

The background of the entire page is a photograph of a field of white daisies. Overlaid on this is a large graphic consisting of a blue swoosh that curves around the left and bottom, and a green swoosh that curves around the right and bottom. In the center, the year '2023' is written in large, light green, sans-serif numerals.

# Corporate Social Responsibility Report

Year ending 2023







***Defining the future  
of managing hard  
to handle wastes***





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## Contacting Augean

To find out how Augean can help your business, call us on **0333 034 9004** or email us at [info@augean.co.uk](mailto:info@augean.co.uk) and our customer service team will contact you.

Augean Ltd, 4 Rudgate Court,  
Walton, Wetherby, West Yorkshire, LS23 7BF



# 01 Welcome

**Augean Ltd has implemented principles of Environmental, Social and Corporate Governance (ESG) since the company's inception. This is demonstrated through our company values, policies and management systems and our interaction with the communities where we operate. This is the 19th annual Corporate Social Responsibility Report (CSR) prepared by Augean and is for the calendar year 2023.**

We report our ESG information in this CSR. We have disclosed information using a combination of some GRI-Referenced data (see [GRI Universal and Topic Standards Table](#)) for certain relevant GRI indicators, and specific waste management sector performance indicators to demonstrate our ESG credentials. This data enables the Streamlined Energy and Carbon Reporting (SECR) summary provided.

We submitted our 2022 data to the GRESB Infrastructure assessment standards, our score increased to 95 (75 in 2021) making us a 5-Star rated organisation and ranked 2nd worldwide in the category of Environmental Services: Waste Treatment.

The ESG data for reporting year for this report (2023) is significantly influenced by the acquisition of Future

Industrial Services Ltd (FIS) in March 2023. The acquisition added several new treatment and transfer sites to the organisations portfolio and expanded our range of industrial services. We made the decision to include the full calendar year of ESG data for FIS, rather than just data from the point of acquisition. Therefore, there has been a corresponding increase in emissions data and other ESG metrics.

2022 was the year in which phase 3 of the Energy Savings and Opportunities Scheme (ESOS) applied. Augean has worked with ESOS consultants through 2023 and early 2024 and will be reporting our 2022 ESOS data in summer 2024 in compliance with the Environment Agency's (EA) reporting deadlines. We are developing further plans to reduce our carbon emissions to contribute to the UK's commitment to reach Net Zero before 2050, and we look forward to developing our portfolio of ESG indicators to make disclosure more efficient and implementing relevant KPIs and Science-based GHG reduction targets in 2024.

The following table provides a summary of the Group's SECR for 2023.



Metric	2021	2022	2023
Total energy consumption (kWh)	33,775,378	24,150,731	44,328,566
Emissions from combustion of (Landfill) gas (tCO <sub>2</sub> e)	1.572	1.043	0.980
Emissions from combustion of fuel for transport and business travel purposes (tCO <sub>2</sub> e)	1,109.87	1,241.67	3,508.11
Emissions from combustion of fuel for other activities which the company own or control including operation of facilities (tCO <sub>2</sub> e)	6,221.03	3,699.82	5,835.53
Emissions from purchased electricity (tCO <sub>2</sub> e)	565.859	401.859	756.769
Total gross tCO <sub>2</sub> e from mandatory elements above	7,898.33	5,344.40	10,101.39
Landfill fugitive emissions (tCO <sub>2</sub> e)	25,848.9	17,683.8	17,172.68
Scope 3 from business mileage (tCO <sub>2</sub> e)	82.98	125.36	274.31
Total gross tCO <sub>2</sub> e including fugitive landfill gas emissions and reported Scope 3 emissions	33,830.22	23,153.56	27,548.38
Intensity ratio: tCO <sub>2</sub> e gross from mandatory elements per tonne of waste handled	0.00626	0.00391	0.00751
Intensity ratio: tCO <sub>2</sub> e gross from mandatory elements per £GBP revenue	0.0000858	0.0000522	0.0000759
Intensity ratio: tCO <sub>2</sub> e gross from all elements per tonne of waste handled	0.0268	0.0169	0.02047
Intensity ratio: tCO <sub>2</sub> e gross from all elements per £GBP revenue	0.000367	0.000226	0.000207
Methodology	Energy usage calculated from site energy and fuel use and emissions calculated according to the 2021 Defra conversion factors (V2.0)	Energy usage calculated from site energy and fuel use and emissions calculated according to the 2022 Defra conversion factors (V2.0)	Energy usage calculated from site energy and fuel use and emissions calculated according to the 2023 Defra conversion factors (V2.0)





***Driven by an  
unrivalled passion  
and expertise  
in our people***





# Message from John Rauch

Welcome to Augean's CSR report for 2023. Environmental, Social and Corporate Governance (ESG) is at the heart of everything that we do within the Group. It underpins our approach to business and is a cornerstone of our strategy. Shared ESG values were an influencing factor in the acquisition of Future Industrial Services Limited (FIS) in March 2023 and the subsequent successful integration into the Augean Group.

The acquisition of FIS has many elements that are highly complementary to Augean's operations. Both organisations bring a wealth of expertise in personnel, excellent assets, permits and provide a wide range of specialist services. Both companies are passionate about their people, health, safety, and environmental compliance, and in providing excellent customer service. I would like to thank our shareholders [Ancala Partners](#) and [Fiera Infrastructure](#) for their ongoing support and investment in the Augean Group.

*“Many thanks to the whole Augean family for all the hard work through 2023. We have achieved a huge amount.”*

The combined business benefits our customers and supply chains by offering a more diverse range of recycling, recovery, treatment, and disposal services for hard to handle wastes, with access to a larger geographical footprint of permitted infrastructure - the Augean Group now has 23 sites throughout England, Wales and Scotland - as we continue to deliver the best environmental outcomes for our customers' wastes.

The year finished well with the Group being ahead of budget due to excellent performance by our Treatment and Disposal function, particularly in the management of wastes from the renewable energy sector. Strong performance was also seen in our southern treatment and transfer facilities and our Northwest Industrial Services also finished well against plan in 2023.

It would be hard not to comment on the weather in 2023. We experienced unprecedented amounts of rainfall at all our facilities, and it took a tremendous effort from the whole team to manage the

surface water because of the heavy and prolonged rainfall. It is a credit to the management of our facilities that we were able to cope with the volume of water generated. We continue to review and update our flood and water management plans across our sites, given the increasing risks of adverse weather events from climate change.

Safety continued to be front of mind to the Group, with a focus on incidents caused by complacency. Whilst we continue to strive to create the safest environment possible, everyone must take responsibility for their own safety, while looking out for colleagues. Everyone is empowered to stop the job should they feel unsafe or see something that might create an environmental incident.

Many thanks to the whole Augean family for all the hard work through 2023. We have achieved a huge amount: gaining the consent for the expansion of our East Northants Resource Management Facility (ENRMF) hazardous waste landfill site and building the access road and new cell within 8 months of that consent; buying and integrating the Future business; creating the North and South Treatment and Transfer regions; and significantly expanding our Industrial Services capability.

We continue to work hard to make Augean a great place to work, having implemented a range of benefit enhancements, encouraged volunteering, and investing in our employees' health and well-being by offering company-funded health coverage. I am also very pleased we are starting to see more gender diversity in the business, especially in the operations team. I am also immensely proud of our ESG performance, where Augean is now seen as an Infrastructure sector leader, with a five-star rating. It's heartening to see our teams actively participating in community engagement initiatives.

We look forward to building on our ESG principles to deliver continued success in 2024.

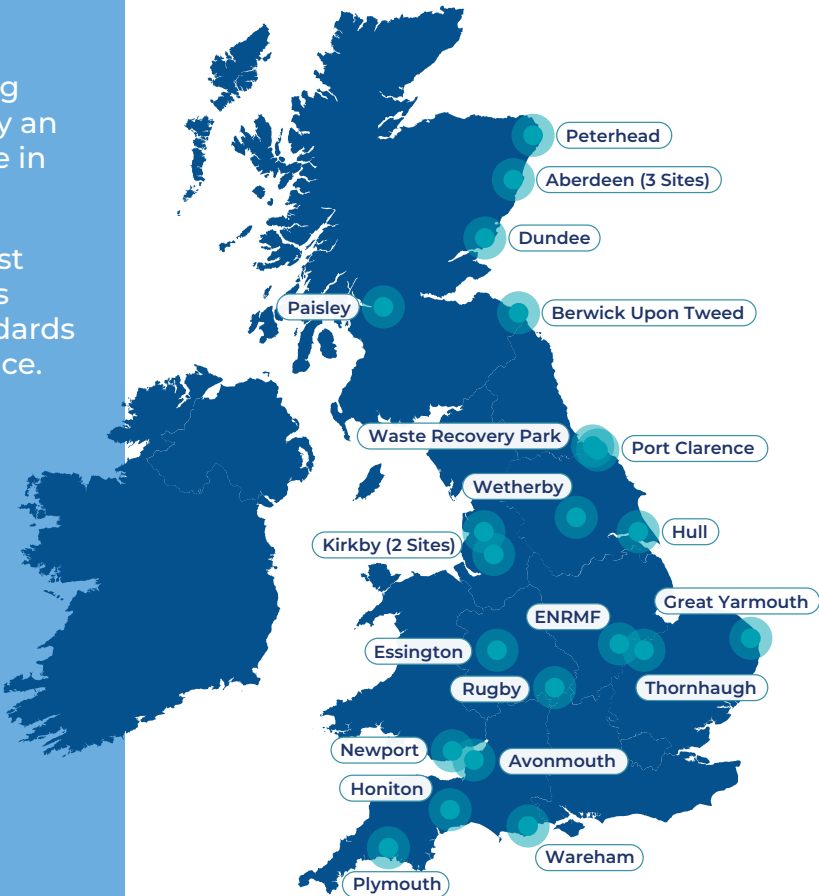
**John Rauch**  
Chief Executive Officer



Our vision

- + Defining the future of managing hard to handle wastes, driven by an unrivalled passion and expertise in our people.
- + Continuing to deliver the highest level of service to our customers whilst respecting the best standards of health & safety and compliance.
- + Through keen re-investment, innovation and sustainable values, we will continue to be the best in sector.
- + Augean, earning trust and creating positive legacy for all our stakeholders.

# Adding value with what we do



Augean specialises in managing hard to handle wastes. We have UK waste treatment and disposal infrastructure, and we focus on delivering best environmental outcomes. We service the Renewable Energy, Infrastructure & Construction, Nuclear & Radioactive, Processing & Manufacturing and Oil & Gas Sectors.

Future Industrial Services (part of the Augean Group) is a UK market leader in Specialist Industrial Cleaning, decommissioning and decontamination services for the Energy, Petrochemical, Manufacturing, Utilities, and Cement sectors throughout the UK.

## Our services

### Treatment & Disposal

Three sites specialising in hazardous and non-hazardous waste treatment and disposal primarily for the following sectors:

- + Infrastructure & construction
- + Renewable energy
- + Processing & manufacturing
- + Nuclear & radioactive

We are a UK market leader in the treatment of hazardous wastes from the Infrastructure & Construction and the Renewable Energy sectors.

Our permitted operational capacity and capability, the quality of our infrastructure, and our proactive and responsive service are particularly valued by our customers.

## Treatment & Transfer

Seven sites specialising in:

- + Hazardous wastes
- + Liquid wastes
- + Packaged wastes
- + Contaminated wastes

Our Treatment & Transfer sites primarily service the Processing and Manufacturing sector. The sites have a wide geographical spread being located in the south-west, north-west and north-east regions of England, as well as the central belt of Scotland. Each site has a range of permitted operational treatment capacities and capabilities, as well as bulk transfer operations, to optimise the reuse, recycling and recovery of wastes. Underpinning these operations is Augean's Treatment & Disposal Infrastructure to ensure the safe and compliant management of our customers' hard to handle wastes.

## Radioactive Waste Services

Two sites specialising in:

- + Metallic waste treatment - decontamination and recycling
- + Sort and segregation - waste repacking and consignment
- + Non-hazardous and hazardous Low Level Waste (LLW) and Very Low Level Waste (VLLW) disposal

We have the permitted and operational capability and capacity to treat and dispose of all types of LLW and VLLW. We have audited and robust procedures, processes

and systems required to ensure high standards of compliance, health and safety. With sector experience and specialist knowledge, our in-house team are experts in the services we deliver.

## Oil & Gas Waste Services

Six sites specialising in:

- + Decontamination
- + Specialist industrial services
- + Hazardous waste management
- + Fluids treatment
- + Liquid waste treatment

Originally focussed on drilling waste management (DWM) services, Augean has expanded its portfolio and now offers a complete Waste Management Service for the North Sea.

## Special Industrial Services

Six sites specialising in:

- + Specialist industrial services
- + Decontamination
- + Decommissioning

We are market leaders in Specialist Industrial Services, deploying teams of skilled operatives to all areas of the UK to provide industrial cleaning, decommissioning and decontamination services. Offering nationwide specialist outage cleaning and support services, we are the only UK provider to offer waste management and specialist industrial cleaning to the renewable energy sector.

## Our commitment

### Compliance

We ensure that our waste solutions are sustainable by monitoring forthcoming changes in regulation and legislation so that compliance objectives are understood, communicated to our operational teams and customers, and new protocols are implemented as necessary ahead of regulatory deadlines.

### Health & Safety

Safety is consistently at the forefront of how we operate our business. We are accredited to ISO45001, which is the ISO standard for management systems of occupational health and safety. This forms part of our integrated management system (IMS), which also includes ISO9001 and ISO14001.

### Waste Management

All wastes are managed with due regard to the waste hierarchy. We specialise in the development of innovative solutions for the UK's more hard to handle wastes, backed-up by industrial services and decommissioning capability for a complete end-to-end service. We focus on best environmental outcomes.

### Experienced Staff

Our knowledge and experience set us apart from our competitors. We pride ourselves on having the most experienced and capable teams who service our customers whilst drawing from decades of experience. Together, with our wide-ranging service offering, we can be confident that we will deliver the best quality of services.

### Environmental Impact

Our range of waste management solutions will aid in reducing the environmental impact for ourselves and our customers. Our certification to ISO 14001 demonstrates our commitment for achieving legal and regulatory compliance to regulators and government.





“Our core values shape the way we behave within the Augean Group. These values are Teamwork, Integrity, Growth, Excellence, Respect and Solutions. These values help us to provide a safe, compliant, and growing business.”

# Introduction

Augean has a long history of integrating sustainability principles in the way it operates. A CSR report has been produced every year since 2005. The production of the CSR report is our commitment to being transparent about the sustainable way in which we conduct our business.

The report enables our stakeholders to understand how Augean operates in accordance with ESG principles through clearly stated Company values together with the [Health, Safety, Environment And Quality Policy](#) which can be found on our website.

Our core values shape the way we behave within the Augean Group. These values are Teamwork, Integrity, Growth, Excellence, Respect and Solutions. These values help us to provide a safe, compliant, and growing business.

## Teamwork

We achieve more when we work together by:

- + communicating clearly and consistently.
- + valuing the contribution of every colleague.
- + encouraging each team member to positively express their ideas.
- + ensuring achievable goals and targets.

## Integrity

We aim for the best standards of integrity and ethics by:

- + being open and trustworthy with all stakeholders.
- + empowering our colleagues to take the right actions.
- + being responsible for our actions.

## Growth

Our businesses will grow in a sustainable manner by:

- + giving priority to projects that meet our environmentally sustainable goals.
- + investing in these projects.
- + ensuring that short-term and long-term strategic growth is balanced in line with available resources.

## Excellence

We will lead the way in our industry by:

- + always challenging ourselves to improve.
- + looking for feedback, internally and externally, and acting on it.
- + learning from each experience.
- + innovating courageously.
- + providing every colleague with opportunities for structured training and development.
- + maintaining high standards of health, safety and compliance.

## Respect

We treat our colleagues and stakeholders with respect, dignity, and professionalism by:

- + treating colleagues as we would want to be treated.
- + looking out for each other.
- + promoting a just culture.

## Solutions

We will find the best solutions for our customers by:

- + employing and developing leading experts in their field.
- + maintaining a network of innovative partners and stakeholders.
- + continually investing in our infrastructure.
- + where appropriate maintaining and varying our regulatory consents in response to market requirements.
- + continuously improving our high-levels of customer service.

Our stakeholders require access to consistent, high-quality, and material public information. This means that identification and governance of ESG themes that are material to a company and its sector become essential to managing risk. Our shareholders demand that we continue to evolve our ESG performance to provide assurance to stakeholders, to minimise risk and maximise growth potential.

The production of our CSR report is a natural conclusion of our annual commitment to sustainability and responsible care, to evaluate our performance and provide focus on our aspirations for the future.

I hope that you will find the report informative.

We welcome your views on our performance. Please contact me to provide ideas on where we can improve.

## Gary Bower

Director of Corporate Stewardship

[garybower@augean.co.uk](mailto:garybower@augean.co.uk)



# Stakeholders

This section explains how we selected the information to present and how the report is structured. This report is prepared for our stakeholders: that is our owners, our customers, our local communities, our regulators, our supply chain and our employees.

Our stakeholders have been identified over the life of the Company and we have developed a range of communication and feedback mechanisms with them (see table right).


Our owners have a direct interest in our financial success but are strongly influenced by how we conduct business in terms of environmental, social and corporate governance.

Our employees are our most important stakeholder. They champion our standards and are at the front end of our performance that affects all other stakeholders.

Later in this document our customer feedback demonstrates how much our customers value our staff. They are committed to the Company’s success but seek good safe working conditions together with fair and equitable treatment and reward and Augean management strives to make Augean a great place to work and has made significant progress in improving the scope and range of benefits that are available to our employees.

Principal communication and feedback mechanisms with stakeholders

Stakeholder	Mechanisms
Shareholders	Face to face meetings with shareholders Board meetings Site visits with shareholders Monthly compliance reports Board report
Customers	Direct Customer feedback questionnaire Face to face meetings Customer Duty of Care Audits Trade Associations and industry working groups Conferences and trade fairs
Local communities	Community newsletter Company website Consultation email address and helpline telephone number Periodic community liaison meetings Open door policy and site open days Direct community engagement on development applications Maintenance of stakeholder register
Regulators and government	Regulatory inspections and audits Environment Agency (EA) bi-annual account meeting Direct engagement Trade Associations, industry working groups and institutes
Employees	Augean Update newsletter Director Engagement visits Daily operations meetings at all sites Weekly functional performance meetings Health and safety committee meetings held at all sites Staff surveys

A woman with short brown hair and glasses is smiling while talking on a black telephone. She is wearing a dark sweater. The background is a blurred office environment with blue and green lighting. The text "Continuing to deliver the highest level of service to our customers" is overlaid in white, italicized font on the right side of the image.

***Continuing to  
deliver the highest  
level of service  
to our customers***



Key:

GA:	An indicator taken from the Green Alliance's Indicating Right: Environmental Performance Indicators for the Waste Management Sector
GRI:	A specific standard disclosure taken from the GRI Sustainability Reporting Standards
Augean:	An internal indicator
GRESB:	A disclosure for GRESB Infrastructure assessment
N/Ac	Not acquired or developed
N/Rec	Not recorded
N/A	Not applicable

# Indicator method

The material aspects considered relevant for disclosure are those that reflect the organisation's significant governance, economic, environmental and social impacts; or substantively influence the assessments and decisions of stakeholders. The materiality or significance of an aspect was determined by reference to the following sources:

- + Feedback from stakeholders;
- + Regulatory requirements;
- + Industry sector standards and guidance;
- + The aspects evaluation necessary for the Integrated Management System (IMS) standards;
- + Reports prepared by customers and competitors;
- + ESG ratings assessment; and
- + Materiality review in Q4 2023, which extended into 2024.

Several of our indicators are aligned with relevant metrics in the GRI Standards list; but we have also included additional indicators which better reflect our sector along with some of our own data to provide more information about the specifics of Augean's business and stakeholders' feedback.

Indicators relate to Group performance for the last three years unless otherwise specified. For some new indicators this may be less. Our carbon emission calculations were derived from factors using the published UK Government GHG Conversion Factors for Company Reporting (V2.0 Defra 2023).

Augean has not sought external assurance of this report and the information presented. Third party review of our 2022 energy data was carried out in late 2023 and into early 2024 as part of Augean's commitment to reporting under Phase 3 of ESOS.

Many of the indicators (particularly those related to our management systems and permits) are individually subject to external review by our regulators, certification auditors and external advisors. Our values of integrity and excellence are an inherent part of the report and we have honestly sought to present a picture of how we manage our ESG responsibilities.

We should be pleased to address any questions readers have.

# ESG Strategy development

Augean commissioned ESG Consultants in late 2023 to review the 2023 data and previous data as part of a project to develop an ESG strategy and deliver science-based carbon reduction targets. The project will develop targets/KPIs (including Net Zero vision) aligning to Science-based Targets Initiative principals to focus on mitigating climate change by setting science-based emissions reduction targets that are aligned to the Paris Agreement. This will be developed through 2024 and more detail will be reported in the CSR 2024 Report next year.

The main goals of the ESG strategy will be to:

- + Create an ESG risk/opportunity profile via high level materiality review/assessment of operating practices and ESG screening processes.
- + Establish ESG structure, policy, disclosure and reporting objectives.
- + Develop an implementation plan - quantifying the company impact and establishing baselines.
- + Establish robust reporting frameworks and ESG positioning/alignment.
- + Meeting shareholder expectations.
- + ESG engagement – at all levels. Includes training and engagement initiatives tailored to the organisation.
- + Embed the ESG implementation plan.
- + Generate content for annual reports, websites and promotional literature.
- + Deliver mandatory and voluntary ESG reporting.
- + Engage supply chain in ESG requirements and help shape best practice.





# Materiality

Part of the development of the ESG Strategy involved a ‘double materiality’ review. We have carried out a double materiality exercise to focus on how sustainability issues affect our financial performance and stability (financial materiality) and also on how our activities impact the environment and society (environmental or societal materiality). This was influenced by Sustainability Accounting Standards Board (SASB) standards that establish, guide, and improve the disclosure of financially material sustainability information by companies to their investors.

Double materiality topics cover Environmental, Social, Economic, and Governance aspects.

The Double materiality assessment process comprised three steps:

- 1) Assessment of importance for stakeholders
- 2 Assessment of importance for Augean's business
- 3) Assessment of impact of Augean's operations on planet and society.

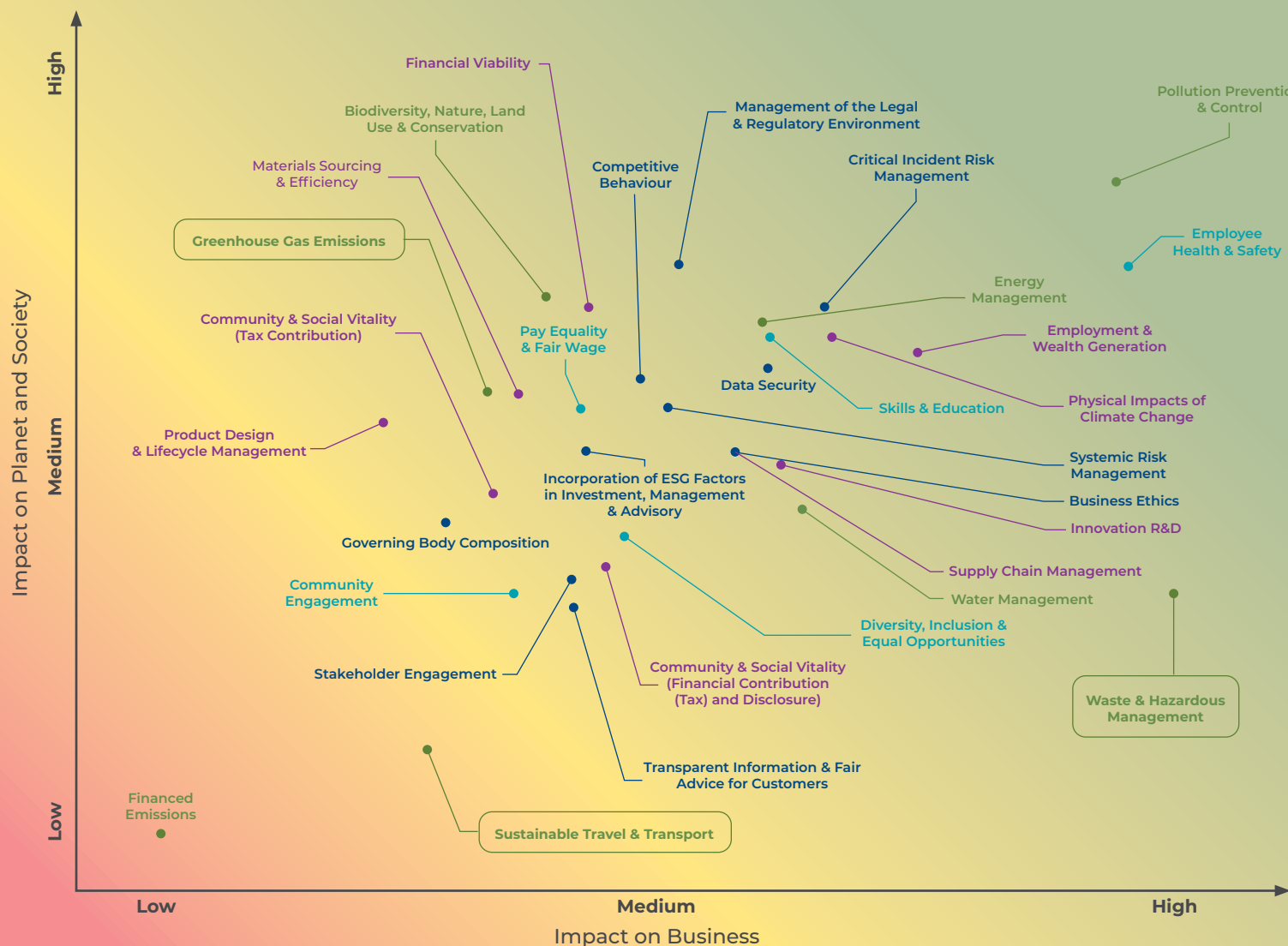
Surveys were provided to a range of stakeholders. There were 34 respondees:

Surveys	Responses
Survey 1. Importance to Stakeholders	20 respondents, including: <ul style="list-style-type: none"><li>+ 13 employees</li><li>+ 3 customers</li><li>+ 2 investors</li><li>+ 2 community members</li></ul>
Survey 2. Importance to business	4 respondents, including: <ul style="list-style-type: none"><li>+ 1 business planning and optimisation including supply chain</li><li>+ 1 environmental compliance, HSEQ</li><li>+ 1 people agenda, learning &amp; development, resourcing, organisational design, capability &amp; talent</li></ul>
Survey 3. Impact on planet and people	10 respondents, including: <ul style="list-style-type: none"><li>+ 6 HSEQ</li><li>+ 4 environmental, regulatory, compliance</li></ul>

The outcome of the review is presented opposite.

Defined material topics will highlight prioritised ESG topics and will be further used as a base for Augean's policy position (general ESG Policy and other environmental and social policies) and company's ESG strategy for implementation in 2024. More detailed explanation of the influence of the materiality exercise on the ESG Strategy will be provided in the CSR Report for 2024 next year.

## Detailed Double Materiality Assessment (Surveys)



### Legend:

Environment

Social

Economic

Governance

SASB material topics

### Double materiality chart (expanded)

31 sub-topics and sub-sub-topics

- + The top right corner on the chart (green area) displays ESEG sub-topics with the highest double materiality scores:

Health, Safety & Wellbeing

Waste & Hazardous Management

Pollution Prevention & Control

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



# Environmental, Social and Governance

Augean is committed to meeting best practice in environmental stewardship, social responsibility and corporate governance and the continuous development of ESG standards is an integral part of the business growth. This is demonstrated through our Company Values, policies, management systems and processes. We have updated our website to provide dedicated [ESG pages](#) where you can find out more.

The Augean Group operates in accordance with its [Health, Safety, Quality and Environmental Policy](#) that sets out our core commitments to be a responsible and sustainable business.

The Policy provides a framework of objectives to reduce our effects on the environment, to ensure the health, safety and welfare of our personnel,

stakeholders, contractors, visitors and the public as well as maintaining client satisfaction through service excellence, across the Group.

The policy is driven from top level in the Group through Directors and Managers to every employee and is reviewed at regular intervals.

The [policy](#) is made available to all interested parties including contractors and is published on our website along with other [useful information](#).

This part of the report is structured according to the pillars of Environment, Social and Corporate Governance.



Environmental Aspects	Social	Corporate Governance
Emissions to air and water	Health and safety	Customer feedback
Water, energy and fuel use and efficiencies	Training	Supplier engagement
Carbon reduction and Net Zero	HR and employee management	Whistleblowing
Waste management (Our own, and waste produced by others - core business)	Diversity and inclusion	Integrity, bribery and corruption
Reduction in hazardous substances	Gender equality	Management and ethics
Biodiversity	Benefits	Risk management
Compliance	Community and stakeholder engagement	Climate change risks
	Staff surveys	Company values
		Policies
		Leadership





# 2023 at a glance

## Environment



**+3293%**  
Significant increase  
in electric vehicle  
mileage



**100%**  
of English sites in  
compliance bands  
**A or B** and **zero**  
non-conformances at  
Scottish sites

Fugitive emissions  
from landfill  
**reduced**



**19%**  
of total waste  
diverted from  
disposal

**1,003,624 tonnes**  
net total of **hazardous waste handled**



**Air emissions** below  
prescribed thresholds



**318,100**  
litres of **recovered oil**



**98 HA**  
managed for **biodiversity**  
across our landfill sites

## Social



**71%**

of employees **satisfied** with employee **benefits** offered by Augean



**56%**  
received professional training

**£704**  
training per FTE

All operational staff  
**IOSH trained**

**550**  
total hours of volunteering

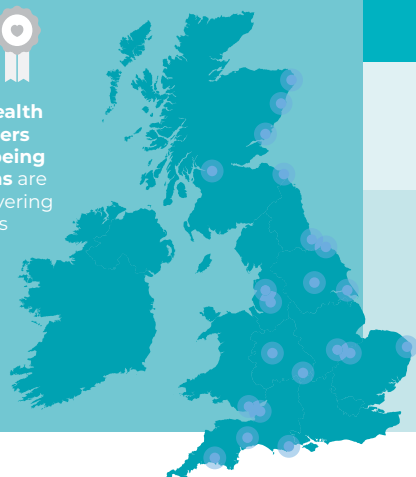
**7,509**  
Safety Cards reported - above target

**£1,053,231**

Community project donation



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



## Governance



Completion of  
acquisition of  
Future Industrial  
Services Limited



Augean maintains  
**membership** and  
takes an active role in  
**sector organisations**  
and groups



All Augean staff  
received **Cyber Security**  
Awareness training

**23%**

Local spend

**95%**

of customers  
would recommend us



**4.5 out of 5**  
overall satisfaction of Augean





# 02 Environment

## What we have achieved

- ✦ Successful integration of the Future Industrial Services management system to the same external auditor as the Augean Group. However, the addition of new sites and increased fleet activity as a consequence of the acquisition has meant that there have been across-the-board increases in energy use and emissions.
- ✦ A 34-fold increase in electric car mileage on company business from 491 miles (2022) to 16,628 miles (2023).
- ✦ Fugitive emissions from landfill have reduced.
- ✦ Drop in energy consumption of approximately 12% at our Avonmouth site since the installation in voltage optimisation in 2021 and replacement of older lighting with LED lighting, installation of pumps with high efficiency motors, and variable speed drives on larger pumps to reduce load on start up ("soft start") and reduce pump speed when capacity allows.
- ✦ None of our Scottish sites had any flags raised on compliance audits. All sites in England rated 'A' for compliance with the exception of three sites rated 'B'.
- ✦ Augean provides a customer portal that provides bespoke customer-centric information on their Scope 3 CO<sub>2</sub> emissions.
- ✦ Our EcoCentre at Peterhead recovered 318,000 litres of oil from wastes arising in the oil and gas sector, then uses this recovered oil as fuel in the plant.

## Control of risks - hazardous waste management

Augean operates in a highly regulated sector. Each of our facilities requires a consent to construct or expand it (via a planning permission issued by the local planning authority or a Development Consent Order issued by the Secretary of State); as well as an environmental authorisation to operate it (covered by the Environmental Permitting regime in England and the Pollution Prevention and Control and Waste Management Licensing regimes in Scotland).

Each permit or licence has many individual conditions that require Augean to effectively manage the wastes it receives, and efficiently use the energy or resources it needs, by using Best Available Techniques (BAT), so that the regulatory authorities are assured that the our facilities are constructed and operated safely, and do not cause significant risk to human health or the environment. These conditions are implemented within Augean as part of our IMS.

Controls start before the waste is received by carrying out pre-acceptance checks to ensure we can verify the waste

type and composition, who has produced it and to ensure that we can deal with it in accordance with our permit.

We technically assess all wastes before receiving them to ensure that the waste is capable of being effectively handled by us; that the appropriate treatment is carried out on the waste; and to ensure that the waste hierarchy is applied. All wastes are checked, tested and verified upon arrival at site ('Acceptance' checks) to ensure that they are what we expect and can be managed safely for recycling, recovery or treatment by us or at other facilities, or safely disposed in our engineered facilities.

Each site has its own set of procedures that is bespoke to the processes that are used to manage every type of waste received at the site.

Our sites are subject to external verification for compliance and performance by environmental and health and safety regulators as well as external accrediting organisations, as identified in this report.







### Regulator assessment for each site

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

### Environment Agency

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

Compliance band and total number of inspection visits for each of our sites are provided below:

Site	2021		2022		2023	
	Compliance band	No. of inspections	Compliance band	No. of inspections	Compliance band	No. of inspections
Avonmouth treatment centre	A	2	A	1	A	1
Berwick – Treatment	N/Ac		N/Ac		A	3
Berwick - Mercury	N/Ac		N/Ac		B	3
ENRMF hazardous landfill	B	2	A	2	B	3
ENRMF - Radioactive	A	0	A	0	A	0
ENRMF soil treatment centre	A	2	C	3	A	1
Great Yarmouth treatment centre	B	1	A	2	B	1
Honiton – Industrial Services and Treatment	N/Ac		N/Ac		A	0
Hull – Industrial Services and Treatment	N/Ac		N/Ac		A	1
Kirkby – Industrial Services and Treatment	N/Ac		N/Ac		A	0
Mark's Quarry non-hazardous landfill	A	0	A	0	A	0
Port Clarence hazardous landfill	A	1	A	3	A	4
Port Clarence non-hazardous landfill	A	1	A	3	A	4
Port Clarence soil treatment centre	A	1	A	0	A	4
Port Clarence waste recovery park	A	1	A	3	A	4
Plymouth – Industrial Services and Treatment	N/Ac		N/Ac		A	1
Thornhaugh non-hazardous and SNRHW <sup>1</sup> landfill	B	2	A	1	B	1

<sup>1</sup> SNRHW = Stable non-reactive hazardous waste (for example, asbestos)

### Target achieved

Compliance band no lower than B for English sites.

### Scottish Environment Protection Agency

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

#### Target achieved

Augean's target is zero flags of non-compliance.

	2021		2022		2023	
Site	Compliance Band	No. of inspections	No. of non-compliance flags	No. of inspections	No. of non-compliance flags	No. of inspections
Blackdog	Excellent	0	0	0	0	1
Dundee	Excellent	0	0	0	0	1
Greenbank	Excellent	0	0	1	0	2
Paisley treatment centre	Excellent	0	0	0	0	2
Peterhead Ecocentre	Excellent	0	0	0	0	1
Pocra Quay	Excellent	0	0	0	0	2



### Enforcement and prosecution GRI 307-1 GA

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

There were no enforcement notices or prosecutions brought in the reporting period and no fines paid during 2023.

### External verification of sites Augean

Augean, Augean North Sea Services (ANSS) and FIS have independent management systems that are all effectively managed by the Augean Group. Augean retained its certified IMS (PAS99) encompassing ISO9001, ISO14001 and ISO45001 covering all Augean and ANSS sites across the organisation. FIS are certified to ISO9001 and ISO14001 at all sites, with certification to ISO18001 at all sites except one which has ISO45001. In 2023, the external auditors of the management systems for FIS were migrated to British Standards Institute (BSI), so there is a common external audit organisation across the Augean Group.

The alignment of common principles within the Management Systems of ANSS, FIS and the rest of the Augean Group began in 2023. Augean has a longer term ambition to migrate to a single common IMS by the end of 2026.

The Augean Group operates to a single HSEQ policy which applies to the whole business. Augean successfully passed audit processes and continued accredited membership of both SafeContractor and Achilles UVDB in 2023, mainly due to our comprehensive IMS and operational performances. Both platforms bring together rigorously pre-qualified suppliers with buyers.

SEQual is now Augean's pre-qualification provider, replacing Achilles FPAL for ANSS.





### Control of emissions to air, water or land

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

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

Year	Tonnes of landfill gas	Proportion flared %	Proportion power generation %	Proportion passively vented %
ENRMF hazardous landfill				
2021	415	0	0	100
2022	551	70	0	30
2023	497	69	0	31
Mark's Quarry non-hazardous landfill (closed)				
2021	1,598	0	90	10
2022	447	0	85	15
2023	411	0	84	16
Port Clarence hazardous landfill				
2021	200	0	0	100
2022	251	0	0	100
2023	240	0	0	100
Port Clarence non-hazardous landfill				
2021	827	11	61	28
2022	708	16	58	26
2023	701	11	58	31
Thornhaugh non-hazardous and SNRHW landfill				
2021	516	55	0	45
2022	498	54	0	46
2023	469	53	0	47



## Intensity of landfill gas reported as CO<sub>2</sub> in tonnes per site divided by tonnes of waste handled GRI 305-4 (Partial), GA

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

Site	ENRMF hazardous	Port Clarence non-hazardous	Port Clarence hazardous	Thornhaugh non-hazardous and SNRHW	Marks Quarry
Year	CO <sub>2</sub> (tonnes)/tonnes waste				
2021	0.007434	0.004875	0.00301	0.005798	Not reported
2022	0.003384	0.003680	0.003438	0.003096	0.001713
2023	0.003473	0.004361	0.003639	0.003236	0.001762

## NO<sub>x</sub>, SO<sub>x</sub>, and other air emissions GRI 305-7(partial)

Our operational sites with major processes or landfill are required to report any NO<sub>x</sub>, SO<sub>x</sub>, and other air emissions that are above the prescribed levels set by the environmental regulator in each site's environmental permit.

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

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

Substance	Quantity emitted (kg) 2021	Quantity emitted (kg) 2022	Quantity emitted (kg) 2023
Total PM <sub>10</sub> (kg)	15.54	11.20	18.15
Total VOC (kg)	71.89	12.87	302.14
Total NO <sub>x</sub> (kg)	943.87	125.00	1,068.52
Total SO <sub>x</sub> (kg)	11.06	1.50	19.71
CFC	28.60	0	26.46
HCFC	22.15	0	21.68
Methyl chloroform	16.10	0	21.90



## Land

Augean manages wastes that require specialist management capabilities to ensure that it is dealt with safely. This includes hazardous and non-hazardous treatment by various processes, to render the material safe for reuse, recycling or recovery or landfill disposal on Augean sites, or at other permitted facilities.

Not all of the material that Augean processes is disposed by landfill and none is directly ‘released to land’. Augean’s landfill cells are highly engineered by technically competent geo-environmental engineers and provide geological and/or artificial barriers to prevent releases of contaminants to the environment. Hence none of the waste disposed is directly in contact with the land. Each cell requires formal construction quality assurance (CQA) approval by the environmental regulator according to technical standards that meet BAT. CQA must be provided in a CQA Plan prepared by a competent expert and is required for the construction of all aspects of landfill engineering and infrastructure. Waste cannot be deposited in a cell without the CQA plan being approved by the regulator.

The disclosed data opposite identifies various management routes for waste.

### Quantities of wastes managed GRI 306-2, GRESB

#### Gross mass of waste handled across the Group by type

Waste in tonnes	2021		2022		2023	
Hazardous	888,829.57	70%	998,811.00	73%	1,003,624.05	75%
Non-Hazardous	372,731.12	30%	366,875.50	27%	341,860.45	25%
<b>Total</b>	<b>1,261,560.69</b>		<b>1,366,686.50</b>		<b>1,345,484.50</b>	

#### Gross mass of waste handled across the Group by management outcome

Metrics	Units	2021	2022	2023
Re-use	Tonnes (t)	1,959.14	8,604.74	9,553.57
Recycling/recovery	Tonnes (t)	130,458.27	151,461.62	241,360.83
Composting	Tonnes (t)	0	0	1,452.47
Waste-to-energy	Tonnes (t)	1,982.26	11,004.01	12,235.59
Incineration	Tonnes (t)	2,874.43	3,674.44	4,507.22
Landfill	Tonnes (t)	691,710.55	746,659.11	674,022.85
Treatment and transfer	Tonnes (t)	439,385.40	508,103.95	461,107.87
<b>Total waste disposed</b>	<b>Tonnes (t)</b>	<b>1,133,972.00</b>	<b>1,258,437.51</b>	<b>1,139,637.94</b>
Total waste diverted from disposal (landfill/incineration)	%	10.6	24.75	18.84



## Waste Management Targets

Augean is in the business of operating hazardous and non-hazardous waste landfills, so it would not be appropriate to set binding targets on reducing the amount of material we receive from others for landfill. For many waste streams, for example asbestos, disposal in an engineered landfill facility represents the best overall environmental outcome.

However, although landfill forms a large part of our activities, our other sites can also facilitate recycling and recovery of wastes. Therefore, we consider it appropriate to set a target of 10% of waste handled by us avoiding disposal.

### Target achieved

This target was achieved in 2023.

## Radioactive waste managed

Waste in tonnes	2021	2022	2023
Augean total	13,566.73	4,548.98	5,188.97
Hazardous	2,257.21	557.2	964.62
Non-hazardous	11,309.52	3,991.78	4,224.35

## Transfrontier shipment of waste

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

Year	Imported	Exported
2021	4,137.82	3,456.93
2022	4,031.62	1,431.48
2023	3,586.22	1,070.21

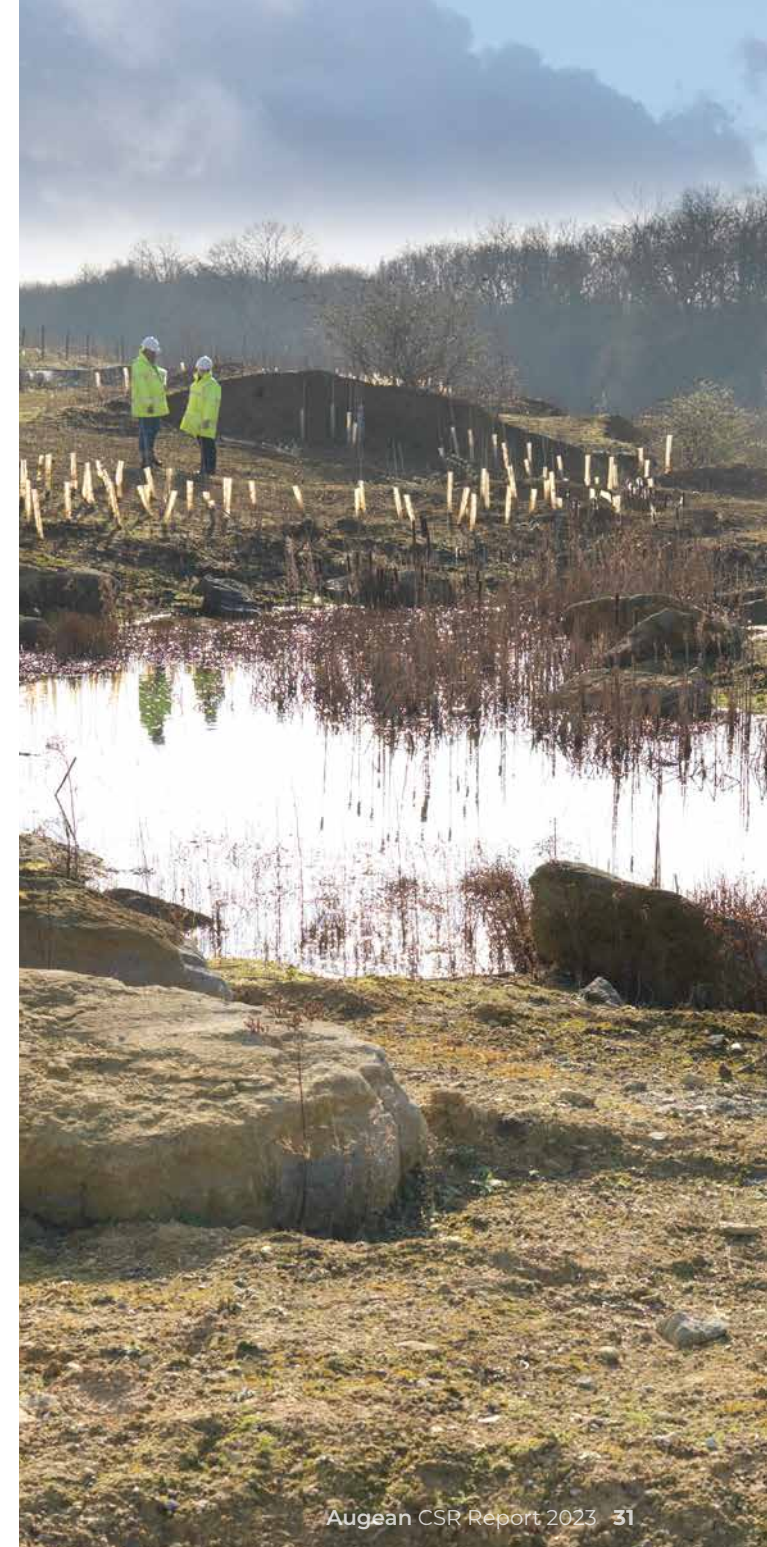
## Total number and volume of significant spills GRI 306-3

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

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

### Target achieved

No significant spills were recorded in 2023.





Water

Total water used (cubic metres):

2021	2022	2023
62,309.5	59,038.2	80,581.8

Leachate

All leachate from Augean's landfill operations is collected and safely managed. On-site use refers to the quantity that is used to replace potable water in our treatment processes at the landfill sites. Although the amount of leachate that was used significantly increased in 2023 compared to 2022, so did the amount of leachate that required off-site disposal. This was because of the unprecedented amount of rainfall in the latter end of 2023, causing a significant increase in the total amount of leachate captured.

	2021	2022	2023
Total used on site (litres)	33,917,090	25,725,572	34,077,192
Proportion used on site	57%	83%	47%
Total disposed (litres)	25,750,600	5,212,263	38,715,090
Proportion disposed	43%	17%	53%
Total produced (litres)	59,667,690	30,937,835	72,792,282

Water Conservation

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

Total effluent discharged Augean

Augean has legal discharge consents at some of its facilities. The amount discharged (in cubic metres) is recorded below:

2021	2022	2023
67,988.3	137,506.5	203,218.2

GHG reporting

Energy consumption

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

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

Energy type	2021		2022		2023	
	kWh	% total	kWh	% total	kWh	% total
Electricity	2,664,996	7.89%	2,078,082	8.60%	3,654,577	8.11%
Landfill Gas (including export to grid)	1,080,752	3.20%	1,452,059	6.01%	1,063,771	2.36%
Liquid Fuels (site use)	21,518,047	63.71%	13,362,343	55.33%	23,144,630	51.35%
Transport	6,118,082	18.11%	5,243,347	21.71%	15,235,301	33.80%
Natural Gas	2,393,500	7.09%	2,014,900	8.34%	1,978,146	4.39%
Total	33,775,377		24,150,731		44,328,566	

**Note:** Our EcoCentre at Peterhead recovers oil from wastes arising in the oil and gas sector, then uses this recovered oil as fuel in the plant, which saves on using virgin fuel oil from other sources. 6,115,687 kWh was generated from this recovered oil in 2023 (10,268,890 in 2021 and 3,467,290 kWh in 2022)(note that the facility was not operational for several months in 2023 due to inactivity in the Oil and Gas sector in the North Sea).

## Emissions

GHG emissions are categorised into three groups or 'Scopes' by the GHG Protocol. The data below includes emissions from FIS.

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

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

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

Total emissions	2021	2022	2023
Total gross tCO <sub>2</sub> e including fugitive landfill gas emissions and reported Scope 3 emissions	33,830.22	23,153.56	27,548.38

### Scope 1 emissions

Emissions (tCO <sub>2</sub> e)	2021	2022	2023
Emissions from combustion of landfill gas	1.572	1.042	0.980
Landfill fugitive emissions	25,848.9	17,683.8	17,172.7
Emissions from combustion of fuel for transport and business travel purposes	1,109.87	1,241.67	3,508.11
Emissions from combustion of fuel for other activities which the company own or control including operation of facilities	6,221.03	3,699.82	5,835.53

### Scope 2 emissions

Emissions (tCO <sub>2</sub> e)	2021	2022	2023
Emissions from purchased electricity	565.859	401.859	756.769

### Scope 3 emissions

Emissions (tCO <sub>2</sub> e)	2021	2022	2023
Scope 3 from business mileage	82.98	125.36	274.307

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

#### Mileage travelled in electric vehicles:

Total miles	2021	2022	2023
Mileage travelled in electric vehicles	580	490	16,628



Carbon intensity GRESB

Gross intensity assessment

Waste handled	2021	2022	2023
Revenue (£GBP)	£92,100,000	£102,412,000	£133,008,000
Total waste handled (tonnes)	1,261,560.69	1,366,686.28	1,345,484.49
Intensity (total): tCO <sub>2</sub> e/total waste handled	0.0268	0.0169	0.0205

The intensity metric of gross tonnes CO<sub>2</sub>e emissions to total tonnes of waste managed is an appropriate measure given the nature of our business.

The intensity metric of gross tonnes CO<sub>2</sub>e emissions by revenue is also part of GRESB reporting.

GHG mitigation activities and energy consumption management

The acquisition of FIS had a significant influence over the GHG emissions of the combined Augean Group. As a consequence of the acquisition, the focus was on the successful integration of FIS into the Group, rather than specific activities to mitigate GHG and energy consumption. However, several activities were carried through, plus there were some synergies offered because of the acquisition:

- + Increased take up of the company EV scheme, meaning a 34-fold increase in the number of electric miles driven by employees on company business. The EV scheme was opened to all company employees.
- + Centralisation of fleet management into one system used by the whole Augean Group, to ensure effective tracking of EEDI scores (Energy Efficient Driver Index).
- + Reduction in miles travelled by waste by rationalising the recovery and disposal outlets used by FIS and Augean within the Group.
- + In late 2023 started the development of the ESG Strategy, which will deliver the ESG Policy and Science-Based Carbon reduction targets in 2024.

GHG and Energy consumption targets

Augean has not implemented carbon reduction targets yet. However, work started in Q4 2023 to identify Science-based targets and set a Carbon Reduction Policy for implementation in 2024.

Baseline year

Previous CSR reports have identified several potential baseline years. Initial thoughts were to set the baseline year to 2019. The main reason was that this year followed the divestment of the East Kent incinerator (which would massively skew the emissions reporting dataset for 2018). However, given the relatively recent acquisition of the EcoCentre in 2020, which itself uses considerable amounts of fuel in the oil recovery process; and the acquisition of Future Industrial Services in 2023, the appropriate 'Baseline year' will be identified as part of the scope of work to implement Science-based targets and set the carbon reduction targets in the ESG Strategy in 2024.

## Land management and biodiversity

Augean uses restoration and aftercare systems to contribute to the development and maintenance of biodiversity in the localities of our landfill sites. The restoration schemes for our landfill sites are sensitive to the local ecological situation and aesthetic requirements of local communities and are subject to conditions applied to our planning consents or the requirements of our Development Consent Order.

### Examples:

- + Our Thornhaugh landfill site has a thriving great crested newt reserve covering an area of 1.5 hectares.
- + The Port Clarence landfill site is located adjacent to internationally and nationally designated areas of wild fowl interest. There are also valuable habitats within the site comprising scrub and short ephemeral turf covering an area of approximately 80 hectares.
- + Augean secured consent for the extension of the ENRMF hazardous waste landfill facility in 2023. Part of the consent requires a comprehensive restoration plan for the site, including the extended area in a scheme that encompasses the older parts of the site. The phasing of cell development in the extended area was developed in consultation with the local community, local wildlife groups and English Nature

to allow for early restoration of the northern part of the extension in a way that will close the gap between two woodlands. The overall restoration plans provide a net gain of 139.67% for habitats and 550.59% for hedgerows compared to the baseline for the scheme.

- + Further biodiversity developments will be delivered in 2024 at Augean's Thornhaugh landfill facility and the adjacent quarry at Cooks Hole, which Augean also owns, as part of a planning application to consolidate the restoration of both sites into a single restoration scheme.

The aftercare schemes for our landfill sites can run for 60 years. Augean sets aside substantial financial provisions during the operation of our sites so that adequate funds are in place to cover:

- + the site maintenance;
- + site security;
- + leachate management;
- + landfill gas plants; and
- + environmental monitoring of the landfill site and immediate surrounding area, to ensure long term establishment of habitats for nature conservation benefit.







**Sites operated adjacent to areas of high biodiversity value <sup>GRI 304-1</sup> and description of impacts <sup>GRI 304-2</sup>**

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

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

Site and operation	Biodiversity receptors	Principal, potential impacts	Actual impact significance
<b>ENRMF, Northants</b> <ul style="list-style-type: none"> <li>+ Landfill of hazardous and radioactive waste, and treatment of hazardous waste</li> <li>+ 56 hectare site following grant of a 26 hectare extension in January 2023</li> </ul>	Collyweston Wood SSSI. Ancient woodland	Groundwater contamination, noise and airborne dust,	No impact detected at receptors. Long term benefit of restoration through restoration plans that are required by the Development Consent Order
<b>Thornhaugh, Peterborough</b> <ul style="list-style-type: none"> <li>+ Landfill of non-hazardous wastes and SNRHW</li> <li>+ 30 hectare site</li> </ul> <p><i>Note: Further work is proposed for 2024 to revise the site profile and restoration scheme to align with the Cooks Hole site next door (also owned by Augean). This will be discussed in 2024 CSR Report. Biodiversity Net Gain requirements to be delivered via the scheme.</i></p>	Bedford Purlieus SSSI. Ancient woodland	Groundwater contamination	<p>Historic areas of site unlined but impact localised and small.</p> <p>Planning permission gained in 2015 to enable reworking of the unlined area and elimination of the localised impact.</p> <p>Long term benefit of restoration.</p>
<b>Port Clarence, Teesside</b> <ul style="list-style-type: none"> <li>+ Landfill of hazardous and non-hazardous waste, stabilisation and thermal desorption.</li> <li>+ &gt;100 hectare site</li> </ul>	Teesmouth and Cleveland Coast SPA and Ramsar site. Main interest is wintering and passage of waterfowl	Groundwater contamination, airborne dust, noise and atmospheric emissions	<p>Site performing in accordance with design hence no significant impact.</p> <p>Long term benefit of restoration.</p> <p>Restoration Plan specification approved by the EA in 2022.</p>

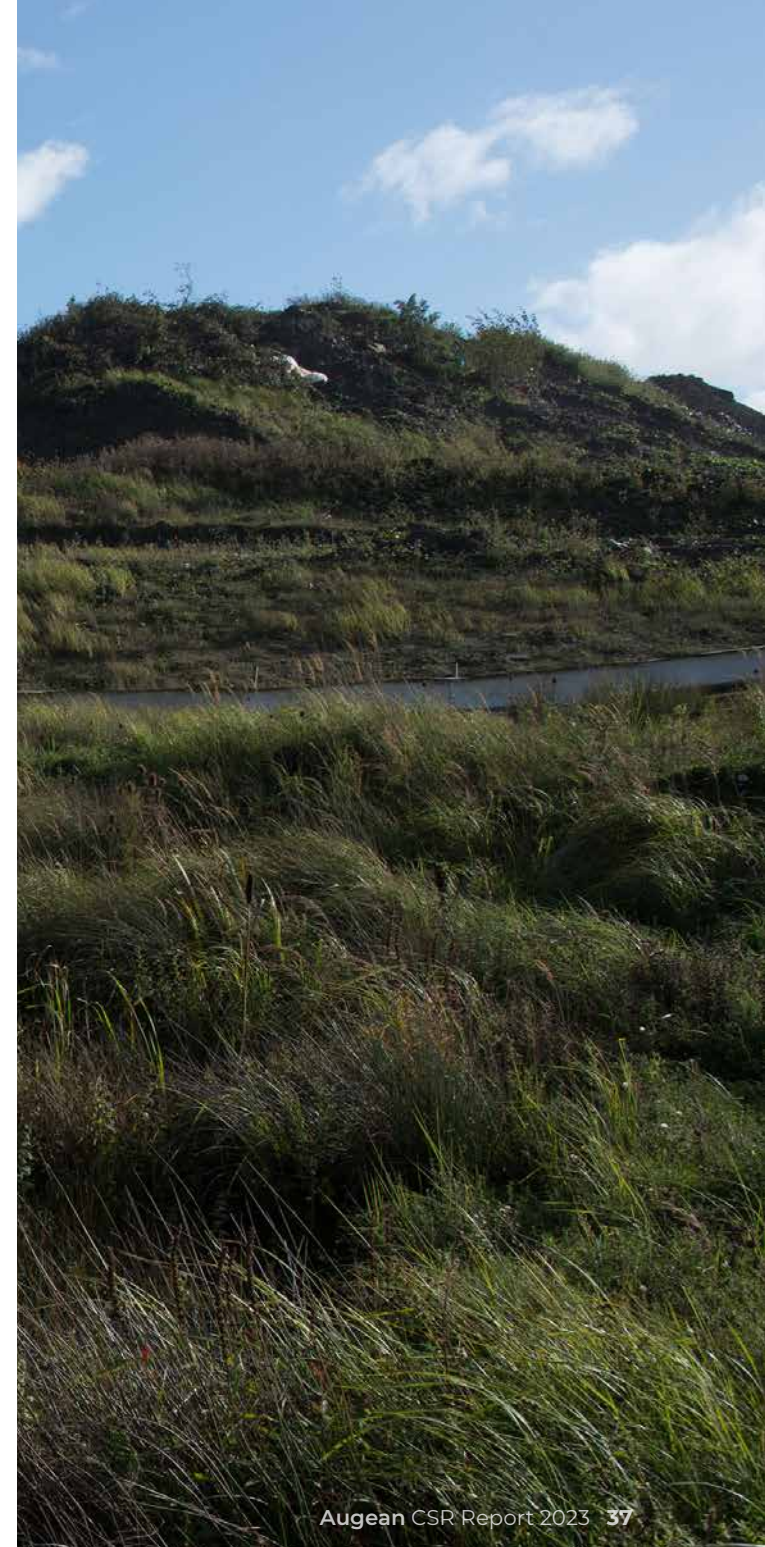
## Habitats protected or restored GRI 304-3

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

The areas of land owned and managed for biodiversity are an indicator of our success.  
Further update to be provided in 2024:

Site	Managed for biodiversity			Status
	2018	2020	2022	
<b>ENRMF</b> + 30 hectares	2.0 hectares	2.0 hectares	2.0 hectares	Includes herpetofauna reserve with ponds and grassland. Grassland enhancement undertaken in 2015 with additional ponds and terracettes created on the northern area of the site in 2016.  Active management programme in place with monthly visits to ensure areas continue to thrive. An additional 8 hectares of capping and partial restoration including some hydroseeding during 2020 lead to the release of these areas for increased managed biodiversity in the coming years.
<b>Mark's Quarry</b> + Non-hazardous landfill site	10 hectares	10 hectares 4 hectares was planted with approximately 20,000 native saplings	10 hectares	Coarse grassland low value habitat to be enhanced with restoration of remainder of the site proposed.  Monitoring of tree growth is ongoing.
<b>Port Clarence</b> + 100 hectares	80 hectares	80 hectares An area of 24,000m <sup>2</sup> was capped on the non-hazardous phase	80 hectares	Includes naturally recolonised industrial slags with 13 hectares of species rich short turf together with scrub and pond habitats. In due course the landfill will be restored for biodiversity.
<b>Thornhaugh</b> + Non-hazardous landfill site + 30 hectares	6.0 hectares	6.0 hectares	6.0 hectares	30-hectare site which will be restored to nature conservation. Current restored areas include two hectares of newt reserve with well-established wetland together with four hectares of grassland and woodland planted with native trees in 2014.

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







# 03 Social

## What we have achieved

- + Integration of the health and safety culture of FIS into the wider Augean community. The data in this section is an accumulation of FIS and Augean events in calendar year 2023.
- + Continued focus on managing the health and safety of those that work for us and on our behalf:
  - ▶ No fatalities<sup>1</sup>.
  - ▶ Five incidents were required to be reported under RIDDOR (two in 2022, zero in 2021, one in 2020).
  - ▶ Three major incidents recorded (four in 2022, one in 2021 and one in 2020<sup>2</sup>).
  - ▶ The number of lost time incidents (LTI) was low at four, (three in 2022, two in 2021 and four in 2020) with a slight decrease in the LTI rate (per million hours) to 4.48 (compared to 5.91 in 2022, 3.17 in 2021 and 6 in 2020) remaining comparable to the sector. The LTI rate for the waste sector is 6.32 per million hours worked (ESA 2021).
  - ▶ Our near miss, unsafe act and safe act event reporting in 2023 continued to exceed our target level for the fifth consecutive year.
- + Significant investment in training for staff:
  - ▶ Total spend almost £412,000.
  - ▶ £704 spend per average full time employee.
  - ▶ 56% received professional training.
- + All Augean staff received Cyber Security Awareness training.
- + All operational staff IOSH trained.
- + Mental Health First Aiders and Wellbeing Champions are in place covering all sites.
- + Donated £1,053,231 to local community funds and over £14,000 in local community sponsorship.
- + Commitment to monthly contribution to local foodbanks.

<sup>1</sup>The waste and recycling sector recorded six fatal injuries in 2022/23, up from just one in the previous year (HSE, July 2023)

<sup>2</sup>'Major incidents' defined as accident, fire or injury which is deemed significant by our internal accident investigation procedures, but not required under RIDDOR.





***Respecting the best  
standards of health &  
safety and compliance***





# Our people

Augean employs a workforce with a wide range of skills and qualifications, which are required to deliver its range of services. The acquisition of FIS broadened the capabilities and competencies of the Group and expanded our workforce.

The Group employed an average of 569 staff (2022: 299; 2021: 287; 2020: 317) over the course of the year.

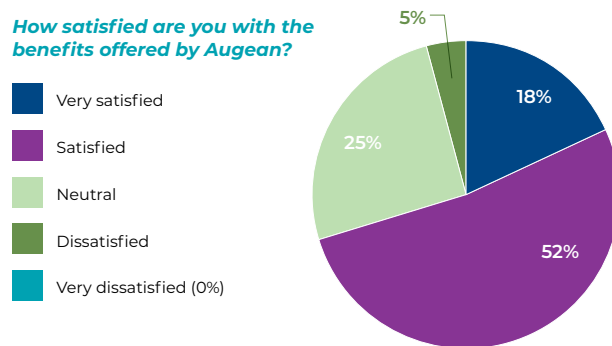
Augean values its employees and the commitment that they continue to give. Our Company success is dependent on people working effectively together with common objectives and common values. The Group's employees are vital to the performance improvements outlined in this report.

	Male	Female
Full time	440	100
Part-time	5	13
Fixed term or temporary contract	4	2
Day Rate	12	1
Agency Worker	54	8

## Employee Benefits Survey

In our ongoing efforts to improve employee benefits, we conducted a survey to see what benefits are important to our staff (NB: results do not include FIS staff).

*How satisfied are you with the benefits offered by Augean?*



Respondents were asked to identify benefits that were not already available that would benefit them most to achieve a better work-life balance and based on the responses, the company is committed to exploring the following potential options:

- + Holiday buy / sell;
- + Company bonus / performance incentive for all (Note: this was delivered in 2024);
- + Dental / optical plan;
- + Increasing pension contributions further;
- + Additional holidays (long service);
- + Driver overnight allowance review; and
- + Gym membership.

## Mental Health & Wellbeing in the Workplace

We have 30 employees trained as Mental Health First Aiders (MHFA's) and 15 employees have volunteered as Wellbeing Champions (WBC's).

We also have developed a yearly plan for all MHFAs, and WBCs that allowed Augean to be more proactive in 2023 regarding Mental Health and Wellbeing in the workplace.

## Benefits and worker satisfaction

We offer various benefits including a salary sacrifice employer matching pension scheme, death in service, an Employee Assistance Programme and other salary sacrifice opportunities such as cycle to work for all employees. An electric vehicle salary sacrifice scheme was implemented in 2022 to reduce employee 'downpipe' vehicle emissions and uptake has steadily increased into 2023, which is reflected by the significant increase in business miles travelled in electric vehicles, as reported earlier in this document.

In 2023 Augean expanded the enhancement of our Maternity/Paternity benefit offering more than the statutory requirement. Augean also expanded private healthcare benefit to all employees.

Benefits include:

- + 33 days annual leave (including public holidays);
- + Salary sacrifice cycle to work and electric vehicle schemes;
- + Enhanced maternity and paternity pay;
- + Private health, employee assistance programme and 20 days of sick pay;
- + Salary deducted savings scheme;
- + A paid day a year to volunteer;

- + Employer-matched pension contributions and life assurance; and
- + Pantry, to help colleagues who are feeling the pinch.

Augean operates a Living Wage Policy that states "Augean will not profit from people paid less than living wage" that complements our Equal Pay Policy that is provided in the Employee Handbook. Salaries are determined by job function and ability throughout the Group for each employee category.

All staff have the right to 'freedom of association'. There were no operational disputes due to workforce action or strikes in 2023, and there never has been in the history of Augean.





### Whistleblowing Policy

The Group's Employee Handbook contains a clear whistle-blowing policy, providing every employee the opportunity to raise concerns anonymously or directly with an impartial director, without the intervention of line management, with protection in accordance with UK employment law. Once an issue is reported the director is required to undertake a thorough investigation and make recommendations. The Company will treat all such disclosures in a confidential and sensitive manner.

There is a standalone Whistleblowing Policy with access to a manned confidential helpline number.

### Performance and appraisal

Staff are encouraged to undertake an annual or bi-annual Performance Appraisal with their line manager to provide a formal, recorded, regular review of an individual's performance, and a plan for future development. Appraisals assist in the development of individuals and establish individual training needs, improve organisational performance, and feed into business planning. The appraisal process establishes specific training plans for each individual where appropriate.

### Training

To ensure continued success for the Group and development of our workforce we make investment in training both through the provision of external courses and in particular through devoting management time to improve competency within the organisation.

The company spent over £411,950.02 on training in 2023 at an average of £704 per FTE, with 56% receiving professional training.

## Equal opportunity

The Group is committed to the principle of equal opportunity in employment and to creating a harmonious working environment which is free from harassment and bullying and in which every employee is treated with respect and dignity.

Augean provides well established policies to ensure that recruitment, selection, training, development and promotion result in no job applicant or employee receiving less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, disability, trade union membership or non-membership, sex, sexual orientation, gender, marital status, age or status as a part-time or fixed-term employee. The Group's objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

The Group strives to recruit staff from the local community where possible.

Equal opportunity policies are provided to each employee on joining the Group and made available electronically on the company intranet. The Handbook is updated periodically for changes in policy and regulations.

## Company Policies

The company has the following policies and statements in place to protect our employees:

- + Anti-Bullying and Harassment Policy
- + Anti Bribery Policy
- + Anti-Facilitation of Tax Evasion Policy
- + Anti-Slavery and Human Trafficking Policy
- + Counterfeit, Fraudulent and Suspect Items (CFSI) Policy
- + Drug and Alcohol Policy
- + Employee Rights and Responsibilities Policy
- + Equal Opportunities Policy
- + Equality, Diversity and Inclusion Policy
- + Ethics and Integrity Policy
- + Flexible Working Policy
- + GDPR Privacy Notice
- + Home and Hybrid Working Policy
- + HSEQ Policy
- + Modern Slavery Policy
- + Modern Slavery Statement
- + Privacy and Data Policy
- + Real Living Wage Statement
- + Social Media Policy
- + Wellbeing and Mental Health Policy
- + Whistleblowing Policy



Gender pay gap report C4-LA13

The gender pay gap (GPG) is the difference in the average hourly wage of all men and women across a workforce. It is important to note that the gender pay gap is not the same as unequal pay, i.e. paying men and women differently for performing the same (or similar) work. Unequal pay is illegal.

The gender pay gap data for Augean in 2023 is presented opposite. The “snapshot” date for this report was 5 April 2023. The following points are noted:

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

Augean – company wide data (including ANSS)

	2021	2022	2023
Median Gender Pay Gap	-11.75%	-9.0%	-6.60%
Mean Gender Pay Gap	15.50%	3.2%	6.10%

Distribution

Quartile	2021 (%)		2022 (%)		2023 (%)	
	Males	Females	Males	Females	Males	Females
Lower	88	12	84	16	72	28
Lower Middle	81	19	87	13	87	13
Upper Middle	75	25	75	25	72	28
Upper	82	18	78	22	76	24



## Health and Safety

In 2023, the Health, Safety Environment and Quality (HSEQ) teams of Augean Ltd, ANSS and Future Industrial Services were restructured and merged to form one team for the whole organisation.

During the second part of 2023, the organisation began working with a new cloud based Environmental, Health and Safety (EHS) platform provided by Eco Online. The organisation implemented a phased commissioning of the EHS platform to ensure that the organisation has one single location for recording, reviewing, investigating, and responding to all types of HSEQ events that arise from the organisation's activities. The new EHS platform also enhanced the HSEQ team's recording and reporting of internal audits, inspections, and action tracking. The expansion of the organisation led to a larger number of operational sites within the organisation's control. This therefore caused the inspection and audit programme to increase, and this process was standardised for the whole organisation through the implementation of the Eco Online EHS system.

A single unified monthly compliance report was developed, combining the previous compliance reports of Augean and FIS. This new compliance report has utilised several new graphics and data display techniques to assist with disseminating the data that is being reported.

There were several Safety Campaigns and Safety Alerts delivered across the organisation on the following topics:

- + Winter conditions
- + Knives
- + Rollaway vehicles
- + Fork heal snap
- + Heat stress
- + Falls from vehicles
- + Behavioural safety

### Looking forward into 2024 and beyond

Various management systems will continue to merge between Augean and FIS in 2024. There will be an expansion of the internal audit programme, additional Health, Safety and Compliance inspections at all our facilities, a continued merger of high-level controlled documentation and a continual improvement in quality standards.



### Number of reportable incidents per site <sup>Augean</sup>

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

Site	Number of RIDDOR-reportable events		
	2021	2022	2023
Aberdeen recycling and treatment centres	0	1	0
Avonmouth treatment centre	0	0	0
Berwick treatment centre	N/Ac	N/Ac	0
Dundee decommissioning centre	0	0	0
ENRMF hazardous landfill and soil treatment centre	0	1	0
Great Yarmouth treatment centre	0	0	0
Honiton treatment and industrial services	N/Ac	N/Ac	1
Hull industrial services	N/Ac	N/Ac	1
Kirkby treatment and industrial services	N/Ac	N/Ac	0
Newport industrial services	N/Ac	N/Ac	0
Paisley Industrial industrial Services	0	0	1
Paisley treatment centre	0	0	0
Peterhead drilling waste centre	0	0	1
Port Clarence landfill site	0	0	0
Port Clarence waste recovery park	0	0	0
Plymouth treatment centre	N/Ac	N/Ac	0
Rugby industrial services	N/Ac	N/Ac	1
Thornhaugh non-hazardous and SNRHW landfill	0	0	0
Wetherby head office	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>2</b>	<b>5</b>
<b>RIDDOR rate per 200,000 hrs worked</b>	<b>0</b>	<b>0.78</b>	<b>0.80</b>
<b>RIDDOR rate per 1,000,000 hrs worked</b>	<b>0</b>	<b>3.94</b>	<b>3.98</b>

There were five RIDDOR incidents in 2023:

- Part of customer plant developed a fault. The 'injured party' (IP) identified low coolant was the fault and allowed the plant to cool. The IP accessed the plant via step ladder to remove the coolant cap, which 'popped off' and the IP heard a noise they suspected to be steam escaping, so jumped backwards from the ladder and landed their heel onto kerbing, fracturing the foot (also an LTI).
- Driver missed his footing whilst exiting his cab, leaving one foot on the upper step and the other on ground causing significant over-stretching and fall causing a severe muscle tear but no fracture (also an LTI).
- Short-term ill health following the dismantling of plant equipment (also an LTI).
- An employee contracted legionnaires disease. An investigation could not confirm one way or the other if this was caught during employment, so the event was reported as a precaution. The HSE responded with praise about the way that Augean carried out the investigation.
- Whilst tipping full skips into a tipping pit using the rotator forklift, the operator lifted the skip over the tipping pit ready to rotate the skip to empty it. As the skip was beginning to rotate there was a bang and the right-hand fork had snapped above the heel of the fork. This was a failure in lifting equipment and hence reportable. The LOLER inspection was in date and daily checks completed, however, micro cracks were observed in the subsequent investigation.

#### Target not achieved

Augean's RIDDOR target is zero.

### Major accident rate per site/Medical treatment case <sup>Augean</sup>

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

Site	Major incident count		
	2021	2022	2023
Aberdeen recycling and treatment centres	0	0	0
Avonmouth treatment centre	0	0	0
Berwick treatment centre	N/Ac	N/Ac	0
Dundee decommissioning centre	0	0	0
ENRMF hazardous landfill and soil treatment centre	0	1	0
Great Yarmouth treatment centre	0	0	0
Honiton treatment and industrial services	N/Ac	N/Ac	0
Hull industrial services	N/Ac	N/Ac	2
Kirkby treatment and industrial services	N/Ac	N/Ac	0
Newport industrial services	N/Ac	N/Ac	0
Paisley industrial services	0	0	1
Paisley treatment centre	0	1	1
Peterhead drilling waste centre	0	0	0
Port Clarence landfill site	1	1	2
Port Clarence waste recovery park	0	1	0
Plymouth treatment centre	N/Ac	N/Ac	0
Rugby industrial services	N/Ac	N/Ac	1
Thornhaugh non-hazardous and SNRHW landfill	0	0	0
Wetherby head office	0	0	0
<b>TOTAL</b>	<b>1</b>	<b>4</b>	<b>7</b>
<b>Normalised to 200,000 working hours</b>	<b>0.32</b>	<b>1.58</b>	<b>1.11</b>
<b>Normalised to 1,000,000 working hours</b>	<b>1.59</b>	<b>7.88</b>	<b>5.57</b>

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

#### Target not achieved

Augean's major incident target is zero.



Lost time and absentee rates Augean

The average number of days lost through sickness absence per worker in a year in the United Kingdom in 2022 was 5.7<sup>1</sup>. The absentee rates for the company are shown in the table below.

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

Year	Average absentee rates for non-manual workers	Average absentee rates for manual workers	Number of LTI	LTI per 200,000hrs worked	LTI per 1,000,000hrs worked
2021	10	9	2	0.63	3.17
2022	2.2	7.7	3	1.18	5.91
2023	1.3	5.6	5	0.80	3.98

**Target**  
Augean's LTI target is zero. Whilst we did not achieve this target, the lost time incident rate is low.

Number of prohibition and improvement notices per site Augean

Augean has not been the subject of any prohibition or improvement notices during the period of reporting.

<sup>1</sup><https://www.statista.com/statistics/290209/uk-average-annual-sick-days-per-worker/>

Minor incident rate per site/First aid case Augean

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

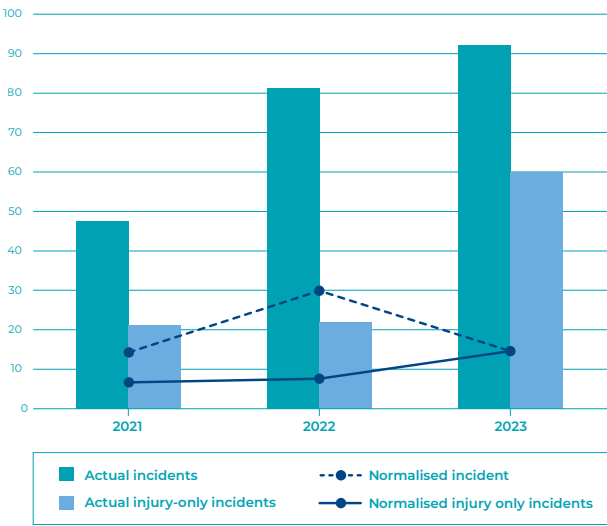
Any injury or damage, no matter how slight, results in a minor injury/incident. In part, this arises from a focus on workplace pedestrian safety, so that any vehicle/vehicle or vehicle/structure collision is now treated as if a pedestrian could have been involved.

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

Site	Number of minor incidents		
	2021	2022	2023
TOTAL	47	77	93
Normalised to 200,000 working hours	14.9	30.35	14.80
Normalised to 1,000,000 working hours	74.55	151.75	73.99

The number of minor injury/incidents rose in 2023 because the acquisition introduced an additional workforce.

Incidents and accident frequency



Safety training and competence

Site Managers are empowered through both training and support from the Group’s HSEQ Managers. Site Managers are the key driving force for culture change and safety improvements at ground level. Key safety issues on the ground continue to be tackled through the delivery of monthly safety campaigns. This approach has been successful in improving our safety awareness and in engaging the workforce in positive safety culture.

All operational staff receive IOSH (Institution of Occupational Safety and Health) working safely training as a minimum with all supervisory staff receiving IOSH managing safely training. We also have several NEBOSH (National Examination Board in Occupational Safety and Health) qualified staff across the Group both in HSEQ and operational roles.

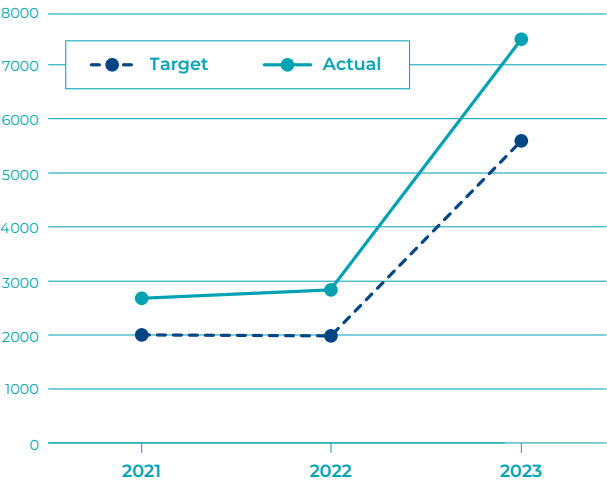
Augean continues to engage with our suppliers to highlight the part that they play in the safety of our staff.

Targets for improving health and safety

Safe act and near miss reporting Augean

A key tool in reducing risks is the near miss, unsafe act and safe act reporting which helps identify and rectify unsafe conditions or acts and promotes working safely and continuous improvement. It is a key safety management tool and provides valuable early-warning information.

Near miss and safe acts reported for the past three years

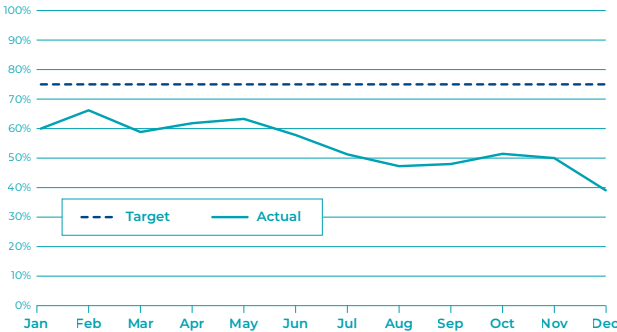


Target achieved

The Group has a target of one near miss / safe act reported per operational employee and one per office per month. The target figure for 2023 was 5,567. The number of reports was 7,509. The target was achieved and significantly exceeded.

The increase in the overall number of near misses and safe acts and observations was due to increased scrutiny of observation numbers on weekly calls with the functional groups in the organisation. Further emphasis has been placed on increasing the distribution of staff at sites who provide the observation reports in 2023, including a 75% target for the number of site staff making observations on a monthly basis. This number was observed to be declining during 2023, despite an increase in the number of observations made. This was because people were using other staff to report incidents on the system rather than reporting it themselves. Further effort will be made in 2024 to achieve the 75% target.

Percentage engagement over the year



Target failed

Augean has set an ambitious target of 75% of all staff raising at least one health and safety or environmental observation each month.

There was a declining trend in 2023. There will be emphasis in increasing the distribution of staff engagement in 2024.



A person wearing a blue lab coat and gloves is holding a small vial with a green cap. The background is a laboratory setting with various equipment and glassware. The image has a blue tint.

***Through keen  
re-investment,  
innovation and  
sustainable values,  
we will continue to  
be best in sector***



Pond-dipping at Salthome International Nature Reserve, Tees Valley

# Our community

## Our responsibility

We consider ourselves to be part of any community in which we operate. We strive in all our operations to provide a positive contribution to the community and to be a good neighbour.

## Community investment

Augean invests in our local communities because they are important to us. We contribute to many local initiatives through the Landfill Communities Fund (LCF) and will continue to support the communities in the areas in which we operate. This process is managed by Grantscape for our southern landfill sites and by the Teesside Environmental Trust for our northern landfill site. These independent bodies ensure objectivity in decision making and full accountability of the distribution of funds. The contribution that Augean made through the various funds in 2023 is below.

Contribution	2021	2022	2023
Augean South – Landfill Community Fund	£374,000	£506,740	£511,775
Augean North – Landfill Community Fund	£358,000	£339,500	£506,279
Augean South – LLW fund	£43,000	£22,297	£21,129
Direct Community sponsorship contributions for the Group	£6,000	£3,118	£14,049
Total:	£781,000	£871,655	£1,053,231

Our landfill site at Port Clarence continued to contribute to the Salthome International Nature Reserve in the Tees Valley. The reserve has transformed an area of industrial wasteland and landfill to an internationally significant bird reserve and wildflower meadow and has been supported by Augean since 2004.

Our southern sites at ENRMF and Thornhaugh have contributed to several projects during 2023. The Kings Cliffe and Thornhaugh Environmental Associations were formed so that local people could bring their ideas on how Landfill Tax Credit funds should be spent. The Associations provide independent and objective verification to ensure that funds that are allocated are for genuine projects that will make a real difference to the local community.



## 2023 Community Initiatives

We enthusiastically take part in community initiatives like charitable fundraising, regular litter picks, mitigating the consequences of fly tipping, creating or enhancing allotments, continually support foodbanks as well as donating Easter Eggs and Christmas Selection boxes to schools.

### Charitable fund raising events

**MACMILLAN  
CANCER SUPPORT**

 **British Heart  
Foundation**

  
**cashforkids**

  
**Save the  
Children**  
CHRISTMAS  
JUMPER DAY

### Litter picks

A team of volunteers from the Kirkby Treatment and Transfer depot attended a Beach watch event at Formby lead by the Marine Conservation Society. Beach watch is the Marine Conservation Society's beach clean and litter survey programme. The programme aims to highlight the issues of beach litter around the UK's coastline.

A team of Augean volunteers, made up of staff from Augean's Port Clarence and head office, were joined by a team from SUEZ Recycling and Recovery and put in a hard day's work litter picking along the beach at Redcar.

### A Day a Year to Volunteer

Augean operates a Volunteering Scheme which allows every employee to spend a day on full pay volunteering with an organisation in their local area, helping others or improving the environment and making a positive difference.

A team from our Waste Recovery Park worked hard on a renovation project with a local charity, Shildon Alive.

As part of the renovation, the Augean team used their skills to install curtain poles, hang doors, decorate, repair damaged floor boards as well as a general tidy up of the yard and painting of the fence.





### Community engagement

Augean operates an open-door policy at all of its sites, but, the restrictions imposed to manage the Covid 19 pandemic prevented site access for non-essential visitors. However, this was rescinded as restrictions eased and open days were held in ENRMF and Port Clarence in 2023.

To assist us in community liaison we periodically publish a community newsletter and this was expanded to the FIS sites in 2023. This has proven effective in informing those who live closest to our sites on how we operate and on our development proposals and helps promote discussion on issues that are important to the community.

We have continued to engage with the local community through our other mechanisms including liaison groups, parish councils, website and social media. Liaison Group meetings were held in-person at ENRMF in 2023.

The Company website is set up to provide information and opportunities for feedback, including topic sheets on frequently raised issues, details about our applications and information leaflets.

In 2020 we commenced a comprehensive pre-application consultation programme for the extension of the ENRMF site. No objections were received from the local community and consent was awarded in January 2023.

#### Operations with local community engagement GRI 413-1

Site	Liaison Committee	Community engagement programme	Community funding	Other
Aberdeen			Yes	
Avonmouth		Yes	Yes	
ENRMF	Yes	Yes	Yes	Monitoring data on website, public open days
Paisley		Yes		
Port Clarence		Yes	Yes	
Thornhaugh	Yes	Yes	Yes	

#### Number of environmental grievances GRI 103-2

Complaints are an indicator of our perceived and actual impact on our local community by our stakeholders. Augean operates a Group-wide complaints procedure under the IMS. Each complaint received is recorded, investigated and remediation action taken as appropriate. Numbers of complaints made to each of our sites are provided opposite from the full year after acquisition.

As in previous years our performance with regards to complaints was very strong. During 2023, the number of complaints were addressed immediately and followed up with the complainant to ensure no further issues.

Site	2021	2022	2023
Aberdeen recycling and treatment centres	0	0	0
Avonmouth treatment centre	0	0	0
Berwick treatment centre	N/Ac	N/Ac	0
Dundee decommissioning centre	0	0	0
ENRMF hazardous landfill and soil treatment centre	0	2	4
Great Yarmouth treatment centre	0	0	0
Honiton treatment and industrial services	N/Ac	N/Ac	0
Hull industrial services	N/Ac	N/Ac	0
Kirkby treatment and industrial services	N/Ac	N/Ac	0
Newport industrial services	N/Ac	N/Ac	0
Mark's Quarry non-hazardous landfill	0	0	0
Paisley treatment centre	0	0	0
Peterhead drilling waste centre	0	0	0
Port Clarence landfill site	1	0	0
Port Clarence waste recovery park	0	0	0
Plymouth treatment centre	N/Ac	N/Ac	0
Rugby industrial services	N/Ac	N/Ac	0
Thornhaugh non-hazardous and SNRHW landfill	0	0	0



# 04 Corporate Governance and Performance

## Our business

### What we have achieved

#### Operational highlights

- + Customers' expectations on environmental and carbon minimisation aspects are increasing as they and other stakeholders are demanding to understand how their supply chains and businesses are driving their Environmental, Social and Governance (ESG) performance. Augean's customers want to know what we do with their waste, not just in terms of the mass of the waste, how long the vehicle was on our site when delivering the waste and compliance documentation, but also the environmental and the carbon impact of Augean managing their waste. Augean provides bespoke customer-centric data allows our customers to better understand, monitor and manage their Scope 3 CO<sub>2</sub> emissions.
- + Adjusted profit before tax<sup>1</sup> to £24.8m (2022 £22.7m; 2021 £18.7m; 2020 £19.3m)
- + 8% growth in sales in 2023 compared to 2022 from Air Pollution Control residues (APCr) from the renewable Energy from Waste (EfW) and Biomass sector.
- + The FIS acquisition was completed in March 2023 and the FIS team were integrated into the Augean Group through 2023.
- + 23% of annual spending with local companies.
- + Customer feedback shows that over 95% of our customers would recommend us.
- + Our service indicators show continued maintenance of high standards of customer service and customer feedback scores rated the overall satisfaction of Augean as 4.5 out of 5.
- + All Augean staff received Cyber Security Awareness training and Augean retained Cyber Essentials Plus accreditation.

<sup>1</sup>Adjusted profit before tax being profit before tax excluding non-underlying items



## Performance

The underlying trading in all the Group's businesses was positive and robust through 2023 despite the challenging underlying economic environment. As a result, the Group delivered a reduction in adjusted profit before tax<sup>2</sup> to £24.8m (2022 £22.7m; 2021 £18.7m; 2020 £19.3m), following demonstrating the underlying resilience of the business.

### Economic value generated and distributed GRI 201-1

	2021 (£m)	2022 (£m)	2023 (£m)
Revenues	92.1	102.7	133.0
Opex	55.7	64.5	82.3
Employee costs	13.9	15.8	27.2
Payments to providers of capital	0.6	0.5	2.0
Community investments	0.78	0.87	1.05
Payments to governments	2.5	2.7	3.7
Economic value retained	15.7	19.2	17.9

<sup>2</sup>Adjusted profit before tax being profit before tax excluding non-underlying items





## Business integrity

The Augean's Board members comprise the Chief Financial Officer, the Chief Executive Officer and the Company Secretary. The shareholders have nominated presence on the Board alongside the Chairman, who has primary responsibility for the overall leadership of the Board and its effectiveness. Non-Executive Directors and shareholder representatives from both Ancala Partners and Fiera Infrastructure sit in the Group structure above Augean and bring specific areas of knowledge and expertise to the Group and exercise their duties in good faith based on judgements informed by their professional and personal experience to ensure that rigour is applied to decisions and to ensure that shareholder rights are upheld.

The Chief Executive Officer oversees the operating business through the Management Board, comprising the Chief Financial Officer, Chief Operation Officer, Commercial Director, Group General Counsel, Business Planning and Optimisation Director, Environmental Planning Director, Head of HR and Corporate Stewardship Director. The Management Board is responsible for the day-to-day operation of the Company and delivery of the strategic plans and initiatives, and the Group General Counsel is responsible for compliance with legal and governance matters. More information about the company governance approach and Management Board can be found on the [Augean website](#).

The Management Board formally communicates monthly. Specific Management Board meetings addressing ESG issues comprise:

- ✦ Monthly Board Meetings - At which health and safety, environmental, and social performance and risks are monitored and ESG matters are discussed.
- ✦ Monthly Compliance Review - At which health, safety and environmental standards are discussed and issues are addressed.

## Audit

The Augean Board and the Holding Group Boards oversee all audit issues within the Group. The external auditors are invited to attend meetings and the Board also uses its access to the external auditor's advice without the presence of the Executive Directors.

During the year the Board considered the adequacy and effectiveness of the risk management and control systems of the Group and the scope and results of the annual external audit, its cost effectiveness and the objectivity and independence of the external auditor.

During the year the Board reviewed its own performance, its constitution and its terms of reference to ensure it was operating at maximum effectiveness.

## Augean anti-bribery and corruption policy

Augean has ensured that rigorous procedures are in place to prevent bribery in the course of conducting business. These are provided in the Employee Handbook and the [Anti-Bribery Policy](#) is also published on our website. The responsibility of maintaining ethical standards in the way that the company conducts itself in its business rests with the Board.

Augean is committed to carry out its business in a fair, open, ethical and honest manner, and does not tolerate bribery under any circumstances as a means to gain any business advantage or return. The board of directors believe that the rejection of bribery is consistent with good business, in the same way that we are fully committed to high standards of health & safety and compliance.

By rejecting bribery the company will maintain its strong reputation for providing a high quality of service to our customers, retain the confidence of our suppliers and reassure our shareholders, partners and other stakeholders.

Employees are encouraged to report bribery activity whenever they discover it in the knowledge that protections are in place should they need them. The Company will treat all such disclosures in a confidential and sensitive manner. The whistleblowing policy is available in the Employee Handbook and on the company intranet.

The company's success in maintaining its approach to preventing bribery will be monitored on a regular basis, including:

- + Ongoing staff training.
- + An annual update to the board on the risks faced by the company.
- + The reporting of any bribery-related activity to the board in the Chief Financial Officer's report.
- + A review of new risks associated with bribery by the directors as part of the monthly review of the company risk register.
- + The immediate notification to the Chief Financial Officer of any allegations of bribery-related activity by any employee or third party.

## Tax Policy

Augean operates in accordance with an [Anti-Facilitation of Tax Evasion Policy](#), which is available on the Augean website.

This requires the company to conduct all our business in an honest and ethical manner. We take a zero tolerance approach to facilitation of tax evasion, whether under UK law or under the law of any foreign country.

It applies to our approach to landfill tax. However, we monitor the wastes on which tax is paid and where we provide evidence to show that we have paid too much tax, we reserve the right to make a claim and a claim for overpayment was lodged in 2020. In November 2020 HMRC repaid £1.6m of Landfill Tax to the Group. This is a small part of our overall claim of overpayment and we continue to engage with HMRC to further recover overpayment of landfill tax through the tribunal which continues into 2024.



## Risk Management

The Group uses a range of resources to manage and mitigate its risks, including the adoption of a broad range of internal controls as part of the IMS, the use of risk registers and regular reporting, monitoring and feedback of risks through the business.

The Group has a comprehensive system of risk management to enable the Board to

identify, evaluate and manage potential risks and uncertainties that could have a material impact on the Group's performance.

The principal risks to the Group are set out in the table below:

Risk description	Mitigation
<p><b>General Economic risk</b></p> <p>The performance of the business is linked to economic activity in the waste markets it serves, including the Renewable Energy, Infrastructure and Construction, Nuclear and Radioactive, Processing and Manufacturing, and Oil and Gas Sectors. Fluctuations in the UK economy in general and these sectors in particular affect Group performance, as do inflationary and other cost pressures.</p>	<ul style="list-style-type: none"> <li>+ Diversification of customer base.</li> <li>+ Linking gate fees and other customer charges, wherever possible, to prevailing operating costs and commodity prices, including the costs of waste disposal outside of the Group.</li> </ul>
<p><b>Health and safety</b></p> <p>The activities of the Group involve a range of health and safety risks, from offshore operations to the handling of hazardous and specialised wastes.</p>	<ul style="list-style-type: none"> <li>+ Health and safety is the first priority for all directors, managers and employees across the Group.</li> <li>+ Investments in relevant assets and resources are made on an on-going basis to ensure that the highest health and safety standards are applied.</li> <li>+ Health and safety performance is constantly monitored and reviewed, including formal reviews at each Eleia Limited Board meeting and in-depth quarterly reviews by the Group's Management Board. These mechanisms also include detailed reviews of any relevant incidents, which allow the lessons learnt from such incidents to be fed back to local teams, to reduce the likelihood of recurrence.</li> <li>+ The Group employs suitably qualified professionals to advise, monitor and assist all elements of the business to ensure risks to our employees are appropriately assessed and mitigated.</li> <li>+ Health and safety training is carried out as a matter of normal business, from policy workshops through to individual employees, including via on-line material to facilitate ease of access.</li> </ul>
<p><b>Environmental legislation</b></p> <p>Regulation is a key driver of the hazardous and specialised waste market. Changes in legislation (including tax legislation with environmental goals) or its interpretation can have a significant and far-reaching impact on waste markets.</p> <p>The simplistic application of the waste hierarchy to the markets in which the Group operates, with its focus on reducing the volume of waste disposed to landfill, could be perceived as a threat to the business in the long term.</p>	<ul style="list-style-type: none"> <li>+ Employ high quality technical management to interpret the evolving legislative framework and its potential and current impact on the Group's operations.</li> <li>+ Maintain a presence on several industry groups to influence the shaping of policy and liaises regularly with relevant regulators and legislative bodies, including the Environment Agency (EA), the Scottish Environment Protection Agency (SEPA), the Department for Environment, Food &amp; Rural Affairs (DEFRA).</li> <li>+ Develop treatment solutions for customers which utilise landfill when this is the most appropriate commercial and environmental solution but provide alternative approaches whenever they are suitable.</li> <li>+ Highlight the importance of Best Overall Environmental Outcome in moderating the simplistic application of the waste hierarchy.</li> </ul>

Risk description	Mitigation
<p><b>Environmental compliance</b></p> <p>All operating sites and activities are regulated by environmental authorities in line with the requirements set out within licences and permits. These licences and permits are required to carry on the business of the Group and compliance with their terms is essential to its success. Withdrawal or temporary suspension could have a significant impact on the Group's ability to operate.</p>	<ul style="list-style-type: none"> <li>+ Adherence to the highest environmental standards.</li> <li>+ Maintenance of good relations with the environmental regulator and local communities and to satisfy customers that the techniques, practices and procedures adopted by the Group are consistent with those of a responsible business.</li> <li>+ Employment of technical experts who work to well-established policies and procedures described in the Group's IMS.</li> <li>+ Provision of training to develop the knowledge and competence of its staff.</li> <li>+ Regular monitoring and review of compliance performance.</li> <li>+ Production of the Group's corporate social responsibility (CSR) report.</li> </ul>
<p><b>Tax legislation</b></p> <p>The use of tax legislation to drive environmental objectives, particularly the diversion of wastes away from landfill disposal and towards greater treatment, recycling and recovery, represents a risk in all time horizons. Landfill tax guidance (LFT1) was last updated in November 2018. LFT1 is not totally prescriptive on the tax treatment of the many alternate types of waste received by the Group. This could lead to differences in opinion on the treatment and the applicable tax rate. The standard rate of landfill tax rose to £103.70 per tonne from April 2024 and will increase significantly by 21.6% to £126.15 per tonne in 2025/26. Whilst European and national legislation encourages "zero landfill" solutions for a range of waste streams, disposal in properly engineered and permitted landfills continues to be the most appropriate waste management solution for many hazardous and specialised wastes. The Group is in ongoing discussions with HMRC with respect to whether it has paid the correct amount of landfill tax.</p>	<ul style="list-style-type: none"> <li>+ Develop a range of waste treatment solutions for customers.</li> <li>+ Broaden capabilities to ensure the Group's sites can accept all those wastes which do require landfill disposal.</li> <li>+ Maintain specialist testing facilities and seek appropriate external chemical, engineering, taxation and legal advice.</li> <li>+ Modelling of the financial impact under different external legislative positions.</li> <li>+ Specialist legal and environmental advice.</li> <li>+ Landfill tax internal audits and external assurance on processes.</li> </ul>
<p><b>Price risk</b></p> <p>Price pressure remains a key feature of the hazardous and specialised waste market, where customers often have a range of options for the ultimate disposal of their wastes and access to several companies competing to service their needs.</p>	<ul style="list-style-type: none"> <li>+ Review pricing policies on an on-going basis to ensure that the Group influences and stabilises the market.</li> <li>+ Respond to emerging trends and customer needs.</li> <li>+ Specialist in-house resource to assess and price waste consignments in line with market rates and available disposal solutions.</li> <li>+ Regular review of all services to ensure that price changes in the market do not lead to uneconomic activities being undertaken by the Group.</li> </ul>
<p><b>Oil price fluctuation / Fluctuation in North Sea activity</b></p>	<ul style="list-style-type: none"> <li>+ Monitor customers and markets closely.</li> <li>+ Match resource to demand using flexible labour sources.</li> </ul>
<p><b>Transport disruption</b></p> <p>The Group relies on the delivery of wastes to its sites to secure revenues and any disruption to local or national networks, for example in severe weather conditions, can cause delays or lost revenue for the Group.</p>	<ul style="list-style-type: none"> <li>+ Outsourcing of the majority of the Group's haulage requirement, augmented with the use of the Group's own fleet where appropriate.</li> <li>+ Maintenance of ability to accept wastes into sites in different geographical locations before onward transfer to their final treatment or disposal destination.</li> </ul>



## Regulatory Affairs - managing risks associated with legislative change

The Group continues to take a strong role in the development of regulation and policy for hazardous waste as well as developing new options for the recycling and recovery of waste as part of our commitment to implement the elements of the waste hierarchy relevant to the hazardous sector. We promote the profile of the industry and modernisation of the sector, seeking to establish a positive regulatory and policy framework for the business by engaging with Government departments, local authorities and regulators.

We continued to engage throughout 2023 on topics such as the review of landfill tax following a call for evidence (CfE) by HMRC, BAT / Appropriate Measures guidance for physico-chemical waste treatment, radioactive materials liability insurance, EA permitting service performance standards, and particularly waste crime, which is a blight on our sector.

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

Augean is actively involved with sector organisations to allow us to understand and influence our markets, the regulatory climate and sector operating standards. This allows us to plan and mitigate any risks from forthcoming legislation or guidance that may impact us. Accordingly, Augean maintains membership and takes an active role in the following organisations and groups:

- + Environmental Services Association (ESA)
- + Chartered Institution of Wastes Management (CIWM) Steering Committees
- + Road Haulage Association
- + The Nuclear Decommissioning Authority's (NDA) National LLW Programme Stakeholder Group
- + The EA Landfill Regulation Group, and other strategic EA sub-groups
- + Defra's Hazardous Waste Stakeholder Forum
- + Defra's Chemicals Stakeholder Forum
- + Decom North Sea

Through these organisations Augean has signed up to the following commitments and charters:

- + ESA Health & Safety Strategy
- + The Right Waste Right Place campaign

We work closely with our regulators, government and the industry in promoting modern standards and technology. We provide training, give lectures and engage with the development of guidance and regulation.



## Service excellence

As the UK's leading specialist manager of hazardous waste, we advise and help our clients every day, assisting them in understanding and complying with the complex legal and technical requirements for the safe management of specialist waste streams including hazardous and radioactive wastes. Waste is an issue for every business, but it doesn't have to be a problem.

Augean is committed to delivering excellence in customer service. To ensure we sustain this standard, all facets of the business, including sales, customer services and customer-facing operational departments, operate to ISO 9001. The Group continues to successfully achieve high standards of performance as assessed during all maintenance assessment visits conducted by BSI.

### Customer feedback scores Augean

Our service indicators show continued maintenance of high standards of customer service.

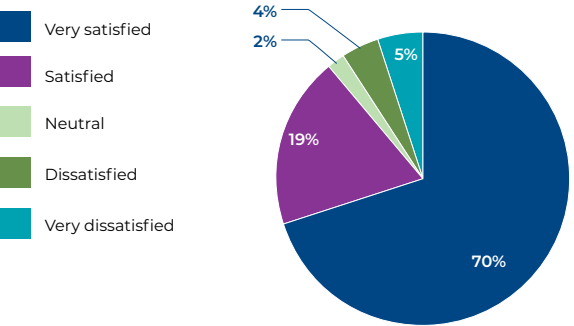
We collate customer feedback scores on fourteen different parameters, ranging from meeting customer needs, price, professionalism and customer service etc., asking for a rating from one to five based upon: one being very dissatisfied, to five being very satisfied.

The 'overall satisfaction' with Augean was rated as 4.5, from 85 responses.

#### Target

Augean sets a target to maintain a minimum overall customer feedback score >4.0, with any score of 3 or less being investigated.

#### How would you rate your overall satisfaction with us in 2023?

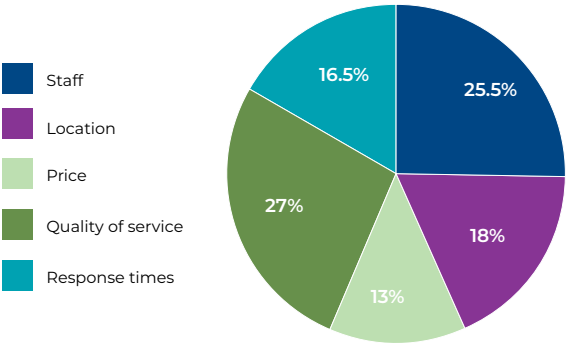


Augean continued to receive consistently high scoring customer satisfaction feedback throughout 2023 and exceeded our target.

### Reason for selecting Augean Augean

This is an important question because it enables us to identify where we are providing the best value to our customers compared to our competitors. The main reasons that our customers choose us are the quality of service and our staff, and this, combined with the customer feedback that over 95% of our customers would recommend us, makes us proud as a company and very proud of our people.

#### What makes you choose Augean over our competitors?



**Number of client complaints** Augean

Site	2021	2022	2023
Aberdeen recycling and treatment centres	0	0	1
Avonmouth treatment centre	2	1	1
Berwick treatment centre	N/Ac	N/Ac	0
Dundee decommissioning centre	0	0	0
ENRMF hazardous landfill and soil treatment centre	0	0	2
Great Yarmouth treatment centre	0	0	0
Honiton treatment and industrial services	N/Ac	N/Ac	0
Hull industrial services	N/Ac	N/Ac	0
Kirkby treatment and industrial services	N/Ac	N/Ac	0
Newport industrial services	N/Ac	N/Ac	0
Paisley industrial services	0	0	0
Paisley treatment centre	0	0	0
Peterhead drilling waste centre	0	0	0
Port Clarence landfill	0	1	0
Port Clarence waste recovery park	0	1	1
Plymouth treatment centre	N/Ac	N/Ac	0
Rugby industrial services	N/Ac	N/Ac	0
Thornhaugh non-hazardous and SNRHW landfill	0	0	0
<b>Total:</b>	<b>2</b>	<b>3</b>	<b>5</b>

The low level of customer complaints recorded historically across the Group was maintained during 2023, which showed a slight increase in complaints compared to previous years (three in 2022, two in 2021, two in 2020), however, this was balanced against an increase in the size of the business following the FIS acquisition. All these complaints were resolved to the satisfaction of the customer within the timeframes specified in the company complaints procedure.

**Percentage of complaints responded to verbally within one day target** Augean

Our complaint procedures require a verbal response to a complainant within one day of receipt. This facilitates a greater understanding of their grievance which assists us in determining a programme of action to resolve the issue. During 2023, **all** customer complaints were responded to verbally within 24 hours of receipt.

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

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

All complaints received during 2023 at Augean were responded to within the 28 day target.

## Supply chain respect

To complement our expertise and experience Augean seeks services from a wide range of suppliers. Over the life of the company we have built a team of trusted external advisors who understand the business and provide consistent, high quality and pragmatic advice. Our advisors work closely with Augean teams creating collaborative working relationships.

Due to the specialist nature of the business, supplies may need to be sourced across the UK or even from abroad. But Augean sources its goods and contractors from local suppliers seeking to support the local economy wherever possible.

### ***Proportion of spending on local suppliers at significant locations of operation*** GRI 204-1

Investment in businesses local to sites is a matter regularly raised by local communities, therefore Augean operates a policy of favouring local suppliers within a 10km radius of site where the standard of service and the quality of the goods is appropriate. Approximately £16.1m (22.5%) of our annual spend was with local<sup>2</sup> companies in 2023.

<sup>2</sup>A 'local' company is one within 10km from our sites.







# 05 Future Aspirations

## Forward look


Our main ESG-related aspiration in 2024 is to implement an ESG Strategy and ESG policy and set science-based GHG reduction targets for implementation from 2025.

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

As this progresses and we understand what we can achieve by reduction, we may also need to consider whether residual emissions may remain after we implement our plan, and what sustainable offsets are appropriate for us to achieve net zero goals. This will be part of a longer term strategy associated with Net Zero. Some of our other aspirations include:

- + Long term target for reducing power supply derived from fossil fuelled powered plant at sites in favour of green-tariff electricity power. Our supply contracts will be negotiated with this in mind;
- + Sign up to the ESA's Social Value Charter and the introduction of a Social Value Plan;
- + Increase uptake of electric vehicles in salary sacrifice scheme for employees to provide a cost-effective scheme for leasing electric and hybrid vehicles and ensure an increase in amount of business miles carried out in electric vehicles;

- + Expanding the scope of Augean's Scope 3 emission reporting;
- + Climate change risk management and opportunities will be reviewed in 2024 and climate change risk assessments will be prepared for each site in the Group. The Group will also start work on a climate change resilience assessment in 2025;
- + Start work on aligning the IMS systems for Augean, ANSS and FIS by integrating common reporting of HSEQ information to share single procedures activities that are consistent across the Group with a longer term view of a single Group IMS by the end of 2026;
- + We will continue to run employee satisfaction surveys on an annual basis to learn how we can make the workplace even better for our staff; and
- + We will continue to promote wellbeing across the business to make Augean more proactive regarding Mental Health and Wellbeing in the workplace.




***Earning trust and  
creating positive legacy  
for all our stakeholders  
is at our heart***


# 06

## GRI Universal and Topic Standards


This Report has been prepared “by reference” to relevant GRI Sustainability Reporting Standards. We have prepared this Report with due diligence and transparency. We welcome any comments or inquiries regarding the information presented.


The following table shows which disclosure indicators and material aspects we cover in this Report and where to find them.

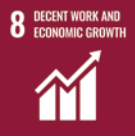
SDG	GRI disclosure number	Description	Page	Comments
	305-1	Direct (Scope 1) GHG emissions	28	
	305-2	Energy indirect (Scope 2) GHG emissions	33	
	305-7	Nitrogen oxides (NO <sub>x</sub> ) an, sulphur oxides (SO <sub>x</sub> ) and other significant air emissions	29 (partial)	
	401-3	Parental Leave		To commence reporting in 2024
	306-2	Waste by type and disposal method	30	
	306-3	Significant spills	31	

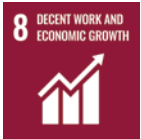
SDG	GRI disclosure number	Description	Page	Comments
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage		Augean is a real living wage payer
	401-3	Parental Leave		To commence reporting in 2024
	404-1	Average hours of training per year per employee	42 (partial)	Data not provided because alternative data is disclosed that is more relevant to our business / sector.
	404-3	Percentage of employees receiving regular performance and career development reviews.		To commence reporting in 2024
	405-1	Diversity of governance bodies and employees	40-43	
	405-2	Ratio of basic salary and remuneration of women to men	44	
	2-9	Governance structure and composition	58	





SDG	GRI disclosure number	Description	Page	Comments
	306-2	Waste by type and disposal method	30	
	306-3	Significant spills	31	
	304-2	Significant impacts of activities, products and services on biodiversity	36	
	304-3	Habitats protected or restored	37	


SDG	GRI disclosure number	Description	Page	Comments
	302-1	Energy consumption within the organisation	32	
	302-3	Energy intensity	32	

SDG	GRI disclosure number	Description	Page	Comments
	201-1	Direct economic value generated and distributed	57	
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage		100%
	204-1	Proportion of spending on local suppliers	65	
	302-1	Energy consumption within the organisation	32	
	302-3	Energy intensity	32	
	306-2	Waste by type and disposal method	30	


SDG	GRI disclosure number	Description	Page	Comments
<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> 	306-3	Significant spills	31	
	403-1	Workers representation in formal joint management-worker health and safety committees	12	
	403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of worker related fatalities	46-48	
	403-2	Workers with high incidence or high risk of diseases related to their occupation	46	
	403-4	Health and safety topics covered in formal agreements		No formal agreements covering health and safety are in place with trade unions.
	404-1	Average hours of training per year per employee	42 (partial)	Data not provided because alternative data is disclosed that is more relevant to our business / sector.
	405-1	Diversity of governance bodies and employees	40-43	
	405-2	Ratio of basic salary and remuneration of women to men	44	


SDG	GRI disclosure number	Description	Page	Comments
<div>9</div> <div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> 	305-1	Direct (Scope 1) GHG emissions	28 (partial)	
	201-1	Direct economic value generated and distributed	47	

SDG	GRI disclosure number	Description	Page	Comments
	306-2	Waste by type and disposal method	30	
	306-3	Significant spills	31	

SDG	GRI disclosure number	Description	Page	Comments
	302-1	Energy consumption within the organisation	32	
	302-3	Energy intensity	32	
	305-1	Direct (Scope 1) GHG emissions	28	
	305-2	Energy indirect (Scope 2) GHG emissions	33	
	305-7	Nitrogen oxides (NOx) and sulphur oxides (SOx) and other significant air emissions	29 (partial)	
	306-2	Waste by type and disposal method	30	
	306-3	Significant spills	31	
	405-2	Ratio of basic salary and remuneration of women to men	44	



SDG	GRI disclosure number	Description	Page	Comments
	302-1	Energy consumption within the organisation	32	
	302-3	Energy intensity	32	
	305-1	Direct (Scope 1) GHG emissions	28	
	305-2	Energy indirect (Scope 2) GHG emissions	33	

SDG	GRI disclosure number	Description	Page	Comments
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	36	
	304-2	Significant impacts of activities, products and services on biodiversity	36	
	304-3	Habitats protected or restored	37	
	305-1	Direct (Scope 1) GHG emissions	28	
	305-2	Energy indirect (Scope 2) GHG emissions	33	
	305-4	GHG emissions intensity	29	
	305-7	Nitrogen oxides (NOx) an, sulphur oxides (SOx) and other significant air emissions	29 (partial)	
	405-2	Ratio of basic salary and remuneration of women to men	44	

# GRI G4 Sector Disclosures

GRI disclosure number	Description	Page	Comments
2-1	Organizational details	1, 3, 4, 8	
2-2	Entities included in the organization's sustainability reporting	8-8	
2-3	Reporting period, frequency and contact point	4, 10, 11	
2-4	Restatements of information	14-19	
2-5	External assurance	14	
2-6	Activities, value chain and other business relationships	8, 9, 65	
2-7	Employees	8, 40	
2-23	Policy commitments	10-11,14	
2-27	Compliance with laws and regulations	26	
2-28	Membership associations	62	
2-29	Approach to stakeholder engagement	12	
2-30	Collective bargaining agreements		No agreements are in place within Augean
3-1	Process to determine material topics	12	
3-2	List of material topics	14-19	
3-3	Management of material topics	14-10, 55	

# 07

## Glossary

ANSS	Augean North Sea Services Ltd
APCR	Air Pollution Control Residues
BAT	Best Available Technique
BSi	British Standards Institute
CfE	Call for Evidence
CFSI	Counterfeit, Fraudulent and Suspect Items
CIPD	Chartered Institute of Personnel and Development
CIWM	Chartered Institution of Wastes Management
CSR	Corporate Social Responsibility
CQA	Construction Quality Assurance
DEFRA	Department for Environment, Food and Rural Affairs
DWM	Drilling Waste Management
EA	Environment Agency
EEDI	Energy Efficient Driver Index
EHS	Environmental, Health and Safety
EfW	Energy from Waste
ENRMF	East Northants Resource Management Facility

ESA	Environmental Services Association
ESG	Environmental, Social and Corporate Governance
ESOS	Energy Savings Opportunity Scheme
FIS	Future Industrial Services
GA	Green Alliance
GBP	British Pound Sterling
GDPR	General Data Protection Regulation
GPG	Gender Pay Gap
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
GRESB	Global Real Estate Sustainability Benchmark
HMRC	HM Revenue & Customs
HSE	Health and Safety Executive
HSEQ	Health Safety Environmental and Quality
IMS	Integrated Management System
IP	Injured Party
IOSH	Institution of Occupational Safety and Health
ISO (9001; 14001; 45001)	International Standards Organisation
KPI	Key Performance Indicator
LCF	Landfill Community Fund
LFT	Landfill Tax
LLW	Low Level Radioactive Waste
LTI	Lost Time Incident

MHFA	Mental Health First Aider
NEBOSH	National Examination Board in Occupational Safety and Health
NDA	Nuclear Decommissioning Authority
OHSAS (18001)	Occupational Health and Safety Accreditation Scheme
PAS	Publicly Available Specification
RIDDOR	Reporting of Injuries, Diseases and Dangerous Occurrences Regulations
SASB	Sustainability Accounting Standards Board
SEPA	Scottish Environment Protection Agency
SECR	Streamlined Energy and Carbon Reporting
SNRHW	Stabilised Non-Reactive Hazardous Waste
SSSI	Site of Special Scientific Interest
UVDB	Utilities Vendor Database Service
VLLW	Very Low Level Radioactive Waste
WBC	Wellbeing Champion
UVDB	Utilities Vendor Database Service
WBC	Wellbeing Champion
WRP	Waste Recovery Park





# Want to know more?

Call us on **0333 034 9004** or  
email us at **[info@augean.co.uk](mailto:info@augean.co.uk)**

Augean Ltd, 4 Rudgate Court,  
Walton, Wetherby, West Yorkshire, LS23 7BF



