



SUSTAINABILITY REPORT 2022



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BUSINESS SNAPSHOT

Founded in Beauparc, Co Meath, in 1992, with a team of two people, the Beauparc Group has expanded and diversified over the last 30 years. Today, Beauparc employs almost 3,000 people and serves a diverse range of public, private and commercial customers across Ireland, the UK, and the Netherlands. In August 2021, funds managed by Macquarie Asset Management Group (“MAM”) acquired Beauparc to support its long-term growth plans through investing in the transition to a circular economy.

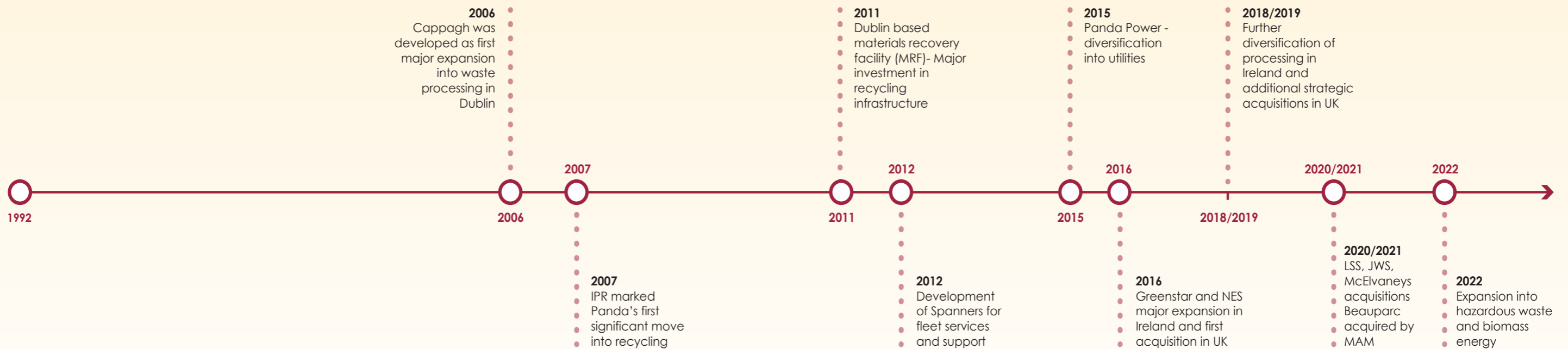
Beauparc (the Group), headquartered in Dublin, Ireland, is a recycling and processing led waste-to-resource business, providing services to homes, businesses, and communities across 58 locations and three jurisdictions. Its key services consist of Municipal Solid Waste, Commercial, and Industrial waste

collection activities, processing and disposal (where unavoidable), as well as recycling with a key focus on contributing to the circular economy.

At Beauparc, we believe that great leadership is always underpinned by a strong value system. As leaders in our industry, we believe in shaping the best possible future for our friends, our families, and our communities. This is why, as we continue to expand and diversify, our core philosophy will always remain the same: to balance customer satisfaction with environmentally sustainable practices. Unrivalled customer service and a commitment to sustainability remain the bedrocks of our philosophy.

Changes in the way we think of and manage our waste means there is much to be gained financially, economically, and socially, from realising the value contained within our waste. However, this objective must be balanced with the pressing need to reduce greenhouse gas emissions. It is our ambition to lead the field in the circular economy and improve services to our community and customers at the same time as reducing our carbon footprint.

BUSINESS HISTORY



GROUP OVERVIEW

Beuparc is one of the leading waste collectors and processors in its core markets, operating via a range of locally recognised brands in the UK, Ireland, and the Netherlands.

ACUMEN	McELVANEYS
AWM	MOUNTAIN RECYCLING
B&M WASTE	MID-UK RECYCLING
BIOVERDA	NEW EARTH SOLUTIONS
FUTURE STREET	PANDA
IRISH PACKAGING RECYCLING	RENES
IRISH PLASTIC MANUFACTURING	SCOTWASTE
JWS WASTE MANAGEMENT	SPANNERS
LITTLETON COMPOSTING	TYRONE ENERGY
LSS WASTE	WSR RECYCLING



CEO LETTER

Beauparc is at its heart a circular economy company and we are proud of the contribution it makes today towards promoting recycling and reuse objectives across Ireland, the UK and the Netherlands.

The past year has seen extremely volatile energy markets affecting our customers and the economies in which we operate. Russia's invasion of Ukraine has created a humanitarian crisis and simultaneously sent shock-waves through Europe's energy system, disrupting supply and fuelling extreme price moves. All of this occurring shortly after the COVID-19 outbreak.

In addition, the impact of climate change was never more in evidence following the multiple extreme weather events, such as temperatures in excess of 40 degrees Celsius recorded in London for the first time, and extreme temperature and drought events recorded across Europe.

Despite the economic turbulence in our 30th year, Beauparc has continued its strong growth trajectory with further strategic acquisitions. We are pleased to welcome B&M, Acumen and Tyrone Energy into the Beauparc fold. These additions have strengthened our team, grown our renewable energy generation capacity, broadened our overall customer offering, and contributed to greater recycling and resource recovery. Not only are we still growing the business, we are also speeding up the integration and alignment of new acquisitions to ensure we function stronger as one unit.

SAFETY

As an environmental services company, sustainability and circular economy have always been at the forefront of our business. However, 2022 has highlighted the fact that we cannot be a successful company without putting our people first. I have therefore made it a priority that "zero-harm" has become the driving force behind our operations and culture and will remain so as our business grows.

2022 marked an important year in the roll-out of our Safer Together programme strengthened by the adoption of high-level safety standards and engagement across all our sites.

PRIORITISING PEOPLE

The past year has brought consistency across the Group through a determined effort to centralise the HR structure across all business units as we continue to grow and expand, particularly through difficult economic times. We have been committed to providing a work environment where our employees feel appreciated and can progress their talent, ensuring physical, economic, and social well-being. We are committed to diversity and are proud to have a number of graduates and apprentices working among our workplaces in the UK and Ireland.

CLIMATE AND SUSTAINABILITY

In 2022 we conducted the first detailed materiality assessment of the business which has now set the course for our sustainability journey for the next 5 years.

We have also committed to the task of achieving net zero by 2040. We will do this by progressively reducing emissions associated not only with our Scope 1 and 2 emissions, but also by driving down our Scope 3 carbon emissions.

While the net zero journey will not be easy, we have already commenced the de-carbonisation of our electricity usage through the development of an aggressive renewable energy roll-out programme. In 2022 we generated 232MWh of renewable energy from our first roof mounted solar array at our Dublin based materials recovery facility (MRF). We expect to increase solar generation across the business, including installing 3MW of capacity in 2023 at our Barkston site, which will meet over 25% of the on-site demands. This is in addition to the substantial renewable energy generation provided by Tyrone Energy and Bioverda.

Looking ahead to 2023, Beauparc is keen to further emphasise the value of our stakeholders through continuing to prioritise people, increase recycling rates and reduce disposal and greenhouse gas emissions.

We are scaling our circular economy ambitions as we strive to ensure a long-term sustainable future for our business and a positive benefit for our customers and the world around us. As part of our ongoing commitment to sustainability, we will continue the expansion of our alignment towards international reporting standards.



Brian McCabe

Chief Executive Officer

2022 HIGHLIGHTS – FROM ACROSS UK/IRELAND

THE ROLL-OUT OF OUR 'SAFER TOGETHER' PROGRAMME

PARTICIPATED IN EPA END OF WASTE NATIONAL PROGRAMME FOR AGGREGATES

OVER 3.4 MILLION TONNES OF WASTE MANAGED ACROSS THE GROUP

MORE THAN 500,000 TONNES OF SOLID RECOVERED FUEL (SRF) PROCESSING CAPACITY

OVERALL RECYCLING AND RECOVERY RATE OF MORE THAN 80%

ROLLED OUT MEASUREMENT OF SCOPE 1 AND SCOPE 2 CARBON EMISSIONS

THE LOST TIME INJURY RATE WAS REDUCED BY 49% OVER THE COURSE OF 2022

COMMENCED A GRADUATE AND APPRENTICESHIP PROGRAMME WITHIN OUR WORKPLACES IN THE UK AND IRELAND

COMPLETED FIRST MATERIALITY ASSESSMENT TO DETERMINE THE ESG CONDITION OF THE GROUP

ABOUT THIS REPORT

We are very proud to be launching this as our first ever Sustainability Report. It has been an ambition of management, for a number of years, to centralise and present our sustainability performance in a manner that is transparent and accessible to all stakeholders.

In previous years we have reported on sustainability topics in a more siloed way, reporting directly to specific stakeholder groups. For example:

- **GRESB (Global Real Estate Sustainability Benchmark) reporting - In 2022 we completed our first GRESB assessment, a leading ESG peer benchmarking standard**
- **ISO (International Organisation for Standardisation) accreditations**
- **Annual Environmental Reporting to environmental agencies**
- **Gender pay gap reporting**
- **Modern Slavery Statement**

It is our ambition to centralise this reporting and share with you, our customers, employees and partners, a compelling and consistent narrative on our sustainability credentials and data both now and in the years ahead. Much of the data collated in this report is derived from sources such as ISO and regulatory reporting with checks being done on selected indicators by internal and external auditing and ultimate sign-off from our Board.

SUSTAINABLE DEVELOPMENT GOALS



Sustainability reporting continues to evolve, in line with the changing reporting landscape both at EU and global levels. For this reporting cycle, we incorporated the new frameworks into our sustainability reporting to provide more information and transparency:

- GRI – Global Reporting Initiative has become the framework for companies to report against globally. Detailed information about how we are addressing GRI can be found in the Appendix on page 40.
- ESRS – Under the Corporate Sustainability Reporting Directive (CSRD), draft European Sustainability Reporting Standards (ESRSs) have been developed which set out the detailed disclosure requirements under the CSRD by the European Commission. These new standards are important as they provide a common reporting framework, the first set of the ESRS is expected to be adopted by the European Commission in June 2023. As part of this year’s reporting, we have started to identify what we need to report in under the draft ESRSs which cover environmental, social, and governance topics. Whilst adoption will take place in a phased approach, we see value in preparing in advance of the requirements to ensure we have time to gather information internally across the Group. Post 2024, sustainability reports published by Beuparc will comply with the requirements of the Corporate Sustainability Reporting Directive.
- This report reflects Beuparc’s support for the UN’s Sustainable Development Goals (SDGs), which are a collection of seventeen linked objectives designed to serve as a “shared blueprint for peace and prosperity, for people and the planet, now and into the future”. Each of the focus areas outlined in this report relate to one or more of the relevant SDGs.

ISO ACCREDITATION

The ISO is an independent organisation that develops standards to ensure the quality, safety and efficiency of products, services and systems. To ensure our management systems meet stakeholder expectations, we are certified against the following globally recognised standards:

- **ISO 9001 – Quality Management Systems**
- **ISO 14001 – Environmental Management**
- **ISO 45001 - Health and Safety Management Standard**

During 2022, the business has progressed with developing single ISO certifications, for the UK and for the Republic of Ireland, as opposed to holding them at site level. This alignment of certifications has been progressed to ensure consistency across all the Group’s sites to a minimum baseline level.





ACHIEVEMENTS, AWARDS, AND MEMBERSHIPS

We are proud that our sustainability activities have been recognised by industry leaders and our peers. Some of our 2022 achievements include:

- Achilles UVDB (Utilities Vendor Database Service) Qualified
- Building Confidence Accredited
- City of Birmingham Business Awards where B&M won sustainability business of the year
- Constructionline register for pre-qualified contractors and consultants used by the construction industry in the UK to find suppliers
- DVSA (Driver and Vehicle Standards Agency) Earned Recognition
- FORS (Fleet Operator Recognition Scheme) Bronze and Silver
- PAS100 (Publicly Available Specification for Composted Materials) product manufacturer - PAS100 is a widely recognised standard within the organics recycling sector.
- Repak Awards where Panda Ireland won Waste Recovery Operator (Commercial and Household)
- Safe Contractor Approved

We are also active members of the following organisations:

- British Irish Chamber of Commerce
- Chamber of Commerce
- CIWM (Chartered Institution of Wastes Management)
- Cré (Composting and Anaerobic Digestion Association of Ireland)
- Founder member of the European Refuse Derived Fuel (RDF) Industry Group
- Irish Government's waste capacity group
- Irish Government's waste expert advisory group
- IWMA (Irish Waste Management Association)
- LARAC (Local Authority Recycling Advisory Committee)
- Logistics UK
- NSAI's Aggregate Standards Committee
- NSAI's (National Standards Authority of Ireland) Circular Economy Expert Committee

BEUPARC'S SUSTAINABILITY STRATEGY

As we continue to expand and diversify, our core philosophies will always remain the same:

To balance customer service with environmentally sustainable practices.

In 2022, we carried out a materiality assessment as part of our sustainability strategy development to assess the sustainability issues, responsibilities, risks, and opportunities that are most important to Beuparc while also aligning with the UN's 17 Sustainable Development Goals (SDGs). The exercise, led by external consultants, provided valuable insights into the expectations of all stakeholders, informing our overall sustainability strategy.

The following eight were identified by stakeholders such as our customers, suppliers and employees as the most important:

- 1 **Employee Health, Safety, and Wellbeing**
- 2 **Waste Management, Circular Economy, and Plastics**
- 3 **Climate Change and Carbon Management**
- 4 **Employee Training and Development**
- 5 **Diversity, Equity, and Inclusion**
- 6 **Customer Satisfaction**
- 7 **Community Relations**
- 8 **Anti-corruption, Business Ethics, and Compliance**

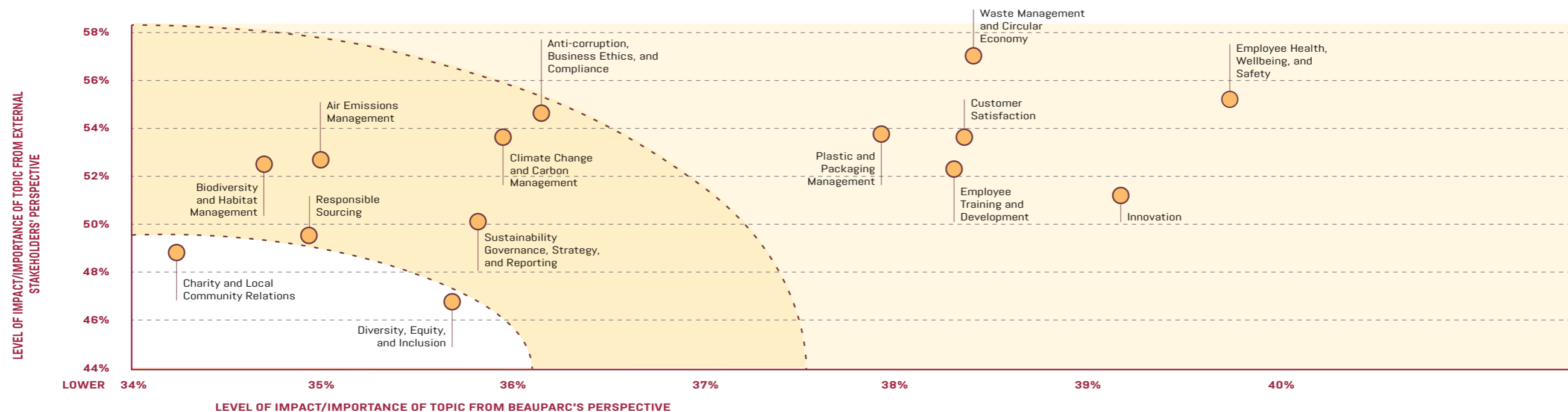
The results of the 2022 materiality assessment will provide the basis for our sustainability strategy going forward, and we will place an emphasis on the eight focus areas identified as we continue to refine our goals and map out in detail the steps needed to accomplish them.

MATERIALITY ASSESSMENT METHODOLOGY

As an initial input into our assessment, we carried out a peer benchmarking exercise, reviewed sustainability frameworks and also carried out a detailed review of existing internal policies and initiatives. This informed an initial list of industry-specific topics which formed the basis of discussion with stakeholders.

Following on from the desk-based research, we engaged with external and internal stakeholders through qualitative interviews and online surveys to gather stakeholder perspectives on the list of sustainability topics we had identified. To enhance the value of the assessment, we engaged with employees across our functions, business units, and locations. Externally, we engaged with customers, suppliers, and industry bodies and these in-depth conversations generated detailed insights into the sustainability topics that interviewees deemed most relevant, as well as those issues seen to likely increase in importance in the short to medium term.

BEUPARC MATERIALITY MATRIX



EMPLOYEE HEALTH, SAFETY, AND WELL-BEING



SDG 3 - GOOD HEALTH AND WELLBEING

Ensuring the highest standards of employee health, well-being and safety is a core principle for our organisation. Our vision is to continuously develop and maintain our comprehensive and robust processes for workplace health and safety and guarantee the well-being of workers throughout Beuparc's operations.

While we made steady improvements in Safety, Health, Environment, and Quality (SHEQ) this year, notably meeting our key performance indicators (KPIs) (including leading indicators), this progress has been overshadowed by the tragic loss of a colleague in early 2022. We continue to place the health and safety of all our employees at the forefront, and work towards an accident-free workplace for everyone so that we are safer together.

SAFETY, HEALTH, ENVIRONMENT, AND QUALITY

As part of our management of health and safety, in 2022 we launched the Beuparc SHEQ Covenant which sets out the high standards that apply within Beuparc for SHEQ. Aimed primarily at our management teams and SHEQ professionals, the Covenant provides input and information for our management systems.

In 2022, the roll out of our new programme also saw the launch of our 'Safer Together Campaign'. This campaign introduced 10 Lifesaving Rules and we hosted five Safer Together Days across our operations to raise awareness of the importance of reporting and reducing accidents. We also carried out site tours and spent time with our drivers to identify hazards and reinforce positive behaviour. As part of the program, HIT (Hazards, Incidents, and Threats) reporting has been rolled out, encouraging employees to report observations, improving safety by promoting active risk intervention as they occur. Promoting positive behaviour is a vital part of the campaign and through our SHEQ Awards, we can give immediate recognition for good practice. To continue to drive improvement and to address local issues, next year we will be looking for Champions across our business units to embed SHEQ further into all levels of the organisation.

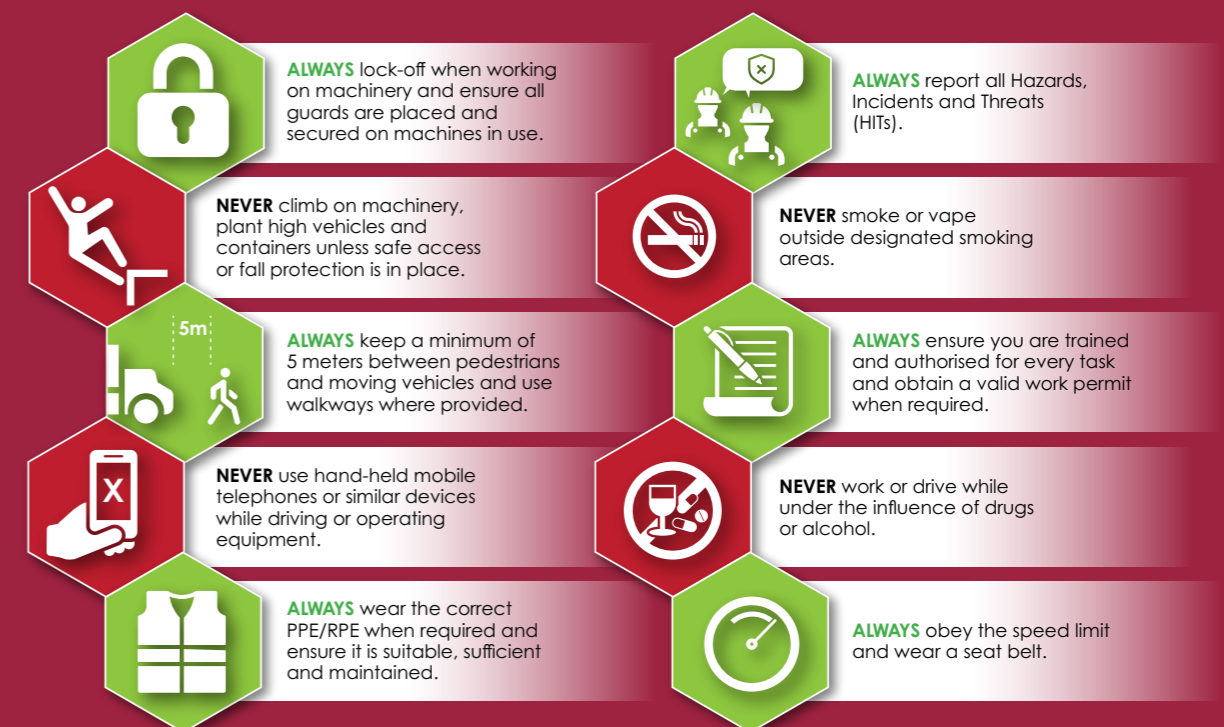
Oversight and control of SHEQ data at a business and site level is crucial. Management is conducted through regular meetings and updates in the business to assess how we are performing against our targets. Governance is executed at every level of the organisation which includes:

- **Board of Directors – meet monthly**
- **SHEQ Committee – board members and senior executives who meet quarterly**
- **SHEQ Leaders meeting - senior SHEQ leaders who meet weekly**
- **SHEQ Meeting - SHEQ Professionals who meet weekly**
- **Site Meeting - site management and workforce representatives who meet monthly**
- **SHEQ Pulse Meeting - SHEQ professionals and operational leads who meet weekly**

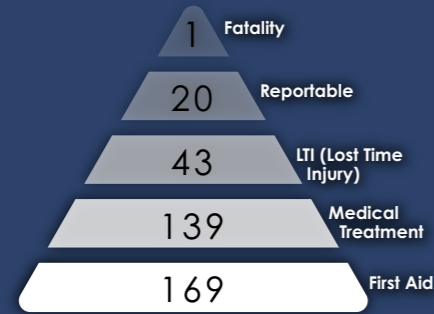
SAFER TOGETHER IN 5 STEPS



OUR LIFESAVING RULES



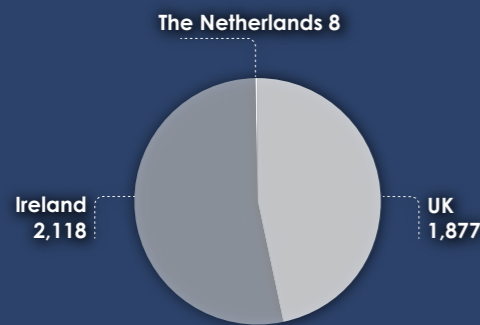
SAFETY TRIANGLE



SIGNIFICANT EVENTS

- 9 Significant Events
-
- 1 Significant LTI (Fatality)
-
- 7 Significant HITs
-
- 1 Significant Vehicle Incident

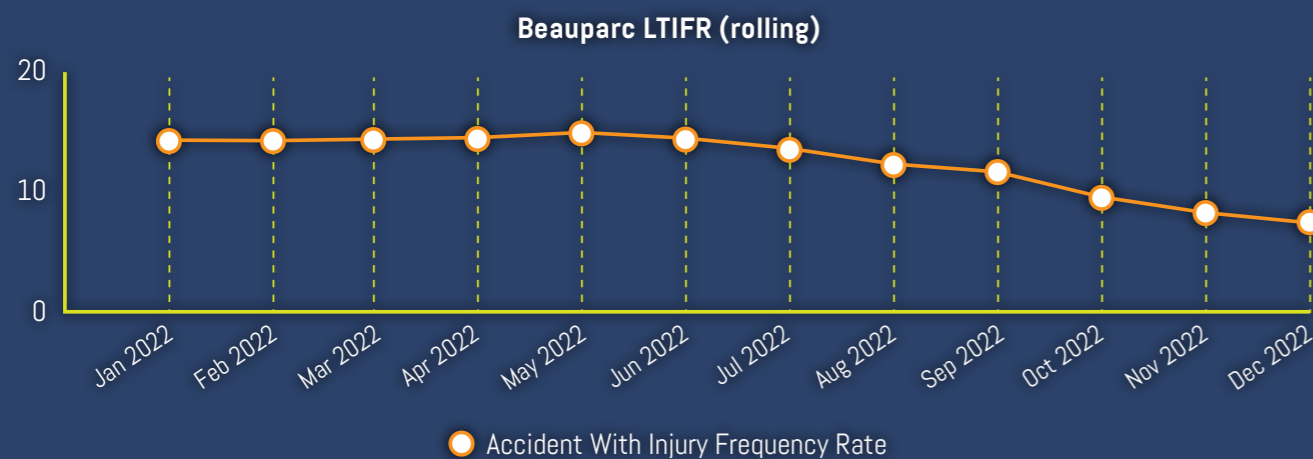
HITS RAISED



Figures represented in the graph are broadly aligned with employee numbers in each jurisdiction.

495
TOURS
CONDUCTED
(AVERAGE TOURS
PER SITE 8.5)

THE LOST TIME INJURY RATE (LTIFR - number of lost time incidents per 1,000,000 hours worked) WAS REDUCED BY 49% FROM 15.9 IN 2021 TO 7.64 BY THE END OF 2022



The aim of 2023 will be cementing our 'Safer Together' culture and embedding our group SHEQ system. We will be looking to further embed ownership of SHEQ on site and develop the governance of the programme. We will also be developing a Learning Management System (LMS) in 2023 which will compile all the SHEQ learnings to date and enhance the next phase of the programme.

HEALTH AND SAFETY OBJECTIVES:	<ul style="list-style-type: none"> • 10% reduction in total accidents and incidents in 2023. • Year on year reduction of significant events leading to Zero. • Increase reporting HITs (Hazards, Incidents, and Threats identified by employees) on the system to 2 HITs per person per quarter by end of 2023. • Develop a more visible safety culture with established SHEQ tours (100 per month), awards and governance meetings at site level.
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MENTAL HEALTH AND WELL-BEING

The welfare of our employees is of paramount importance and we ensure mental health and employee well-being is supported within the business. We have recently conducted employee engagement surveys in one of our UK businesses as a pilot and have committed to conducting these Group-wide from the start of 2024.

We will also commit to holding employee forums to ensure employees can verbalise their comments and suggestions, with the focus being on improvement and mental health awareness. Supporting this will be a group of trained mental health first aiders who will support colleagues where required, ensuring that mental health is treated on a par with physical health across the Group.

WASTE MANAGEMENT, CIRCULAR ECONOMY, AND PLASTICS

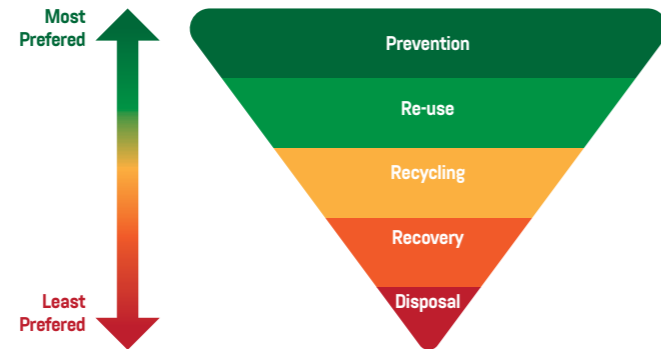


SDG 12 - RESPONSIBLE CONSUMPTION AND PRODUCTION

Our business is uniquely positioned to play a pivotal role in transitioning towards a circular economy. Through our systems and processes, we can maximise the resource value of materials that passes through the waste management system. We are also investing in ways to increase the amount of waste we can recycle and find new techniques to recover the resource value from discarded materials.

EXPANDING CAPACITY

We seek to maximise resource recovery and place waste at the highest value point on the waste pyramid, which is why we continuously strive to increase processing capacity, with a specific target of 400,000 extra tonnes by 2026.



It is widely understood that obtaining planning and environmental permissions is extremely challenging for our industry. Partially due to the difficulties with planning and as a result of zoning issues at country development plan level, there are significant capacity constraints for waste processing. Provision of additional processing capacity will enable us to provide additional circular economy solutions to our customers and ensure we are maximising the potential resource value of the waste we manage on behalf of our customers. We know that disposal is the last resort which is why our aim for this additional capacity is to focus on recycling, and where this is not possible, recovering materials.

NEW RECYCLING OPPORTUNITIES

In 2022, our low density polyethylene (LDPE) recycling plant at Cotesbach, England was successfully commissioned. The construction and commissioning of this essential recycling infrastructure was particularly challenging as a result of the COVID-19 outbreak, so we are delighted that the plant has already produced a diverse range of new recycled plastic products.

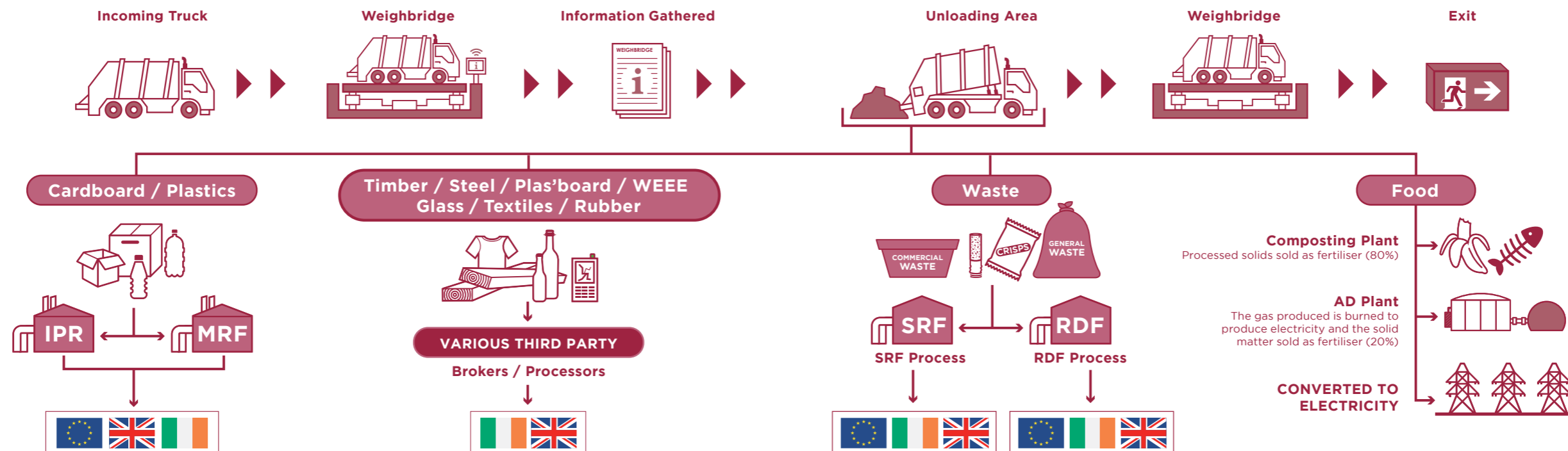
We have also secured end of waste approval for the production of a waste-derived wood product at this facility. End of waste approvals are primarily intended to be used when there is potential demand for a resource and this waste-derived wood product can be utilised as a raw material in the manufacture of packaging products. In 2022, we produced over 70,000 tonnes of this product from waste.

In 2022 we completed a substantial upgrade of the MRF/MBT (Materials Recovery Facility/ Mechanical Biological Treatment) in the New Earth Solutions site in Canford, UK. This upgrade allowed us to maximise diversion of waste from landfill, maximise recycling, and create alternative fuels at the site. We have also secured planning permission for a new MRF in LSS Cross Green which will open up new recycling opportunities for us and enable us to continue to increase the amount of waste diverted from landfill.

We have recently ordered our first robotic picking line which will enhance our recycling rates at the Ballymount, Dublin MRF.

WASTE MANAGEMENT OBJECTIVES:	<ul style="list-style-type: none"> • Increasing processing capacity by 100,000 tonnes by the end of 2023 while maintaining average recycling and recovery rate of >80%. • Continue expanding the Group's recycling opportunities to increase the amount of waste diverted from landfill.
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WHAT BEAUPARC DOES WITH YOUR WASTE



CIRCULAR ECONOMY INNOVATION

Our business is at the centre of converting discarded resources into new products and we are well advanced towards realising our ambition of becoming Europe's leading circular economy company. Annually we manage 3.4 million tonnes of discarded resources. We trade in recyclates, produce SRF (Solid Recovered Fuel) for the cement industry, recover and sell gypsum to plasterboard manufacturers, produce wood chip for new wooden products, RDF for energy from waste (EfW), and manufacture compost. In the coming years our business will place significant focus on diverting Incinerator Bottom Ash (IBA) from landfill and towards circular economy solutions.

Some of our recent circular economy activities include:

ACTIVITY	DESCRIPTION	ENVIRONMENTAL IMPACT
100% supply contract of SRF for large cement plant.	Provide 100% of fuel to cement plant with SRF.	Reduces reliance on fossil fuel and therefore emissions associated with fossil extraction and transport. Supply of locally sourced fuels.
First closed loop wood recycling.	Intake of waste wood material, sorted and processed to be used as feedstock for pallet block manufacturing.	Contribution to circular economy and reduction in use of felled wood for manufacturing.
Building of SRF R&D centre.	R&D into alternative uses of non-recyclable materials in areas such as aviation fuel, fossil fuel replacement etc.	Reduction in reliance on fossil fuel extraction and activities such as fracking and mining.
EoW (End of Waste) approval in Ireland for plastics and C&D aggregates.	Securing licencing to place end of waste materials on the market as quality assured feedstock.	Reduces reliance on virgin materials and promotes circular economy as well as security in local supply.
Plastic film recycling facility.	Develop indigenous recycling infrastructure.	Meet EU recycling targets and reduce import of packaging material reducing emissions and reliance on virgin materials.
Incorporation of key elements of latest national action plan on waste.	Adopting actions of the national action plan on waste into the business strategy.	Vital to meeting EU set targets and standard of business, maximises the extraction of value from collected materials.

CLIMATE CHANGE AND CARBON MANAGEMENT



SDG 13 - CLIMATE ACTION

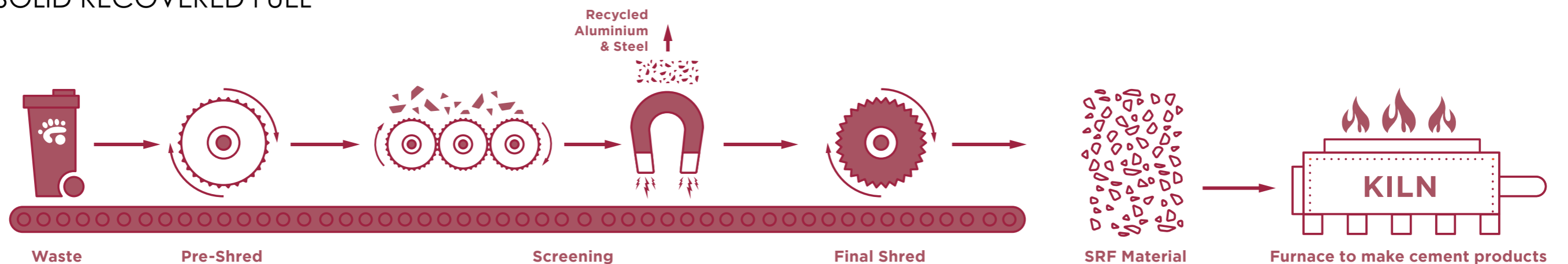
In 2022, we participated in a number of university-led research partnerships in areas such as plastics recycling. For example, we worked closely with a university to try to develop a solution for composite materials such as wind turbine blades. We are also currently collaborating with another industry player and the University of Limerick on the development of artificial soils to be used in brownfield or contaminated soil restoration.

In 2022, Beuparc began the journey to net zero, setting ourselves an ambitious goal to meet this target by 2040. To ensure we remain on track and transition successfully, we completed a significant project quantifying Scope 1 and Scope 2 carbon emissions across the Group and began implementing steps to reduce these emissions in line with achieving net zero by 2040. Towards this goal, we are in the process of developing a formal net zero plan for the Group, which forms the backbone for our decision making for issues relating to climate change and carbon management. To further substantiate this, in 2023 the Group aims to begin measuring Scope 3 emissions, as part of the overall greenhouse gas (GHG) reporting.

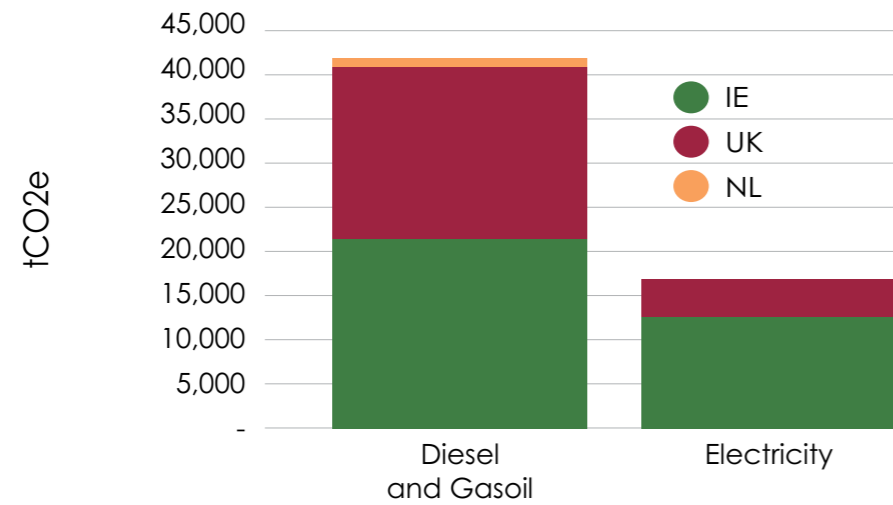
SCOPE 1 AND 2 EMISSIONS

2022	
Scope 1	Scope 2
42,710 tCO2e	12,428 tCO2e

SOLID RECOVERED FUEL



SCOPE 1 AND SCOPE 2 EMISSION SOURCES



INCREASING OUR ELECTRIC FLEET

As a business managing 3.4 million tonnes of waste annually, fleet diesel and the electricity consumption associated with the processing of waste are our main sources of Scope 1 and Scope 2 carbon emissions. As part of our efforts to reduce our emissions, we have started a trial programme involving the trial of 7 electric heavy goods vehicles (HGVs) and 15 compressed natural gas (CNG) HGVs. We are pleased to see these electric vehicles collecting waste across Dublin and Leeds. This investment will not only reduce our tailpipe carbon emissions, but also reduce NOx, SOx, and other particulate emissions associated

with air pollution. In 2023 our trial programme will inform our fleet buying and decarbonisation plan as we move towards net zero by 2040.

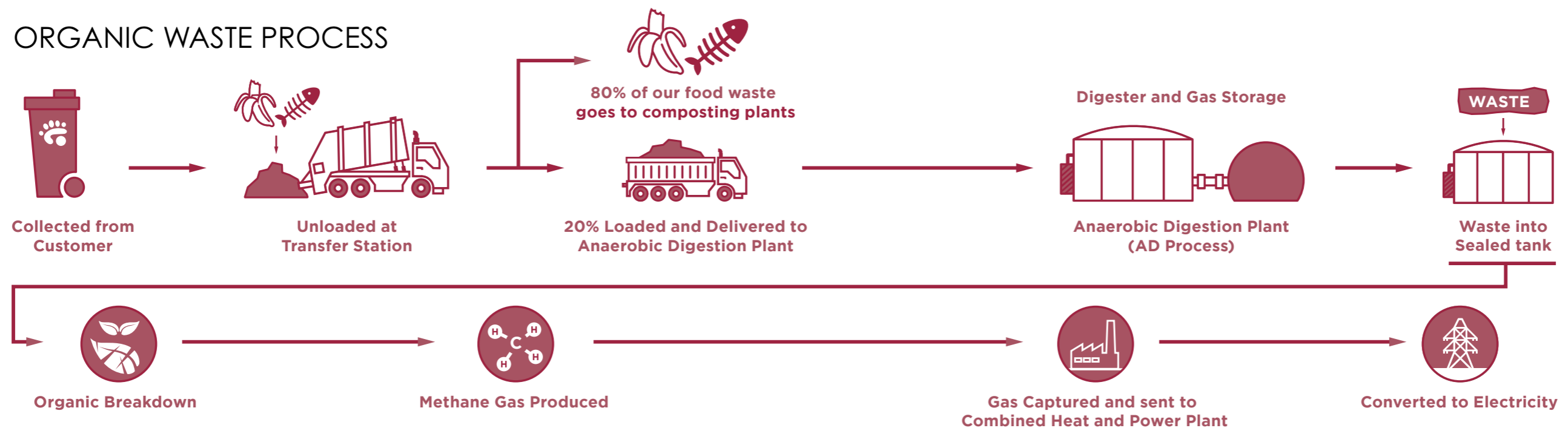
RENEWABLE ENERGY GENERATION

In 2021, we commissioned 300kW of solar panels at our MRF in Ballymount, Ireland to increase our usage of renewable energy. This MRF operates on a 12-hour day, which means that solar is an ideal energy input for the facility. In 2022 we generated 232MWh of renewable energy on-site. This is the first roof-mounted solar installation for our business and following on from its success, we are currently rolling out similar installations across our facilities in the UK and Ireland, such as at Cappagh, Ireland, Rathdrinagh, Ireland and Barkston, UK. We intend to install approximately 3MW of roof mounted solar generation in 2023 and aim to supply 25% of the on-site electricity demand through roof mounted solar generation.

In support of our sustainability agenda, we recently acquired a 2.2 MWe thermal electricity generating station in County Tyrone, Northern Ireland which is fully powered using biomass. Utilising waste wood that once would have been destined for landfill, the station processes 25,000 tonnes of wood a year as its biomass fuel. In 2022 the plant generated approx. 14,000 MW of energy, enough to power 1,350 homes.

CLIMATE CHANGE AND CARBON MANAGEMENT OBJECTIVES:	<ul style="list-style-type: none"> • Reduction of Scope 1 and 2 emissions to achieve net zero target by 2040. • Work towards 3MW of roof mounted solar generation by end of 2023.
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ORGANIC WASTE PROCESS



EMPLOYEE TRAINING AND DEVELOPMENT



SDG 4 - QUALITY EDUCATION

Caring for our workforce and promoting their professional development is critical to Beuparc, especially as the waste industry is faced with various challenges in recruitment due to tight labour market conditions. We have a variety of robust policies in place which promote and safeguard our organisational values, including our Training and Development, Employee Engagement, and People Policy. We endeavour to provide clarity to all stakeholders regarding the organisation's structure and on the scope of roles, maximising transparency and accountability.

Providing a structured approach to training is vital for our employees' professional development. This is our key focus for 2023 and rationale behind starting to implement a development programme with our Line Managers around effective communication and leadership skills, both for current employees and those that are being recruited. A further focus for this year is the development of early careers through expansion of our graduate and apprenticeship schemes, which currently operate in a number of our individual sites. This will help the Group grow through attracting talented and passionate people, and provide them with the opportunity to develop into leaders and technical experts of the future.

Beuparc strives to ensure adequate levels of capable resources to discharge our business requirements. We aim to drive capability and development through structured training and development plans. This approach will be adopted through the whole Group in 2023, with personal development reviews, role profiling and career pathways being implemented to support our employee's learning journey. Our aim is to continue to support our workers' professional aspirations and offer guidance on their career development and growth, to allow them to be the best that they can be.



HEALTH AND SAFETY TRAINING

In addition to our learning management system (LMS) training programmes, we have created four additional specific trainings focused on machine safety, personal protective equipment (PPE), and slips, trips, and falls. Our end goal is to have all employees complete the full 12 training programs by the end of 2023.

All employees are taken through the Safer Together Road Map and Group Safety Rules as part of their Beuparc onboarding. Practical trainings completed in 2022 include:

- Institution of Occupational Safety and Health (IOSH) training for Managers and Supervisors
- Lock Out Tag Out (LOTO) training undertaken by independent H&S consultants
- Leadership training

As part of our Safer Together programme, we created the SHEQ Centre of Excellence within the Beuparc Academy; an internal training program for all employees aiming to address the key risk areas of the business. The methods of training will vary depending on each topic, including face to face training as well as distance and mobile learning solutions. Upon completion of the full syllabus, a Beuparc Academy Certificate will be awarded by a Beuparc senior leader at a periodic awards ceremony. The Beuparc Academy SHEQ modules include:

- **Safer Together – Look, Learn, Act**
- **Safety leadership**
- **Risk perception**
- **Fire safety**
- **Driver safety**
- **Plant and machinery safety**
- **Accident/incident prevention and Emergency response**
- **Environmental awareness and compliance**

With a fleet of almost 1,000 vehicles, road traffic accidents pose a significant risk to Beuparc employees, therefore all Beuparc operations ensure they have adequate protective measures in place to reduce road safety and fleet risk, including appropriate operational risk assessments.

Beauparc aims to ensure that anyone (employees and others) who may drive a Beauparc owned or leased vehicle is trained in the tasks they will perform and the potential risks they face. Training includes general issues, such as safe driving, but also vehicle specific issues, and issues associated with the collection of waste and the delivery to waste management sites. Drivers must be evaluated after the training period to check whether they are sufficiently competent for the task and drivers who do not pass this evaluation are not allowed to drive or operate vehicles.

EMPLOYEE TRAINING AND DEVELOPMENT OBJECTIVES:	<ul style="list-style-type: none"> • Completing 12 safety trainings per employee by the end of 2023. • Personal development reviews, role profiling and career pathways to be adopted across the Group in 2023. • Launch of overall Learning and Development Strategy plan.
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DIVERSITY, EQUITY, AND INCLUSION



SDG 5 - GENDER EQUALITY

Beauparc is committed to developing a diverse working environment which ensures dignity and respect for all employees. Promoting equality represents a priority for Beauparc. It is fundamental to our long-term success to attract and retain employees with different experiences, backgrounds, thoughts, and knowledge. We aim to create an inclusive environment to enable this diversity to grow, develop and innovate. This creates equity for all employees and delivers better solutions for our customers.

As part of our commitment to ensuring equity regarding employee compensation, we recently conducted pay reviews across all business units. In our efforts to increase diversity across the waste industry, our business units have committed to increasing the focus on inclusivity in our industry with some examples below:

AWM has committed to the Derbyshire County Council Social Value Charter, focusing on diversity and early careers.

Mountain Recycling (Mid-UK) is managed by an all-female management team, recruited on merit and performance, whilst allowing us to demonstrate our commitment to increasing our male/female ratio within our business unit leadership teams.

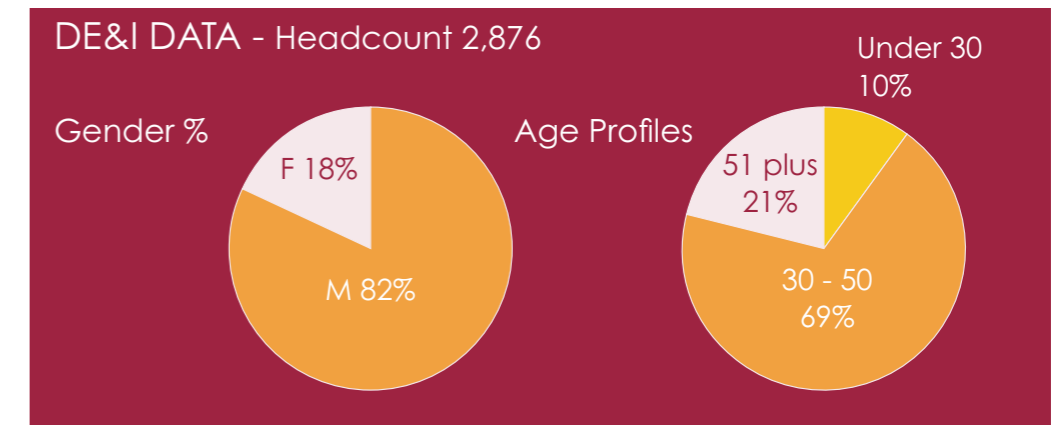
Business units celebrated International Women's Day, which was an opportunity to reinforce that Diversity, Equity, and Inclusion is, and will continue to be, an important part of how we work as an organisation.

DEVELOPING OUR DIVERSITY, EQUITY, AND INCLUSION POLICY

We are currently in the process of finalising our first group Diversity, Equity, and Inclusion policy which is due for completion in 2023. This policy will cement our commitment to creating an inclusive culture and help us to increase employee engagement. In 2023, we will be raising awareness of this new policy across the Group to ensure all employees are aware of what Diversity, Equity, and Inclusion means to Beauparc. We are also working to develop a Group target to track and monitor our progress in these areas.

A FUTURE DIVERSE WORKFORCE

We endeavour to recruit in a consistent and fair manner that allows the best person for the job to be selected, while ensuring a mix of competence and experience is maintained to meet both short and long-term business needs. We work to ensure that the demographic structure of the business reflects our external demographic and strive to provide a non-discriminatory and inclusive work environment for all people working on our sites. In 2023, we will be focusing on recruiting employees from different backgrounds and experiences through a range of initiatives linked to careers fairs, external promotion of the brand opportunities and extension of our early careers programmes. In addition to this, work is ongoing to improve data collection and interpretation.



DIVERSITY, EQUITY, AND INCLUSION OBJECTIVES:	<ul style="list-style-type: none"> • Develop and launch DE&I strategy, policy and plan for the Group. • Develop current early careers programme to extend apprentices and graduate opportunities across the business.
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CUSTOMER SATISFACTION



SDG 9 - INDUSTRY, INNOVATION, AND INFRASTRUCTURE

We understand that waste management can be a complicated issue for our customers which is why it is our aim to share our expertise and knowledge to help customers manage their waste effectively. Ensuring their satisfaction with our services represents an essential part of our strategy. Our Quality Policy Statement outlines our quality management system and processes in place to implement this.

Throughout our organisation, we utilise a variety of methodologies for the assessment of customer satisfaction. Customers can provide real-time feedback and ratings via our web-chat and TrustPilot review links are sent to new and existing customers at regular six-week intervals. To ensure our customers are getting the best waste management solution, we track metrics daily to ensure our service is up to standard. These metrics include wait times and number of missed collections and we continuously iterate on our approach to ensure our customers are getting the best and most efficient service. We are focused on standardising our assessments throughout the Group and are in the process of establishing a committee to oversee this process.

From engagement with our customers, we know that many of our customers are proud of our level of service delivery and that there are areas for us to invest more in, such as providing additional customer services. Our key aim for 2023 is to standardise the process of assessing customer satisfaction and establishing the Net Promoter Score of the business, that we will continue to track and monitor going forward.

<p>CUSTOMER SATISFACTION OBJECTIVES:</p>	<ul style="list-style-type: none"> • Standardisation of the process of assessing customer satisfaction and establishing the Net Promoter Score.
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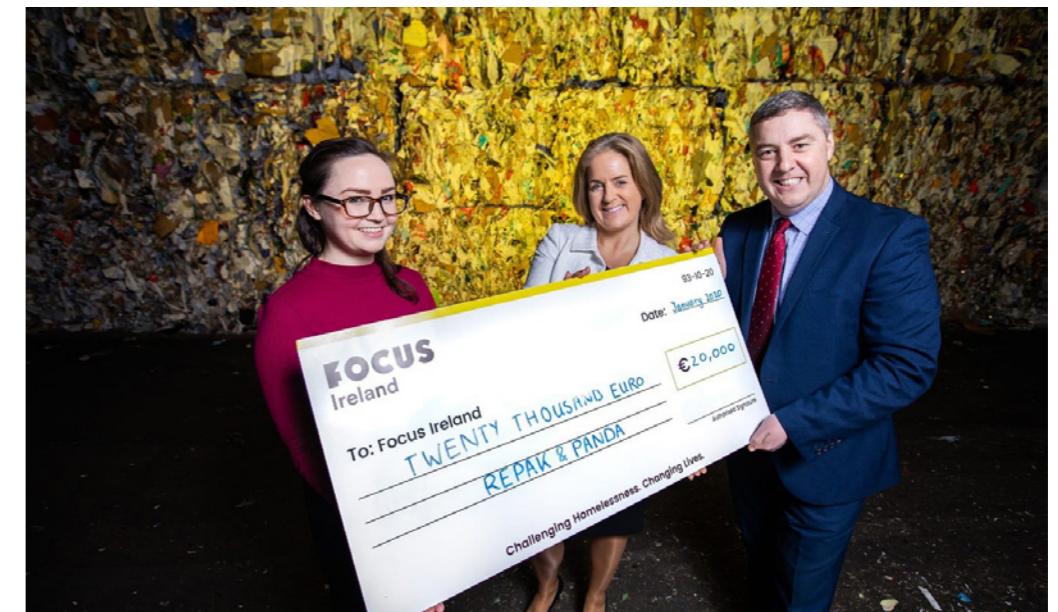


COMMUNITY RELATIONS



SDG 11 - SUSTAINABLE CITIES AND COMMUNITIES

Creating meaningful and enduring relationships with the communities in which we operate represents a fundamental aspect of our commitment to sustainable development. Our approach to community relations emphasises transparency, outreach, and integration towards maximising our positive contributions, including charitable donations, throughout society. Beuparc provides an essential service, and it is vital for us to remain accessible and equitable for all within our communities.



INCREASING KNOWLEDGE OF WASTE MANAGEMENT

Sustainability education has always been a significant part of the social value offering throughout Beuparc. Across the Group, we are continuing to provide bespoke educational and training resources for our communities.

Ensuring all stakeholders understand the journey of their waste once it is collected plays a critical role in improving recycling. At our Innovation Hub at B&M Waste Services, we held a training day with Mission Mars to help spread awareness of how to minimise waste output through technology, innovations, and best practice guidance which helps to increase recycling and develop cost effective waste strategies for our customers.

In 2021, we developed a fully immersive, virtual reality (VR) platform that was completely unique within the industry. Based on the dry mixed recycling and plastic recycling recovery facility in Barkston, the VR education course was developed to enable the user to tour the facility and complete an education challenge, presenting them with real-life footage and a certificate at the end. The education tour also features a full circular message, demonstrating the technology used to extract material and its onward journey back into the manufacturing chain.

In May 2022, we were invited to the UK Houses of Parliament to launch and present the project to the Minister for the Department for Environment, Food and Rural Affairs (DEFRA), The Rt Hon Jo Churchill MP and the Minister for Schools, The Rt Hon Robin Walker MP as well as many other cross-party MPs. Following the successful launch of the programme, we are also using the technology internally for recruitment, new starter on-boarding, health and safety training, and hazard awareness and perception.

WORKING CLOSELY WITH OUR COMMUNITIES

Our team regularly partakes in community outreach events, including transport for food banks and facilitating visits around our processing sites for university students and schools. For example, our MRF and baling station in Dublin regularly facilitate tours by students to help increase awareness of recycling and the circular economy. We also bring our bin trucks to primary schools to demonstrate what best segregation is for mixed waste and recyclable waste streams to help students take home best practice.

We know that we can have a big impact in helping keep our communities clean which is why, in addition to supporting over 30 charities in 2022, we offered our services and facilities and worked closely with a wide range of community initiatives tailored to local issues. Some of our 2022 activities included:

-  • **Provided free skips to Tidy Town committees in our Irish catchment areas**
-  • **Employee weekend time given to support the Wirral Hospice St Jon's with their Christmas Tree Collections**
-  • **Collected and donated food and provisions to Salford Foodbank**
-  • **Facilitated charity litter pick alongside Meath County Council in local community**
-  • **Donations made to Caythorpe Playing Fields to fund improvements**



- **Provided compost to Spadework, a charity that enables people to be more independent, feel less isolated and live happier, healthier, and more fulfilling lives**



- **Provided over 13,500 eligible domestic customers with discounted waste collection rates and during the Christmas period, we provided additional collection services free of charge**



- **Held a Group-wide Christmas jumper day fund-raiser which contributed towards charities based within our operational regions**

PROTECTING OUR ENVIRONMENT

While we endeavour to maintain the highest standards throughout our value chain, we are cognisant that occasional issues may arise. As such, we employ an "open door policy" ensuring our neighbours can communicate complaints freely and openly. We also have a complaints response procedure and are increasing employee awareness by distributing posters and leaflets to remind employees about the importance of being environmentally conscious in our operations and activities.

We routinely monitor our emissions across several dimensions, including air, water, and ground. These are measured against our facilities emission limit values (ELV). Adhering to the ELVs facilitates the identification of issues which could potentially impact our neighbours. If an exceedance is noted, an investigation is carried out to determine the root cause and corrective and preventative actions are taken. This approach has facilitated a continued decrease in complaints.

All our sites have a complaints log and we track and monitor complaints made against the facility which is contained in our Annual Environmental Report. This helps us determine how impactful our operations are on our neighbours. All our EPA licensed facilities in Ireland publish a specific Annual Environmental Report which is publicly available. Looking ahead, for 2023 we will continue to track and monitor the complaints made against our facilities and build on the strong open-door relationship with those that live and work in areas we operate in.

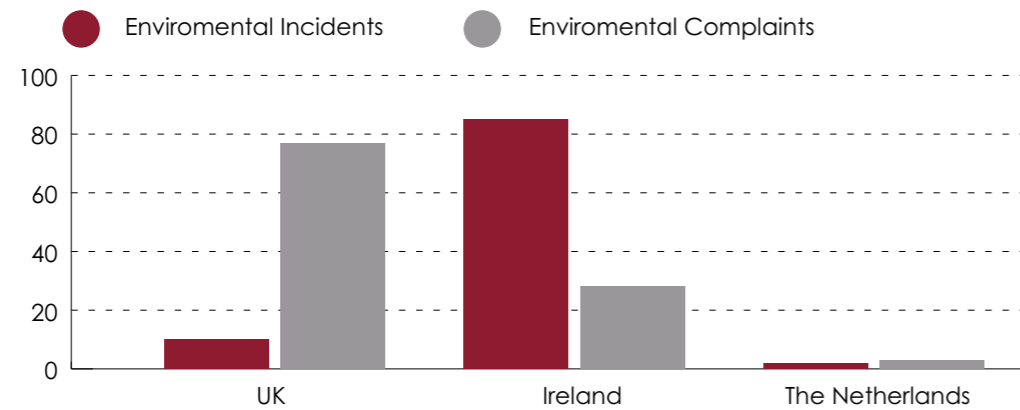
ENVIRONMENTAL COMPLIANCE

It is critical that all aspects of our upstream waste services, downstream waste products and our procurement activities follow the safety, health and environmental legislation and quality standards. We ensure that all sites hold the required environmental and planning authorisations, and that these authorisations are up to date for the activities taking place on site.

As part of our monitoring and regulation of environmental compliance, we ensure that all environmental breaches are reported to the regulatory body in a timely manner. Compliance (e.g., compliance assessment reports/priority scoring) scoring is reviewed regularly with a strong focus on implementing action plans for reducing the score where possible.

We strive to have a culture of continuous improvement which is why we track our environmental incidents and complaints and document all areas of improvements and non-compliance. In 2022, we reported 109 environmental complaints and 95 environmental incidents. Examples of incidents include dust/ emissions to air, odour, pests. As part of this monitoring, we engage pro-actively and in a cordial manner with regulatory bodies and our employees take part in environmental training to ensure they have a thorough understanding of the environmental requirements and standards.

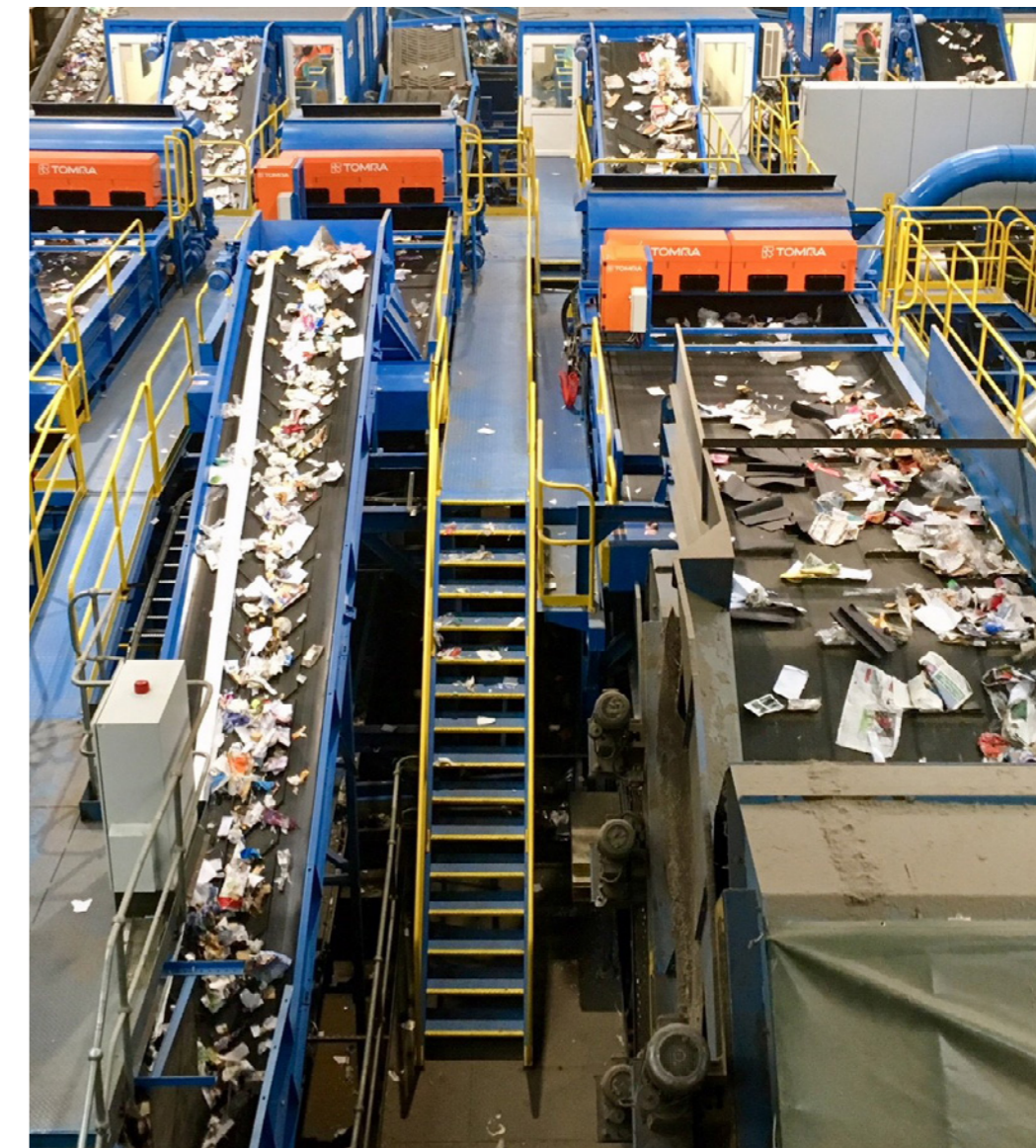
Complaints are always treated with upmost urgency and must be fully investigated and reported on in a timely manner. We keep an open line of communication with the local community, and we also provide tours of our facilities to those that request them to actively encourage community engagement and education around environmental aspects.



* Due to different regulatory criteria and definitions, there are disparities in classification of incidents and complaints across jurisdictions.

Looking ahead to 2023, we will continue to work closely with our local communities to ensure all our sites are involved in positive community relations, whether through educational site tours or biodiversity projects. We will also be developing a Biodiversity Policy to help us further understand our impacts on nature.

PROTECTING OUR ENVIRONMENT OBJECTIVES:	<ul style="list-style-type: none"> • Continued tracking and monitoring of complaints made against Beuparc facilities throughout 2023. • Increase of community engagement through educational projects. • Investment to reduce incidents and complaints. • Develop Group Biodiversity policy.
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ANTI-CORRUPTION, BUSINESS ETHICS, AND COMPLIANCE



SDG 16 - PEACE AND JUSTICE STRONG INSTITUTIONS

In 2022, Beuparc developed a Business Management System to provide a central reference point within the Group covering all activities. These systems provide a common set of standards, expectations, and policy statements to drive cultural and procedural improvement throughout the Group.

As part of this activity, Beuparc have developed and issued procedures as well as controls for anti-bribery. To increase organisational resilience in 2023, Beuparc shall be undertaking an anti-bribery, anti-corruption, and business ethics training and awareness programme. This shall ensure all personnel are aware of the potential situations that could lead to financial impropriety and what to do if they are approached or suspect others of improper conduct. We have specific policies including anti-tax evasion, anti-bribery and corruption, and whistle-blowing to ensure that we conduct our business ethically. Reporting and monitoring are conducted through the Risk, Finance, Audit and Compliance Sub Committee. The CEO and other key representatives of the Senior Leadership Team are members, as well as a spokesperson from the owning interest of the company.

HUMAN RIGHTS

Beuparc Group has issued Modern Slavery and Child Labour policies to demonstrate its commitment to assisting in the campaign to drive these practices out of the supply chain.

In previous years, reviews of the supply chain have been undertaken to assess the level of hazard to business posed by the Human Rights abuses. It was shown that the risk levels were low, but the business remains mindful of its obligations to support organisations that can demonstrate their commitment to our standards.

The highest risk is posed by the use of recruitment agencies for temporary or contract personnel. Beuparc only engage with reputable labour-supply organisations and make checks to ensure all personnel are eligible to work in the country prior to setting them to work.

GOVERNANCE

The rules agreed between shareholders as to how the Company is run, including the powers and responsibilities of the Directors, are set out in the Articles of Association.

The Board is composed of 5 Directors and 1 Non-Executive Director. The Board has a diverse mix of skills, experience, knowledge, and background. Beuparc recognises the importance of diversity at the Board and all levels of the Group and is committed to increasing diversity across our operations and have a wide range of activities to support the development and promotion of talented

individuals, regardless of factors such as gender, age, ethnicity, disability, sexuality, and religious belief.

The Board has a formal schedule of matters specifically reserved for its decision making and approval which is provided for in Beuparc's Scheme of Delegated Authority (the "SODA"). The Board is responsible for the Company's purpose, values, vision and culture, the business strategy and approval of its long-term aims and objectives, including non-financial objectives. The SODA also outlines approval of Group financial reporting and results announcements, including the Annual Report and Accounts, material acquisitions and disposals, agreements and major capital commitments. Oversight of the Group's system of internal control and risk management as well as Board membership and committee appointments are also outlined.

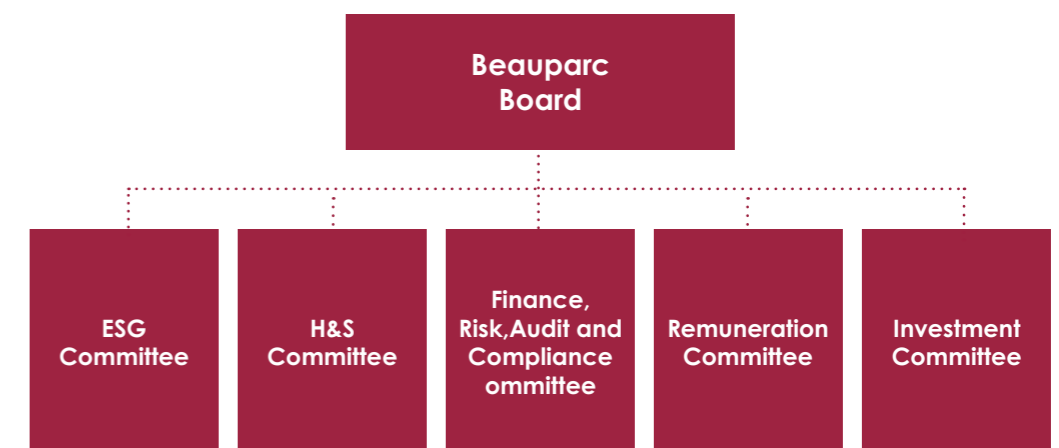
Fifteen Board meetings were convened in 2022 which ensured appropriate subject matters were covered at the appropriate times during the year. This annual programme is prepared in conjunction with the annual programme for the Beuparc Senior Leadership Team meetings to ensure consistency and fluid reporting to the Board.

The Beuparc Board delegates authority for the executive management of the Company to the CEO.

Robust governance practices form the foundation of the Group's licence to operate and allow us to conduct our business responsibly. We established an ESG Committee in 2021 which oversees our sustainability strategy and reporting.

Our governance structure provides clear oversight and ownership of the Group's sustainability strategy and management at Board and Executive levels. As referenced above, the Board is engaged on a regular basis and the ESG Committee meets quarterly.

GOVERNANCE FRAMEWORK



RISK MANAGEMENT AND GOVERNANCE

As with any business, we face risks and uncertainties especially as we look to grow. Effective risk management helps support the successful delivery of Beuparc’s strategic objectives.

Beuparc established a risk management framework and supporting systems in 2022 to identify, assess, mitigate, and monitor the risk that the Group faces as a business, helping to deliver a balance between risk and opportunity. The risk management framework incorporates both a top-down approach to identify the Group’s principal risks and a bottom-up approach to identify operational risks. The Beuparc senior leadership team is responsible for identifying, managing and monitoring the principal risks.

ANTI-CORRUPTION, BUSINESS ETHICS AND COMPLIANCE OBJECTIVES:	<ul style="list-style-type: none"> Continued roll out of effective risk management and monitoring throughout the Group.
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The Board is accountable for the overall risk management process and determining the effectiveness of the Senior Leadership Team’s risk management. Similarly, all business units and functions are responsible for identifying and assessing their risks, both current and emerging, and measuring them against the defined criteria, considering the likelihood of occurrence and the potential impact to the Group. This review includes an assessment of the movement in the risks, the strength of the controls relied upon and the status of the mitigation actions.

<p>We have a range of internal policy documents which help us to meet our legal, social, and environmental obligations and expectations and underpin our approach to sustainability. These policies include:</p> <ul style="list-style-type: none"> Anti-tax evasion policy Child labour policy Anti-bribery and corruption policy Whistle-blowing policy Modern Slavery and Human Trafficking Quality Policy Statement Health and Safety Policy Environmental Policy

STAKEHOLDER ENGAGEMENT

Given the unique role of our company within society and our impact for transitioning towards the circular economy, engaging with our stakeholders remains a cornerstone of our approach to meeting their expectations of us.

External Stakeholders	Impact	Issues discussed in 2022	Detail of interaction
Government	Government decision making affects the regulatory affairs (laws, taxation, policy) and strategic decision making (national recycling targets).	Regulatory compliance, tax, circular economy.	(IRL) Member of the National Waste Advisory Group, chaired by the Department of Environment, Climate and Communications. (IRL) Member of the National Waste Capacity working group chaired by the Local Government. (UK) Quarterly meetings with the Department of International Trade. (UK) Regular meetings and interaction with MPs.
Enforcing Authorities (HSE, EA, SEPA, EPA Fire Service, DEFRA, ICO, RWMPOs, WERLAs)	Affects planning, licencing and strategic development of the Group.	Environmental compliance, regulatory compliance, health and safety, risk management.	Regular interaction with the Environment Agency (UK) and the EPA (Ireland). We also meet on a regular basis with the relevant government departments and the waste advisory committees.
Peers	Key to industry benchmarking and collaboration.	Circular economy, waste management, health and safety, innovation.	Member of the Irish Waste Management Association. Member of the Environmental Services Association (ESA). Associate member of FEAD.
Customers	Customer relations have direct impact on business operation and reputation.	Quality, innovation, data management, circular economy, planning applications, community issues (e.g., noise and odour), environmental compliance, sustainability strategy.	Regular interactions with members of Parish Councils, local businesses to sites, local residents. Regular interaction with local councillors. Interviews and surveys were carried out as part of the materiality assessment.
Neighbours and Members of the Public	Community support is a key factor to business expansion and development.	Planning applications, community issues (e.g., noise and odour), environmental compliance.	Interaction with local community members to discuss composting site and local issues (e.g., odour). Knockharley Landfill meets yearly with local residents to discuss the distribution of the community fund.
Suppliers	Supply chain influences business operation, contingency, processes and costs.	Circular economy, innovation, renewable energy, sustainability strategy.	Interviews and surveys were carried out as part of the materiality assessment.

DATA/PERFORMANCE MANAGEMENT GRI CONTENT INDEX

Beuparc has reported the information cited in this GRI content index for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards. Beuparc only began reporting as a cohesive business (UK, Ireland, and the Netherlands) in 2022, most data prior to this point will therefore not be comparable.

GRI Standard	Disclosure	Beuparc's Response
GRI 2: General Disclosures 2021	2-1 Organisational details	See Business Snapshot, page 2
	2-2 Entities included in the organisation's sustainability reporting	See Group Overview, page 5
	2-3 Reporting period, frequency and contact point	See Data/Performance Management GRI Content Index, page 41
	2-6 Activities, value chain and other business relationships	See Business Snapshot, page 2
	2-7 Employees	See A Future Diverse Workforce, page 29
	2-9 Governance structure and composition	See Governance, page 37
	2-10 Nomination and selection of the highest governance body	See Governance, page 37
	2-11 Chair of the highest governance body	See Governance, page 37
	2-12 Role of the highest governance body in overseeing the management of impacts	See Governance, page 37
	2-13 Delegation of responsibility for managing impacts	See Governance, page 37
	2-14 Role of the highest governance body in sustainability reporting	See Governance, page 37
	2-16 Communication of critical concerns	See Anti-corruption, Business Ethics, and Compliance, page 36
	2-18 Evaluation of the performance of the highest governance body	See Governance, page 37
	2-22 Statement on sustainable development strategy	See CEO Letter, page 6
	2-23 Policy commitments	See Anti-corruption, Business Ethics, and Compliance, page 36 See Risk Management and Governance, page 38
	2-24 Embedding policy commitments	See Risk Management and Governance, page 38
	2-27 Compliance with laws and regulations	See Environmental Compliance, page 34
	2-28 Membership associations	See Achievements, Awards, and Memberships, page 13
	2-29 Approach to stakeholder engagement	See Stakeholder Engagement page 39

GRI Standard	Disclosure	Beuparc's Response
GRI 3: Material Topics 2021	3-1 Process to determine material topics	See Beuparc's Sustainability Strategy, page 14
	3-2 List of material topics	See Beuparc's Sustainability Strategy, page 14
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	See Anti-corruption, Business Ethics, and Compliance, page 36
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	See Climate Change and Carbon Management, page 23
	305-2 Energy indirect (Scope 2) GHG emissions	See Climate Change and Carbon Management, page 23
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	See Employee Health, Safety, and Wellbeing, page 16
	403-2 Hazard identification, risk assessment, and incident investigation	See Employee Health, Safety, and Wellbeing, page 16
	403-4 Worker participation, consultation, and communication on occupational health and safety	See Employee Health, Safety, and Wellbeing, page 16
	403-5 Worker training on occupational health and safety	See Employee Health, Safety, and Wellbeing, page 16
	403-9 Work-related injuries	See Employee Health, Safety, and Wellbeing, page 18
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	See Employee Training and Development, page 27
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	See Diversity and Inclusion, page 29
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	See Community Relations, page 31

REPORTING PERIOD

This Report covers the financial year ended December 30, 2022. All references in this Report relate to the 2022 financial year, unless otherwise noted.

Contact information

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KPI SUMMARY REPORTING DATA	2020	2021	2022
WASTE MANAGEMENT, CIRCULAR ECONOMY, AND PLASTICS			
Tonnes handled (million tonnes) ¹	3.1	3.4	3.8
Tonnes managed (million tonnes) ^{2,3}			3.4
Circular economy-linked capacity increase (tonnes)	-	-	-
Recycling and recovery rate ³			82%
Solar generation (installed capacity MW)	-	0.30	0.30
CLIMATE CHANGE AND CARBON MANAGEMENT			
Scope 1 emissions - location (tCO2e) ³			42,710
Scope 2 emissions (tCO2e) ³			12,428
Scope 3 emissions (tCO2e) ⁴			
Emissions (tCO2e) intensity per tonne of waste handled ³			0.0144
EMPLOYEES			
Employee count	2,189	2,454	2,876
GENDER PROFILE ³			
Female			18%
Male			82%
AGE PROFILE ³			
Under 30			10%
30-50			69%
51+			21%
HEALTH AND SAFETY			
LTIFR ⁵		15.6	7.64
HITs ⁶			4,003
Tours conducted ⁶			495
COMMUNITY RELATIONS ⁶			
Environmental complaints			109
Environmental Incidents			95

Footnote:

1. Tonnage value includes intercompany transfers.
2. Tonnage value excludes intercompany transfers.
3. Prior to 2022, the Group did not calculate this metric.
4. The Group have commenced scope 3 accounting and will be capable of providing data in 2024.
5. Prior to 2021, this metric was not measured at Group level.
6. Prior to 2022, this metric was not measured at Group level.

