



The letters 'ESG' are rendered in a large, stylized font. The 'E' is green with a brushstroke texture. The 'S' is blue and contains a photograph of a woman wearing glasses and a blue beanie with the FCC Environment logo. The 'G' is blue with a diagonal line pattern.

[Welcome](#)

[CEO foreword](#)

[Who we are](#)

[FCC in numbers](#)

[About ESG](#)

[Environmental](#)

[Social](#)

[Governance](#)

Welcome to the
FCC Environment
Environmental,
Social & Governance
Report 2024



CEO foreword

Welcome to FCC Environment's first ESG report Bringing it all together

2024 was a year of unprecedented change for our business in the UK, with a major acquisition increasing our footprint overnight. But physical growth is only one measure of success, and our inaugural ESG report demonstrates our progress and commitment to innovating, delivering and, crucially, monitoring across our core activities and into the communities we serve.

In recent years, we have increased our focus on carbon emissions, resulting in a 27% decrease since 2019. In 2024, we signed up to implement ISO 14064, to ensure that our assessments are accurate and transparent. Whilst these are great achievements, for me, and for all of our people, there is still much to do.

This report is a great snapshot of how far we have come, where we are now and what we have to aim for next. We are making good progress across our footprint to reduce our carbon impact through both better business practises and implementing technological advances to help us in this aim. This year we have once again placed a focus on the Wellbeing of our 4,222 people through easy to access information and support and we have made a commitment to eliminate Modern Day Slavery highlighting just a few of the Environmental, Social and Governance advancements we have made.

And we are on the right road. I am delighted to say that the total social value generated by the UK business at the end of December 2024 was £428 million. That is an impressive equivalent in financial terms of value delivered to communities across the UK, in the North, South, East and West, just by doing what we do so well each and every day.

So, looking forward, FCC Environment in the UK is now truly a market leader in the delivery of resource and waste management services, and it is from this platform that we look ahead to the future.

I invite you to read this report. For our colleagues, take pride in the progress you have all made and in what you have delivered throughout the year. And I look forward to reporting on our continued progress this time next year.



Steve Longdon
Chief Executive Officer
FCC Environment UK



I am delighted to say that the total social value generated by the UK business at the end of December 2024 was £428 million.



Who we are and what we do

At the start of 2024, FCC Environment managed waste in 138 local authority areas. This included the collection, sorting and recycling of 1.5m tonnes of materials, and provision of waste management solutions for 7,754 business waste customers.

In June of 2024, FCC Servicios Medio Ambiente completed the purchase of Urbaser's business in the UK, which saw us expand our product and service offering yet further.

Our partnerships with local authorities ensure that our services provide the best value for householders – maximising value from materials while generating valuable renewable energy.

We take our commitment to Net Zero seriously. From investment in new solar parks and microgeneration to decarbonisation of our fleet, FCC Environment is on track to meet our Net Zero targets.

Our charity partnerships and on-site reuse shops support thousands of vulnerable people. In 2022, in partnership with The Benjamin Foundation, FCC Environment was voted the Reuse Network's Innovative Project of the Year for the Norwich Reuse Drop-off Centre.

We work hard to attract new talent and take huge pride in the calibre of our graduates and apprentices. Across the country, our people are making a difference to everything from local authority clean-ups to mental health initiatives.

As a waste company, our priority is to ensure responsible, value-driven waste management. But as a socially-aware business, we strive to play a positive role in communities, tackle issues around carbon, and place people at the heart of our enterprise.



FCC in numbers

We are one of the UK's most trusted resource and waste management businesses. We hold over 100 contracts providing services to 138 local authorities up and down the country, recycling more than 1.5 million tonnes of waste each year.



327

UK sites, of which 218 are operational

2.8m

We collect waste and recycling from 2.8 million people in the UK

885k

We recycle 885,000 tonnes of wastewater every year

8

Energy from Waste facilities

>100

Over 100 contracts providing services to 138 authorities

7,754

Business waste customers

105

Operational HWRC sites

24m

Population served by FCC services

8

Material recycling facilities

167MW

Our facilities generate 167MW of energy

46

Transfer stations

14m

Management services for household waste produced by over 14m people

2,949

Customer sites

10

Integrated waste management facilities

1.5m

Tonnes of waste recycled in 2024

9

PFI and PPP contracts (Buckinghamshire, Edinburgh & Midlothian, Gloucestershire, Herefordshire, Kent, Lincoln, re3, Worcestershire, Wrexham)

£1.7m

Our 10 Reuse shops generated £1.7 million in revenue for charity partners

1,808

Tonnes of reuse material collected through the Reuse scheme



Environmental, Social, Governance

ESG is a framework that drives everything we do here at FCC Environment. These three pillars, Environmental, Social, and Governance, guide how we operate our recycling and waste management services to protect the planet, support our communities, and lead with integrity.

Our ESG mindset means that we are focused on the impact that our business has on the environment and society, as well as having robust and transparent governance to ensure that we are accountable.

We do this in part to reduce risk, adapt our business to meet future environmental legislation and make our business ready for longer-term growth.

Why does ESG matter to us?

At FCC we know that every action we take at work contributes to our mission and values. ESG isn't just about big corporate policies: whether it's recycling correctly at our workstations, being mindful of our energy use, or reporting any safety concerns, we believe these are the right things to do.

And we know that each small action contributes to our bigger ESG goals.

Together, we're not just managing waste – we're creating a cleaner, greener future for generations to come. And that's something we can all be proud of.





Together, we're not just managing waste – we're creating a cleaner, greener future for generations to come.

Steve Longdon
 Chief Executive Officer
 FCC Environment UK

United Nations Sustainable Development Goals

The United Nations has adopted 17 global goals to build a better world by 2030. Together with our employees, customers and partners, we are contributing to many of these goals, from clean energy to sustainable cities and climate action.



Welcome

CEO foreword

Who we are

FCC in numbers

About ESG

Environmental

Social

Governance



Environmental

The 'e' in esg

If we are to flourish, a healthy environment is critical. Our environment is the source of the resources we need to live – from the air we breathe, to the food we eat and the materials used to clothe us and build homes. A depleted environment impacts us all, and it is more urgent than ever that we protect it.

Across the world, we are seeing the impact of climate change more regularly, with fires and flooding becoming more common and more devastating. While energy demands and emissions contribute to damaging greenhouse gases, waste management also has a considerable impact. In 2020, the UK generated 222 million tonnes of waste and, in 2022, waste management activities in the UK were responsible for 3.7 million metric tonnes of CO2 emissions.

We can all make a difference but, as an environmental business, we work day-to-day to alleviate pressure on the environment. At FCC Environment, our goal is to strive for more efficient and sustainable usage of natural resources and energy across all our operations.

We are committed to achieving Net Zero Carbon and reducing our impact – and that of our customers – on the natural environment. In practice, this means procuring energy-efficient products and services, and focusing on energy performance improvement. We strive to ensure that our working practices prevent pollution, increase energy efficiency, and conserve the environment. External assessment and compliance ensure that we are true to our word.

At our heart, we are innovators, open to collaborative ways to meet and exceed best practice. We promote reuse, but recognise that we cannot eradicate waste completely. Instead, FCC Environment puts waste to work, diverting it from landfill and providing communities with clean, renewable energy.

Targets

Improve data quality through external verification to ISO 14064 and implementation of Environmental, Social and Governance software.

Achieve Net Zero Carbon by 2040, by applying 5% reduction year-on-year carbon emissions, based on 2019 results.

Reduce the number of Compliance Classification Scheme Category D, E and F sites compared to the previous year.



United Nations
Sustainable Development Goals

Driving a low-carbon future

FCC Environment is committed to tackling climate change by transitioning to a low-carbon economy. We endeavour to procure, wherever practicably possible, energy-efficient products and services, and design for energy performance improvement – contributing to our commitment to achieving Net Zero Carbon, reducing our environmental impact, and that of our customers, on the natural environment.

From upgrading our fleet to harnessing energy from waste, we're making significant strides towards decarbonisation. We innovate and invest in sustainable solutions, not only cutting carbon, but creating a cleaner, more resilient future for the communities we serve.



8

Energy from Waste (EfW)
facilities operating nationwide



167MW

Energy produced
annually



500kW

Energy generated from
just 1 tonne of waste

Turning waste into power: One million megawatts and counting!

FCC's EnviRecover energy from waste facility in Worcestershire has recovered a huge one million megawatts of energy from waste that would have gone to landfill. This is enough to power nearly 40,000 homes per year since opening!

The site processes around 210,000 tonnes of non-recyclable waste each year. This is the equivalent average weight of over three million full, large wheelie bins.

210k
The site processes around
210,000 tonnes of non-
recyclable waste each year





Inspiring young climate leaders in Wigan

FCC Environment was proud to support the Wigan Youth Climate Summit 2024, where young people explored sustainability through hands-on activities. We ran a battery disposal campaign, showcased upcycling projects from our household waste recycling centres, and led a bicycle wreath-making workshop. The event left attendees inspired, with 100% eager to return next year.

"It's one of the highlights of my year! Seeing young people so engaged with waste and recycling – and even considering a career in the sector – is truly inspiring."

Tracy Roe
Area Supervisor

Don't be fuelish!

FCC Environment is making big strides in sustainability with our 'Don't be Fuelish' campaign, to tackle unnecessary engine idling, and cut emissions and fuel waste. By engaging operators with training, posters, key fobs, and toolbox talks, the initiative is already making a noticeable impact.

The feedback we've had from the training so far has been excellent – even operators who've been with us for decades are learning new things.



Some of the machines from our landfill sites often consume up to 40 litres of fuel an hour. When you compare that to most road cars, which contain a maximum of 45 litres of fuel, you can see why it's a worry."

Bill Stone
Plant Manager



Journey to Net Zero

Last year was not only the hottest year on record, but 2024 also marked a troubling claim to fame as the first year to exceed 1.5°C above pre-industrial levels.

Sadly this is not an anomaly – the past 10 years have all featured in the top 10 warmest years on record. We need to take action if we are to break the trend and attempt to slow the occurrence of extreme weather conditions that result from an increase in temperature.

As one of the first industrialised nations, the UK holds responsibility for a large share of historical emissions. Through the Climate Change Act 2008, the UK government has set a target to reach Net Zero by 2050. FCC Environment

(UK) Ltd is committed to exceeding the target by achieving Net Zero emissions by 2040.

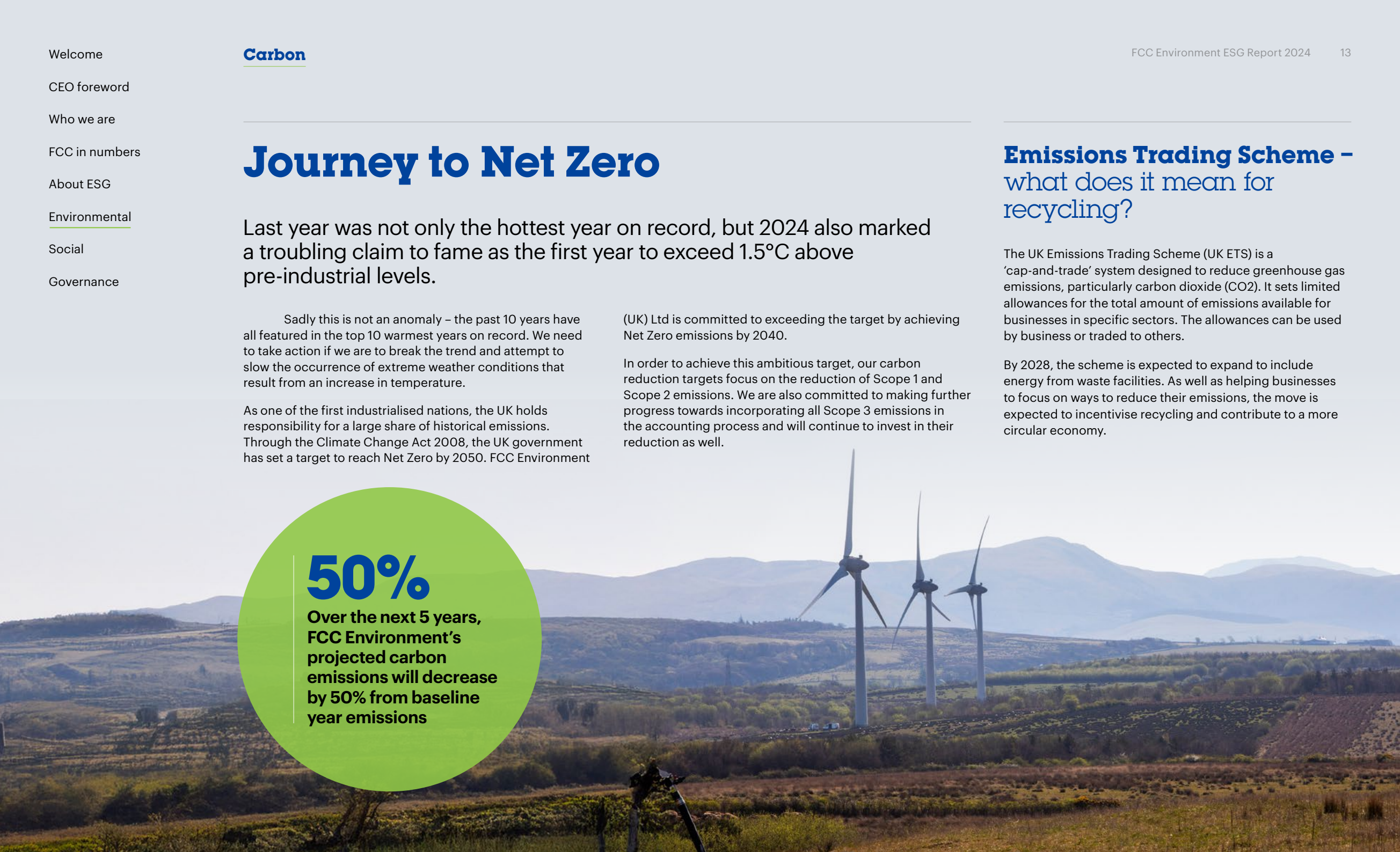
In order to achieve this ambitious target, our carbon reduction targets focus on the reduction of Scope 1 and Scope 2 emissions. We are also committed to making further progress towards incorporating all Scope 3 emissions in the accounting process and will continue to invest in their reduction as well.

Emissions Trading Scheme – what does it mean for recycling?

The UK Emissions Trading Scheme (UK ETS) is a ‘cap-and-trade’ system designed to reduce greenhouse gas emissions, particularly carbon dioxide (CO2). It sets limited allowances for the total amount of emissions available for businesses in specific sectors. The allowances can be used by business or traded to others.

By 2028, the scheme is expected to expand to include energy from waste facilities. As well as helping businesses to focus on ways to reduce their emissions, the move is expected to incentivise recycling and contribute to a more circular economy.

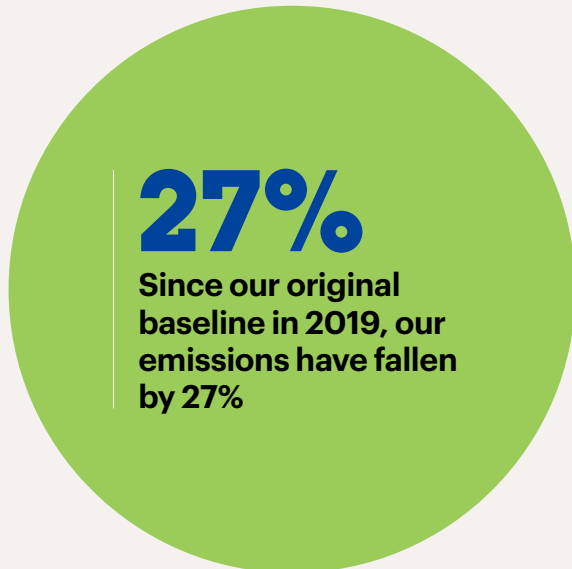
50%
Over the next 5 years, FCC Environment’s projected carbon emissions will decrease by 50% from baseline year emissions



ISO14064 – independent audits

If you're serious about reducing emissions, independent assessment is essential. So, in 2024, FCC signed a contract with BSI to implement ISO 14064. Audits are scheduled to take place during 2025, with the intention of achieving external verification for our greenhouse gas reporting system by the end of the year.

- ISO 14064 is an international standard developed by the International Organisation for Standardisation (ISO) to provide a framework for organisations to quantify, monitor, report, and verify their greenhouse gas (GHG) emissions and removals.



Progressing carbon action

	2024	2023
Scope 1	1,402,872	1,496,899
Scope 2 (market based)	0	0
Scope 2 (location based, for information only)	5,496	5,444
Scope 3	13,338	12,787
Avoided emissions	-825,844	-930,445

Since our original baseline in 2019, our emissions have fallen by 27%.

For every tonne of waste that we process on behalf of our customers, we emit 0.14 tonnes CO₂e.

Our trajectory shows that we are progressing towards our goals, while our commitment to ISO 14064 demonstrates our dedication to transparency.

However, we operate in an evolving landscape, meaning we need to re-evaluate. For example, Global Warming Potential (GWP) measures how much a greenhouse gas warms the Earth compared to CO₂. In 2023, the GWP of methane increased, resulting in an increase in CO₂e emissions associated with landfills. So, while our landfill emissions decreased in 2023, that reduction was unfortunately offset by the GWP increase.

Similarly, new business acquisitions have affected our status. Our intention is to re-baseline at the end of 2025 to account for these emissions. This will instigate a review and re-alignment of the 2024 Net Zero trajectory. In the meantime, we will use 2023 data as a temporary comparative marker.

So, since 2019, our reduction is 27%; since 2023 we have achieved a 7% reduction overall. This means that we are still on course, even as a result of the GWP increase.

Managing data

To enhance carbon emissions reporting, FCC Environment has recently invested in a dedicated IT platform. Once configured and implemented, this system will automate the reporting of emissions across Scopes 1, 2, and 3. As a fully auditable tool, it will play a key role in our journey toward achieving ISO 14064, ensuring comprehensive and transparent reporting of Scope 3 emissions – the most challenging aspect of carbon accounting.

Energy reduction

Installation of blast cooler inverters at our Eastcroft EfW will ensure that we only operate when needed.

203 MWh

Predicted saving per year

209 MWh

Actual saving per year

Variable speed technology

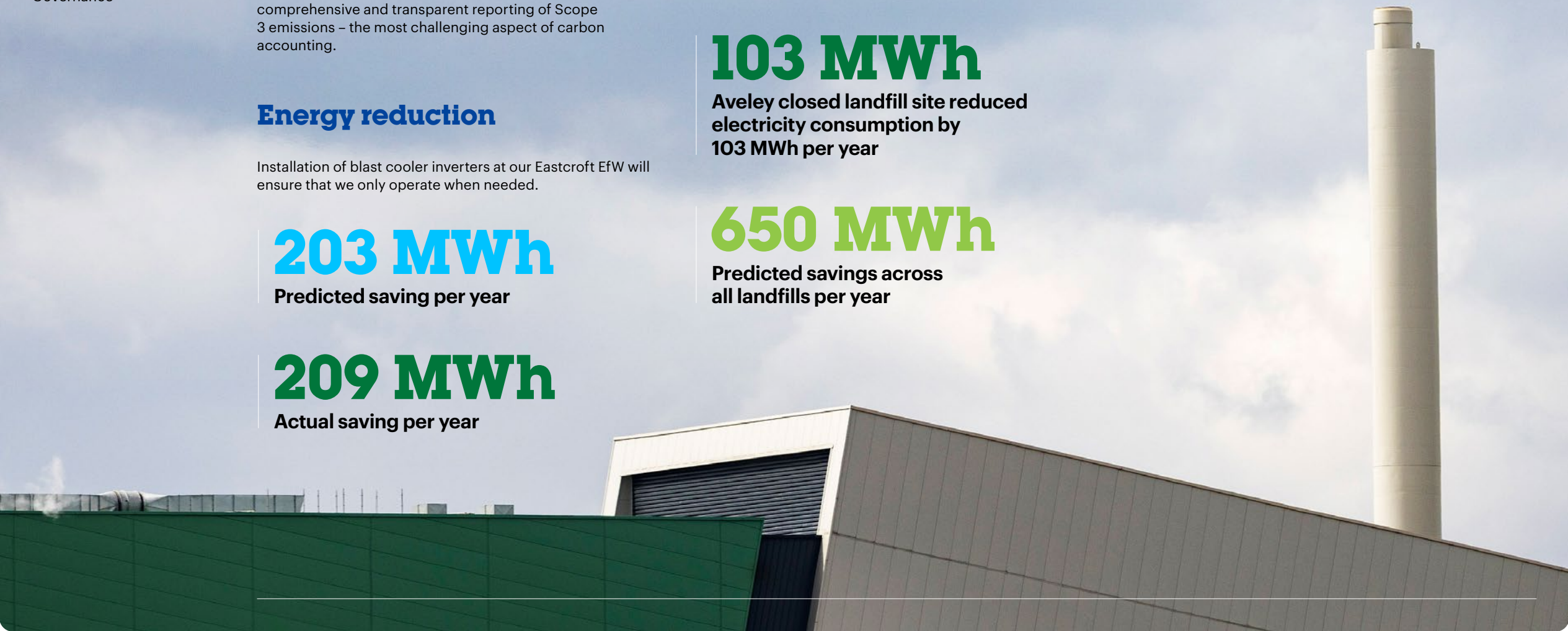
Variable speed technology is proven to reduce electricity consumption by as much as 35% and, when combined with e-dryers, that increases to 50%. In 2024, we completed the roll-out of variable speed drive compressors and e-dryers across our landfill portfolio.

103 MWh

Aveley closed landfill site reduced electricity consumption by 103 MWh per year

650 MWh

Predicted savings across all landfills per year



Heat networks

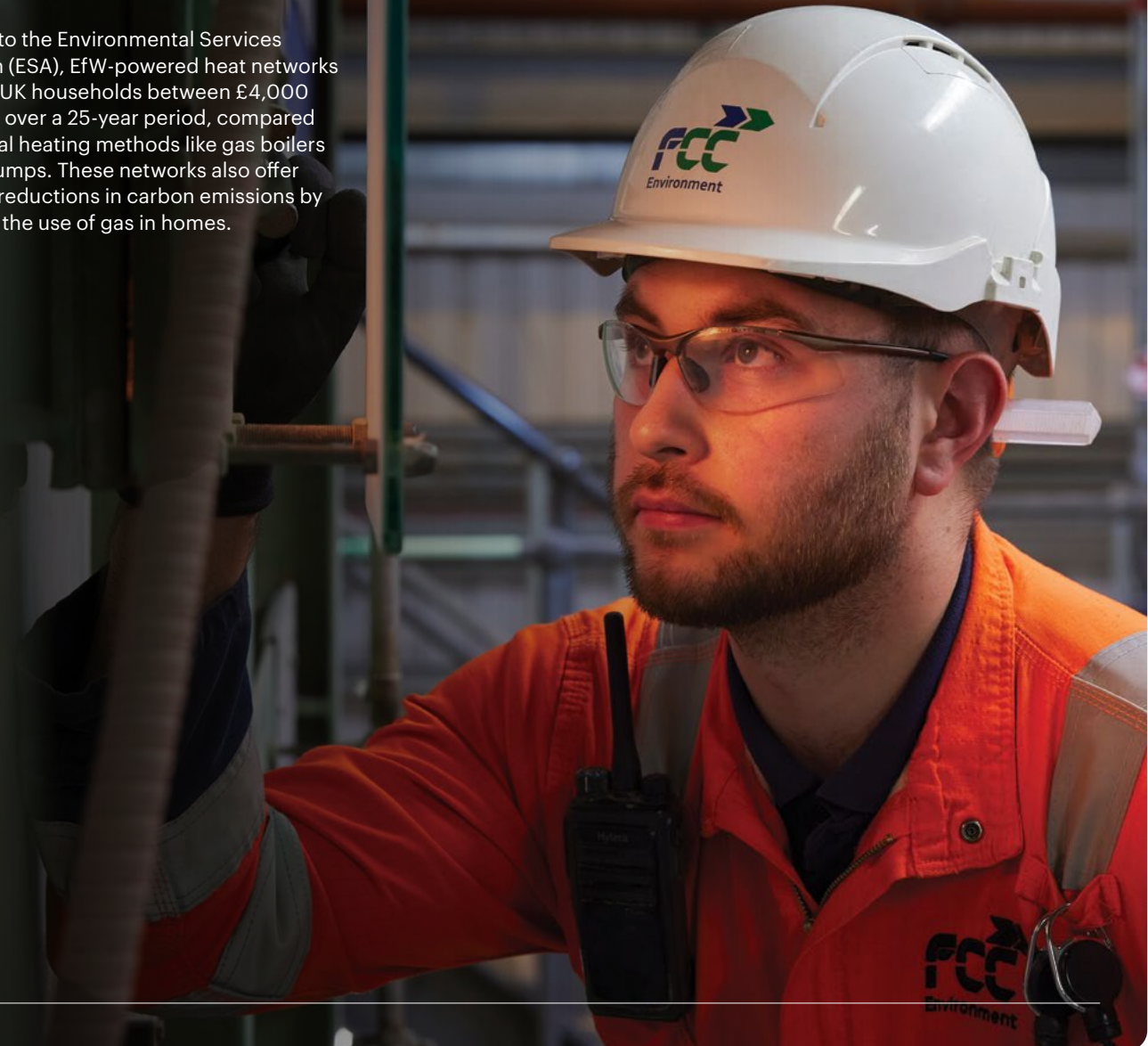
Finding ways to utilise the waste heat from industrial processes, including energy from waste (EfW) facilities, is essential if the UK Government is to meet its target of increasing heat demand met by heat networks from the current 3% to around 20% by 2050.

FCC Environment Heating the notion

FCC supports a number of heat networks across the country, including one of the UK's oldest and largest – Eastcroft in Nottingham. One of our newest projects – Millerhill in Midlothian, Scotland – is designed to supply both heat and power from the outset.

Other opportunities include Allington, where the government's Green Heat Network fund has announced £782,500 of support for a project in Maidstone, Kent, that aims to heat over 80,000m² of public sector buildings, commercial and residential properties.

According to the Environmental Services Association (ESA), EfW-powered heat networks could save UK households between £4,000 to £22,000 over a 25-year period, compared to traditional heating methods like gas boilers and heat pumps. These networks also offer significant reductions in carbon emissions by minimising the use of gas in homes.



Millerhill – Recycling and Energy Recovery Centre

FCC’s Millerhill Recycling and Energy Recovery Centre processes 160,000 tonnes of the local household and business waste left over after recycling, every year.

A joint venture set up to develop low carbon energy projects, and valued at £145 million, it includes a new flagship energy centre which opened in November 2025. Once fully operational, the MEL (Midlothian Energy Limited) Energy Centre will capture low carbon heat from the Millerhill Recycling and Energy Recovery Centre, which it will supply to around 3,000 homes, education and retail properties in an ambitious new town called Shawfair.

- Millerhill will provide up to 20MW of heat and around 10MW of electricity – doubling plant efficiency from below 30% to over 60%.
- In the first phase, the heat network is expected to save over 2,500 tonnes of CO2 per year, the equivalent of taking 1,200 cars off the road.
- The eventual plan is to heat up to 10,000 homes with low-carbon heat.



Eastcroft – Adapting to modern needs

Eastcroft, operated by FCC, was a pioneering development when it opened in 1973. Over 50 years later, the facility is still generating electricity and heat for use in Nottingham, following a major refurbishment by FCC.

Eastcroft is a key part of Nottingham’s Sustainable Energy Strategy, generating nearly 20MW of thermal energy in the form of steam and hot water. It produces electricity for the local grid and heat for a city-wide network which serves 4,700 homes and over 100 commercial premises.



A growing partnership for a greener future

The UK needs a clean energy revolution, and FCC Environment is unlocking the power of our vast land holdings to make it happen. Through a dynamic partnership with specialist contractors, we are transforming former landfill sites into thriving solar energy hubs, helping to power homes, cut carbon emissions, and fuel a greener future.



We're delighted to be utilising our considerable land holdings to generate clean electricity. The Government has a target of 70GW of solar PV by 2035, and projects such as this will play an important role in achieving it."

Mark Cheetham

General Manager, Landfill, FCC Environment

Welcome

CEO foreword

Who we are

FCC in numbers

About ESG

Environmental

Social

Governance

Investment in renewables

Expanding renewable energy: solar parks in action

FCC Environment is accelerating our investment in clean energy by transforming former landfill sites into solar parks. Working with renewable energy specialists Infinis, we are delivering large-scale projects that generate low-carbon electricity, to support the UK's Net Zero targets.

Offham Landfill Solar Park (Kent)

Construction is now underway on this 31-acre site, set to generate 11,000 MWh annually – enough to power 2,700 homes. The site will also see new tree planting, hedgerow improvements, and a public right of way.

Dogsthorpe Solar Park (Peterborough)

Planning permission has been secured for this 14MW solar project, which will power 3,800 homes and include a 5MW battery storage system to support grid stability.

Winterton Solar Park (Lincolnshire)

Now fully operational and supplying clean electricity to thousands of homes.

Boston Solar Park

Construction is progressing, further expanding our renewable energy portfolio.

3,800

Dogsthorpe Solar Park will power 3,800 homes and include a 5MW battery storage system



Driving sustainable waste collection in Herefordshire

In 2024, in partnership with Herefordshire Council, we introduced two all-electric eCollect waste collection vehicles. These state-of-the-art vehicles will service Hereford, reducing emissions and noise pollution.

Manufactured by Dennis Eagle in Warwick, the vehicles run on renewable electricity and will be charged at FCC's depot. They support Herefordshire's goal of achieving Net Zero emissions by 2030.



Landfill microgeneration

FCC was ahead of the game when it trialled microgeneration back in 2014. Since then, we've optimised the technology, proved that it works in a landfill setting, and rolled out microgeneration at nine of our landfill sites.

Typically, power generation from landfill gas ceases when there is insufficient residual gas to operate the smallest engines. However, these microgeneration projects operate down to between 65KW to 105KW – providing a more efficient and environmentally-friendly outcome through avoided emissions.



The Authority declared a climate and ecological emergency in March 2019 and is committed to achieving Net Zero by 2030. The introduction of the eCollects is a positive climate change action and a cornerstone of this commitment."

Clr Swinglehurst
Cabinet Member for Environment,
Hereford Council

Resource management and the circular economy

Legislation for the waste management sector and value chains moves on apace. In the UK, the arrival of the new Labour government has not interrupted plans for an ambitious overhaul of regulations – last year brought confirmation of policy to expand and harmonise local authority collections, tackle littering and introduce financial incentives to encourage more sustainable design.

Meanwhile, the EU introduced new legislation to improve the management of waste and reduce illegal shipments, as well as updating the Waste Framework Directive to include new targets for household waste recycling and the mandating of separate collections for hazardous waste and textiles.



Key UK developments in 2024 included:

Circular Economy Taskforce

The independent advisory group was launched in November 2024. The aim of the taskforce is to support the development of a strategy for England that will enable a transition towards sustainable resource use and waste reduction.

EPR for Packaging

Extended Producer Responsibility for Packaging (pEPR) came into force in January 2025. The legislation shifts the cost of waste management from the taxpayer onto packaging ‘producers’ – brands and importers. From 2027, it will also include a modulated fee system that charges non-recyclable material at a higher rate. Last year saw a raft of pEPR announcements, including the Recyclability Assessment Methodology (RAM) that classifies materials as recyclable/non-recyclable, and updated estimates of fees for producers.

Simpler Recycling update

Under the Simpler Recycling policy, household and business collections across England will be standardised by 2026. As well as specifying materials for recycling, the regulation includes separate collections for food waste, with flexible plastic film collections to be introduced by 2027.

The Simpler Recycling in England update outlined plans to create a circular economy, including sector-specific roadmaps. A key component is the development of a long-term roadmap for the packaging sector, focusing on keeping resources in use longer, reducing waste, accelerating the path to Net Zero, and fostering investment in critical infrastructure and green jobs.

Deposit return scheme

The deposit return scheme (DRS) for drinks containers passed into law in England and Northern Ireland in 2025. The aim is to reduce littering by applying a deposit to plastic bottles and aluminium cans. DRS will be introduced in October 2027.

99% satisfaction!

FCC Environment manages all 10 of Buckinghamshire's household waste recycling centres (HWRCs). The latest resident survey showed:

- **99% overall satisfaction**
- **99% satisfaction with layout, appearance and tidiness**

Lincoln leads

In March, Lincoln Energy from Waste (EfW) facility celebrated its 10th anniversary. Over the decade, the site has recorded some impressive results.

- **93% - reduction in waste going to landfill**
- **83K MWh of energy generated - enough to power 27,000 homes!**

£30m

By cutting the amount of waste going to landfill, the plant is expected to save the county council around £30 million over the lifetime of the contract

£2m investment in HWRC

Haverhill's new £2 million recycling centre has been designed to make recycling and disposal of waste even easier and safer, and residents are taking full advantage of extra capacity for recycling and reuse donations. The first two months saw nearly 11,000 customer bookings outstripping the capacity of the old site by 3,000 bookings.

The project sees Suffolk County Council and FCC Environment continue to work as part of the Suffolk Waste Partnership with West Suffolk Council. The Homefield Road site is operated by FCC Environment, which manages all of Suffolk's 11 recycling centres.

Features of the new recycling centre include:

- A raised platform – removing the need for steps
- A one-way system and easy-to-use layout
- Queuing capacity within the site
- Larger footprint



Continuing to support LAs to expand collections

FCC Environment continues to support our local authority partners to divert material to recycling and reuse.

In Herefordshire, we have rolled out the kerbside collection of batteries and small items of WEEE to make it easier for residents and increase recycling rates. But, critically, removing these items from residual bins will also help stop fires.

We are working with Northamptonshire Council to manage all six recycling centres across the area – enabling residents to take their waste to recycling centres across West Northants seven days a week, offering a better service and value for money.

“Our new 8-year contract in the London Borough of Havering includes an expanded recycling programme that now collects glass bottles and jars for recycling. We have merged the in-house street cleansing team and the waste collection service into one. Both teams work at different sites but have combined brilliantly.”

Chris Ellis
Operations Director, FCC Environment UK



“We’re always working to drive new materials for recycling, so the re3 Waste Partnership (Bracknell Forest, Reading and Wokingham boroughs, alongside FCC Environment) was proud to take part in trials in preparation for the roll-out of flexible plastic packaging collections in 2027.”

Rory Brien
Head of Municipal Treatment, FCC Environment UK

Say howdy to the Second Chance Saloon!

★ **Shortlisted – Letsrecycle Awards for Excellence, Civic Amenity Site of the Year!**

Step into the Second Chance Saloon for advice and assistance from expert on-site staff!

Visitors to the new hub at Leigh HWRC in Wigan are finding out all about which products can be recycled and what happens to them next. Residents can also leave reuse items with staff. These are then forwarded to a variety of charity partners and community groups.

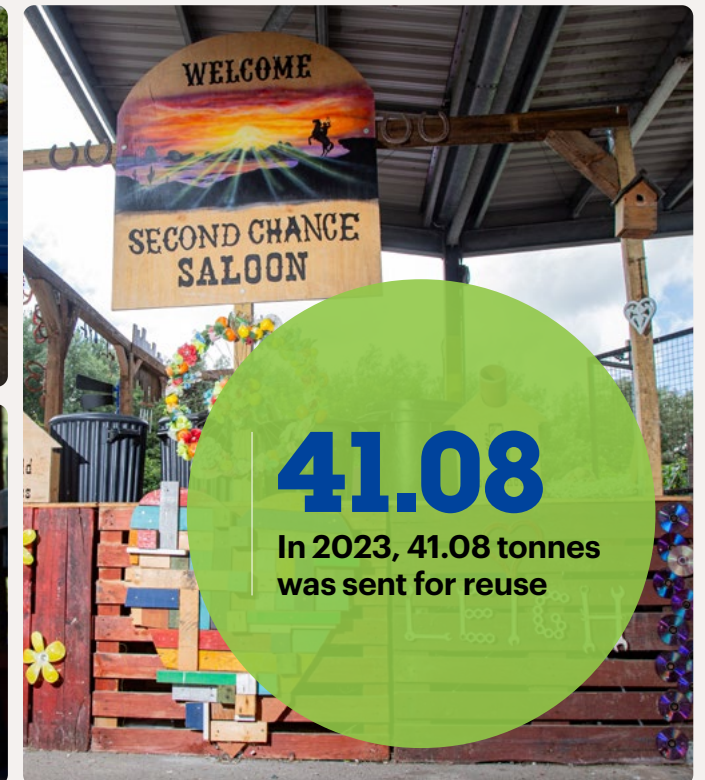
The Second Chance Saloon was built entirely from materials deposited at the HWRC so it's 100% recycled!



By reusing more of what we already have, we can use less of the planet's resources, use less energy, create fewer emissions, and give once-loved items another lease of life. I am really proud that we have introduced this fantastic initiative."

Councillor Paul Prescott

Cabinet Portfolio Holder for Planning, Environmental Services and Transport, Wigan Metropolitan Borough Council



Contract wins

Hereford collects

Following a competitive tender process, FCC Environment announced that it will continue to manage Herefordshire County Council's Recyclables and Waste Collection Contract.

This contract was one of our first in the UK and represents continued service of 25 years. The deployment of 2 electric RCVs will be a huge step towards both the council and FCC's journey to meeting their Net Zero goals.

The contract will run for 8 years and can be extended by up to a further 12 years.



The new service will be key to helping us to minimise waste and increase reuse, repair and recycling. It will also provide a significant contribution to our investment in low carbon projects, and strengthen our stewardship of Herefordshire's natural resources."

Ben Boswell

Head of Environment, Climate Emergency and Waste, Herefordshire County Council

25

The Herefordshire contract was one of our first in the UK and represents continued service of 25 years



Contract wins

Cheshire & Chester extension

In May, FCC Environment celebrated a 3-year extension from Cheshire West and Chester Council to provide residual waste disposal services. We have managed the service since 2014 and will now continue until 2027.

Contract to reuse

In the North East, we were delighted to cement our relationship with Hull City Council and East Riding of Yorkshire Council, with an extension of 5 years to the contract for operation of 13 HWRCs and 3 waste transfer stations.

Since 2015, 2,306 tonnes of material have been diverted for reuse to the Dove House charity.



Bid for success

In 2024, we also secured contracts with:

- **Dartford Borough Council and Falkirk Council** for the provision of **collection services**.
- **Torfaen County Borough Council**, to manage **HWRCs**.
- **South Oxfordshire District Council** – for **waste transfer services**.
- **Cumberland Council, and Westmoreland and Furness Councils** for waste disposal and green waste/DMR processing.
- FCC Environment business Wastewise secured a significant contract with **Wigan Council** for 26,000 tonnes per annum of commingled organic waste.
- **West Northamptonshire Council (WNC)** has appointed FCC to manage all six recycling centres across the area.
- FCC was awarded **Herefordshire Council's Recyclables and Waste Collection Contract**. This includes a number of innovations and enhancements, including the deployment of two fully-electric RCVs serving Hereford City Centre. This is a huge step, both for the council and for FCC, towards Net Zero goals.

Powering change: Innovation, engagement & recycling in action



From food scraps to green energy – an inside look

FCC's compelling video gives the public a fascinating look into how yesterday's leftovers can power tomorrow's world. Produced in partnership with the Institution of Engineering, the film follows food waste from roadside collection to Biogen's anaerobic digestion plants, revealing how it is transformed into green energy.

The process generates 25MW of electricity nationwide – enough to power a town the size of Harrogate for a year. With the rollout of UK-wide weekly food waste collections, capturing and converting harmful gases into clean energy is more crucial than ever.



25MW

The process generates 25MW of electricity nationwide – enough to power a town the size of Harrogate for a year



Waste to wonder: Lincoln open day

Nearly 1,000 visitors explored Lincoln's energy from waste facility, enjoying eco-stalls, a live beehive, and an interactive recycling quiz. Guided tours explained the plant's role in waste management, with General Manager Juergen Schaper answering big questions on recycling, carbon capture, and energy recovery.



Recycling roadshow: Making waste work in Kent

FCC Environment and Kent County Council hit the road to help residents master the art of reducing, reusing, and recycling. At six household waste recycling centres, teams showed how reusable items are saved, book banks are giving stories a second life and smart pre-sorting speeds up site visits.



Behind the scenes in Worcestershire

Worcestershire County Council and Severn Waste Services hosted an eye-opening exhibition, taking residents through every step of the recycling process. Visitors saw real recyclables up close and got answers to those tricky 'what goes where' questions.



It's about empowering the community to recycle smarter and make a positive environmental difference."

Emma Stokes
Cabinet Member for Environment, Worcestershire County Council



Reuse

We know that reuse sits near the top of the waste hierarchy, where it helps to reduce waste arisings. But it also provides the greatest carbon benefit of all the waste management options, helps people to save money, and provides valuable income for our charity partners.

According to WRAP, increasing reuse could reduce UK greenhouse gas emissions by an average of 4 million tonnes of CO2 equivalent per year. In 2022, the reuse sector prevented over 92,000 tonnes of products from becoming waste, but there is scope for much more.

FCC Environment already runs 11 reuse shops in partnership with charities and local authorities, and we plan to build on this success.

92,000

In 2022, the reuse sector prevented over 92,000 tonnes of products from becoming waste, but there is scope for much more



11

FCC Environment already runs 11 reuse shops in partnership with charities and local authorities, and we plan to build on this success

Brand-new for Barry

In March, we opened a brand-new reuse shop in Barry, just in time for a spring clear-out.

The shop, which is next to the HWRC, will breathe new life into pre-loved furniture, toys, sports equipment and bric-a-brac, while raising vital funds for local charity the Enfys Foundation. The initiative is a partnership between Enfys Foundation, Vale of Glamorgan Council and FCC Environment, which manages the HWRC.

“It’s really important for us to have this reuse facility because we want to encourage people to reuse things. It’s great that people can donate items to be reused which may help other people in the community who may be struggling due to the cost of living crisis.”

Cllr Mark Wilson
Cabinet Member for Neighbourhood and Building Services,
Vale of Glamorgan Council



Reuse first for Hull

In 2024, our partnership with Dove House Hospice, Hull City Council and East Riding of Yorkshire Council stepped up a level with the launch of a new reuse shop.

The shop is the first to open within the Hull City Council boundary. It sells items that have been donated from the 13 household waste centres across Hull and East Riding, with all funds generated used to support Dove House Hospice. It joins another shop based in the East Riding.

“The store is an invaluable part of the council’s sustainable waste management strategy and contributes towards our commitment to carbon reduction.”

Doug Sharp
Head of Street Cleansing and Waste Management, Hull City Council



Access all areas

The new and improved HWRC in Foxhall heralds the latest era of reuse and recycling for Ipswich, with updates to the site’s layout, access and capacity. As well as increasing vehicle capacity, the site offers better access and improvements to the on-site reuse shop. The shop sells items donated at Suffolk’s 12 recycling centres, including the new, specially designed site at Haverhill.

“Moving waste up the hierarchy is one of our main priorities and Foxhall Recycling Centre is designed to do just that. The reuse shop is at the start of the journey into the recycling centre, prompting site users to see if their items could be used again by someone else. The layout of the new site helps to future-proof the recycling service for years to come.”

Cllr Richard Smith MVO
Suffolk County Council Cabinet Member for Economic Development, Skills, Transport Strategy and Waste



Tackling hard to recycle materials

At FCC, we are committed to advancing materials up the waste hierarchy. Our reuse facilities are growing year-on-year and we strive to expand recycling services. However, some items are destined for the residual bin before they even leave the factory.

These are the areas we must focus on. Even the smallest items incorporate valuable resources, so FCC is at the forefront of pioneering trials and innovative schemes to find new ways of dealing with hard-to-recycle wastes.

35,000

Residents in Newcastle have been taking part in the Flexible Plastic Fund's **FlexCollect Newcastle** initiative since 2023. In October, the project expanded to cover 35,000 homes

FlexCollect

Flexible plastics are one of the most challenging materials for recycling, so J&B Recycling – an FCC Environment company – is proud to partner in a pioneering project to trial UK household collections.

Residents in Newcastle have been taking part in the Flexible Plastic Fund's FlexCollect Newcastle initiative since 2023. In October, the project expanded to cover 35,000 homes.

The FPF FlexCollect project, funded by Flexible Plastic Fund, is running pilots with nine councils across the UK. It aims to create a blueprint for future kerbside collections of flexible plastic packaging nationwide, with the goal of full-scale rollouts by 2027.



Hard to recycle

FCC brews up

In the UK, 800 million beverage pods are sold every year. While pods are fully recyclable, they have not been included in household collections. Until now!

Coffee pod recycling scheme Podback has been raising awareness and building partnerships to make recycling happen, and FCC Environment is proud to be part of the solution. Following successful trials, we are rolling out coffee pod recycling across HWRCs in England and Wales.



Recycling 1.3 million pods – equivalent to 7 pods per household within the first year – is a significant achievement. This milestone shows how our collective efforts can make a real difference. On this occasion, small items like coffee pods enabled us to divert over 21 tonnes of valuable materials for recycling, saving both resources and money. With Podback funding the service, it remains cost-neutral and provides an excellent way for us to enhance our recycling service for residents.”

re3 Joint Waste Disposal Board Members



Walthamstow collects the cup

In 2024, thanks to the enthusiasm and community connections of our amazing community engagement officer Victor Alfonso Hernandez Vera, FCC Environment launched a disposable cup collection service in Walthamstow.

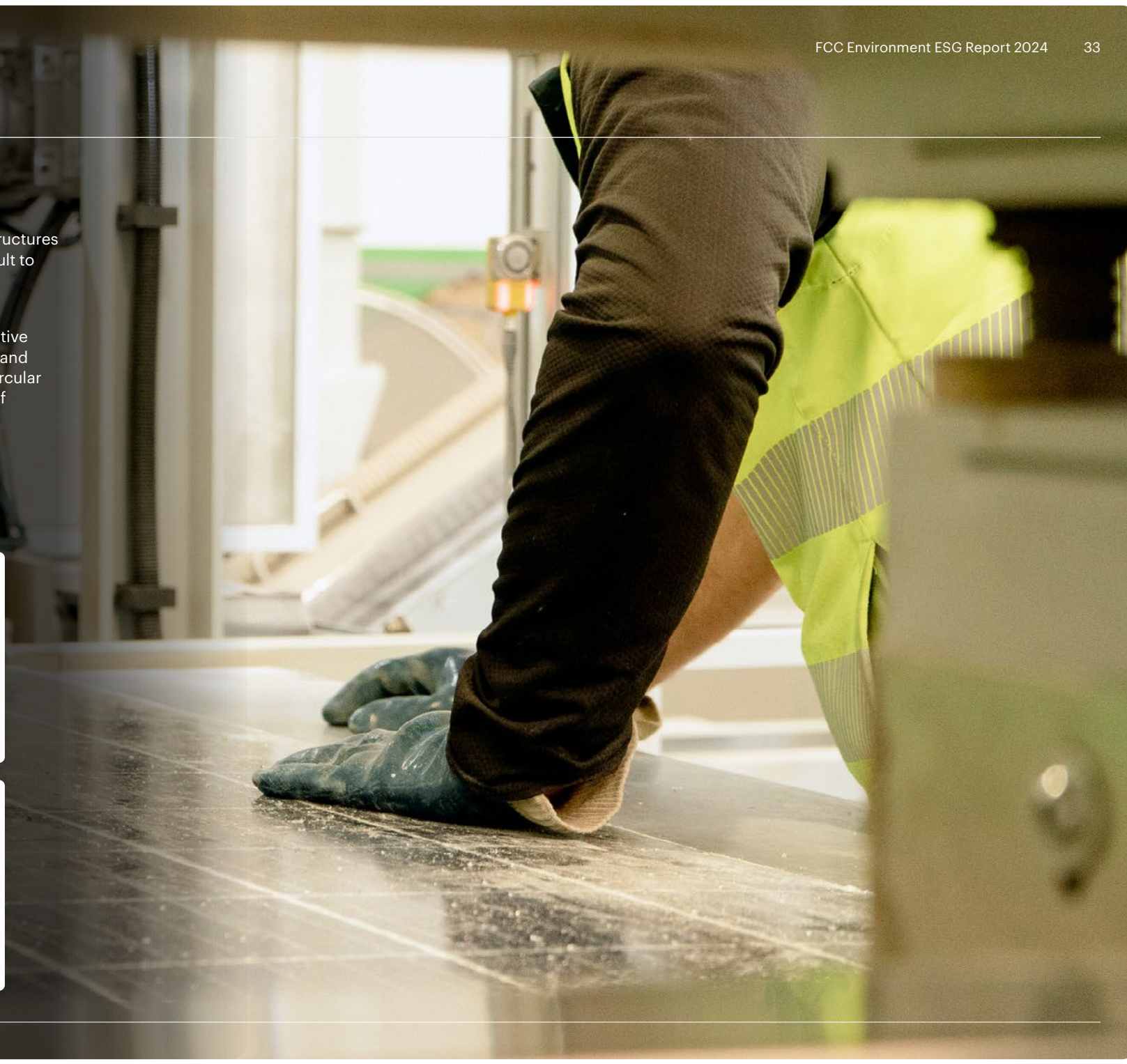
The project was so successful that it quickly expanded into three new areas, and was even showcased in a photography exhibition called ‘Sustainable London’ organised by the Royal Photographic Society!

Hard to recycle

PV panel recycling

Photovoltaic (PV) solar panels are complex structures with multiple materials, that make them difficult to separate and recover efficiently.

At FCC Environment, we are exploring the development of PV panel recycling. This initiative builds on the expertise within the FCC Group and reflects our commitment to supporting the circular economy and the responsible management of renewable energy assets.



Land management & biodiversity

FCC Environment is committed to reducing, reusing and recycling to extend the life of valuable resources. We also take this approach to our land holdings, by actively helping to protect land that has come to the end of its operational use.

To address our impact, we enhance our landfill sites by planting trees, wildflowers, grass and energy crops, and providing habitats for rare species.



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.”

The United Nations Sustainability Goal 15



Creating new habitats for great crested newts

Of all our land management projects, the Great Crested Newt (GCN) Habitat Management and Maintenance Plan being implemented at our Judkins Landfill Site in Nuneaton possibly holds pride of place.

The site holds a Natural England newt licence and the plan is in place to ensure that we provide a protected habitat for local amphibian populations during ongoing soil screening work.

To achieve our goals, we incorporated new habitats and management techniques, including the provision of an enclosed area, new wildlife ponds, hibernacula and places of refuge.

Native grassland tree planting and a committed management regime will maximise the biodiversity value of the grassland, tree planting and newly-created ponds, with management and monitoring undertaken for at least 10 years.



Newly-created ponds holding water through the summer with Mount Judd in the background



Creating new habitats for great crested newts at the Judkins landfill site

Danes Moss SSSI Scheme – haven for plant life and wildlife

The 130-acre landfill site in Cheshire has been designated a Site of Special Scientific Interest (SSSI). An active landfill since 1936, it was closed to waste in 2014 and has been substantially restored.

The works included in our plans, agreed with Natural England, include:

- Tree and shrub removal to allow areas of the woodland and moss areas to be seasonally flooded and water levels to be controlled.
- Impermeable screen installation
- Heightening of bunds using peat and damming of internal ditches allows sphagnum to flourish.

21

**species of wetland
plant recorded**

151

**invertebrate
species recorded**

Invertebrate species recorded, include:

Agelastica alni (alder beetle). This rare beetle is primarily found on alder alnus glutinosa and related species, silver birch betula pendula and willow salix species. Originally native to Britain, it became extinct after the Iron Age and was re-introduced in the early 2000s.



Danes Moss SSSI Scheme is a haven for plant life and wildlife according to latest monitoring



Reptile survey

The reptile survey recorded a breeding population of common lizard Zootoca vivipara and incidental records of common toad Bufo bufo. Over six surveys, a peak count of 29 common lizards was recorded. According to Froglife (1999) guidance, over 20 adult common lizards indicates an 'exceptional population'.

- Welcome
- CEO foreword
- Who we are
- FCC in numbers
- About ESG
- Environmental
- Social
- Governance



Social

The 's' in esg

Every business needs to look after the bottom line. But it's the working environment, career opportunities and community engagement that propel a really great business up into the stratosphere.

Health and Safety is one of our top priorities. Workers in the waste management industry are nine times more likely to suffer a fatal injury than the UK average. To address this, we implement a robust and comprehensive Integrated Management System (IMS) which undergoes annual external verification. These measures ensure our staff are protected at work and extend to safeguarding members of the public who interact with our teams when visiting our sites.

Our business thrives through diversity, fairness and respect, and that wellbeing goes far beyond safety at work. FCC Environment is dedicated to equal opportunities for all, and we pride ourselves on our commitment to career progression. We celebrate the achievements of colleagues and provide support for those facing challenging times.

The communities in which we operate are hugely important to us. We are lucky to be in a position to have a positive impact and, with every year, we extend our reach – working with new stakeholders or expanding existing projects.

In the following pages of the report, you will read about our partnerships with charities, engagement with young people, and practical support for some of the most vulnerable in society.

Our approach to social value means that we measure the impact of what we do. This helps us to improve but also demonstrates our success. Evidencing social value is becoming more common – in research last year, 85% of local authority respondents reported that they give weighting to social value when tendering.

Encompassing economic, social, and environmental benefits beyond financial profits allows us to promote a more holistic approach to our success. We strive to be a force for good and the figures support our pride. We are delighted to report that the total social value generated by FCC Environment up to July 2024 reached over £428 million.

Targets

Achieve ZERO Employee Lost Time Accidents (LTA) by applying a 10% reduction against the previous year's target. Or, when 10% is too great, a divisional improvement can be applied.

Achieve ZERO Employee Days Lost due to injury or harm at work, by applying a 10% reduction on Days Lost due to injury or harm against the previous year's target. Or, when 10% is too great, a divisional improvement can be applied.

Achieve 10% Reduction in Employee Total Accidents from the previous year



United Nations
Sustainable Development Goals



Staying safe

Safety is paramount. To provide the safest working environment that we can, FCC invests, innovates and implements best practice behaviour. And we are honoured to receive independent accolades for our initiatives, including a Sword of Honour, Globe of Honour and 5* ratings from the British Safety Council.



Achieving five-star audit reviews and awards from the British Safety Council isn't just a checkbox – it's a testament to being among the world's elite. This recognition drives us to continuously elevate our standards, ensuring excellence in a high-risk industry where complacency is not an option. Let's keep pushing the boundaries of safety and excellence!"

Paul Stokes
Head of Safety, Health, Environment & Quality (SHEQ)

Since 2010, FCC has:

32

Won 32 awards for safety, environment and innovation, including 11 in 2024

82%

Reduced Lost Time Accident Frequency Rate by 82%

Undertaken a regular, robust internal and external audit programme and utilise a Competence Management System (CMS) to continually assess employee's competence



Staying safe



Sword of Honour

Lincoln EfW facility and the Landfill & Quarries Division were both awarded the ultimate prize – a Sword of Honour. This followed the maximum five-star audit results earlier in the year.



Globe of Honour

FCC Environment was one of just 9 winners awarded a Globe of Honour, for our environmental & sustainability efforts at Eastcroft energy from waste (EfW) plant.



5* audit

Allington EfW in Kent won a 5* audit. This excellent result demonstrates our commitment to the continual improvement of health and safety management systems and associated arrangements.



The award of a five-star grading is an outstanding achievement and is reflective of a proactive organisation which is committed to continual improvement in its health and safety arrangements and managing risks to workers' health, safety and wellbeing. FCC Environment should be very proud of this achievement."

Mike Robinson
CEO, British Safety Council

Staying safe

IIRSM excellence – SiteZone

At the International Institute of Risk and Safety Management (IIRSM) Risk Excellence Awards, FCC Environment came out top, winning both the Barry Holt Award – Outstanding Risk Management Practice and Most Impactful Risk Research Project. For both awards, the company was credited for its work in developing the smart loader system with SiteZone Safety.

Even with the best training, collection operatives face hazards out on the rounds, so we are always looking for ways to reduce risk. The SiteZone proximity warning system is our latest innovation to protect workers.

Less than a year after our initial research project, the first full deployment has taken place at FCC Environment’s Wychavon contract. As well as colleagues being safer, the new system is re-enforcing long-term behavioural change.

The system is already being trialled by other waste management companies and local authorities.



Staysafe on site

Safety isn’t just for our people; to protect members of the public, we’ve also made Staysafe – a brand-new safety website for visitors to our sites. The information encourages people to sort waste before they visit, be aware of footwear, follow the correct signs and keep children and pets in vehicles to avoid any hazards.

In Wigan, we’re using the local press to spread the word about safety on site, and we are rolling this out across other sites around the country, including in Wiltshire.

Quick tips for staying safe whilst disposing of waste:



Drive safely



Prevent accidents



Waste handling tips



Handle waste with care



Respect our staff

Drum roll for 2024 awards



2024 National Recycling Awards
Innovation in Recycling Equipment and Vehicles
WINNER

2024 British Safety Council
5 STAR Occupational Health & Safety Audit, FCC Landfill
98.64%

2024 British Safety Council
Sword of Honour, FCC Landfill

2024 British Safety Council
Sword of Honour, FCC Lincoln EfW

2024 British Safety Council
5 STAR Environmental & Sustainability Audit, FCC Eastcroft EfW
96.70%

2024 British Safety Council
Globe of Honour, FCC Eastcroft EfW

2024 British Safety Council
5 STAR Occupational Health & Safety Audit, FCC Allington EfW
97.26%

2024 British Safety Industry Federation, Safety & Health Excellence Awards
Product Innovation for Safety
HIGHLY COMMENDED

2024 IIRSM Risk Excellence Awards, Barry Holt Award
Outstanding Risk Management Practice
WINNER

2024 IIRSM Risk Excellence Awards
Most Impactful Risk Research Project
WINNER

2024 Let's Recycle, Awards for Excellence, Health & Safety Initiative of the Year
HIGHLY COMMENDED

What next?

The main area of focus in 2025 will be integrating newly-acquired businesses into FCC's processes, to ensure that the company operates under a single Integrated Management System.

FCC's seven-step process is currently being implemented on a number of sites in order to prepare those locations and their operations. These sites will be reviewed and trained by FCC's SHEQ team before their BSI audit, followed by further training and coaching. The aim is for all sites to be fully integrated by the end of 2025.

Meanwhile, with the company gearing up for growth, succession planning is a live issue in the SHEQ team. ESG is taking centre stage, ensuring and assuring the operation of a successful, safe, healthy and environmentally-responsible organisation.

"Over the past fifteen years, FCC's SHEQ team has worked hard to reduce accidents, improve environmental performance and promote a healthy workplace, driven by the company's commitment to quality."

Overall accident rates have reduced significantly since 2010, but there is no room for complacency at FCC.

Work continues, including a regular auditing cycle with continuous improvement as the ever-present goal".

Paul Stokes
Head of Safety, Health, Environment & Quality (SHEQ)

It's a winner! FCC's innovative smart loading system

Even with the best training, collection operatives face hazards out on the rounds, so we are always looking for ways to reduce risk. In 2023, we were excited to trial the SiteZone warning system, our latest innovation to protect refuse collection workers.

Less than a year after the initial research project, the first full contract deployment has taken place across FCC Environment's Wychavon contract. As well as helping colleagues to stay safe, the new system is re-enforcing long-term behavioural change as crews quickly adapt to the new way of working.

Wider industry has recognised the benefits and the system is already being trialled by other waste management companies and local authorities.

This year, FCC's SiteZone system was rewarded with:

Winner!
National Recycling Award

Shortlisted!
International Institute of Risk and Safety Management Risk Excellence Awards

Barry Holt Award
Outstanding Risk Management Practice

Most Impactful Risk Research Project



Virtual reality

While our collection crews try hard to deliver the best possible level of service, external circumstances often affect their work. Restricted space and obstacles such as parked vehicles provide challenging situations, while added complications including members of the public at times, create greater risks.

FCC's virtual reality technology, *Rear Guard*, allows crews to practice reversing techniques and scores the operative on how well they assisted in manoeuvring the vehicle. It also highlights errors or suggests techniques for improvement.

make [REAL]

20%

The number of hazard and near misses reported on collection rounds where the VR system has been trialled have already seen a 20% improvement



Wellnet for wellbeing

Our approach to wellbeing reflects the MIND/New Economics Foundation’s 5 Ways to Wellbeing.

Following its launch in 2023, our dedicated wellbeing website – Wellnet – has supported staff from all areas of the business with advice relating to:

- Physical wellbeing
- Mental wellbeing
- Household wellbeing
- Diet & nutritional wellbeing
- Sleep wellbeing
- Social wellbeing

In addition, we publish monthly wellbeing bulletins and provide a manager’s toolkit which offers information on themes such as occupational health referrals, response to critical incidents, support services following a traumatic event, and wellbeing action plans.

5 Ways to Wellbeing Pillars

Connect
Be Active
Take Notice
Learn
Give

We know it’s working, because our employees engage every day. Since launch day, we’ve recorded:

5,044

Wellnet homepage visits

2,108

Website homepage visits

Our most visited pages are:

563

Visits – mental wellbeing

182

Visits – physical wellbeing



Help in action

When a colleague approached the company with mental health concerns, FCC was quick to help.

Following a consultation via our occupational health service provider, a course of counselling and therapy was arranged. Throughout the process, the colleague's anonymity was maintained, and they received appropriate help and guidance to aid with restoring some normality and balance back into their life.

The colleague's mental health has improved significantly, and there are noticeable changes to their whole demeanour – more positive and integrated within their own work environment, and more focus given to areas they can control, rather than dwelling on things that cannot necessarily be controlled.

In the words of our colleague:



When you realise you have a problem, reach out for the help that is needed. You won't be judged – moreover, you are far more likely to be admired for your courage in reaching out. There are services available that will help you get back to being you. Don't suffer in silence – please talk to your workmates or manager, you will be glad that you did."



wellbeing



Empowering our people

At FCC Environment, our employees are our greatest strength. Their expertise, dedication, and innovation drive everything we do. That's why we're committed to supporting their growth, celebrating their achievements, and providing opportunities for them to thrive.

Whether it's through apprenticeships, leadership development, or championing diversity, we invest in our people at every stage of their careers. By nurturing talent and fostering a culture of learning and inclusion, we ensure that our workforce remains at the forefront of the industry – because when our people succeed, so do we.



Investing in future talent

This year, FCC Environment celebrated National Apprenticeship Week by shining a spotlight on the apprentices driving our industry forward. With over 71 apprentices currently in training and 50 more to be recruited, we're committed to developing the next generation of waste management professionals. From engineering and vehicle maintenance to business administration and management, our apprenticeships provide real-world experience and the chance to build a lasting career.



Having the opportunity to do an apprenticeship has helped me gain more confidence and knowledge in many areas, and I've had the chance to meet great people and experience new adventures."

Remi Hill
Input/Output Operations Manager

Grads

2008

Our graduate programme was established

50

Graduates welcomed into the business

25

Graduates still with us

Championing women in waste

To mark International Women's Day, FCC Environment attended the Kent Apprenticeship Fair to promote careers in waste management. Early Careers & Development Manager, Gaye Glading, and Performance Team Leader, Mar Martinez, spoke to future environmental leaders, dispelling myths about the industry and showcasing the exciting opportunities on offer.

Gaye explained:

"The waste industry is sometimes overlooked as a career option, and it is time to dispel the myths and legends that surround this incredible field of work and all that it can offer. We have a wide variety of roles across our business, it is fast paced, ever-evolving, and guaranteed to get people inspired and aligned with our values of sustainability and securing a greener future for us all."


Industry accolade for Julie!

Julie Henry's dedication to learning has earned her a finalist spot for the Waste Industry Apprentice of the Year award! Her journey from completing a Waste Resource Operative Level 2 apprenticeship to now training as a Team Leader/Supervisor Level 3 apprentice exemplifies the opportunity for career growth that FCC Environment fosters.

Outstanding Achievement Award winners

FCC's Employee Rewards and Recognition Awards celebrated standout contributions this year.

- Cecil Jose was honoured for his work refurbishing company IT equipment and donating it to charities, schools, and community groups across the UK – helping to prevent digital exclusion while reducing waste.
- Graham Lake championed the RCV Smart Loader project, improving safety for collection crews and members of the public



Cecil Jose was honoured for his work refurbishing company IT equipment and donating it to charities, schools, and community groups across the UK

Reuse and prisons

FCC is rightfully proud of our boundary-crossing partnerships with prisons. In 2024, we really ramped it up.

Through our schemes, prisoners learn new skills and gain qualifications, and bikes and furniture are put to use or raise valuable funds for community enterprises. Our first project was set up over a decade ago, and we now operate nine reuse partnerships with prisons stretching from Lancashire to Kent.

£40,000
In 2024, our prison partnerships raised over £40,000 for local charities and community groups



<p>20 Diverted over 20 tonnes away from disposal into reuse</p>	<p>1,400 Provided 1,400 bikes for local community groups and residents to use</p>	<p>139 Trained 139 prisoners and ex-offenders and hired 18 ex-offenders</p>
--	--	--

Reuse and prisons » Continued**Why?**

The social and economic benefits of providing skills, training and qualifications for prisoners are significant. With the average annual cost of housing a prisoner in the UK at £50,000 per year, and the cost of reoffending at around £18 billion, rehabilitation represents huge savings for the taxpayer, as well as safer communities.

How?

Training is provided through certified City & Guilds courses.

FCC also encourages prisons to deliver WAMITAB training and qualifications. These courses were previously focused on 'waste' but have recently introduced a 'reuse' qualification. FCC is working with the waste and resource management industry body CIWM, to get more people qualified and more locations doing this.

All prison projects use local suppliers for spares and parts where possible, and prisons tend to be local to FCC operational sites, so the skills can potentially be retained locally.

FCC works with community enterprise hubs at a number of locations, including Swale in Kent, which takes the repaired and refurbished bikes and distributes them to local people who need them. The Swale partnership is also teaching young people how to fix bikes and providing Bikeability instruction, supported by FCC's provision of affordable bikes and bikes requiring refurbishment.

What next?

The aim is to double the number of prison partnerships over the next two years, and improve data collection, in particular for carbon impacts.

The FCC team is keen to go full circle and offer opportunities to prisoners on their release. Whilst FCC already takes on ex-offenders, these opportunities are not linked to the prison reuse partnerships. We are also exploring opportunities around the reuse of other waste products.

Supporting prisons to implement Simpler Recycling is another way in which FCC is having a direct, positive impact on prisons – the business side of running the public estate. FCC's Commercial & Industrial Waste team is working in partnership with prisons to set up waste sorting depots to extract valuable resources from their waste for recycling.

£50,000

With the average annual cost of housing a prisoner in the UK at £50,000 per year, and the cost of reoffending at around £18 billion, rehabilitation represents huge savings for the taxpayer as well as safer communities

Fundraising through reuse

A joint project between Dove House Hospice, FCC Environment, Hull City Council and East Riding of Yorkshire Council will take unloved bikes collected at the 13 household waste recycling centres across Hull and East Riding to HMP Humber for the prisoners to upcycle and repair as part of their Velotech Bronze, Silver and Gold level Bicycle Mechanics Qualification.

Once refurbished, the bicycles will be sold at Dove House Hospice's shops.



Buckinghamshire reuse revolution

In 2024, bike recyclers in Buckinghamshire celebrated a year of success, with an incredible 260 bikes refurbished by prisoners and sold to raise funds for end-of-life and palliative care.

The partnership between Buckinghamshire Council, HM Aylesbury Prison, South Bucks Hospice and FCC Environment has been running for over 10 years. The aim is to reduce the volume of waste sent for disposal and bring the bikes back into use, while also up-skilling prisoners and generating vital funds for charity.

The bikes are gathered from recycling centres across Buckinghamshire and brought to the specially-designed prison workshop. They are then sold to members of the public through the two reuse shops operated by FCC and South Bucks Hospice.



I'm incredibly proud that we're still celebrating this initiative after 10 years. The men working here take great pride in knowing that the bikes they fix go to such a meaningful cause. The skills they gain are invaluable, learning how to take something old and neglected and transform it into something that will be cherished by someone else."

Neil Hawes
HMP Aylesbury

260

260 bikes were refurbished – that's 3.46 tonnes

£18,140

was raised towards end of life and palliative care in Buckinghamshire



Donated devices

IT Administrator Cecil Jose's whizzy idea to donate decommissioned tech to our community and charity partners across the UK is having a huge impact.

The refurbished company iPads and laptops have been used to:

- **Assist those seeking employment with applications and training**
- **Keep refugees in the digital loop**
- **Help volunteer groups and charity partners to work more effectively**
- **Support school children**
- **Enable palliative care patients to contact loved ones, or access entertainment**



Your donation has not only provided us with the means to offer enhanced educational experiences but has also shown our students that their community cares about their growth and success. It's a powerful message of support that goes beyond the devices themselves."

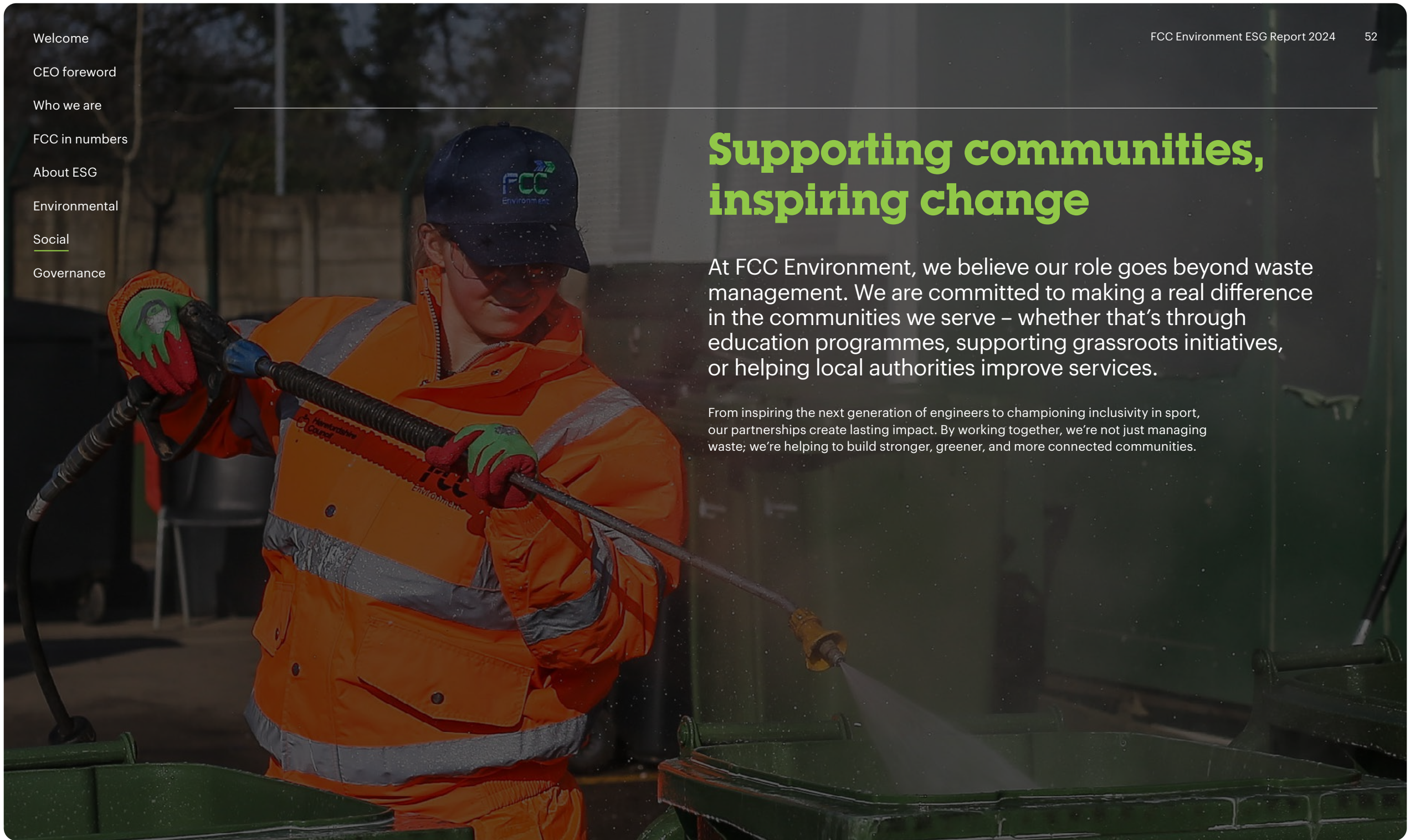
Najaf Shah
Founder, Phoenix Youth Empowerment, Luton



Supporting communities, inspiring change

At FCC Environment, we believe our role goes beyond waste management. We are committed to making a real difference in the communities we serve – whether that's through education programmes, supporting grassroots initiatives, or helping local authorities improve services.

From inspiring the next generation of engineers to championing inclusivity in sport, our partnerships create lasting impact. By working together, we're not just managing waste; we're helping to build stronger, greener, and more connected communities.



Investing in future talent

We're dedicated to inspiring young minds and encouraging future careers in the environmental sector. Our work with schools in Kent is just one example of how we're engaging students. Last year, we took time out to visit St Simon Stock Catholic secondary and sixth form school, showcasing the opportunities within our industry, and helping shape a workforce that will drive sustainable change.



We welcomed students from Year 7 to Year 13 to our stand and we talked to them about what we do as a company, inspiring them to become engineers in the future by telling them all about the programmes that FCC runs to encourage new talent into the sector."

Mar Martinez Casas
Input/Output Operations Manager, FCC Environment

Education for a greener future

Education is at the heart of what we do, and our updated schools programme makes learning about sustainability fun, interactive, and accessible. Through workshops, upcycled learning materials, and hands-on activities, we're empowering children to take action and make a difference.



The children had a fantastic day and learned an awful lot. They enjoyed making pledges and the paper and card recycling quiz was also well received."

Liam Bielby
Lead Teacher, Bardney CofE & Methodist Primary School



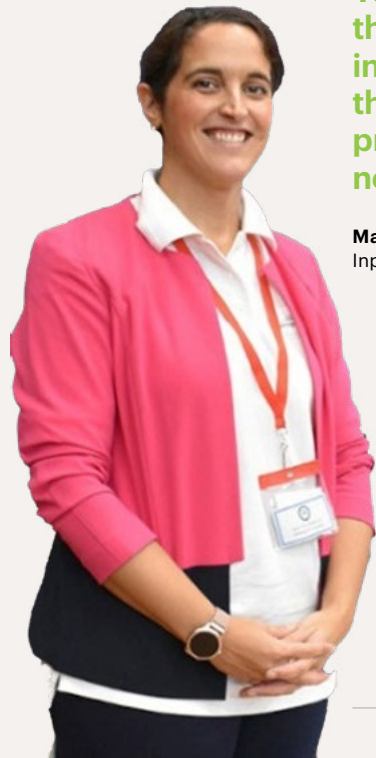
Championing inclusivity in sport

Sustainability is as much about people as it is about the planet. That's why we proudly support initiatives that make communities more inclusive. This year, we were delighted to present the Inclusion Award at Wigan's Believe Sports Awards 2024, celebrating individuals and groups who are breaking down barriers in sport.



Sport is so important to the wellbeing of any community and so I am proud that we are doing our bit at our three recycling centres in Wigan by collecting good quality sporting items for reuse in the wider community."

Darren Plant
Contract Manager, FCC Environment



Communities Foundation

FCC Communities Foundation is a not-for-profit company that runs funding programmes for community, environmental and heritage projects through the Landfill Communities Fund and the Scottish Landfill Communities Fund.

The funding is donated by FCC Environment as part of a voluntary environmental tax credit scheme to divert a small percentage of Landfill Tax to eligible projects in England and Scotland.

FCC Communities Foundation currently operates two grant programmes:

FCC Community Action Fund (CAF)

Organisations and groups in England within 10 miles of an eligible FCC Environment site can apply for funding of between £2,000 and £100,000 for community and biodiversity projects, with a total project cost of not more than £500,000.

In 2024, 184 applications were considered for funding through the FCC Community Action Fund. These applications requested funding of more than £11 million. Of these, 92 projects were awarded funding of £5,543,358.

FCC Scottish Action Fund (SAF)

Organisations and groups in Scotland within 10 miles of an eligible waste site can apply for funding of between £2,000 and £40,000 for a community, biodiversity, heritage, or waste minimisation project, with a total project cost of not more than £250,000.

During 2024, 47 applicants applied for funding from the FCC Scottish Action Fund, requesting grants of more than £1.285 million. Fifteen projects were awarded funding totalling £418,445.

All applications are assessed, reviewed, and scored against published funding criteria. The FCC Communities Foundation Board use these scores when considering applications, to ensure that funds go to projects which are compliant with the relevant legislation and which deliver positive and clear community outcomes.

105

During 2024, 105 FCC Community Action Fund projects and 13 SAF projects claimed their grants

Black Country Living Museum Trust

In 2024, FCC Communities Foundation also donated £150,000 of interest earnings through Gift Aid to the Black Country Living Museum Trust. The Trust has used this funding to continue its work to translocate a local 1960s library to the museum.

The following five pages feature examples of projects which completed during 2024.

Jubilee Field Inclusivity Project Chester



**FCC Community
Action Fund – Funding**
£48,070

Total project cost
£52,088



Applicant
Huntingdon
Parish Council

The project’s aim was to ensure that equipment at Jubilee Fields was inclusive to all, and especially to consider how wheelchair users would access the equipment without the need to transfer from their chairs. This was important to ensure that everyone – including those living with sensory or mobility impairments – was able to play together at ease.

The applicants approached FCC Communities Foundation to help fund the replacement of an old, well-loved, and popular play unit which was in a poor condition. The unit had no accessibility for children in wheelchairs or any adaptations for children with sensory impairments. The grant funding also paid for a new, fully-inclusive seesaw which would

enable wheelchair users and non-wheelchair users to play together at the same time.

The project has been a resounding success. The site is now well-used by the whole community, including the adjacent additional needs school and, unexpectedly, local care home residents, including those in wheelchairs or living with dementia, who now visit and enjoy the green space and equipment.



- Welcome
- CEO foreword
- Who we are
- FCC in numbers
- About ESG
- Environmental
- Social
- Governance

St Catherine's Community Garden Coventry



**FCC Community
Action Fund – Funding**
£43,272

Total project cost
£111,694



Applicant
St Catherine's
Church, Stoke
Aldermoor

Stoke Aldermoore is a former council estate in a deprived part of Coventry. It sits within the bottom 10% on the Index of Multiple Deprivation. The applicants applied to FCC Communities Foundation to revitalise a disused area of land at the rear of the church, which contained a derelict portacabin. The plan was to create a community garden and pocket park. The project aimed to establish a space where children can enjoy organised play, where adults can connect, and where everyone can enjoy nature and therapeutic activities to improve mental health, close to their homes and school.

The project included the installation of a garden room, equipment store, fencing and gates, with FCC Communities

Foundation specifically contributing to the clearing and resurfacing of the site, as well as site furniture, planting materials and equipment. All the features requested were identified as being a priority by the local community.

The project was delivered using contractors and volunteers, with over 30 adults and children from the church, nearby school and local community helping to create the seating and planters, and plant the borders.

The project has provided a new multi-use community garden for Stoke Aldermoore. Visitors already include Food Bank users, Active Tots, afternoon teas, youth activities, after school club, Godiva Speakers, Indian Dance for Children and Aldermoore Farm Primary School.

The project was delivered using contractors and volunteers, with over 30 adults and children from the church, nearby school and local community helping to create the seating and planters, and plant the borders.



- Welcome
- CEO foreword
- Who we are
- FCC in numbers
- About ESG
- Environmental
- Social
- Governance

St Nicolas Church Restoration and Renovation Project



FCC Community Action Fund – Funding
£76,749

Total project cost
£180,902



Applicant
St Nicolas Church,
Hail Weston

The project’s purpose was to provide a community space within the church, to support a wide range of village activities throughout the week. The church is the only community building in Hail Weston and, whilst it was in regular use, it had no toilet or kitchen facilities available and had poor access for those living with mobility impairments.

The Parochial Church Council applied to FCC Communities Foundation to help fund toilet and kitchen facilities within the church, and to improve access. This was achieved by dismantling the south porch and building a new, larger

porch over the south door, and using the larger space to house a disabled toilet and kitchenette area. In addition, new pathways were constructed around the west side of the church, to provide better access to the facilities.

The project has proved hugely popular, with village activities helping to raise the additional match funding needed to complete the project. Events at the church are now well-attended by the community, as the new facilities make it a much more complete community space.



The Parochial Church Council applied to FCC Communities Foundation to help fund toilet and kitchen facilities within the church, and to improve access.

RSPB Abernethy – Conserving Endangered Capercaillie



**FCC Scottish
Action Fund – Funding**
£34,092

Total project cost
£34,092



Applicant
Royal Society for the
Protection of Birds



The Capercaillie is one of Scotland’s most iconic birds, but it is also critically endangered. There are only an estimated 542 capercaillie remaining, and over 80% of these are found within the Cairngorms National Park. RSPB Scotland Abernethy nature reserve, in the heart of the Cairngorms, is a key stronghold.

Capercaillie thrive in areas of Caledonian pinewood habitat where the forest floor vegetation is in good condition and rich in biodiversity – providing a vital feeding habitat for these birds. Unfortunately, in many areas of Abernethy, this vegetation is in an unbalanced state, with heather dominating the forest floor and outcompeting other plants. This is diminishing biodiversity, resulting in reduced availability of food for capercaillie. Recent trials have shown that cattle grazing can enhance habitat conditions for capercaillie; the cattle break up heather and increase plant diversity, creating more food sources for these vulnerable birds.

The RSPB applied to FCC Communities Foundation to fund new boundary livestock fencing, and to purchase NoFence collars and monitoring equipment to improve the capercaillie conservation work being undertaken at the reserve.

NoFence collars are used to guide the herd to where grazing is needed most. The virtual fencing system consists of GPS collars worn by cattle, which connect to a mobile app, enabling the creation of virtual boundaries which can be quickly and easily altered to manage herd movement into areas where their impact will achieve the greatest habitat benefits – something not possible with fencing.

Funding was used to install new livestock fencing along a boundary road, to ensure the safety of the cattle. Funding was also used to purchase and install cameras across the reserve, to enhance monitoring of the species to measure the effects of the project.

Whilst targeted at capercaillie, in the long term the project will also have a significant positive effect on the biodiversity within the Caledonian pinewood habitat, benefitting a wide range of species. By improving the habitat to increase plant and animal biodiversity, the RSPB hopes to improve the overall landscape and wildlife spectacle, resulting in a more enjoyable visitor experience, and thereby improving the economic benefits of the local area.

- Welcome
- CEO foreword
- Who we are
- FCC in numbers
- About ESG
- Environmental
- Social
- Governance

Whithorn time travel app and interpretation



FCC Scottish Action Fund – Funding
£12,940

Total project cost
£22,940



Applicant
The Whithorn Trust

The Whithorn Trust is the custodian of the Whithorn archaeological site, famed for the earliest evidence anywhere in Scotland of Christian practice and settlement, in around 450AD. The artefacts from Whithorn are regarded as internationally important and have been studied by archaeologists for over 130 years.

In 2022, the Whithorn Trust began a process, using augmented reality, to create a digital representation of some of the buildings which have stood on the site over the centuries. It wanted to use these representations to ‘time travel’ to specific points in time. To achieve this, funding was needed to install physical stations where a QR code could be scanned by visitors’ smartphones, to let them explore the structures which would have been on the site 1,300 years ago, 1,000 years ago and 600 years ago.

The Trust applied to FCC Communities Foundation for the funding to create the sculptural stations which would be positioned around the site and house the QR codes. A total of seven stations were produced and carved to reflect the period being represented.

The project delivered a new and innovative way for visitors to visualise and understand the buildings which once stood at the site, by showing how the same location had been used and reused over time.

In addition, the project offered opportunities to young people from the local high school – often non-attenders – to be involved, learn traditional skills in sculpture and carving, and achieve a sense of wellbeing in seeing the stations they help design and carve installed at the site.



Photography
Ben Andrew (rspb-images.com)

Welcome

CEO foreword

Who we are

FCC in numbers

About ESG

Environmental

Social

Governance



Governance

The 'g' in esg

The form of reporting we now call ESG grew, in part, from a desire by investors to avoid funding business activities that conflicted with their beliefs. This extended beyond weapons to areas like exploitation of workers or environmental pollution. Today, around 60% of stock exchanges provide ESG reporting guidance.

Good governance not only provides ethical assurances; the connection to corporate performance is well-documented. At FCC Environment, we maintain the highest standards of corporate governance and ethics and believe that good governance is essential to our long-term success as a company.

With this in mind, we are committed to transparency, integrity and responsible decision-making at all levels of our organisation. Our Integrated Management System standardises business processes and ensures compliance with international standards; we focus on security and risk management, and provide transparency to our local community stakeholders.

Our culture of continual improvements and the philosophy of getting things right first time helps to ensure that our services and products meet and, wherever possible, exceed the expectations of our customers. At the same time, we provide a framework for setting objectives at relevant functional levels that are consistent with our policy, measurable, monitored and communicated throughout the business.

Targets

Zero overdue actions from IMS audits, legal compliance audits, and accidents & incidents.

The Integrated Management System Internal Audit initial shall be no less than 90%, and the score after the first revisit shall be no less than 95%.

Integration of newly acquired business onto the FCC IMS utilising the 7 steps process by end of 2025, with a BSI audit plan to transfer to FCC certificates.



United Nations
Sustainable Development Goals

Good governance = Low rates of staff turnover

In 2024, we celebrated:

15

25-year
anniversaries

7

35-year
anniversaries

Comprehensive communication

Good governance means that we're all on the same page – same standards, same values and same messages. When Urbaser joined FCC Environment, our rebrand team took on the phenomenal challenge of harmonising our branding across all sites. And they managed it in just 6 months!

90%

**The Integrated
Management System
Internal Audit initial shall
be no less than 90%**

Leading by example

Accountable governance and due diligence are the cornerstones of any responsible business. In our commitment to fostering a common and responsible corporate culture, FCC Environment in the UK has adopted a similar corporate governance structure to our holding company, FCC Servicios Medio Ambiente Holdings, in Madrid.

This multi-dimensional structure is fundamental for the application of strategic and efficient decision-making.

In keeping with the organisation of our parent company, the Senior Leadership Team (SLT) of FCC Environment in the UK is made up of 9 sector specialists – 7 men and 2 women. Women make up 22.2% of the SLT.

The individuals making up the SLT bring extensive experience in the industry and specific skills and talents that combine to deliver outstanding service.

The Senior Leadership Team consists of:

Steve Longdon	Chief Executive Officer
Fraser McKenzie	Chief Financial Officer
Frazer Peavoy	Head of Legal Services & Business Compliance Officer
Chris Ellis	Operations Director, Waste & Recycling
Juergen Schaper	Operations Director, Energy Division
Paul Stokes	Head of Safety, Health, Environment & Quality (SHEQ)
Juan Troyano	Head of Engineering & Construction
Sara Atkinson	Head of Human Resources
Julie Fourcade	Head of External Affairs & Internal Communications



The SLT strategically directs, leads and oversees the management of the business using a range of tools, including:

Delegated Authority Matrix, which ensures that all decisions are:

- transparent under the terms of the Matrix
- appropriate
- properly signed off
- to the right and approved levels

Approvals Committee, which oversees all investments, capital and business-critical decisions, as per the Delegated Authority Matrix

Internal Audit Committee, structure which convenes to check our practises and governance processes are in order, compliant with all necessary requirements and can be updated as needed.

We adhere, across the business, to a wide range of policies and procedures which ensure good business practise including, but not limited, to:

- FCC Code of Ethics
- Gift Policy
- Anti-Corruption Policy
- Agent Policy
- Conflict of Interest Policy
- Group Participation Policy in Bidding Processes for Goods or Services
- Policy on Sponsorship, Donations & Advertising
- Sponsorship Committee Guidance
- Approvals Committee Guidance
- Procurement Policy

We also maintain a detailed Business Risk and Opportunity Register (BROR) to ensure that risks are properly identified and that necessary steps are taken to mitigate identified issues at the right level.

We also conduct regular online training for all of our staff on topics such as ethics, corruption and Modern Day Slavery, as well as IT and cyber security, either as online modules or face-to-face in the form of Toolbox Talks with our operational staff.



Ethics, integrity & compliance

In the UK, we are fortunate that government sets legal boundaries and standards that businesses need to meet to operate – these set the basic expectations to which we all adhere.

However, many want to go further and at FCC Environment, we go beyond the necessary in order to safeguard the business, our employees and the environment. We implement robust models to ensure that our company behaves responsibly and with integrity, and to help us to measure improvement.

External certification is essential for this journey. Independent assessment provides credibility and quality assurance, and acts as a benchmark against our peers.

External certifications

- **ISO 14001**
International standard that helps businesses manage their environmental impact. It's a framework that covers policies, procedures, and systems for things like waste management, energy use, and chemical use.
- **Working towards ISO 14064**
International standard that helps companies measure, report, and reduce their greenhouse gas (GHG) emissions.
- **ISO 50001**
International standard that helps organisations manage and improve their energy efficiency.
- **ISO 45001**
International standard that helps organisations manage occupational health and safety.
- **ISO 9001**
International standard that outlines how organisations can manage their quality systems.
- **Thrive Social Value Platform**
Measures social value in line with government guidance.



Exceptional safety compliance

This year, we were honoured when our work was recognised by the British Safety Council. Each of these awards is a landmark achievement.



Sword of Honour

We received a fantastic fifth Sword of Honour, with the Lincoln EfW facility in North Hykeham and the Landfill and Quarries Division both receiving the ultimate prize following five star audit results.



Globe of Honour

Eastcroft Energy from Waste Plant was awarded the Globe of Honour, placing it among the top nine organisations for environmental and sustainability performance.



Five-star audit

Allington EfW plant also achieved a five-star audit result.

Fleet Operator Recognition Scheme accreditation

FCC has again achieved Fleet Operator Recognition Scheme accreditation, setting exceptional standards for the fleet. While FORS status isn't mandatory, we go for it to showcase our high standards.



We exceeded all requirements. And this is the second year in a row where we've had no actions to make on any of our audits. The FORS badge offers a key benchmark; it gives our sites a clear reference point to make sure we're consistently maintaining high performance and complying with robust policies."

Martyn McIntee
Group Fleet Compliance Auditor



Membership of Professional Bodies & Trade Associations

FCC Environment (Group)	Membership Number	Start Date	Expiry Date	Department Responsible for Membership
Achilles UVDB	Member	Renewed annually	Renewed annually	Waste Treatment
All Party Environment Group – overseen by Green Alliance	Corporate member	Renewed annually	Renewed annually	External Communications
Associate Parliamentary Sustainable Resource Group – overseen by Policy Connect	Corporate member	Renewed annually	Renewed annually	External Communications
British Safety Council (BSC)	Membership number 220583-BSC	Renewed annually	Renewed annually	SHEQ
British Safety Council (BSC)	5 Star Audit Award (2017 & 2020)	N/A	N/A	SHEQ
British Safety Council (BSC)	Sword of Honour Award (2017 & 2020)	N/A	N/A	SHEQ
BS/EN/ISO14001:2015	Certificate Number EMS 592767	12/02/2022	11/02/2025	SHEQ
BS/EN/ISO45001:2018	Certificate Number OHS 592769	12/02/2022	11/02/2025	SHEQ
BS/EN/ISO50001:2018	Certificate Number ENMS 633967	13/01/2022	12/01/2025	SHEQ
BS/EN/ISO9001:2015	Certificate Number FS 592766	12/02/2022	11/02/2025	SHEQ
Chartered Institute of Wastes Management (CIWM)	1003916	Renewed annually	Renewed annually	SHEQ
Confederation of European Waste to Energy Plants (CEWEP)	Member	Renewed annually	Renewed annually	GE+
Contractors Health and Safety Assessment Scheme (CHAS)	Membership No: CHAS-120641 Contractor – Non-Construction	12/09/2023	13/09/2024	SHEQ

Continued →

Membership of Professional Bodies & Trade Associations

FCC Environment (Group)	Membership Number	Start Date	Expiry Date	Department Responsible for Membership
Energy & Utility Skills (sector skills body)	Member	02/04/2023	03/04/2024	HR Training
Environmental Services Association (ESA)	Corporate member	Renewed annually	Renewed annually	External Communications
European Recovered Fuel Organisation (ERFO)	Membership number WRG001	Renewed annually	Renewed annually	GE+
FORS Annual Membership	FORS ID – 008769	08/11/2022	07/11/2023	Fleet
Generators Safety Improvement Programme (GENSIP)	Corporate member	February 2024	TBC	GE+
Information Commissioner’s Office (Data Protection)	Registration Number Z9399280	08/03/2006	07/03/2023	CoSec
International Institute of Risk and Safety Management (IIRSM)	Member	Renewed annually	Renewed annually	SHEQ
LARAC	Annual Sponsor	N/A	N/A	External Communications
LRQA Competence Management System – Energy & Utility Skills (Private Standard) Version 4	Approval Number(s): CMS – 00014056	21/04/2022	21/04/2022	HR Training
Organics Recycling Group	00019706	Renewed annually	Renewed annually	Engineering & Construction
Renewable Energy Association (REA)	Member	Renewed annually	Renewed annually	Engineering & Construction
Renewable UK	0006883	Renewed annually	Renewed annually	Engineering & Construction
Road Haulage Association (RHA)	0031863-000	Renewed annually	Renewed annually	Fleet
The Recycling Association Ltd	Accredited Member	Renewed annually	Renewed annually	External Communications
Waste Industry Safety Health (WISH) Forum	Member	Renewed annually	Renewed annually	SHEQ

Modern Day Slavery

In 2022, a record 16,938 potential victims of modern slavery were referred to the Home Office. This represented a 33% increase since 2021, with UK nationals listed as the second-highest nationality.

The waste and recycling sector has historically been a high-risk industry, especially with the prevalence of temporary staff, so we need to be vigilant. Criminals continually change how they operate, making it harder to detect. FCC Environment continues to upgrade systems and checks to protect against exploitation.



We have a duty, not just as a corporate organisation, but as fellow humans – we simply have to do all we can. It's inconceivable that this is happening in the world, and especially in the UK. But it does happen, and that's why it has to be taken seriously."

Jacqueline Hinton
Deputy Company Secretary, FCC Environment

Robust systems

In 2016, FCC carried out a review of its entire supply chain. With more than 2,500 suppliers, this was a huge undertaking, but any organisation that did not respond was removed from the supplier list. All new suppliers completed the same process.

FCC has also become a member of Slave Free Alliance and implemented robust procurement, HR and finance processes. Measures include:

- Checking bank accounts for duplicates, identification and employee checks
- An independent whistle-blower helpline (Safecall)
- Special measures around emergency payments to suppliers
- Regular checks on sub-contractors and sites

Other measures include automatically removing suppliers that have not been used for 18 months, after which they must go back through the onboarding process.

FCC delivers company-wide training, including a mix of in-house delivery, toolbox talks and outsourced online programmes. Employees must complete annual training, and content is refreshed at least every three years.

Whistleblower helpline

FCC operates a whistleblower helpline. This is a confidential way to report anything that a colleague may be unsure of – not just concerns over Modern Day Slavery.

Information about the helpline can be accessed via the company intranet website and is also advertised in quiet spaces (for example on the back of toilet cubicle doors). There is always someone on the end of the line to talk to.

What next?

FCC has signed up to the Slave Free Alliance for an initial three years. Slave Free Alliance provides training which will be incorporated into our existing training programme.

Other planned activities include conducting a gap audit in 2025 with a cross-functional team which will make recommendations for improvement. FCC will also be updating and expanding training materials and training hours, publishing newsletters and information and updates to communicate our values. We also hope to attend the Slave Free Alliance's annual conference to hear from peers and other stakeholders

Investing in people for a sustainable future

FCC Environment is committed to developing the next generation of talent, ensuring that we retain knowledge while welcoming fresh perspectives into our industry. By investing in people through apprenticeships, graduate programmes, career development, and ongoing staff engagement, we are future-proofing our workforce to create a more sustainable, innovative, and successful industry for generations to come.

What career?

Inspiring the next generation

FCC Environment is always looking for ways to engage young people and introduce them to the exciting career opportunities available in our industry. In March, we took part in the *What Career Live* event at the NEC in Birmingham, connecting with students, parents and educators over two days.

The event aligns with our focus on future-proofing the business by attracting new talent. As our workforce ages, it is essential to pass on valuable knowledge and expertise to the next generation, and our sector continues to evolve with fresh ideas and dynamic individuals ready to make an impact.



Early Careers

Building the Future

We believe in growing talent from within. Our early career initiatives ensure that young professionals gain the skills, knowledge, and experience they need to succeed.

Apprenticeships

Hands-on training in engineering, business administration and HGV maintenance, while earning a salary. Many of our apprentices, like Julie Henry, are now on the path to leadership, using their apprenticeships to progress and make an impact in the company.

Degree Apprenticeships

A fully-funded degree with real-world experience, providing a debt-free path into an evolving industry.

Graduate Programme

An 18-month scheme developing future leaders in waste and recycling. The ideas of graduates like Alyssa Cragg and Jake Bruce-Kelly are already shaping the future of FCC Environment.



Julie Henry

"The apprenticeship helped me to become more knowledgeable in my current job role and achieve new skills/knowledge in other areas of the business through the on-the-job training. Off the back of doing the WRO2 apprenticeship, it has given me more confidence and I am now starting a Team Leader/Supervisor level 3 Apprenticeship."



Alyssa Cragg

"I have recently started to take over the role as Compliance Advisor for my manager's sites, which has allowed me to focus a lot more on the geographical and environmental aspects of site operations, such as analysing monitoring data, writing reports, and exploring new infrastructure recommendations, whilst being pushed to problem-solve and be innovative."



Jake Bruce-Kelly

"I've been at FCC now for four months, and as part of my graduate scheme I have been placed with Darrington Quarries at Jackdaw Crag. It's thus far been an incredible experience observing and joining the team to help tackle operational or mechanical challenges. My manager was previously on the same scheme in 2018 and it's been invaluable learning from him and seeing how FCC & Darrington Quarries have supported him and helped him progress through the business."

Listening, learning and improving

Recognising and valuing our employees is essential to maintaining a motivated and engaged workforce. Our Reward and Recognition Programme is designed to celebrate the contributions of our team members, and we regularly seek feedback to ensure that it remains relevant and effective.

Recent feedback highlighted a need for a higher-value reward option, leading to the introduction of a £10 Select Card for those extra-special thank-yous. By actively listening to our employees, we continue to enhance the ways we show appreciation in meaningful ways.



Gold for safety innovation

FCC and SiteZone won gold at the National Recycling Awards 2024 for Innovation in Recycling Equipment and Vehicles, recognising their RCV Smart Loader. This system enhances refuse collection vehicle safety, using a proximity warning system that prevents full lift cycles if someone enters the exclusion zone.



We are thrilled to win this award, recognising the hard work of teams at FCC and SiteZone Safety. This project is a game changer, and we are pleased with the win."

Paul Stokes
Head of Safety, Health, Environment & Quality (SHEQ)

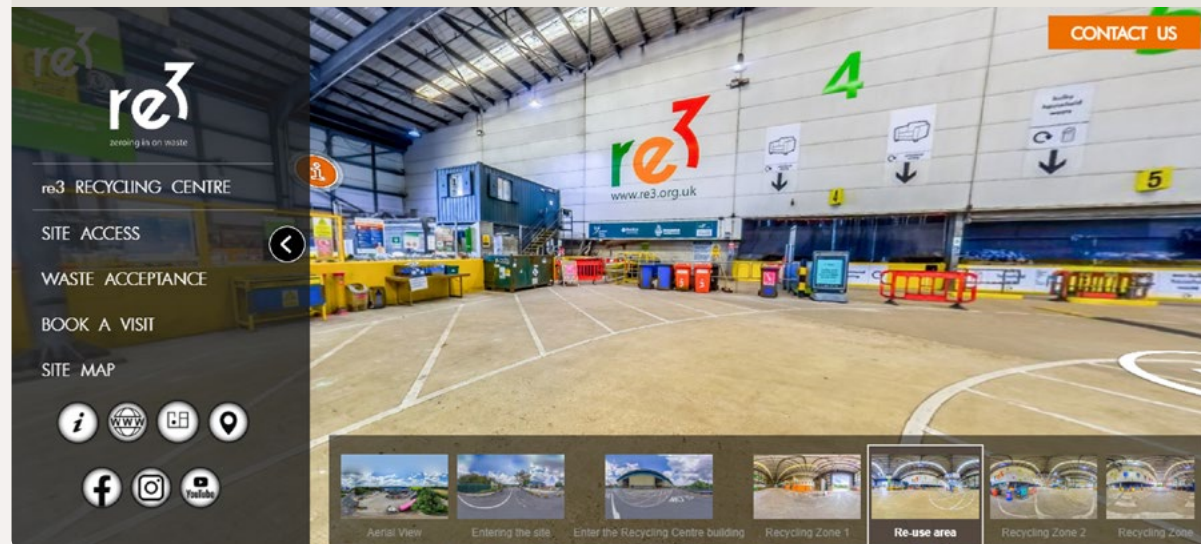


Driving change across the industry

FCC Environment continues to push boundaries in sustainable waste management.

From next-generation PET biorecycling to AI-driven robotics in MRFs and virtual tours for public engagement, FCC is leading the industry's transformation.

While transparent governance and external audits ensure that we operate responsibly and exceed industry requirements, innovation prepares our business for the demands of the future.



FCC & CARBIOS: the future of PET recycling

FCC and CARBIOS are collaborating to revolutionise PET recycling with CARBIOS' enzymatic depolymerisation technology. This innovation enables the recycling of hard-to-process PET waste, including textiles and multilayer plastics, into virgin-quality r-PET.

A UK-based plant, building on CARBIOS' first industrial-scale facility in France, would significantly enhance PET recycling capabilities.

For CARBIOS, partnering with FCC means access to feedstock at the source through its established collection systems, enhancing the efficiency and impact of our sustainable waste solution. I'm confident that the combination of our complementary areas of expertise will benefit both our companies, and the acceleration of a circular economy.



AI-powered waste sorting

At this year's MRF and Markets Conference, FCC re3 Operations Manager Laura Fisher discussed the UK's first AI-powered robotic waste sorter at re3's MRF in Reading.

Developed with Recycleye, the system sorts waste at 55 picks per minute, using AI-driven vision to enhance sorting precision and reduce contamination.

Fisher shared insights into the installation, integration, and operational impact of robotics in waste management, sparking strong sector interest.



Virtual tours: Transforming public engagement

FCC and re3 have launched virtual tours of our recycling centres and MRFs, offering interactive 360° views, videos, and key recycling facts to boost public awareness. The tours aim to:

- **Improve efficiency** – Residents can plan visits in advance and reduce anxiety regarding any accessibility needs.
- **Educate** – Clearer recycling guidance reduces contamination.
- **Highlight services & safety rules** – Supports better site use.
- Over 3,000 direct interactions occurred in the first month, with 11,000 views on Google Street View.



By offering this behind-the-scenes perspective, residents gain a deeper understanding of recycling and the positive impact their recycling efforts can have on the environment."

Cllr Karen Rowland
Chair, re3 Joint Waste Disposal Board



SHEQ Policy Statement 2025

Environmental

(ISO 14001, ISO 14064, ISO 50001)

Our goal is to continuously strive for more efficient and sustainable usage of natural resources and energy in all our operations. We believe that:

Businesses have a critical role to play in addressing the challenges of climate change, and we're committed to promoting sustainable practices throughout our industry. We endeavour to procure, wherever practicably possible, energy-efficient products and services, and design for energy performance improvements – contributing to our commitment to achieving Net Zero Carbon, reducing our environmental impact, and that of our customers, on the natural environment.

The way we operate our business impacts all our stakeholders, including clients, business partners and suppliers. Therefore, we are committed to supporting collaborative and collective efforts that promote innovative and sustainable solutions, environmental leadership, and advocacy. We are committed to promoting sustainable environmental practices for all employees and customers.

In all areas of our working practices, we aim to prevent pollution, increase energy efficiency, and conserve the environment on local, regional, and potentially global scales, while maintaining our compliance obligations to legislation, governing bodies and other interested parties.

Social

(ISO 14001, ISO 14064, ISO 45001)

Our employees are our greatest asset. Ensuring the rights, wellbeing and safety of our employees is an integral part of all our company operations. We are committed to treating our employees with dignity, respect, fairness, and equitability – fostering their wellbeing and creating an environment that values diversity and a commitment to eliminate hazards and reduce risks.

We are dedicated to promoting equal opportunities for all employees, regardless of their race, gender, sexual orientation, religion, or any other basis. We recruit, promote and retain a diverse workforce and provide ongoing education and training to promote a culture of inclusivity which includes consultation and participation of workers.

We ensure our services and products meet and, wherever possible, exceed the expectations of our customers. We work hard to maintain our culture of continual improvement and the philosophy of getting things right first time. We set objectives for the business, at relevant functional levels, that are consistent with this philosophy and are measurable, monitored and communicated throughout the business.

The communities in which we operate are hugely important to us and are where many of our local employees live. Our activities can have a positive impact on society in our local communities and we strive to maximise this through engaging with our external stakeholders.

Governance

(ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001)

Through our Integrated Management System, we maintain the highest standards of corporate governance and ethics and believe that good governance is essential to our long-term success as a company.

We are committed to transparency, integrity, and responsible decision-making at all levels of our organisation, and recognise the critical importance of corporate governance in promoting responsible and ethical business practices. We are dedicated to promoting good business practices such as implementing security and risk management, ensuring business continuity and providing transparency to our local community stakeholders.

We ensure that our services and products meet and, wherever possible, exceed the expectations of our customers. We work hard to maintain our culture of continual improvement and the philosophy of getting things right first time. We set objectives for the business, at relevant functional levels, that are consistent with this philosophy and are measurable, monitored and communicated throughout the business.

SHEQ Policy Statement 2025

Environmental

(Environmental / Energy)

1. Improve data quality through external verification to ISO14064 and the implementation of Environment, Social and Governance software.



2. To achieve NET ZERO Carbon by 2040. By applying 5% reduction year on year on Carbon Emissions based on 2019 results.



3. Reduction in the number of Compliance Classification Scheme Category D, E and F sites compared to prior year.



Social

(Health & Safety)

4. To achieve ZERO Employee Lost Time Accidents (LTA) by applying a 10% reduction against the previous year's target or when 10% is too great a divisional improvement can be applied.



5. To achieve ZERO Employee Days Lost due to injury or harm at work. By applying a 10% reduction on Days Lost due to injury or harm against the previous year's target or when 10% is too great a divisional improvement can be applied.



6. To achieve 10% reduction in Employee total accidents from the previous year.



Governance

(Quality)

7. Zero overdue actions from IMS Audits, Legal Compliance Audits and Accidents & Incidents.



8. The Integrated Management System Internal Audit initial shall be no less than 90% and the score after the first revisit shall be no less than 95%.



9. Integration of newly acquired business onto the FCC IMS utilising the 7 steps process by end of 2025 with a BSI audit plan to transfer to FCC certificates.



The United Nations has adopted 17 global goals to build a better world by 2030. Together with our employees, customers and partners, we are contributing to many of these goals, from clean energy to sustainable cities and climate action.

FCC Environment

Environmental, Social & Governance
Report 2024



Find out more

Email info@fccenvironment.co.uk

Visit [fccenvironment.co.uk](https://www.fccenvironment.co.uk)