



24/25 Impact Report

Building a Legacy Beyond Waste

In a year of rising costs and regulatory challenges, we stayed true to our principles.

This report captures how we continued to nurture our people, enhance our communities, and protect the planet - earning B Corp certification along the way.

Certified



®

Corporation

**We believe our
responsibility extends
beyond simply
managing waste.**

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Introduction

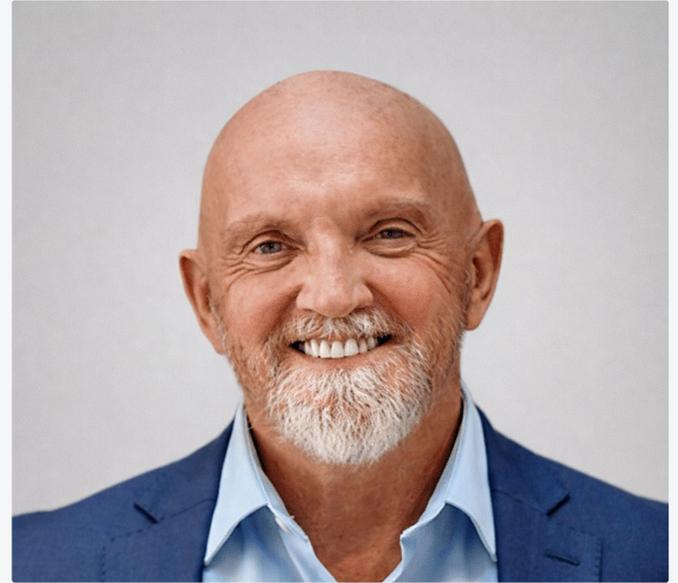
” *Sustainability isn't a side project for us - it is how we do business.*

The last financial year has not been an easy one for Waste Experts, nor for many businesses across the UK. We have been hit with increasing costs and plenty of regulatory challenges. Throughout, though, I am pleased that as a business, we have stuck to our principles and continued our work as a Force for Good, which was marked by our BCorp award at the end of the year.

This certification proves our commitment to creating an impact that lasts beyond profits. We were blown away with our score of 105.3 points, which puts us second in our industry - a real achievement for a business of our size, and a testament to our employees who work to the highest standards every day.

Our commitment does not end there; we will continue the great work that we have started and continue our commitment to our people and our planet.

Shaun Donaghey
Managing Director



105.3 B Corp Score

2nd in Our Industry

02

Our Sustainability Commitment

Circular Economy · WEEE Recycling · Mercury Distillation



The work that we do at our AATF in Huddersfield is key to the Government's Circular Economy Strategy. The precious materials found within electrical items deserve multiple lives - through extending product life and recovering materials at end of life.



8,000+

**Tonnes Diverted
from Landfill**

Overall recycling rate across all WEEE streams



92.95%

**Recycling Rate
Across All Streams**

Proven year after year to the Environment Agency



100%

**Mercury
Distillation**

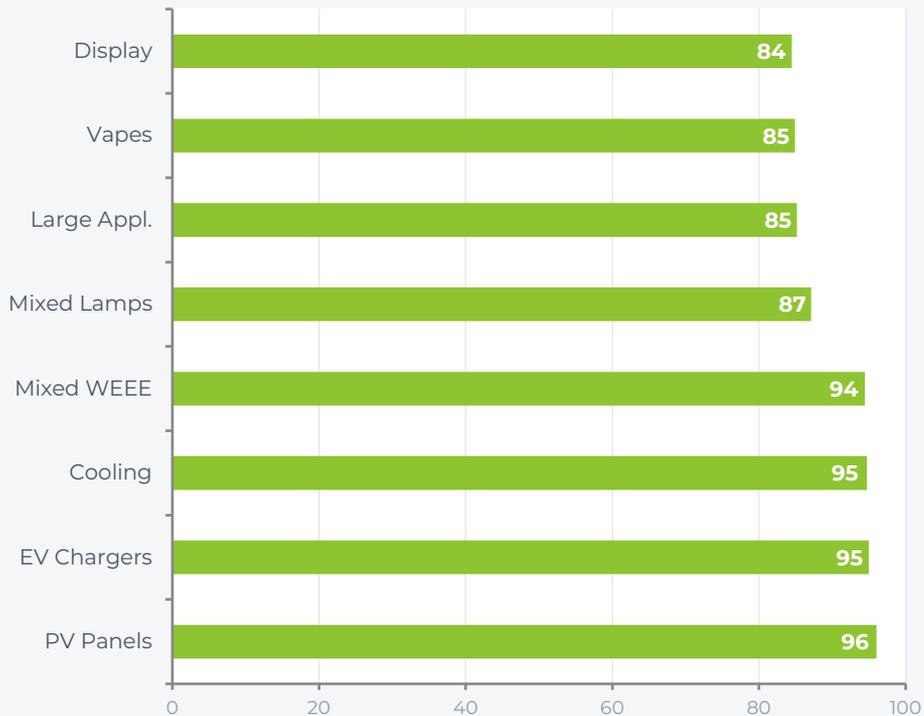
Going beyond guidance - mercury should not be placed in landfill

Our Stance on Mercury

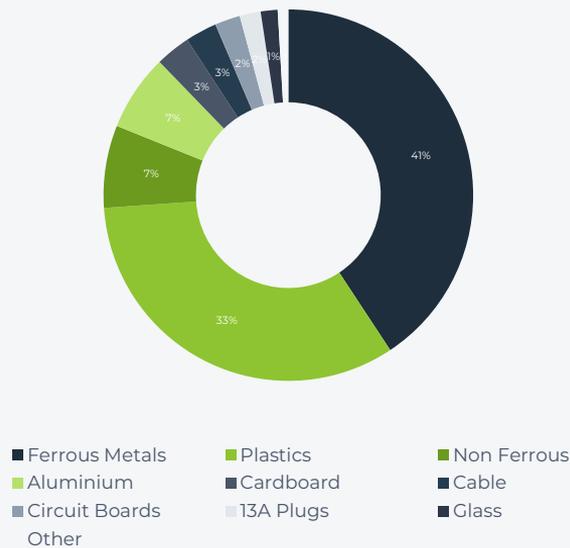
Where guidance states mercury contaminated phosphor powder meeting landfill limits should no longer be distilled, our position continues to be that mercury should not be placed in landfill. We will continue to distil the powder to remove mercury.

Diversification from Landfill by Waste Stream

Recycling Rates by WEEE Stream (%)



Secondary Raw Materials



92.95%

Overall Recycling Rate
Across All WEEE Streams

Our Community Commitment

Volunteering & The Kirkwood Hospice

168

hours volunteered

46

team members

Our colleagues supported the local food bank for a second year, delivering emergency parcels. In 2025, the team chose The Kirkwood as their charity - joining the Business Movement, hosting events, completing a nighttime walk raising £714, and sponsoring a water station.

£714

Nighttime Walk



Red Sky Foundation

Supporting babies, children and adults born with or developing heart conditions.

£355

Pier to Pier Walk

£765

Great North Run



Our Colleague Commitment

Our colleagues are the life blood of our organisation. At the beginning of 2025 we embarked on another accreditation journey to achieve Investors in People and Investors in Wellbeing.

84% response



Communication

Quarterly 'town hall business updates' to share ambition and progress



Recognition

Introduction of employee recognition awards celebrating contributions



Training

External and internal e-learning platform investment for development



What Our Team Say Are the Best Things About Working Here

”

"The culture - it's a very pleasant place to work from all levels..."

”

"The independence"

”

"There are no barriers to progression if you are open and communicate"

”

"The people, and how comfortable they make you"

”

"The variety; no day is the same"

”

"There are the right ethics, and people work together well..."

Areas for Improvement

Mission & Strategy Communications

WHAT WE'RE DOING

- ✓ Increasing opportunities for people to feed into strategy at all levels

Leadership Development

WHAT WE'RE DOING

- ✓ Courses underway for managers; 2026/27 brings skip level reviews

Sector Knowledge

WHAT WE'RE DOING

- ✓ E-learning platform - over 50% of workforce already training

Communication Frequency

WHAT WE'RE DOING

- ✓ Little and often - improving consistency across the business

Net Zero Improvements



Supply Chain

Logistics and waste contractors with net zero goals - ongoing focus



Low Carbon

Reusable bottles, catering changes - single use removed completely



Travel

Increasing EVs, car sharing and online meetings where possible



HGV Fleet

New fleet with clean Euro 6 engines.
90%+ movements at full loads



Circuit Boards

UK treatment via Royal Mint - 95% carbon footprint reduction



Monitoring

Continued Scope 1 & 2 measurement; starting Scope 3 monitoring

Scope 1 & 2 Emissions

2023/2024 FY

Scope 1&2 (Kg CO2e)	Company Cars	HGV's	Energy	Waste
CO2	26.72	490.58	98.93	—
CH4	0.02	14.51	0.43	—
N2O	0.20	7.07	0.59	—
CO2e	26.95	497.78	99.96	2.07

2024/2025 FY

Scope 1&2 (Kg CO2e)	Company Cars	HGV's	Energy	Waste
CO2	27.43	416.41	108.93	—
CH4	0.04	0.10	0.48	—
N2O	0.13	5.83	0.65	—
CO2e	27.60	422.34	110.06	1.23

Key Insight

Company Car emissions increased due to higher staffing. However, overall vehicle emissions **decreased by 18%** due to reduced HGV mileage. HGVs **travelled 15% fewer miles** on average. Focus has moved to improving route density alongside managing customer expectations.

Scope 1 & 2 — Intensity Metrics

Kg CO2e	Tonnes WEEE	Per Tonne	Per Mile	Per Employee
2023/2024	3,374.40	0.161	0.012	7.688
2024/2025	2,013.88	0.279	0.001	7.822

Scope 3 Emissions

In the absence of data from suppliers, calculations are based on spend, using GHG Protocol conversion factors.

Category	2023/2024 (Kg CO2e)	2024/2025 (Kg CO2e)
Cat 1 – Purchased goods & services	1,012,856.75	114,548.12
Cat 4 – Upstream transport & distribution	189,551.14	72,248.99
Cat 5 – Waste generated in operations*	274,151.71	274,151.71
Cat 12 – End of life treatment**	3,019,433.73	2,983,546.71
Total	4,495,993.33	3,444,495.53
Per Employee	63,547.61	48,006.91

* Waste generated from customers via subcontractor treatment | ** Material received by our AATF treated on our own premises

23% Reduction in Total
Scope 3 Emissions YoY



Building a Legacy **Beyond Waste.**

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