

International WOMEN'S DAY

March 8, 2025



Beauparc



Heather Lee

HR DIRECTOR

What does International Women's Day mean to you, both personally and professionally?

International Women's Day is an opportunity to celebrate the specific contribution & achievements of women in our business and encourage more women to come and work in our sector.



Can you share a bit about what led you to this leadership role?

Being curious, wanting to take on new opportunities, not really knowing exactly where it would lead me to but, a bit of courage & vulnerability, the eagerness to learn and with support and belief from others.

What advice do you have for women striving for leadership positions?

Know yourself & be yourself – surround yourself with different people, ideas and opinions, get yourself a good mentor, read well and build a network to support and encourage you.

How do you feel the company is promoting gender equality?

We do work in a challenging sector, it is difficult to attract/retain talent. In Beuparc we have a fantastic opportunity for women to be part of and be influential in growing and developing our business and we need to use this platform to be more creative to improve all areas diversity and promote the importance & value of women in our organisation.

April Willoughby

HEAD OF PROPERTY

What does International Women's Day mean to you, both personally and professionally?

International Women's Day personally is a day to reflect on the great women in my life, family, friends and mentors who have helped shape me and have contributed to the person I am today. Professionally, I feel it's about raising awareness to ensure women have equal opportunity to contribute and succeed in all spaces, pushing for inclusivity and recognising the value of diverse perspectives.

How do you think the recycling and waste management industry is evolving to be more inclusive for women?

I think in this industry overall it has been more gradual and perhaps behind other industries in evolving to be more inclusive however, I have seen in the last few years it is changing more rapidly, and it has been great to see increased female representation in leadership and technical roles, along with policy changes and advocacy for gender equality. I am proud to be a part of it!



What inspires you about the women you work with?

I'm inspired daily by the strength, passion, drive and unwavering commitment I see in the women around me but it's also the ability to not just lead but to uplift, mentor and encourage others that really inspires me to want to do the same.

What advice would you give to young women entering the workforce?

I would have to say own your value and speak up, don't hesitate or be afraid to contribute, ask questions or advocate for yourself. Align yourself with peers who inspire and support you. Confidence grows with experience so start believing in your own worth.

Carol McGovern

HEAD OF CUSTOMER SERVICE

What does International Women's Day mean to you, both personally and professionally?

International Women's Day is a time for all women, from every walk of life, to come together in unity. It's a day to show appreciation and acknowledge the significant impact women have made, and continue to make, in the world and in my own life. Professionally, recognizing the achievements of women in historically male-dominated fields is professionally important. Women have demonstrated their ability to accomplish feats that have eluded their male counterparts, often exceeding expectations regardless of gender.



Why do you think having women in leadership roles is important for businesses?

Women in leadership roles often demonstrate a variety of leadership styles, and diverse leadership teams tend to lead to better decision-making and overall organizational success. Decades of studies show women leaders help increase productivity, inspire dedication, and improve fairness in the workplace.

What role do male allies play in supporting gender equality?

Male allies play a crucial role in supporting gender equality by using their voice to advocate for women in the workplace. This could involve challenging to ensure the right person is promoted, regardless of gender, or intervening against unacceptable behaviour towards female colleagues.

What inspires you about the women you work with?

The women I work with are a constant source of inspiration. Their unwavering dedication motivates me to be the best leader and colleague I can be. These supportive, progressive colleagues generously offer guidance without judgment. I'm proud to be surrounded by such powerful, inspiring women daily.

Jessie Sawdon

CLASS 1 DRIVER

What does International Women's Day mean to you, both personally and professionally?

International Woman's day is very important day so that us ladies get the recognition we deserve! We work equally as hard and are often left in the shadows. I can do anything a man can do whether in my personal or professional life.

What motivated you to pursue a career as a driver?

My dad was a lorry driver and HGV mechanic so all the circles we moved in were haulage based. My best friend (female) is a lorry driver and I knew that was my destiny. I managed to get an office job at Peak Waste as it involved logistics whilst I waited to turn 18 to go for my test. I passed 2nd time, went straight out on the road and haven't looked back!

How has mentorship or support from colleagues helped you grow in your role?

As Peaks only female driver I get a lot of help and support from my co workers. I feel like sometimes they father me as I'm young, but they also have a lot of banter with me and incorporate me as one of them which is great. If I need any help or advice I can shout up and someone is always there to assist. Peaks office staff were great at giving me the opportunity to put me through my test and have faith in me.



What challenges have you faced as a young woman in the workplace, and how have you navigated them?

I have had several instances out on the road where male individuals have attempted to intimidate me through staring and jeering where a delivery was very tight. These encounters suggest a level of disrespect I believe male drivers would not face. While I maintained my composure, these incidents were deeply unsettling and reinforce to me that I am judged for being a young woman in a male dominated sector. I hope this International Women's day will bring us the recognition for our potential beyond outdated expectations.

Andrea Gough

COMMERCIAL

What does International Women's Day mean to you, both personally and professionally?

International Women's Day to me means a day of remembrance to appreciate how far women have come on our journey to equality and a time to take a moment out to plan our progression towards the future, it's a day of unity where we all stand together to celebrate each other's strengths and achievements whether personal or professional.

What has been your experience as a woman working in the recycling and environmental sector?

There was a time in the industry when men took centre stage which did make me feel like progression may be hopeless but that has changed so much in recent years, you only have to look within our business to see how far we have come, we have some amazingly talented women leaders who have helped bring Beuparc to where it is today. I have learnt so much from so many talented leaders along the way receiving great support and encouragement.

What inspires you about the women you work with?

Every day I learn something new from the women I work with, their humour, strength, and self-confidence, they all have unique strengths and ways they contribute along with a can-do attitude which is very uplifting.

What does an inclusive workplace culture mean to you?

A culture that is welcoming, respectful, with opportunities to progress for all.



Florencia Aguzzi

MARKETING EXECUTIVE

How do you see the role of women in the workplace evolving in the next 5–10 years?

I'm optimistic about the future. I see more women stepping into leadership roles and positions that, not too long ago, were rarely occupied by women. The world is changing, and things that once seemed surprising are now becoming the norm. Hopefully, we'll continue to see even greater diversity in the roles women take on across all industries.

What does an inclusive workplace culture mean to you?

To me, an inclusive workplace is one where everyone feels comfortable being themselves, regardless of their background, gender, or identity. True inclusivity isn't about putting people into categories based on their differences, it's about celebrating those differences while treating everyone equally. A company that fails to do this is setting itself up for failure. Thankfully, I would describe Beuparc as an inclusive workplace. Since I joined about five months ago, I've felt nothing but welcomed and supported.

What inspires you about the women you work with?

The women I've worked with have always been a source of strength and support, not just for me but for each other. I believe that's a big reason why we've seen more women take on different roles over time. There's a shared understanding of the challenges we face, and that support system helps us push forward.

Why do you think having women in leadership roles is important for businesses?

Representation matters. When women see other women in leadership roles, it becomes easier to envision themselves in those positions too. More women in leadership also challenges outdated stereotypes like the idea that women are too emotional to lead. Leadership is about capability, not gender, and the more we highlight successful female leaders, the more we break down these misconceptions.



Anna Gary

HEAD OF OPERATIONS TECHNOLOGY

What does International Women's Day mean to you, both personally and professionally?

Personally, it's a day to celebrate the achievements of Beuparc women within the waste industry - traditionally this industry has been male dominated but over the past no. of years both within Beuparc and the wider industry this has now changed. We now have a no. of women in key positions both managerial but also operationally.

How do you think the recycling and waste management industry is evolving to be more inclusive for women?

Like a lot of other industries, the recycling & waste industries are now evolving to have more women at the whelms of companies but also on the ground in operational roles – we now have female drivers, weighbridge operators, transport leads, business owners all strong women in key roles. Women are no longer placed in administrative/support roles and are leading the charge in so many cases to change this industry.

What advice would you give to young women entering the workforce?

Work hard – if a role requires 100% give 110%, always endeavour to do more. Do not be afraid to make your voice heard in order to be successful.

What inspires you about the women you work with?

What inspires me about the women I work with is their drive, passion for the industry and strength of character to be leaders in an industry that so traditionally placed women in administrative roles. Their knowledge, passion & drive for success industry is second to none and is an inspiration to all their work colleagues male & female.

