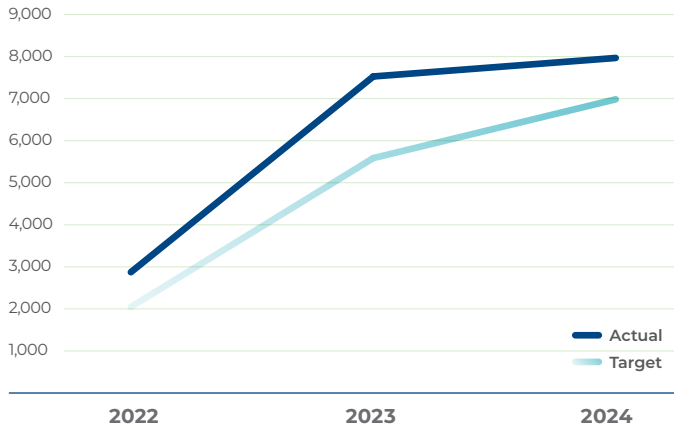




Safe act and near miss reporting Augean

A core safety management tool is near miss, unsafe act, and safe act reporting, which helps identify hazards early. Increased scrutiny and emphasis on staff participation aim to raise reporting levels.

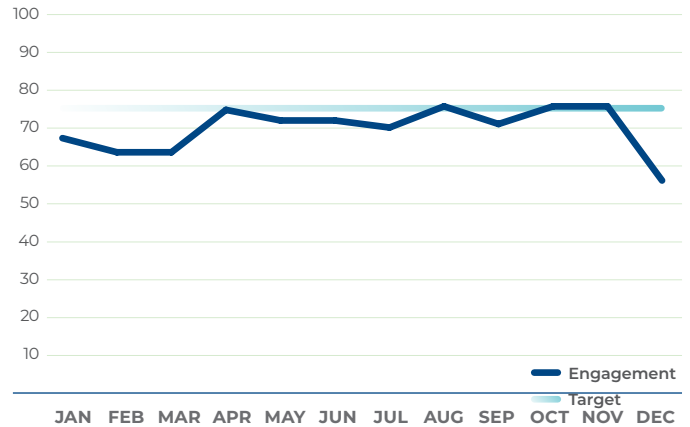
Near miss and safe acts



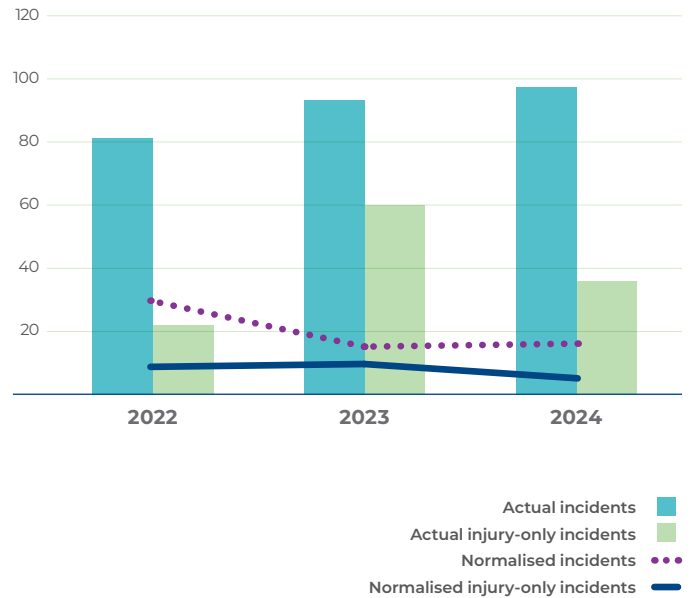
The Group has a target of one near miss/safe act reported per operational employee and one per office per month. The target figure for 2024 was 5,567. The number of events reported was 7,509.

The increase in the overall number of near misses and safe acts and observations was due to increased scrutiny of observation numbers on weekly calls with the functional groups in the organisation. Further emphasis has been placed on increasing the distribution of staff at sites who provide the observation reports, including a 75% target for the number of site staff making observations on a monthly basis. This number was observed to be fluctuating during 2024, despite an increase in the number of observations made and did not achieve our target of 75%. Further effort will be made in 2025 to achieve the 75% target.

Engagement over 2024 (%)



Incidents and accident frequency



Our community

£1,028,527
 contributed to various
 funds in 2024



Our responsibility

We view ourselves as a vital part of every community where we operate. Our goal is to contribute positively through responsible operations and being a good neighbour.

Community investment

We invest in local projects via the Landfill Communities Fund (LCF), managed independently by Grantscape and the Teesside Environmental Trust, ensuring transparency and accountability. In 2024, investments included:

Fund	2022	2023	2024
South Landfill Community Fund	£506,740	£511,775	£565,640
North Landfill Community Fund	£339,500	£506,279	£437,309
South LLW Fund	£22,297	£21,129	£25,578
Community Sponsorship	£3,118	£14,049	£30,450
Total	£871,655	£1,053,232	£1,058,977



Above: **Visitor Centre, RSPB Salthome Nature Reserve**

Top right: **Litter pick team, Seaton**

Our Port Clarence site continues supporting the RSPB Salthome Nature Reserve, transforming industrial land into a bird and wildflower habitat since 2004. Our southern sites support local projects through Landfill Tax Credit schemes, with community involvement verified by local associations.

Our southern sites at ENRMF and Thornhaugh have contributed to several projects during 2024. The Kings Cliffe and Thornhaugh Environmental Associations were formed so that local people could bring their ideas on how Landfill Tax Credit funds should be spent. The Associations provide independent and objective verification to ensure that funds that are allocated are for genuine projects that will make a real difference to the local community.



Community initiatives

At Augean, we believe in the power of community and the importance of giving back. Our recent community engagement efforts reflect our commitment to making a positive impact in the areas where we operate. Here's a closer look at some of our initiatives:

Fundraising initiatives

We consistently raise funds for charitable events, benefiting various local organisations and good causes.



Hosting waste management educational visits

We continue to support the EA/ESA secondment scheme and visits from educational facilities to provide invaluable opportunities to gain hands-on experience and insight into the daily management of permitted waste management sites.

STEMfest Events

We participated in educational events to engage students through interactive activities, such as exploring metal densities, to inspire interest in STEM careers and promote education.

Supporting local foodbanks

Our teams continue to donate to local foodbanks, and employees are utilising their "Day a Year to Volunteer" to work with local charities, aiding in the packaging and distribution of food.

20 Acts of Kindness

To mark our 20th Anniversary, we proudly launched the 20 Acts of Kindness initiative – an inspiring movement rooted in the power of kindness to uplift our community and strengthen bonds amongst our colleagues.

With kindness as our guiding theme, our goal was to complete 20 meaningful acts that make a difference. There were no strict boundaries – simply acts that benefit the community or our team. To add a fun challenge, we encouraged acts to meet or exceed specific milestones: 20 hours spent, 20 people involved, or £20 raised – making each act even more impactful!

Volunteer scheme

Augean continues to encourage employees to engage with their communities through our Volunteering Scheme, which allows every staff member to take a paid day off to volunteer in their local area.

Community engagement

Our open-door policy invites public visits, and our expanded community newsletter keep residents informed. Open days at ENRMF and Port Clarence foster transparency, while ongoing liaison groups, parish council meetings, and online platforms facilitate dialogue. Our website provides a resource hub for feedback and operational information.

Through these efforts, Augean aims to support, engage, and give back to the communities we serve, fostering collaboration and environmental responsibility.

Governance and performance

What we have achieved in 2024

£23.4m

Adjusted profit before tax³



26%

of annual spending with local companies



Overall customer satisfaction

4.8/5

19%

growth in sales compared to 2023



over 95%

of customers would recommend us

Key milestones achieved in 2024

Augean provides bespoke customer-centric data which allows our customers to better understand, monitor and manage their Scope 3 CO₂ emissions.



Adjusted profit before tax³ to £23,4m
(2023 £24.8m; 2022 £22.7m; 2021 £18.7m)



19% growth in sales in 2024 compared to 2023 from Air Pollution Control residues (APCr) from the renewable Energy from Waste (EfW) and Biomass sector.



26% of annual spending with local companies.



Customer feedback shows that **over 95% of our customers would recommend us.**



Our service indicators show continued maintenance of high standards of customer service and **customer feedback scores rated the overall satisfaction of Augean as 4.8 out of 5.**



All Augean staff received Cyber Security Awareness training and Augean **retained Cyber Essentials Plus accreditation.**

Working within a regulated industry, effective stakeholder engagement is vital.



We collaborate closely with communities, regulators, clients, and partners to uphold the highest standards of service and meet expectations.

Good governance underpins our success, encompassing accountability, transparency, fairness, and responsibility. This framework enables us to adapt proactively to a changing business environment, seize new opportunities, and respond swiftly to emerging risks.

We are committed to establishing clear accountability for setting, tracking, and reporting progress against operational, financial, and sustainability targets.

Our robust governance structure supports strategic decision-making, monitors business performance, and guides long-term planning. It also ensures effective risk management, operating ethically and transparently at all times.

Our management board has direct oversight of our ESG initiatives, reflecting the increasing importance of climate change, sustainability, and other ESG issues to our stakeholders.

Performance overview

The business generally traded in line with management expectations. Waste volumes continued to increase, driven by growth in long-term contractual revenues from Air Pollution Control Residues (APCr) treatment and disposal, with demand for other services remaining steady. The Group reviewed and optimised its North Sea Services operation, closing the Dundee facility and transferring operations to Aberdeen. This restored profitability and improved EBITDA during the year.

Website quick links

- [➤ Augean Board](#)
- [➤ Anti-Bribery Policy](#)
- [➤ Anti-Facilitation of Tax Evasion Policy](#)



Business integrity and governance

The Augean Board comprises the Chief Executive Officer, Chief Financial Officer, and Company Secretary. Our shareholders, Ancala and Fiera Infrastructure, each hold an equal stake and are represented on the Board, alongside the Non-Executive Chairman. Non-Executive Directors and shareholder representatives from both shareholder firms bring expertise and ensure decisions are made in good faith, safeguarding shareholder rights.

The Chief Executive Officer oversees day-to-day operations through the Senior Management Team, which includes senior executives responsible for finance, operations, legal, supply chain, commercial, HR, and corporate stewardship. The Board and Augean Senior Management Team convene monthly to monitor performance, address ESG issues, and review risks and compliance. Details of the [Augean Board](#) is available on our website.

Audit and risk oversight

The Group's audit functions were overseen by the Augean Board and the Holding Group Boards, which regularly reviewed risk management and control systems. External auditors participated in meetings and provided independent advice, ensuring objectivity and transparency. The Board assessed the effectiveness of internal controls, reviewed audit findings, and monitored risk mitigation strategies.

Anti-bribery and corruption

Augean maintained rigorous procedures to prevent bribery, outlined in the Employee Handbook and in our [Anti-Bribery Policy](#). The Augean Board is responsible for upholding high ethical standards, and employees are encouraged to report any concerns confidentially via the whistleblowing policy. Regular staff training, annual risk assessments, and monitoring of disclosures support our commitment to integrity.

Tax policy

Our [Anti-Facilitation of Tax Evasion Policy](#), enforce a zero-tolerance approach to tax evasion. We operate with honesty and transparency, particularly regarding landfill tax.

In 2020, we successfully reclaimed £1.6m of overpaid landfill tax from HMRC, and we continue engaging with HMRC to recover further overpayments through legal channels.

Managing regulatory risks

Augean continued to take a strong role in the development of regulation and policy affecting hazardous waste management.

Throughout 2024, we engaged on topics such as the review of landfill tax following a call for evidence (CfE) by HMRC, decommissioning of nuclear facilities, the future of the oil and gas sector, EA permitting service performance standards, and particularly waste crime, which continues to be a significant issue in our sector.

We also continued to engage in lobbying activity with the main political parties in England and Scotland (noting that this was via informative lobbying, not through financial donations to any political party), with senior stakeholders in the nuclear sector and MPs to provide them with information regarding waste crime and potential links to unintended consequences associated with reforms to Landfill Tax, delays to environmental permitting, and uncertainties surrounding our Low Level Radioactivity permit application for Port Clarence landfill.

Managing regulatory risks continued

Augean actively engages with local MPs where our facilities are based to inform them about Augean's valuable role in managing hard to handle wastes and to spread understanding about issues impacting the sector and society and our role in serving their constituency. Several MPs visited Augean facilities in 2024, including those representing Kings Cliffe, Teesside, Wetherby, and Newport. During these visits, MPs learned that Augean took pride in its health, safety, and environmental compliance performance and demonstrated world-class ESG standards. The company also showcased its role as a key part of the community through engagement with local schools, foodbank support, litter picks, and more, reinforcing its position as a significant employer in the area.

We actively participate in key industry bodies, including the Environmental Services Association (ESA), Chartered Institution of Wastes Management (CIWM), the Nuclear Decommissioning Authority's (NDA) Stakeholder Group, and the EA Landfill Regulation Group, to stay informed and advocate for a balanced regulatory environment. The organisation remains committed to continuing this engagement to support industry best practices and ensure effective regulation.



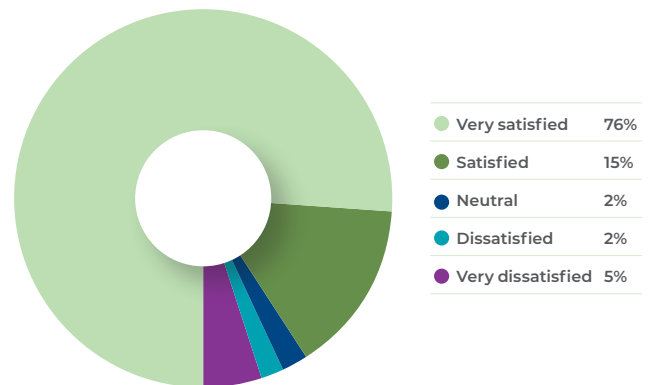
Monitoring vehicles on arrival

LLW is checked and verified upon arrival to ensure it meets our expectations and can be managed safely by our team.

Service excellence and customer focus

Augean remained committed to delivering high-quality customer service, operating all business functions to ISO 9001 standards. Customer satisfaction remained a priority, with feedback consistently high – an overall rating of 4.8 out of 5 from 65 responses in 2024. The main reasons clients chose us included service quality, staff professionalism, and responsive response times. Over 95% of customers would recommend our services, reflecting our dedication to excellence.

How would you rate your overall satisfaction with us in 2024?

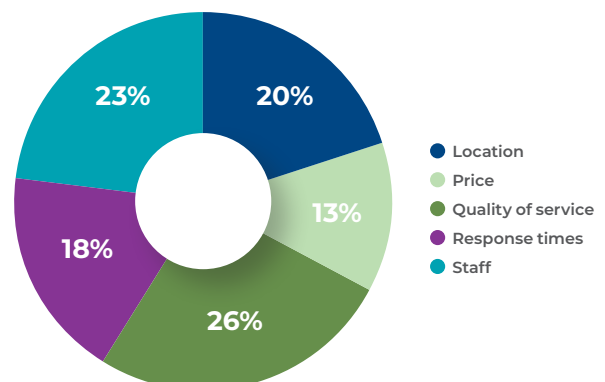


Augean continued to receive high scores for customer satisfaction throughout 2024 and exceeded its targets.

Reason for selecting Augean

This question helped us identify where we provided the best value to our customers compared to competitors. The main reasons customers chose Augean were the quality of service and our staff. Over 95% of customers indicated they would recommend us, which made us very proud of our people and our service.

What makes you choose Augean over our competitors?



Supply chain and local sourcing

We prioritised working with local suppliers within a 10 km radius of our sites to support local economies. Approximately 26% (£20.5m) of our annual procurement was spent with local businesses, fostering community growth and resilience. Our supply chain continues to be managed through rigorous standards to ensure high quality, reliability, and sustainability.

Risk management framework

Our comprehensive risk management system continues to include internal controls, risk registers, and ongoing monitoring. Principal risks and mitigation strategies included:

Risk	Mitigation
General economic risk	Diversified customer base; linked fees to market costs and commodity prices.
Health & Safety	Ongoing training, qualified professionals, incident reviews, and promotion of safety culture.
Environmental legislation	Active engagement with regulators, industry groups, and policy makers; influence through memberships.
Environmental compliance	Strict adherence to consents, permits and licences; regular monitoring; staff training.
Tax legislation	Close monitoring of landfill tax guidance; external advice; legislation engagement; internal audits.
Pricing pressure	Regular review of pricing strategies; market analysis; flexible resource management.
Oil price fluctuation / North Sea activity	Close monitoring of customers and markets; adjusting resources via flexible labour sources.
Transport disruption	Use of contracted haulage; diversification of waste acceptance locations.

This structured approach continues to ensure continuous identification, evaluation, and mitigation of risks to safeguard our operations and reputation.



4.8/5
customer satisfaction



Over **95%**
of customers would recommend us

26%
of 2024 annual procurement spent with local businesses

Future aspirations

2025 will be the year that Augean implements its new business strategy.



2025 will be the year that Augean implements the new business strategy. This will set out our vision:

- + **A market leader** in treating hard to handle wastes and specialist industrial services
- + **Treating waste as a resource, enhancing our ESG credentials** and optimising treatment, recovery and disposal routes
- + **A high standards operator for health & safety, compliance, operational excellence, customer service, and also for the communities in the areas in which we operate**
- + Increase shareholder value which includes **enhancing our infrastructure**
- + Strive to **make Augean a great place to work.**

The Strategy will identify a path to optimise resource efficiency and enhancing our ESG performance. Clearly, certain regulatory drivers also present opportunities to the business. However, the protection and enhancement of the Augean team through rigorous health & safety management and compliance combined with investment into training and development will remain a priority and be considered as part of the strategic growth of the company. Building a forward-looking strategy that incorporates ESG themes will ease future transitions, budgeting, and compliance.

Our main ESG-related aspirations in 2025 are to complete the development of our Scope 3 emission quantification and develop science-based GHG reduction targets.

We initially wanted to have this completed in 2024, however, the waste sector's complexity has meant that the quantification of Scope 3 emissions has proven challenging. However, we are confident that this work will be completed in 2025, so that we will have the quantitative data required to set our science-based reduction targets from 2026, using 2023 as our baseline year. Our short-term goal target is likely to be set at 2033.

In doing this we will develop the objectives and tools we'll use to reduce emissions and achieve our goals. It will provide a vision and a plan with milestones, keep relevant stakeholders accountable and help us measure performance.



Some of our other future aspirations include:

- + Maximise potential for BNG at sites we own, including how we align with any requirement for carbon offsetting to meet carbon reduction requirements.
 - Implement solar power at our four priority sites – Berwick, ENRMF, Kirkby and Port Clarence Waste Recovery Park.
 - Electrify Thornhaugh and the treatment pad at ENRMF.
 - Development opportunities at our closed landfill at Marks Quarry – we will seek to design a scheme that allows both solar and BNG to justify revenue and sustainability credibility.
 - Review solar potential or other renewable energy initiatives at our other sites.
 - Continue developing more efficient transport solutions:
 - Continue to replace diesel for HVO or other low emission fuels.
 - Increase the use of electric vehicles – eventually covering most of our van fleet (accepting that some high-risk customer sites will not allow electric vehicles on site).
 - Increase on-site electric charging – fast chargers at all sites; super-fast charging points where vans/light vehicle charging is required.
 - Potential investment in hydrogen powered HGVs.
 - Use of Artificial Intelligence (AI) and smart technology for on-line route optimisation.
- + Climate change risk management and opportunities will be reviewed in 2025 and climate change risk assessments will be prepared for each site in the Group. The Group will also start work on a climate change resilience assessment from 2026.
- + Continue work on aligning the IMS systems for Auegan, ANSS and FIS by integrating common reporting of HSEQ information to share single procedures activities that are consistent across the Group with a longer term view of a single Group IMS by the end of 2026.
- + We will continue to promote wellbeing across the business to make Auegan more proactive regarding Mental Health and Wellbeing in the workplace.
- + Health & Safety and compliance will remain a cornerstone of our operations. Our objective is that everything that we do will be done safely and compliantly. The team will continue to seek best practice in delivering a safe working environment and that will include assessment of the use of AI tools as they develop in the sector according to the type of work and activities that we do.
- + Circularity is increasing in momentum and has UK Government support, so this will accelerate the development of chemical recovery technologies and potentially unlocking larger-scale chemical recycling opportunities. In looking to the future Auegan plans to maintain pace with circular economy developments. Part of this will require finding the technological solutions to substitute unwanted substances in the production phase as well as to identify and isolate them at end-of-life products and materials. Managing these unwanted substances safely will mean a continual, but potentially smaller reliance on hazardous landfill. A circular economy cannot exist without functioning markets for secondary materials, so we need to position ourselves in managing secondary materials from waste processes or other processes.

Tables

While several of our indicators align with relevant metrics in the GRI Standards, we have also included additional indicators that better reflect our sector, along with proprietary data to provide deeper insights into Augean's operations and stakeholder feedback. Indicators typically relate to Group performance over the last three years, unless specified otherwise. For some new indicators, this timeframe may be shorter.

Key

GA

An indicator taken from the Green Alliance's Indicating Right: Environmental Performance Indicators for the Waste Management Sector

GRI

A specific standard disclosure taken from the GRI Sustainability Reporting Standards

Augean

An internal indicator

GRESB

A disclosure for GRESB Infrastructure assessment

N/Ac

Not acquired or developed

N/Rec

Not recorded

N/A

Not applicable



Environment



Target achieved

Augean's target is zero flags for unacceptable non-compliance

Scottish Environment Protection Agency (SEPA)

Our Scottish sites are scored on their operational performance by SEPA. The performance against each permit condition was previously (pre-2021) combined to result in an overall compliance score in one of six categories, from excellent, good, broadly compliant, at risk, poor or very poor. SEPA ceased to apply their Compliance Assessment Scheme on inspections but continues to assess compliance with permit conditions. Therefore, the band scoring no longer applied from 2022 and since then we have not received any unacceptable flags for non-compliance. A new compliance rating system is being consulted on in 2025 and is likely to be introduced in 2026.

Unacceptable non-compliance flags and site inspections

Site	2022		2023		2024	
	Non-compliance flags	No. of inspections	Non-compliance flags	No. of inspections	Non-compliance flags	No. of inspections
Blackdog Treatment centre	0	0	0	1	0	1
Dundee Treatment centre	0	0	0	1	0	0
Greenbank Treatment centre	0	1	0	2	0	1
Paisley Treatment centre	0	0	0	2	0	2
Peterhead Treatment centre	0	0	0	1	0	2
Pocra Quay Treatment centre	0	0	0	2	0	1

* Note: Augean exited the Dundee site in July 2024

Environment



Regulator assessment for each site

Compliance with environmental regulation is of interest to all stakeholders, whether employees or local communities in respect of their environment or for shareholders and customers through sustainability and reputational issues. The regulator assessments of the performance of each site are therefore a critical indicator for the Group.

Environment Agency (EA)

Our English-based sites are scored on their operational performance by the EA. The EA annually categorises sites into six compliance bands A to F based upon findings from site inspections.

Compliance band and number of site inspections

Site		2022		2023		2024	
		Compliance band	No. of inspections	Compliance band	No. of inspections	Compliance band	No. of inspections
Avonmouth	Treatment centre	A	1	A	1	A	1
Berwick	Treatment	N/Ac		A	3	B	4
	Mercury	N/Ac		B	3	A	3
ENRMF	Hazardous landfill	A	2	B	3	B	1
	Radioactive	A	0	A	0	A	0
	Soil treatment centre	C	3	A	1	A	1
Great Yarmouth	Treatment centre	A	2	B	1	A	1
Honiton	Industrial services and treatment	N/Ac		A	0	A	1
Hull	Industrial services and treatment	N/Ac		A	1		1
Kirkby	Industrial services and treatment	N/Ac		A	0	A	0
Mark's Quarry	Non-hazardous landfill	A	0	A	0		
Port Clarence	Hazardous landfill	A	3	A	4	A	2
	Non-hazardous landfill	A	3	A	4	A	2
	Soil treatment centre	A	0	A	4	A	2
	Waste Recovery Park	A	3	A	4	A	3
Plymouth	Industrial services and treatment	N/Ac		A	1	B	1
Thornhaugh	Non-hazardous and SNRHW ¹ landfill	A	1	B	1	B	1

¹ SNRHW: Stable non-reactive hazardous waste (for example, asbestos)

Environment

Control of emissions to air, water or land

Amount in tonnes of landfill gas and the proportion of gas being flared, used for power generation or passively vented GA, GRI 305-1 (partial)

Landfill gas is used to generate energy where possible however, this is not possible at all sites because it is not generated in sufficient quantities. The data below provides an indication of the amount of landfill gas passing through gas management systems and our overall approach to gas management.

Site		2022	2023	2024
ENRMF hazardous landfill	Tonnes landfill gas	551	497	461
	Proportion flared %	70	69	68
	Proportion power generation %	0	0	0
	Proportion passively vented %	30	31	32
Mark's Quarry non-hazardous landfill (closed)	Tonnes landfill gas	447	411	376
	Proportion flared %	0	0	0
	Proportion power generation %	85	84	85
	Proportion passively vented %	15	16	15
Port Clarence hazardous landfill	Tonnes landfill gas	251	240	207
	Proportion flared %	0	0	0
	Proportion power generation %	0	0	0
	Proportion passively vented %	100	100	100
Port Clarence non-hazardous landfill	Tonnes landfill gas	708	701	666
	Proportion flared %	16	11	8
	Proportion power generation %	58	58	62
	Proportion passively vented %	26	31	30
Thornhaugh non-hazardous and SNRHW landfill	Tonnes landfill gas	498	469	439
	Proportion flared %	54	53	53
	Proportion power generation %	0	0	0
	Proportion passively vented %	46	47	47

Intensity of landfill gas reported as CO₂ in tonnes per site divided by tonnes of waste handled GRI 305-4 (Partial), GA

This provides an indication of the amount of carbon emitted to atmosphere directly (i.e. not combusted or flared) related to the quantity of waste received at our landfill sites.

		2022	2023	2024
Site		CO ₂ (tonnes)/tonnes waste		
ENRMF	Hazardous landfill	0.003384	0.003473	0.002927
Mark's Quarry	Non-hazardous landfill	0.001713	0.001762	0.001395
Port Clarence	Hazardous landfill	0.003438	0.003639	0.002730
	Non-hazardous landfill	0.003680	0.004361	0.003622
Thornhaugh	Non-hazardous and SNRHW ¹ landfill	0.003096	0.003236	0.002633



NO_x, SO_x, and other air emissions GRI 305-7 (Partial)

Our operational sites with major processes or landfill are required to report any NO_x, SO_x, and other air emissions that are above the prescribed levels set by the environmental regulator in each site's environmental permit.

Emissions of individual substances across the company are derived from pollution inventory reports. The table below identifies the consolidated quantity of substances recorded from our emissions data across all relevant sites.

		2022	2023	2024
Substance		Quantity emitted (kg)		
Total PM₁₀		11.20	18.15	73.69
Total VOC		12.87	302.14	404.90
Total NO_x		125.00	1,068.52	2,142.74
Total SO_x		1.50	19.71	58.57
CFC		0	26.46	26.76
HCFC		0	21.68	20.32
Methyl chloroform		0	21.90	0



The amount of air emissions from our permitted facilities was below the prescribed thresholds at all facilities.

Environment

Control of emissions to air, water or land continued

Quantities of wastes managed GRI 306-2, GRESB

Gross mass of waste handled across the Group by type (tonnes)

	2022		2023		2024	
Hazardous waste	998,811.00	73%	1,003,624.05	75%	1,115,708.08	76%
Non-hazardous waste	366,875.50	27%	341,860.45	25%	359,278.77	24%
Total	1,366,686.50		1,345,484.50		1,474,986.85	

Gross mass of waste handled across the Group by management outcome (tonnes)

	2022	2023	2024
Re-Use	8,604.74	9,553.57	30,054.38
Recycling/Recovery	151,461.62	241,360.83	244,912.19
Composting	0	1,452.47	22,101.01
Waste-To-Energy	11,004.01	12,235.59	9,753.09
Incineration	3,674.44	4,507.22	5,768.69
Landfill	746,659.11	674,022.85	699,597.45
Treatment and transfer	508,103.95	461,107.87	497,349.44
Total Waste Disposed	1,258,437.51	1,139,637.94	1,220,140.76
Total waste diverted from disposal (landfill/incineration)	24.75%	18.84%	20.09%

Radioactive waste managed (tonnes)

	2022	2023	2024
Hazardous waste	557.2	964.62	1,509.98
Non-hazardous waste	3,991.78	4,224.35	6,997.66
Total	4,548.98	5,188.97	8,507.64



Target achieved
This target is diversion of >10% waste handled by us avoiding disposal

Transfrontier shipment of waste (tonnes)

Augean also exports certain waste streams for recovery where no options are available in the UK or imports wastes where the host country doesn't have the capability to recover or dispose the waste.

	2022	2023	2024
Imported waste	4,031.62	3,586.22	3,517.92
Exported waste	1,431.48	1,070.21	2,822.19



Total number and volume of significant spills GRI 306-3

Augean handles and treats a wide range of potentially polluting substances. Spillages of oils, fuels, wastes and chemicals have the potential to result in contamination of the ground, surface water and ground water.

All polluting substances on Augean sites are handled under robust handling procedures on sealed surfaces and stored in contained areas. Significant spills must be reported to the environmental regulator. A significant spill is considered to be an uncontained spill that exceeds 200 litres.



Target achieved
No significant spills were recorded in 2024



Enforcement and prosecution GRI 307-1 GA

Compliance and environmental standards are aspects of interest to all stakeholders. If a site breaches its permit, then the Regulator may take enforcement action to specify the actions the permit holder must take to resolve the non-compliance and within what timescale. If a permit breach is severe or an operator persistently does not comply with permit conditions, the Regulator may prosecute the operator. The GRI 307-1 indicator requires disclosure of any fines due to environmental offences.

There were no enforcement notices or prosecutions brought in the reporting period and no fines paid during 2024.

Environment Water

Water conservation

All effluent or leachate that cannot be re-used is either discharged to sewers (hence to sewage treatment works) or collected and transported directly to treatment facilities.

Total water used (cubic metres)

	2022	2023	2024
Total water used	59,038.15	80,581.76	101,996.92

Of the total amount used in 2024, 460m³ was recycled rainwater and 3,428m³ was waste water (excluding leachate – see below) that was reused on site.

Leachate

All leachate from Augean's landfill operations is collected and safely managed. On-site use refers to the quantity that is used to replace potable water in our treatment processes at the landfill sites. The amount of leachate generated significantly increased in 2024 compared to previous years due to high rainfall and expansion into the new cells at our landfill sites, notably the expansion of the Western Extension at our ENRMF, which enabled more leachate to be used in our treatment processes. However, conversely, the high rainfall meant a significant portion of leachate was required to be sent for off-site disposal.

	2022	2023	2024
Total used on site (litres)	25,725,572	34,077,192	68,742,593
Proportion used on site	83%	47%	58%
Total disposed (litres)	5,212,263	38,715,090	49,661,726
Proportion disposed	17%	53%	42%
Total produced (litres)	30,937,835	72,792,282	118,404,319



Total effluent discharged Augean

	2022	2023	2024
Total effluent discharged	137,506.5	203,218.2	141,039.3

Environment

Energy consumption

Energy consumption within the organisation GRI 302-1 (2015)

The current energy consumption figures for the Group (including FIS) are detailed below:

Energy type	2022		2023		2024	
	kWh	% total	kWh	% total	kWh	% total
Electricity	2,078,082	8.60%	3,654,577	8.11%	3,211,502	9.58%
Landfill gas (including export to grid)	1,452,059	6.01%	1,063,771	2.36%	1,156,114	3.45%
Liquid fuels (site use)	13,362,343	55.33%	23,144,630	51.35%	14,954,103	44.61%
Transport	5,243,347	21.71%	15,235,301	33.80%	13,354,756	39.84%
Natural gas	2,014,900	8.34%	1,978,146	4.39%	846,233	2.52%
Total	24,150,731		44,328,566		33,522,698	

Note: Our EcoCentre at Peterhead recovers oil from wastes arising in the oil and gas sector, then uses this recovered oil as fuel in the plant, which saves on using virgin fuel oil from other sources. In 2024 11,050,024 kWh potential was generated by the 998,430 litres of oil that were recovered – this comprises 6,336,405 kWh potential for oil that was sold and 4,713,619 kWh for oil that was reused on site. (6,115,687 kWh was generated from this recovered oil in 2023 and 3,467,290 kWh in 2022).

Environment Emissions

GHG emissions are categorised into three groups or 'Scopes' by the GHG Protocol. The data below includes emissions for the whole Augean Group.

Scope 1 covers direct emissions from sources that are owned or controlled by Augean Group.

Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by us.

Scope 3 reporting covers indirect upstream and downstream emissions. The scope and boundaries for Scope 3 emissions are not well defined for the waste sector, so consequently, Augean's data is limited to areas that we have some degree of control over. Currently, this is reserved to business mileage involving employees using their own vehicles. All other indirect emissions that occur in our value chain will form part of the Scope 1 or 2 emissions for others.

Total emissions (tCO₂e)

	2022	2023	2024
Total gross tCO₂e including fugitive landfill gas emissions and reported Scope 3 emissions	23,153.56	27,548.38	23,742.68

Scope 1 emissions (tCO₂e)

	2022	2023	2024
Emissions from combustion of landfill gas	1.042	0.980	0.911
Landfill fugitive emissions	17,683.8	17,172.7	15,915.41
Emissions from combustion of fuel for transport and business travel purposes	1,241.67	3,508.11	3,079.06
Emissions from combustion of fuel for other activities which the company own or control including operation of facilities	3,699.82	5,835.53	3,886.47

Scope 2 emissions (tCO₂e)

	2022	2023	2024
Emissions from purchased electricity	401.859	756.769	664.941

Scope 3 emissions (tCO₂e)

	2022	2023 (corrected)	2024
Emissions from business mileage	125.36	194.40	195.88

An electric vehicle scheme was introduced in late 2022, and electric vehicle mileage increased significantly in both 2023 and 2024.

Scope 3 emissions (tCO₂e)

	2022	2023	2024
Mileage travelled in electric vehicles	490	16,628	40,605



Carbon intensity GRESB

Gross intensity assessment – waste handled

	2022	2023	2024
Revenue (£GBP)	£102,412,000	£133,008,000	£153,100,000
Total waste handled (tonnes)	1,366,686.28	1,345,484.49	1,474,986.85
Intensity ratio: tCO₂e gross from all elements per tonne of waste handled	0.0169	0.0205	0.01610
Intensity ratio: tCO₂e gross from all elements per £GBP revenue	0.000226	0.000207	0.000155

Total gross tCO₂e includes all reported Scope 1 and 2 emissions and fugitive landfill gas emissions and reported Scope 3 emissions.

The intensity metric of gross tonnes CO₂e emissions to total tonnes of waste managed is an appropriate measure given the nature of our business.

The intensity metric of gross tonnes CO₂e emissions by revenue is also part of GRESB reporting.

Environment

Land management and biodiversity

Sites operated adjacent to areas of high biodiversity value GRI 304-1 and description of impacts GRI 304-2

Augean owns and operates facilities near sites of high biodiversity value and nature conservation importance. Monitoring is required in accordance with our permits and consents to demonstrate that the assumptions regarding standards of operation and design made in the consent application stage are appropriate and conclusions validated.

The table below summarises the impacts of the sites located near biodiversity receptors.

Site and operation	Biodiversity receptors	Principal, potential impacts	Actual impact significance
<p>ENRMF, Northamptonshire 56 hectares</p> <p>Landfill of hazardous and radioactive waste, and treatment of hazardous waste</p>	<ul style="list-style-type: none"> + Collyweston Wood SSSI + Ancient woodland 	<ul style="list-style-type: none"> + Groundwater contamination + Noise + Airborne dust 	<p>No impact detected at receptors. Long term benefit of restoration through restoration plans that are required by the Development Consent Order</p>
<p>Port Clarence, Teesside >100 hectares</p> <p>Landfill of hazardous and non-hazardous waste, stabilisation and thermal desorption</p>	<ul style="list-style-type: none"> + Teesmouth and Cleveland Coast SPA and Ramsar site. Main interest is wintering and passage of waterfowl. 	<ul style="list-style-type: none"> + Groundwater contamination + Airborne dust + Noise + Atmospheric emissions 	<p>Site performing in accordance with design hence no significant impact. Long term benefit of restoration.</p> <p>Restoration Plan specification approved by the EA in 2022.</p>
<p>Thornhaugh, Peterborough 30 hectares</p> <p>Landfill of non-hazardous wastes and SNRHW</p>	<ul style="list-style-type: none"> + Bedford Purlieus SSSI + Ancient woodland 	<ul style="list-style-type: none"> + Groundwater contamination 	<p>Historic areas of site unlined but impact localised and small. Long term benefit of ecological restoration.</p>

Biodiversity Net Gain requirements will be delivered via the site profile and combined restoration scheme with the adjacent Cooks Hole site.

Habitats protected or restored GRI 304-3

Augean contributes directly to biodiversity through landfill restoration projects and indirectly through its commitments to environmental organisations focussed on increasing biodiversity.

The areas of land owned and managed for biodiversity are an indicator of our success:

Site	Managed for biodiversity (hectares)			Status
	2022	2023	2024	
ENRMF, Northamptonshire 56 hectares	2	2	2	Includes herpetofauna reserve with ponds and grassland. Grassland enhancement undertaken in 2015 with additional ponds and terracettes created on the northern area of the site in 2016. Active management programme in place with monthly visits to ensure areas continue to thrive. An additional 8 hectares of capping and partial restoration including some hydroseeding during 2020 lead to the release of these areas for increased managed biodiversity in the coming years.
Mark's Quarry, County Durham 18 hectares	10 4 hectares planted with approx. 20,000 native saplings	10	10	Coarse grassland low value habitat to be enhanced with restoration of remainder of the site proposed. Monitoring of tree growth is ongoing.
Port Clarence, Teesside >100 hectares	80 An area of 24,000m ² was capped on the non-hazardous phase	80	80	Includes naturally recolonised industrial slags with 13 hectares of species rich short turf together with scrub and pond habitats. In due course the landfill will be restored for biodiversity.
Thornhaugh, Peterborough 30 hectares	6	6	6	30-hectare site which will be restored to nature conservation. Current restored areas include two hectares of newt reserve with well-established wetland together with four hectares of grassland and woodland planted with native trees in 2014.

Note: All sites are subject to a long-term management obligation under the relevant Permit.

Social

Gender pay gap report G4-LA13

The gender pay gap data for Auegan in 2024 is presented below. The “snapshot” date for this report was 5 April 2024. The following points are noted:

- + The hourly rates are calculated as per the GPG guidance and are inclusive of salary, allowances and bonus – these are calculated over 365.25 days per year as per the Chartered Institute of Personnel and Development (CIPD) (and therefore government) guidance and therefore show a much lower than the actual hourly rates which are calculated over 260 working days (208 if 4 days per week are worked etc).
- + The data includes the Performance Incentive Scheme for our frontline employees, which has improved our bonus picture.
- + A minus figure shows a positive outcome in favour of female staff.
- + The data for 2023 does not include FIS staff because the company was acquired in March 2023, so the Auegan Group would not have any influence on the gender pay points for any FIS staff at the time the report was derived (April 2023).

Auegan Group data

	2022	2023	2024
Median gender pay gap	-9.0%	-6.60%	-16%
Mean gender pay gap	3.2%	6.10%	-6%



Number of reportable incidents per site Auegan

We are required to report certain injuries, incidents and work-related diseases under The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).

Number of RIDDOR-reportable events

Site		2022	2023	2024
Aberdeen	Recycling and treatment centre	1	0	0
Avonmouth	Treatment centre	0	0	0
Berwick	Treatment centre	N/Ac	0	0
Dundee	Decommissioning centre	0	0	0
ENRMF	Hazardous landfill and Soil treatment centre	1	0	0
Great Yarmouth	Treatment centre	0	0	0
Honiton	Industrial services and treatment	N/Ac	1	1
Hull	Industrial services and treatment	N/Ac	1	0

Target not achieved
Augean's RIDDOR target is zero

Site		2022	2023	2024
Kirkby	Industrial services and treatment	N/Ac	0	0
Newport	Industrial services	N/Ac	0	0
Paisley	Industrial services	0	2	3
	Treatment centre	0	0	0
Peterhead	Drilling waste centre	0	1	0
Plymouth	Treatment centre	N/Ac	0	0
Port Clarence	Landfill	0	0	0
	Waste Recovery Park	0	0	1
Rugby	Industrial services	N/Ac	1	0
Thornhaugh	Non-hazardous and SNRHW landfill	0	0	0
Wetherby	Head office	0	0	0
TOTAL		2	6	5
RIDDOR rate per 200,000hrs worked		0.78	0.80	0.84
RIDDOR rate per 1,000,000hrs worked		3.94	3.98	4.18

There were five RIDDOR incidents in 2024:

1. RIDDOR Incapacitation >7-Day, Honiton – Operator fell while pulling a hose, hurting their back. Manual handling refresher training issued. 'In the line of fire' campaign issued.
2. RIDDOR Incapacitation >7 day, Paisley - Staff member slipped on ice
3. RIDDOR Specified Injury, Paisley – Operator tripped over a hose on a 3rd party site
4. RIDDOR Specified Injury, WRP – Staff member tripped and fractured elbow.
5. RIDDOR Specified Injury, Paisley – Staff member suffered multiple leg fractures at a 3rd party site following a fall from the gantry.

Social

Target not achieved

Augean's major incident target is zero

Major accident rate per site/Medical treatment case Augean

This indicator enables us to attribute significance to those events which, although potentially not required to be reported in the context of RIDDOR, are still significant in their nature. Such incidents are defined as accident, fire or injury which is deemed significant by our internal accident investigation procedures.

Major incident count

Site		2022	2023	2024
Aberdeen	Recycling and treatment centre	0	0	0
Avonmouth	Treatment centre	0	0	0
Berwick	Treatment centre	N/Ac	0	1
Dundee	Decommissioning centre	0	0	0
ENRMF	Hazardous landfill and soil treatment centre	1	0	1
Great Yarmouth	Treatment centre	0	0	0
Honiton	Industrial services and treatment	N/Ac	0	0
Hull	Industrial services and treatment	N/Ac	2	2
Kirkby	Industrial services and treatment	N/Ac	0	1
Newport	Industrial services	N/Ac	0	0
Paisley	Industrial services	0	2	1
	Treatment centre	1	1	0
Peterhead	Drilling waste centre	0	0	0
Plymouth	Treatment centre	N/Ac	0	0
Port Clarence	Landfill	1	2	0
	Waste Recovery Park	1	0	0
Rugby	Industrial services	N/Ac	1	0
Thornhaugh	Non-hazardous and SNRHW landfill	0	0	0
Wetherby	Head office	0	0	0
TOTAL		4	8	6
Normalised to 200,000 working hours		1.58	1.11	1.00
Normalised to 1,000,000 working hours		7.88	5.57	5.02



Augean's target is for no major incidents. Whilst the incidents mean that we did not achieve this target, the number of these incidents is low for the sector.

Minor incident rate per site/First aid case Augean

Augean operates systems for the recording and investigation of minor incidents. A minor incident is defined by Augean as an accident resulting in minor injury (a first aid case that does not require hospital treatment or involve time off from work) or minor damage to infrastructure or equipment (e.g. vehicles). Common examples might be a cut finger or minor bruising, or a vehicle reversing into a bollard.

Any injury or damage, no matter how slight, results in a minor injury/incident. In part, this arises from a focus on workplace pedestrian safety, so that any vehicle/vehicle or vehicle/structure collision is now treated as if a pedestrian could have been involved.

It is important that such accidents are reported so that corrective action can be taken to prevent reoccurrence and potentially more serious accidents.

Minor incident count

	2022	2023	2024
TOTAL	77	93	73
Normalised to 200,000 working hours	30.35	14.80	12.21
Normalised to 1,000,000 working hours	151.75	73.99	61.06

 The number of minor injuries has dropped as a consequence of a focus on complacency and situational awareness. Further work on prevention of minor incidents and accidents will continue in 2025.


Lost time and absentee rates Augean

The average number of days lost through sickness absence per worker in a year in the United Kingdom in 2022 was 5.7⁴.

Augean actively seeks to reduce its lost time and absentee rates through proactive management of health and safety but also by understanding the causes of absenteeism, such as stress or job dissatisfaction. Lost time incidents (LTI) are recorded when an employee has a day or more off excluding the day of the incident.

Target not achieved
Augean's LTI target is zero

	2022	2023	2024
Average absentee rates for non-manual workers	2.2	1.3	1.5
Average absentee rates for manual workers	7.7	5.6	6.4
Number of LTI	3	5	2
LTI per 200,000hrs worked	1.18	0.80	0.33
LTI per 1,000,000hrs worked	5.91	3.98	1.67

 Whilst we did not achieve this target, the number of lost time incident rate is low.

Social

Number of prohibition and improvement notices per site Augean

Augean did not receive any prohibition or improvement notices during the period of reporting.

Operations with local community engagement GRI 413-1

Site		Liaison Committee	Community engagement programme	Community funding	Donation to local foodbanks
Aberdeen	Recycling and treatment centre			✓	✓
Avonmouth	Treatment centre		✓	✓	✓
Berwick	Treatment centre				✓
Dundee	Decommissioning centre				✓
ENRMF	Hazardous landfill and Soil treatment centre	✓	✓	✓	✓
Great Yarmouth	Treatment centre				✓
Honiton	Industrial services and treatment				✓
Hull	Industrial services and treatment				✓
Kirkby	Industrial services and treatment				✓
Newport	Industrial services				✓
Paisley	Industrial services		✓		✓
Peterhead	Drilling waste centre				✓
Plymouth	Treatment centre				✓
Port Clarence	Landfill and Waste Recovery Park		✓	✓	✓
Rugby	Industrial services				✓
Thornhaugh	Non-hazardous and SNRHW landfill	✓	✓	✓	✓
Wetherby	Head office				✓

Number of environmental grievances GRI 103-2

Complaints are an indicator of our perceived and actual impact on our local community by our stakeholders. Augean operates a Group-wide complaints procedure under the IMS to ensure that where complaints are received, they must be addressed immediately and followed up with the complainant to ensure no further issues. Each complaint received is recorded, investigated and remediation action taken as appropriate.

Site		2022	2023	2024
Aberdeen	Recycling and treatment centre	0	0	0
Avonmouth	Treatment centre	0	0	0
Berwick	Treatment centre	N/Ac	0	0
Dundee	Decommissioning centre	0	0	0
ENRMF	Hazardous landfill and Soil treatment centre	2	4	0
Great Yarmouth	Treatment centre	0	0	0
Honiton	Industrial services and treatment	N/Ac	0	0
Hull	Industrial services and treatment	N/Ac	0	0
Kirkby	Industrial services and treatment	N/Ac	0	0
Mark's Quarry	Non-hazardous landfill	N/Ac	0	0
Newport	Industrial services	0	0	0
Paisley	Industrial services	0	0	0
Peterhead	Drilling waste centre	0	0	0
Plymouth	Treatment centre	N/Ac	0	0
Port Clarence	Landfill	0	0	0
	Waste Recovery Park	0	0	0
Rugby	Industrial services	N/Ac	0	0
Thornhaugh	Non-hazardous and SNRHW landfill	0	0	0



As in previous years our performance with regards to complaints was very strong. During 2024, there were no complaints.

Governance

Economic value generated and distributed GRI 201-1

£m	2022	2023	2024
Revenues	102.70	133.00	153.10
Opex	64.50	82.30	97.90
Employee costs	15.80	27.20	31.00
Payments to providers of capital	0.50	2.00	1.20
Community investments	0.87	1.05	1.06
Payments to governments	2.70	3.70	4.70
Economic value retained	19.20	17.90	18.10



Number of client complaints Augean

Site		2022	2023	2024
Aberdeen	Recycling and treatment centre	0	1	0
Avonmouth	Treatment centre	1	1	1
Berwick	Treatment centre	N/Ac	0	0
Dundee	Decommissioning centre	0	0	0
ENRMF	Hazardous landfill and Soil treatment centre	0	2	0
Great Yarmouth	Treatment centre	0	0	0
Honiton	Industrial services and treatment	N/Ac	0	0
Hull	Industrial services and treatment	N/Ac	0	5
Kirkby	Industrial services and treatment	N/Ac	0	0
Newport	Industrial services	N/Ac	0	0
Paisley	Industrial services	0	0	0
	Treatment centre	0	0	0
Peterhead	Drilling waste centre	0	0	0
Plymouth	Treatment centre	N/Ac	0	0

Site		2022	2023	2024
Port Clarence	Landfill	1	0	0
	Waste Recovery Park	1	1	1
Rugby	Industrial services	N/Ac	0	0
Thornhaugh	Non-hazardous and SNRHW landfill	0	0	0
TOTAL		3	5	7

The low level of customer complaints recorded historically across the Group was maintained during 2024, but showed a slight increase in complaints compared to previous years (five in 2023, three in 2022), however, this was balanced against an increase in the size of the business following the FIS acquisition. All these complaints were resolved to the satisfaction of the customer within the timeframes specified in the company complaints procedure.

Percentage of complaints responded to verbally within one day target Augean

Our complaint procedures require a verbal response to a complainant within one day of receipt. This facilitates a greater understanding of their grievance which assists us in determining a programme of action to resolve the issue. During 2024, all customer complaints were responded to verbally within 24 hours of receipt.

Percentage of complaints responded to in writing within 28 day target Augean

Our complaint procedures require that we formally write to complainants within 28 days of receipt of a complaint. This enables us to communicate further with the complainant to reassure them that we have addressed the issue appropriately and to provide them with details of the effective corrective and preventative actions taken to prevent a reoccurrence.

All complaints received during 2024 at Augean were responded to within the 28 day target.

GRI universal and topic standards

This Report has been prepared “by reference” to relevant GRI Sustainability Reporting Standards. We have prepared this Report with due diligence and transparency. We welcome any comments or inquiries regarding the information presented. The following table shows which disclosure indicators and material aspects we cover in this Report and where to find them.

SDG and GRI disclosure number	Description	Page	Comments
	305-1 Direct (Scope 1) GHG emissions	48 (partial)	
	305-2 Energy indirect (Scope 2) GHG emissions	54	
	305-7 Nitrogen oxides (NOx) an, sulphur oxides (SOx) and other significant air emissions	49	
	401-3 Parental Leave		To commence reporting in 2025
	306-2 Waste by type and disposal method	50	
	306-3 Significant spills	51	
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		100%
	401-3 Parental leave		To commence reporting in 2025
	404-1 Average hours of training per year per employee	29 (partial)	Data not provided because alternative data is disclosed that is more relevant to our business / sector
	404-3 Percentage of employees receiving regular performance and career development reviews		To commence reporting in 2024
	405-1 Diversity of governance bodies and employees	32-33	
	405-2 Ratio of basic salary and remuneration of women to men	58	
	2-9 Governance structure and composition	40-41	
	306-2 Waste by type and disposal method	50	
	306-3 Significant spills	51	
	304-2 Significant impacts of activities, products and services on biodiversity	56	
	304-3 Habitats protected or restored	57	
	302-1 Energy consumption within the organisation	53	
	302-3 Energy intensity	53	

SDG and GRI disclosure number	Description	Page	Comments	
	201-1	Direct economic value generated and distributed	64	
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage		100%
	204-1	Proportion of spending on local suppliers	43	
	302-1	Energy consumption within the organisation	53	
	302-3	Energy intensity	53	
	306-2	Waste by type and disposal method	50	
	306-3	Significant spills	51	
	403-1	Workers representation in formal joint management-worker health and safety committees	20-21	
	403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of worker related fatalities	58-61	
	403-2	Workers with high incidence or high risk of diseases related to their occupation	58	
	403-4	Health and safety topics covered in formal agreements		No formal agreements covering health and safety are in place with trade unions
	404-1	Average hours of training per year per employee	29 (partial)	Data not provided because alternative data is disclosed that is more relevant to our business / sector
	405-1	Diversity of governance bodies and employees	30-33	
405-2	Ratio of basic salary and remuneration of women to men	58		
	305-1	Direct (Scope 1) GHG emissions	48 (partial)	
	201-1	Direct economic value generated and distributed	64	
	306-2	Waste by type and disposal method	50	
	306-3	Significant spills	51	

SDG and GRI disclosure number	Description	Page	Comments
	302-1	Energy consumption within the organisation	53
	302-3	Energy intensity	53
	305-1	Direct (Scope 1) GHG emissions	48 (partial)
	305-2	Energy indirect (Scope 2) GHG emissions	54
	305-7	Nitrogen oxides (NOx) an, sulphur oxides (SOx) and other significant air emissions	49 (partial)
	306-2	Waste by type and disposal method	50
	306-3	Significant spills	51
	302-1	Energy consumption within the organisation	53
	302-3	Energy intensity	53
	305-1	Direct (Scope 1) GHG emissions	48 (partial)
	305-2	Energy indirect (Scope 2) GHG emissions	54
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	56
	304-2	Significant impacts of activities, products and services on biodiversity	56
	304-3	Habitats protected or restored	57
	305-1	Direct (Scope 1) GHG emissions	48 (partial)
	305-2	Energy indirect (Scope 2) GHG emissions	54
	305-4	GHG emissions intensity	49 (partial)
	305-7	Nitrogen oxides (NOx) an, sulphur oxides (SOx) and other significant air emissions	49 (partial)

GRI G4 sector disclosures

GRI disclosure number and description	Page	Comments
2-1 Organisational details	IBC	
2-2 Entities included in the organisation's sustainability reporting	IBC	
2-3 Reporting period, frequency and contact point	6	
2-4 Restatements of information	8, 14-18	
2-5 External assurance	8	
2-6 Activities, value chain and other business relationships	8, 43	
2-7 Employees	32	
2-23 Policy commitments	9-11	
2-27 Compliance with laws and regulations	46-47	
2-28 Membership associations	42	
2-29 Approach to stakeholder engagement	20-21	
2-30 Collective bargaining agreements		No agreements are in place within Augean
3-1 Process to determine material topics	20-21	
3-2 List of material topics	8, 63	
3-3 Management of material topics	8, 14, 18	

Glossary

ANSS	Augean North Sea Services Ltd	HSE	Health and Safety Executive
APCR	Air Pollution Control Residues	HSEQ	Health Safety Environmental and Quality
BAT	Best Available Technique	IMS	Integrated Management System
BNG	Biodiversity Net Gain	IOSH	Institution of Occupational Safety and Health
BSi	British Standards Institute	ISO	International Standards Organisation (ISO 9001; ISO 14001; ISO 45001)
CfE	Call for Evidence	KPI	Key Performance Indicator
CIPD	Chartered Institute of Personnel and Development	LCF	Landfill Community Fund
CIWM	Chartered Institution of Wastes Management	LFT	Landfill Tax
CQA	Construction Quality Assurance	LLW	Low Level Radioactive Waste
CSR	Corporate Social Responsibility	LTI	Lost Time Incident
DEFRA	Department for Environment, Food and Rural Affairs	MHFA	Mental Health First Aider
DWM	Drilling Waste Management	NDA	Nuclear Decommissioning Authority
EA	Environment Agency	NEBOSH	National Examination Board in Occupational Safety and Health
EAP	Employee Assistance Programme	OHSAS (18001)	Occupational Health and Safety Accreditation Scheme
EEDI	Energy Efficient Driver Index).	PAS	Publicly Available Specification
EfW	Energy from Waste	RAMS	Risk Assessment and Method Statement
EHS	Environmental, Health and Safety	RIDDOR	Reporting of Injuries, Diseases and Dangerous Occurrences Regulations
ENRMF	East Northants Resource Management Facility	SASB	Sustainability Accounting Standards Board
ESA	Environmental Services Association	SDG	Sustainable Development Goals
ESG	Environmental, Social and Corporate Governance	SECR	Streamlined Energy and Carbon Reporting
ESOS	Energy Savings Opportunity Scheme	SEPA	Scottish Environment Protection Agency
FIS	Future Industrial Services	SNRHW	Stabilised Non-Reactive Hazardous Waste
GA	Green Alliance	SSSI	Site of Special Scientific Interest
GBP	British Pound Sterling	UVDB	Utilities Vendor Database Service
GHG	Greenhouse Gas	VLLW	Very Low Level Waste
GPG	Gender Pay Gap	WBC	Wellbeing Champion
GRESB	Global Real Estate Sustainability Benchmark		
GRI	Global Reporting Initiative		
HMRC	HM Revenue & Customs		

Our sites



22 locations across the UK, stretching from Plymouth in Devon to Peterhead in Scotland

- Treatment and disposal
- Treatment and transfer
- Radioactive waste services
- Industrial services
- Northeast Scotland
- Other



To find out how Augean can help your business
call us on 0333 034 9004 or
email us at info@augean.co.uk
to arrange for a sales adviser to call you.



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