



PEOPLE FOR PLANET

SUSTAINABILITY DATA CENTRE 2025



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Introduction

Tadweer Group is an integrated waste and resource management company headquartered in Abu Dhabi, playing a pivotal role in advancing the Emirate's transition towards a circular and resource efficient economy. Through an integrated operating model, we deliver services across the entire waste value chain, including pre-collection, collection, treatment, recycling, recovery, and safe disposal. By combining operational excellence, innovation, and strategic partnerships, we maximise resource recovery and create long-term environmental, social, and economic value. Operating across the Emirate of Abu Dhabi, we serve urban, industrial, commercial, residential, and remote communities, while our strategic partnerships and investments also contribute to the UAE's broader circular economy ambitions and sustainable development goals.

The data presented below provides stakeholders with a concise overview of Tadweer Group's key business and sustainability performance indicators. For further information on our sustainability performance and progress, please refer to our [Sustainability Report](#). We are committed to continually enhancing our data collection, management, and reporting practices in line with evolving best practices. Unless otherwise stated, all data reflects the period from 1 January to 31 December of the respective reporting year.



Advancing Circular Economy

Waste Streams

Non- Hazardous Waste Types Treated	Unit	2023	2024	2025
Plastic Waste	'000 tonnes	214.77	12.09	14.08
Paper & Carton Waste	'000 tonnes	43.41	32.63	31.42
Metal Waste	'000 tonnes	23.89	24.68	22.95
Aluminium Waste	'000 tonnes	26.29	41.69	8.78
Wood Waste	'000 tonnes	1,264.95	19.96	22.74
C&D Waste	'000 tonnes	2,233.16	2,528.95	3,103.46
Green Waste	'000 tonnes	42.22	25.5	21.56
Animal Waste ¹	'000 tonnes	26.6	16.15	10.56
Other ²	'000 tonnes	40.89	30.1	4.58
Total Non-Hazardous Waste Treated	'000 tonnes	3,916.17	2,731.74	3,240.13

Hazardous Waste Treated

	Unit	2023	2024	2025
Hazardous Waste Treated in Abu Dhabi Emirate	'000 tonnes	177	306.37	265.53

Hazardous Waste Types Treated	Unit	2023	2024	2025
Waste from Electrical and Electronic Equipment (WEEE)	'000 tonnes	0.06	0.11	0.18
Solid Hazardous Waste	'000 tonnes	15.79	43.16	111.46
Waste Oil Recycled	'000 tonnes	4.58	6.38	2.40
Medical Waste	'000 tonnes	13.23	14.50	15.44
Liquid Hazardous Waste treated by ESPs	'000 tonnes	48.05	39.68	26.97
Hazardous Waste sent to Non-Tadweer Group facilities for treatment	'000 tonnes	95.28	202.60	109.07

Waste Management Facilities	2024	2025
Landfill	9	9
Incinerators (including Fallen Stock Waste)	4	4
Compost Plant	3	3
Crushers	2	2
E-Waste Plant	1	1
Tyre Recycling Plant	1	0
Transfer Station	1	1

¹ Animal waste includes animal manure for composting and fallen stocks.
² Other waste category includes mixed scrap, tyre waste, glass, non-hazardous waste sent to other waste treatment facilities for treatment.



Waste Management Performance

Waste Management – Waste Type	2023			2024			2025		
	Waste Collected ('000 tonnes)	Waste Treated ('000 tonnes)	Percentage Treatment (%)	Waste Collected ('000 tonnes)	Waste Treated ('000 tonnes)	Percentage Treatment (%)	Waste Collected ('000 tonnes)	Waste Treated ('000 tonnes)	Percentage Treatment (%)
Non-Hazardous Waste	9,999.56	3,916.17	39.16	8,556.24	2,731.74	31.92	9,032.36	3,240.13	35.87
MSW	1,703.21	48.78	2.86	1,562.61	52.83	3.38	1,660.86	62.35	3.75
Commercial and Industrial Waste (C&I)	3,781.15	1,565.40	41.40	1,697.84	108.32	6.38	1,642.14	42.20	2.57
C&D Waste	2,919.84	2,233.16	76.48	3,615.31	2,528.95	69.95	4,181.47	3,103.46	74.22
Agricultural Waste (Green Waste)	950.67	42.22	4.44	1,074.82	25.50	2.37	997.06	21.56	2.16
Animal Waste	547.92	26.60	4.86	503.37	16.15	3.21	456.43	10.56	2.31
Sludge Waste	96.78	-	0	102.28	-	0	94.40	-	0
Hazardous Waste	179.67	177	98.51	308.19	306.37	99.41	267.90	265.53	99.11
Total Waste	10,179.22	4,093.17	40.21	8,864.44	3,038.11	34.27	9,300.26	3,505.67	37.69



Hazardous and Non-Hazardous Waste Collected, Diverted, and Disposed Of

Waste Management – Hazardous and Non-Hazardous Waste	Unit	2023	2024	2025
Waste Collected	’000 tonnes	10,179.22	8,864.44	9,300.26
Hazardous Waste	’000 tonnes	179.67	308.19	267.90
Non-Hazardous Waste	’000 tonnes	9,999.56	8,556.24	9,032.36
Waste Diverted from Disposal	’000 tonnes	4,093.17	3,038.11	3,505.67
Hazardous Waste	’000 tonnes	177	306.37	265.53
Non-Hazardous Waste	’000 tonnes	3,916.17	2,731.74	3,240.13
Waste Directed to Disposal	’000 tonnes	6,086.05	5,826.33	5,794.59
Hazardous Waste	’000 tonnes	2.67	1.82	2.37
Non-Hazardous Waste	’000 tonnes	6,083.38	5,824.51	5,792.22
Hazardous Waste	’000 tonnes	179.67	308.19	267.90
Diverted from Disposal	’000 tonnes	177	306.37	265.53
Waste Directed to Disposal	’000 tonnes	2.67	1.82	2.37
Hazardous Waste Diverted from Landfill	%	99	99	99.1
Non-Hazardous Waste	’000 tonnes	9,999.56	8,556.24	9,032.36
Diverted from Disposal	’000 tonnes	3,916.17	2,731.74	3,240.13
Waste Directed to Disposal	’000 tonnes	6,083.38	5,824.51	5,792.22
Non-Hazardous Waste Diverted from Landfill	%	39	32	35.9
Waste Diverted (of Total Waste – Sustainably Treated)	%	40	34	37.7

Supplier Engagement

Supplier Satisfaction – Activity Type	Unit	2024	2025
Service Suppliers	(%)	88	88
Goods Suppliers	(%)	81	95
Goods and Services (both)	(%)	87	83

For more information, please refer to our [Sustainability Report 2025 - People For Planet](#)



Nurturing Social Responsibility

Talent Acquisition and Retention

Employee Hire	Unit	2023	2024	2025
Total new employees hired	#	47	69	140
Breakdown by gender				
Male employees	#	34	44	110
Female employees	#	13	25	30
Breakdown by age-group				
Under 30 years old	#	8	18	30
30–50 years old	#	34	42	97
Over 50 years old	#	5	9	13
Breakdown by employment contract type				
Full-time employees	#	22	64	140

Employee Turnover

Employee Hire	Unit	2023	2024	2025
Total employee turnover	#	54	24	30
Breakdown by gender				
Male employees	#	42	19	19
Female employees	#	12	5	11
Breakdown by age-group				
Under 30 years old	#	2	1	4
30–50 years old	#	39	17	18
Over 50 years old	#	13	6	8
Breakdown by employment contract type				
Full-time employees	#	54	24	30



Tadweer Group Workforce

Tadweer Group Workforce	Unit	2023	2024	2025
Total Employees (includes Permanent employees and Seconded employees)	#	216	262	309
Breakdown by gender				
Male employees	#	164	187	222
Female employees	#	52	75	87
Breakdown by employee category				
Executive and senior management	#	15	16	15
Middle management	#	29	11	57
Staff (professional, operational, and administrative)	#	172	235	237
Breakdown by age-group				
Under 30 years old	#	19	37	41
30-50 years old	#	165	197	239
Over 50 years old	#	32	29	29
Employees as per employment contract type				
Full-time employees	#	216	262	309
Male employees	#	164	187	222
Female employees	#	52	75	87
Temporary employees (through third-parties, not directly employed by Tadweer Group)	#	122	181	96
Temporary male employees	#	95	149	91
Temporary female employees	#	27	32	5



Nationalisation

Emiratisation	Unit	2023	2024	2025
Total Employees	#	216	262	309
UAE Nationals	#	177	190	189
Percentage of UAE National Employees	#	82	73	61
Non UAE Nationals	#	39	72	120
Employee Diverse Nationalities	#	16	20	28

Market Presence

Market Presence	Unit	2023	2024	2025
Senior management hired from local community	#	3	5	5
Senior management who are UAE Nationals	#	3	5	5
Senior management at significant locations of operation	#	3	5	5
Percentage of senior management at significant locations who are UAE Nationals / local hires	%	100	100	100



Employee Engagement

Training and Education	Unit	2023	2024	2025	
				Calendar ³	LinkedIn
Total training hours	Person hours	1,492	4,083	3,382	1,789
Male employees – training hours	Person hours	831	2,627	2,172	1,310
Female employees – training hours	Person hours	661	1,456	1,210	479
Average training hours per employee per year	Person hours	6.91	15.47	11.7	8.11
Average training hours per male employee	Person hours	5.06	13.97	12.1	9.42
Average training hours per female employee	Person hours	12.71	19.16	11	7.85
Increase in person-hour training for employees	%		174	26.6	

Occupational Health and Safety (OHS)

HSEMS Metric	Unit	2023	2024	2025
Employees & contractors covered by HSEMS	#	10,921	10,121	9,002
Employees covered	#	1,352	312	459
Contractors covered	#	10,569	9,809	8,543
Employees & contractors included in internal audit	%	100	100	100
Employees & contractors included in third-party/external audit	%	100	100	100
Employees and contractors excluded from the disclosure	#	0	0	0
Employees excluded from disclosure	#	0	0	0
Contractors excluded from disclosure	#	0	0	0

³Calendar training programmes refer to structured training sessions delivered as part of employees' development plans, including Training Needs Analysis (TNA)-based and publicly offered programmes.



Driving OHS Performance

OHSMS Performance	Unit	2023	2024	2025
Total hours worked	Person hours	27,628,315	27,599,738	24,821,083
Employee hours worked	Person hours	608,632	532,226	819,432
Contractor hours worked	Person hours	27,019,683	27,067,512	24,001,651
Total fatalities as a result of non-work-related injury	#	0	0	0
Total fatalities as a result of work-related injury	#	1	1	0
Employees fatalities	#	0	0	0
Contractor fatalities	#	1	1	0
Rate of company employees + contractors	Rate	0.04	0.04	0
Total high consequence work-related injury (excluding fatalities)	#	6	4	3
Employees - high consequence work related injury	#	0	0	0
Contractor - high consequence work related injury	#	6	4	3
Rate of company employees + contractors	Rate	0.22	0.14	0.12
Total recordable work-related injuries	#	1	3	6

OHSMS Performance	Unit	2023	2024	2025
Employees - recordable work-related injury	#	0	2	0
Contractor - recordable work-related injury	#	1	1	6
Rate of company employees + contractors	Rate	0.04	0.10	0.24
Total fatalities as a result of work-related ill-health/ disease	#	0	0	0
Employees fatalities	#	0	0	0
Contractor fatalities	#	0	0	0
Total cases of recordable work-related ill health	#	0	0	0
Employees fatalities	#	0	0	0
Contractor fatalities	#	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	Rate		0.14	0.12
Lost Time Injury Severity Rate (LTISR)	Rate		2.54	1.29
Total Recordable Case Frequency (TRCF)	Rate		0.47	0.52
Near Miss Frequency Rate (NMFR)	Rate			3.45



HSE Performance Against KPIs

HSE KPI	Unit	2023	2024	2025
Achieving OHS management system index	%	80	92	80
Achieving Health & Safety Operational Plan	%	100	165	98.6
Close out of internal audit findings	%	80	100	100
HSE compliance with ESG scoring	%	75	98	98
Ensuring completion of Tadweer Safe Programme	%	100	98	98.6

Customer Relationship and Service Excellence

Customer Satisfaction	Unit	2023	2024	2025
Customer satisfaction	%	80	83.19	91.16
Customer Complaints				
Total complaints received	#	1,680	1,067	1,294
Total complaints resolved in designated time	#	1,532	1,056	1,294
Total enquiries or change requests received	#	6,000	6,400	13,107
Total enquiries or change requests resolved/ closed	#	6,000	6,400	13,107
Service closure time	mins	2,400	1,440	1,440

For more information, please refer to our [Sustainability Report 2025 - People For Planet](#)



Protecting Nature and Environment

Energy

Energy Consumption – Tadweer Group	Unit	2023	2024	2025
Energy Consumption - Non-Renewable Fuel Sources (A)	GJ	264,799.11	256,306.76	259,114.27
Fuel consumption	kilolitres	6,915.62	6,693.83	7,200.53
Indirect Energy Consumption (B)	GJ	15,897.05	7,677.43	10,757
Electricity consumption	MWh	4,415.85	2,132.62	2,987.98
Total Energy Consumption within Tadweer Group (C = A + B)	GJ	280,696.16	263,984.19	269,871.27

Energy Consumption – Tadweer Group Supply Chain	Unit	2024	2025
Energy Consumption Outside Tadweer Group - Upstream and Downstream	GJ	910,254.04	1,038,141.78
Transport fuel consumption	kilolitres	21,662.28	26,553.45
Downstream leased assets - fuel consumption	kilolitres	1,691.95	1,637.56
Downstream leased assets - electricity consumption	MWh	5,112.20	5,703.58



Emissions

GHG Emissions – Tadweer Group	Unit	2023	2024	2025
Scope 1 Emissions (A)	tCO ₂ e	2,381,715	2,567,937	2,492,242
Stationary Combustion	tCO ₂ e	2,951	1,999	2,151
Mobile Combustion	tCO ₂ e	15,402	15,706	16,924
Fugitive Emissions from Refrigerants and Air Conditioning	tCO ₂ e	172	131	42
Fire Suppression	tCO ₂ e	-	-	-
Purchased Gases	tCO ₂ e	-	-	-
Processed/Other Emission Sources (Managing Waste)	tCO ₂ e	2,363,190	2,550,101	2,473,125
Scope 2 Emissions (B)	tCO ₂ e	1,009	484	726
Purchased electricity	tCO ₂ e	1,009	484	726
Scope 3 Emissions (C) ⁴	tCO ₂ e	-	258,332.20	332,728.11
Category 1 – Purchased Goods and Services	tCO ₂ e	-	118,105.74	151,961.73
Category 2 – Capital Goods	tCO ₂ e	-	2,406.73	10,329.74
Category 3 – Fuel and Energy Related Activities*	tCO ₂ e	-	5,241.09	5,285.70
Category 4 and 9 – Transport and Distribution	tCO ₂ e	-	71,062.28	87,199.60
Category 6 – Business Travel	tCO ₂ e	-	31.35	139.57
Category 7 – Employee Commuting	tCO ₂ e	-	750.29	751.66
Category 8 – Upstream Leased Assets*	tCO ₂ e	-	9.63	10.70
Category 10 – Processing of Sold Products	tCO ₂ e	-	5,848.27	6,973.38
Category 13 – Downstream Leased Assets*	tCO ₂ e	-	9,356.55	5,708.37
Category 15 – Investments	tCO ₂ e	-	45,520.27 ⁵	64,367.66
Total Emissions (A+B+C)	tCO ₂ e	2,382,724	2,826,753.20	2,825,696.11

⁴ Scope 3 emissions were not measured in 2023. Measurement and disclosure commenced in 2024.

⁵ Following a review of methodology and assumptions, Scope 3 Category 15 emissions for 2024 have been restated from 114,913.25 tCO₂e to 45,520.27 tCO₂e, reflecting accuracy, consistency, and comparability of emissions data across reporting periods.

* Calculated values may vary slightly between 2024 and 2025 as a result of updates and refinements to the calculation approach.



Percentage of Scope 1, 2 and 3 Emissions out of Total Emissions	Unit	2024	2025
Scope 1	(%)	90.84	88.20
Scope 2	(%)	0.02	0.03
Scope 3	(%)	9.14	11.77

Air emissions	Unit	2024	2025
Nitrogen Oxides (NOx) emissions	tonnes	33.7	25.9
Sulphur Oxides (SOx) emissions	tonnes	15.54	32.5
Ozone emissions	tonnes	16.77	9.2
Total suspended particles emissions	tonnes	98.8	101

For more information, please refer to our [Sustainability Report 2025 - People For Planet](#)



Upholding Ethical Governance

Corporate Governance

Governance Structure	Unit	2023	2024	2025
Total Board members	#	4	4	4
Total independent members ⁶	#	1	1	1
Total non-independent members	#	3	3	3
Total executive members ⁷	#	1	1	1
Total non-executive members ⁸	#	3	3	3
Total Board seats occupied by men	#	3	3	3
Total Board seats occupied by women	#	1	1	1
Total Board Committees	#	3	3	3

Ethics and Compliance, Anti-Corruption and Anti-Competitive Behaviour

	Unit	2023	2024	2025
Operations assessed for risks related to corruption	%	100	100	100
Communication and training about anti-corruption policies and procedures				
Governance Body members communicated and trained	%	100	100	100
Employees communicated and trained	%	51	96	97.5
Confirmed incidents of corruption and actions taken				
Confirmed incidents of corruption	#	2	2	0
Incidents of employees dismissed or disciplined	#	2	2	0

⁶ A member of the Board that has no relationship with the Company, nor any members of Executive Management nor its auditor, parent company, subsidiaries, sister company, or affiliate company in a manner that may lead to financial or moral benefit that may affect its decisions.

⁷ A member of the Board who is a full-time member of the Executive Management team of the Company and participates in its daily activities.

⁸ A member of the Board who does not hold any executive or operational position within the Company and does not receive a monthly or annual salary from the Company.



Risk Management and Business Continuity

	Unit	2023	2024	2025
No. of major Business Continuity related risks identified	#	20	20	31
No. of non-compliance observed	#	-	-	-
No. of corrective actions implemented	#	-	3	33
Incidents of control lapse	#	-	-	-
Compliance with ISO 22301:2019 Business Continuity Management Systems	%	100	100	100
Number of business disruption events observed	#	1	1	0
Technical failure	#	-	-	-
Programming error	#	-	-	-
Cyberattacks	#	-	-	-
Weather events, natural disaster	#	1	1	1
Any Other	#	-	-	-

Data Security and Privacy

	Unit	2023	2024	2025
Total data breaches during the reporting period	#	0	0	0
Data breaches involving customers’ confidential business information	#	0	0	0
Data breaches involving personal/individual data	#	0	0	0

For more information, please refer to our [Sustainability Report 2025 - People For Planet](#)



Driving Economic Growth and Prosperity

Local Sourcing

	Unit	2023	2024	2025
Local suppliers engaged	#	142	250	358
Procurement Spending on Local Suppliers	%	99.63	99.73	96.1

For more information, please refer to our [Sustainability Report 2025 - People For Planet](#)



For more information visit tadweer.ae