

# Environmental, Social & Governance

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# Introduction to Waste Managed

## Who We Are

Waste Managed is a leading commercial waste broker committed to sustainability and environmental responsibility. We aim to drive positive change in the industry by embracing innovative practices and promoting the Circular Economy. Our mission is to help businesses reduce their carbon footprint and contribute to a greener future.

## Our Vision

To be the leading force in transforming waste management practices, ensuring a sustainable future for generations to come.

## Our Mission

To provide sustainable waste management solutions that protect the environment and promote a Circular Economy. We want to empower customers to stay compliant, achieve ESG goals, and maintain safe, hygienic waste disposal. We work with partners, suppliers, and customers to make meaningful contributions to a sustainable and healthy planet.



*"At Waste Managed, our commitment to sustainability is at the heart of everything we do. We strive to create innovative solutions that not only manage waste but also protect our planet for future generations."* -

**Damon Smith, CEO**

# The importance of the Circular Economy

Climate change is one of the greatest threats of our time. Managing waste and recycling effectively is crucial to reducing businesses' carbon footprints and mitigating the impacts of climate change. The circular economy offers a transformative approach to sustainability by promoting the continuous use of resources and minimising waste.

## Key Elements of the Circular Economy

- Products are designed to last longer, be repaired, and be reused, reducing the need for new resources.
- Waste materials are repurposed and recycled, serving as raw materials for new products, closing the loop in the supply chain.
- Natural systems are protected and enhanced, promoting biodiversity and reducing environmental degradation.

## Impact on Carbon Footprint

Over the past 30 years, significant progress has been made in decarbonising the waste industry. Emissions have been reduced by 70% from 1990 levels. Despite this achievement, there is still much more to be done. By adopting circular economy principles, businesses can further reduce their carbon emissions and contribute to a more sustainable future.

## Statistics Highlighting Its Importance

- Circular economy practices could cut global CO2 emissions by 39% by 2050, contributing significantly to climate change mitigation.
- Transitioning to a circular economy for plastics could reduce the annual volume of plastics entering our oceans by 80% by 2040.

# Our role in the Circular Economy

We are deeply committed to driving sustainability through innovative waste management solutions. Our mission is to play a pivotal role in the Circular Economy by transforming waste into valuable resources, thereby reducing environmental impact and promoting sustainable practices.

## Efforts to Decarbonise the Waste Industry

- Despite a 70% reduction in carbon emissions from 1990, we recognise that there is still much more to be done. We are dedicated to further decarbonising our operations through the adoption of advanced technologies and sustainable practices.
- Our efforts include promoting and explaining legislative changes, educating both upstream and downstream, and partnering with suppliers who do the right thing. We vet every supplier we work with and hold them to strict SLAs to ensure they truly embody landfill avoidance wherever possible. E.g., some suppliers have transitioned to electric vehicles or optimised collection routes to reduce fuel consumption. Additionally, biofuels derived from food waste materials are being used to power some waste collection vehicles.

## Initiatives to Achieve 100% Landfill Avoidance

- One of our primary goals is to achieve 100% landfill avoidance. By diverting waste from landfills, we minimise environmental pollution and greenhouse gas emissions.
- We implement robust recycling programs that focus on recovering valuable materials from waste streams, ensuring that recyclables are processed efficiently and effectively.
- For waste that cannot be recycled, we explore energy recovery solutions such as energy-from-waste (EfW) plants, which convert waste into energy while reducing reliance on landfills.

By committing to these principles and initiatives, Waste Managed is not only contributing to the Circular Economy but also leading the way towards a more sustainable and environmentally responsible future. Our dedication to decarbonisation and landfill avoidance underscores our role as a key player in promoting sustainability within the waste management industry.

# Key pillars in our sustainability philosophy

At Waste Managed, our sustainability philosophy is centred around five key pillars: planet, customers, employees, partners, and society. Each plays a vital role in our mission to create a sustainable future.

## 1. Our Planet

- We are accredited to the UKAS Standard ISO 14001:2015, which demonstrates our ongoing commitment to continual improvement not only to regulatory compliance but also to ongoing environmental improvements.
- Our goal is to achieve 100% landfill avoidance through recycling, composting, and energy recovery initiatives. By reducing our reliance on landfills, we minimise environmental pollution and greenhouse gas emissions.

## 2. Our Customers

- We provide transparent and practical advice to help our customers manage their waste with minimal environmental impact. Our aim is to support their sustainability goals and promote responsible waste disposal practices.
- We work closely with customers to develop innovative waste management solutions, such as the disposal of vapes, plastics, and electrical items. Our focus is on reducing waste generation at the source and encouraging eco-friendly practices.

## 3. Our Employees

- Our dedicated team of Circular Economy Champions ensures that our environmental ethics are embedded throughout the organisation, from top to bottom.
- We offer subsidised metro passes, electric vehicle salary sacrifice schemes, and bike-to-work subsidies to encourage sustainable commuting options. Our goal is to foster a culture of sustainability among our employees and empower them to make eco-friendly choices.

#### 4. Our Partners

- We have a very strict supplier selection process and have agreed on stringent Service Level Agreements (SLAs) with each to ensure our customers get the highest level of service possible. We regularly audit suppliers to ensure they meet our high standards across a range of criteria, including sustainability, making sure as little waste as possible ends up in landfill.

#### 5. Our Society

- We listen to the concerns of the wider society and actively engage in initiatives that address environmental and social issues.
- Through our partnership with Just One Tree, we support reforestation projects that combat CO<sub>2</sub> emissions and help fight climate change. These efforts contribute to the restoration of biodiversity and the protection of vulnerable ecosystems. To date, we have planted over 7500 trees, which will absorb approximately 2310 tonnes of CO<sub>2</sub> from the atmosphere as they grow.
- Dedication, innovation, and collaboration of our Net Zero Strategy. We look forward to working with our stakeholders, partners, and peers to make meaningful contributions to a sustainable and healthy planet.

By focusing on these five key pillars, Waste Managed is dedicated to creating a positive impact on the environment, supporting our customers' sustainability goals, empowering our employees, and contributing to a healthier and more sustainable society.

In addition, as part of the wider Biffa Group, we also follow the principles of their sustainability policy, which can be found [here](#).



# Environmental certifications

## UKAS Standard ISO 14001:2015

We are proud to hold the UKAS ISO 14001:2015 Environmental Management accreditation, a testament to our commitment to sustainable, environmentally responsible operations. This certification highlights our dedication to implementing effective environmental management systems that minimise our impact on the environment.

## UKAS Standard ISO 9001:2015

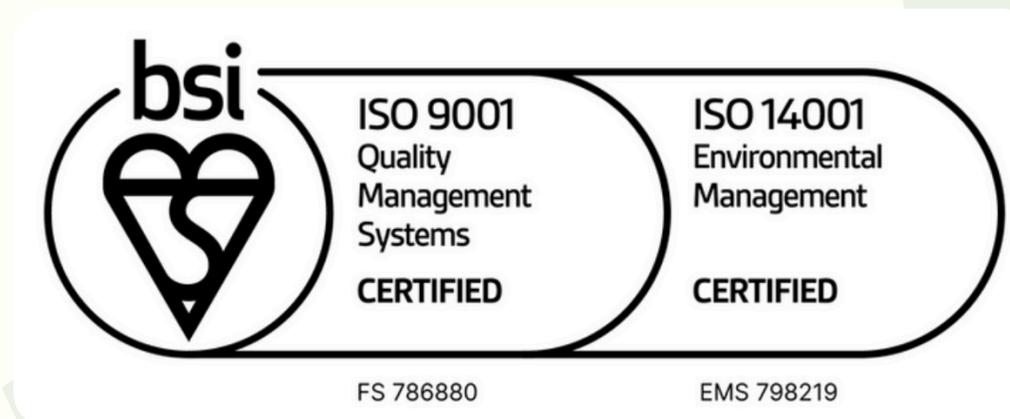
The UKAS Standard ISO 9001:2015 certification demonstrates our commitment to robust quality management systems, ensuring the consistent delivery of high-quality services through continuous improvement.

We are dedicated to upholding the highest standards for our customers, ensuring their expectations are consistently met while maintaining strict compliance with regulatory requirements.

By holding both ISO 9001 and ISO 14001 certifications, Waste Managed demonstrates a dual commitment to quality and environmental responsibility.

## These certifications ensure that we:

- Consistently provide high-quality waste management services that meet the needs of our customers and stakeholders.
- Implement effective quality and environmental management systems to help us reduce our ecological footprint and promote sustainability.
- Establish continual improvement strategies through ongoing evaluations of internal and external mechanisms, and by setting objectives and targets.



# Engaging our customers

At Waste Managed, we prioritise our customers' needs and work closely with them to develop effective and sustainable waste management solutions. Our approach is centred around consultation, education, and collaboration to ensure the best environmental outcomes.

## Consulting and Listening

- We consult with our customers to understand their specific sustainability challenges and provide tailored waste management solutions.
- Whether it's managing existing waste streams or finding solutions for complex waste like vapes, plastics, and electrical items, we help customers achieve their sustainability goals.

## Reducing Waste at the Source

- Our primary goal is to help customers minimise the amount of material that becomes waste. By providing training and guidance, we encourage practices that reduce unnecessary packaging and waste production.
- We educate customers on the importance of reducing waste by using resources efficiently and adopting responsible consumption habits.

## Honest Guidance

- We offer honest and practical advice on the best ways to manage waste with minimal environmental impact. Our focus is on sustainability and long-term environmental benefits. We also help customers understand current and upcoming waste legislation.
- Our aim is to help customers achieve 100% landfill avoidance by promoting recycling, composting, and energy recovery options.



# Engaging our employees

We believe that empowering our employees is crucial to fostering a culture of sustainability. By engaging our team and providing them with the tools and initiatives to practice environmental responsibility, we embed our green ethics throughout the entire organisation.

## Circular Economy Champions

- Our Circular Economy Champions are a dedicated group of employees who promote and implement sustainable practices across the company.
- They ensure that our environmental principles are integrated into every aspect of our operations, from leadership to front-line staff.

## Sustainable Commuting Initiatives

- To encourage the use of public transportation, we offer subsidised metro passes to our employees, reducing the carbon footprint associated with commuting.
- We provide salary sacrifice schemes for electric vehicles, making it easier for employees to switch to eco-friendly transportation options.
- We support employees who choose to cycle to work by offering bike-to-work subsidies and promoting healthy and sustainable commuting habits.

## Employee Training and Development

- We hold training sessions with all team members on upcoming legislation in the waste industry and how this will potentially impact both our business and our customers.
- By fostering a learning environment, we encourage employees to stay informed about the latest developments in environmental management and to continuously seek ways to improve our operations.



# Our Just One Tree Partnership

We are proud to partner with Just One Tree, a remarkable reforestation initiative dedicated to combating CO2 emissions and fighting climate change. Just One Tree is at the forefront of global reforestation efforts, working tirelessly to restore forests and create sustainable environments for future generations.

Our partnership with Just One Tree plays a crucial role in advancing its mission by providing essential funding for the planting of new trees across various reforestation projects around the world.

## Supporting Reforestation Projects

Our support helps fund the planting of new trees in reforestation projects, which contribute to carbon sequestration, biodiversity restoration, and ecosystem health.

By working together with Just One Tree, we are not only addressing the pressing issue of climate change but also promoting a more sustainable and resilient world. Every tree planted is a step towards a greener future.

As of February 2026, we have planted 7500 trees with Just One Tree, showing our continued commitment to rectifying climate change.

For more information about Just One Tree and their impactful work, please visit their [website](#).



# Community and social responsibility

We understand that our responsibility extends beyond our immediate operations. We actively engage with the wider society to address environmental challenges and promote sustainability. Our community-focused initiatives aim to create a positive impact and contribute to the well-being of society.

## Volunteering and Philanthropy

- Our employees are encouraged to participate in volunteer activities that support environmental and social causes within their communities and further afield.
- As part of the Biffa Group, our employees support [The Company Shop](#), an award-winning not-for-profit enterprise generating positive, lasting change in deprived communities.

## Addressing Global Challenges

- We are committed to global climate action by reducing our carbon footprint and supporting initiatives that mitigate climate change.
- Our activities align with the United Nations Sustainable Development Goals, promoting sustainable practices that benefit society as a whole.



# Legislation and compliance

We stay at the forefront of regulatory changes to ensure our customers remain compliant while maximising their sustainability efforts. Recent legislation and upcoming reforms present both challenges and opportunities for improving waste management practices.

## DEFRA's Simpler Recycling Scheme

- The Department for Environment, Food & Rural Affairs (DEFRA) introduced a Simpler Recycling scheme in 2025 aimed at standardising recycling practices across the UK. The first phase of the scheme only impacted businesses with more than 10 employees; however, this is set to expand in 2027 to encompass all businesses, no matter the size.
- The scheme mandates uniform recycling collections to improve consistency, making it easier for individuals and businesses to recycle correctly.

Clearer labelling and standardised bin colours will help reduce confusion, ensuring that recyclable materials are properly processed.

## Packaging Extended Producer Responsibility (EPR)

- The EPR for packaging requires producers to cover the full cost of managing their packaging waste, incentivising them to design more sustainable packaging.
- This will also encourage less packaging to be produced unless it is absolutely necessary, helping to drive down the amount of waste being produced.

## Deposit Return Scheme (DRS)

- A DRS will be implemented across Scotland, England, Wales, and Northern Ireland, encouraging the return of beverage containers for recycling. This type of scheme is already proving to be a huge success in many parts of Europe.
- By offering a financial incentive for returning containers, the DRS aims to reduce litter and increase recycling rates.

## Collections Consistency

- New rules will standardise recycling collections, ensuring that all local authorities in England collect the same core set of materials.
- This consistency will lead to higher recycling rates and more efficient processing of recyclable materials.

## Our Role in Supporting Customers

- We provide expert guidance to help our customers navigate these legislative changes, offering practical solutions to meet new standards.
- By staying informed about regulatory updates, we ensure that our customers are always compliant with the latest requirements across the UK.

- We offer educational resources and training to help customers understand and implement new recycling practices effectively.

By staying ahead of legislative changes and supporting our customers through these transitions, Waste Managed is dedicated to fostering a more sustainable and environmentally responsible future.



# Join us on our mission

At Waste Managed, we are dedicated to creating a sustainable future for our planet, and we invite you to join us on this important journey. Together, we can make a significant impact on reducing waste, protecting our environment, and promoting sustainable practices.

## Get Involved

- **Partner with Us** - Get a quote from our team to implement innovative and eco-friendly waste management solutions tailored to your business's needs.
- **Adopt Sustainable Practices** - Embrace sustainable waste management practices in your business and daily operations. Every effort counts towards a greener future.
- **Stay Informed** - Follow our updates, news, and guides to stay informed about the latest developments in sustainability and waste management.

## Contact Us

For further inquiries and collaboration opportunities, please reach out to us:

- **Website:** [www.wastemanaged.co.uk](http://www.wastemanaged.co.uk)
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EM Everything Managed Group