



Waste Efficiency

IMPACT REPORT

2024



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A message from our managing director



Waste Efficiency is a long-standing business with a strong reputation for service and innovation. As a result, we enjoy enviable, long-term relationships with our customers, whom we support in reducing waste, improving recycling rates, and delivering circular and sustainable outcomes.

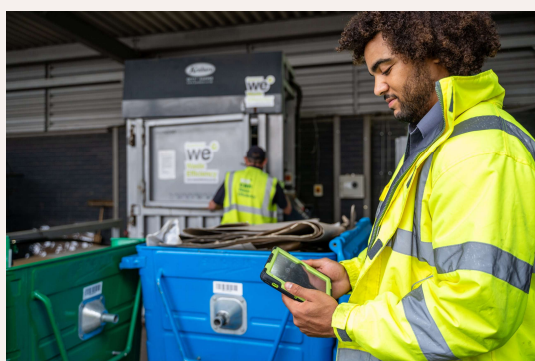
In 2024, we achieved a 66% reuse and recycling performance across our entire customer portfolio, alongside landfill avoidance of more than 99.5%.

In early 2025, we undertook a strategic review and appointed the business's first Sustainability Manager, reinforcing our commitment to the circular economy and decarbonisation. Since then, we have calculated our Scope 1 and Scope 2 emissions and have begun work on our Scope 3 emissions, which we expect to complete in Q1 2026.

We have also completed and published our Carbon Reduction Plan, submitted our targets to the Science Based Targets initiative (SBTi), produced our first Impact Report, and established a partnership with Wildgoose Rural Training and Nature Reserve.

Looking ahead to 2026 and beyond, we will continue to focus on carbon reduction, enhancing our data reporting, achieving other relevant certifications, and strengthening our training capabilities.

We will also continue to work tirelessly to improve ESG outcomes for our customers by promoting and delivering waste and resource optimisation through elimination, reuse, and recycling initiatives; the use of innovative technologies; and an unwavering focus on sustainability, the circular economy, and resource protection.



John Coull
Managing Director

Purpose and values

Our Purpose

To create a culture built on trust, integrity, and innovation empowering our people to make a meaningful difference through collaboration, honesty, and continuous improvement.

Our Values

- We are open & honest
- We believe our people are our strength
- We choose the right way over the easy way
- We drive change and innovation

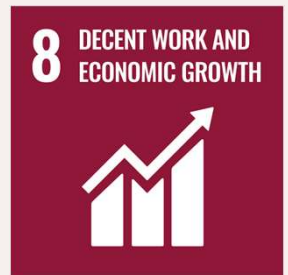
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Our aligned SDGs

There are 17 sustainable development goals set out by the United Nations that hope to be achieved by 2030, seeking to end poverty and hunger, realise the human rights of all, achieve gender equality and the empowerment of all women and girls, and ensure the lasting protection of the planet and its natural resources.

The SDGs listed below are the most relevant to Waste Efficiency; however, the overarching goals of the SDGs remain at the forefront of our business.



Our approach to social impact

Team

Our team is at the heart of everything we do. Their dedication, innovation, and commitment to responsible waste management drive our success and our positive impact each day.

By empowering our people and fostering a culture of collaboration, we continue to deliver sustainable solutions that make a real difference to our customers and communities.



Mental Health

Health matters and the health of all our staff comes first. This is why we provide an employee assistance app available 24/7 to all our employees,

providing advice on wellness, improving mental health, and staying resilient through tough times.

A number of our staff members are also mental health first aiders available to chat to, and signpost mental health support whenever needed.

Long Service Awards

In 2025 we introduced long service awards in recognition of and gratitude for the exceptional service and commitment our staff provide. Our first batch of 118 awards, covering 5, 10, and 15-year service periods, was awarded to Henry Gayle and Venetia Francis, both based at Cookson Precious Metals and both having given 15 years of service. We are very grateful for the huge part our long-serving colleagues have played in the success and growth of waste efficiency.

Charitable Partnership

We are pleased to partner with Wild Goose rural training based in a rewilded site previously used for gravel extraction in the countryside of Worcester

Wildgoose supports vulnerable and disadvantaged people by offering meaningful training and wellbeing opportunities

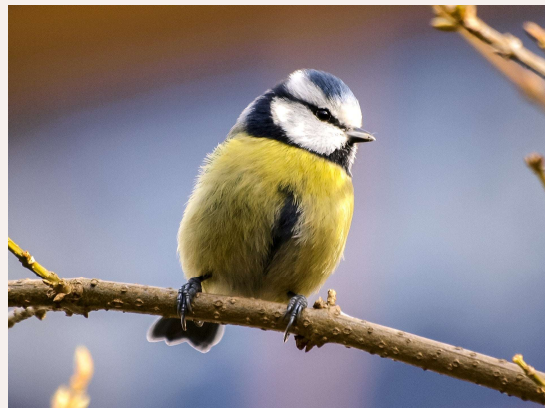
Their centre delivers a wide range of vocational courses such as farming, horticulture, animal management, car mechanics, and essential life-skills training.

We're excited to work with Wildgoose not only through charitable support, but also by helping to embed circular-economy practices and our shared reuse philosophy into their inspiring work.



Water and biodiversity are fundamental to the resilience of the communities we operate in and hence impact our operations, customers and supply chains. We recognize that responsible water stewardship and biodiversity protection are critical to addressing climate change, maintaining ecosystems, and supporting long-term business continuity.

In 2025, we began developing our integrated approach to water management and nature protection by first assessing our current impacts using the WWF Water and Biodiversity Risk Filter across our value chain.



Water Stewardship

We aim to minimise water use, protect water quality, and champion the importance of water quality in our communities. By managing water responsibly, we help to play a critical role in preventing pollution, reducing contaminants entering water bodies, and protecting freshwater systems.

Key Actions 2025: -

- Baseline our current water use
- Auditing our head office to ensure efficient use of water
- Developed a 5-year plan to protect and manage water effectively

Biodiversity & Ecosystem Protection

We seek to avoid, minimise, and restore impacts on biodiversity across our operations and value chain. We prioritize protection of sensitive habitats, species conservation, and restoration activities in areas of high ecological value.

Our biodiversity strategy aligns with the Kunming-Montreal Global Biodiversity Framework and supports a nature-positive transition.

Key actions 2025: -

- Developed a 5-year biodiversity plan
- Identified within our head office where we can look to increase biodiversity
- Collaborate with suppliers
- Work closely with our charitable partnership Wild Goose Rural Training and Nature Reserve to provide volunteering and resources to improve biodiversity

Case Study



aramco

FORMULA ONE™ TEAM

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Waste
Efficiency



Our Client

The Aston Martin Aramco Formula one team have one of the most iconic emblems in the world above their garage and have a team of more than 700 based at their headquarters in Silverstone. This is a team with both a rich heritage and a fresh perspective – bringing new energy to the sport with a determination to shake up the order and compete at the sharp end, coupled with a commitment to the environment and a strong sustainability ethos throughout.

The Challenge

The team were the first to admit they needed some guidance on waste and recycling best practices across the facility. With such a concentrated focus on the car and racing performance, a new approach, with input from an expert, was needed from a waste management perspective. Keeping in mind a mix of practicality, commercial viability and sustainability, Waste Efficiency worked with the team at Aston Martin Cognizant Aramco F1 to devise a tailored waste and recycling strategy that could evolve alongside the business.

With the need to achieve the FIA environmental status as well as achieving ISO 14001, there was a great deal of emphasis placed on compliance and accurate reporting.

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Waste Efficiency have been instrumental in ensuring compliance to waste legislation as well as providing insight into our carbon footprint associated with the transportation and processing of waste, all very valuable for tracking Scope 3 Carbon emissions and meeting our waste reduction targets.

Parveer Ramana (Environmental and Sustainability Lead)

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Case Study



aramco

FORMULA ONE™ TEAM



Outcomes & Achievements

Clearly branded and signed new containers were provided to allow for easier segregation throughout this very busy facility. Predominantly split into DMR and General waste for ease of use - this increased recycling levels very quickly and also reduced the costs of disposing of general waste.

The team produces a substantial amount of hazardous wastes in varying quantities. Our team worked with Aston Martin's team to ensure the right number of containers of each type were provided, all hazardous waste was handled in a compliant manner and all the duty of care information, documents, consignment notes etc. was captured in our online reporting system.

They also operate a substantial off site storage facility that was in need of some attention. Our team cleared this out for them, gaining rebates for a lot of the materials and dealing with a range of more difficult to handle items, all disposed of in the most environmentally sound way possible.

Once the basics were in place, we looked to optimize operations on site by provision of an on site operative to manage all the day to day movements of waste from point of production, and to ensure the best possible segregation across the board. After identifying much of the DMR waste was card, we have since added in card baler as well which will save more money in disposal and even generate a revenue stream.

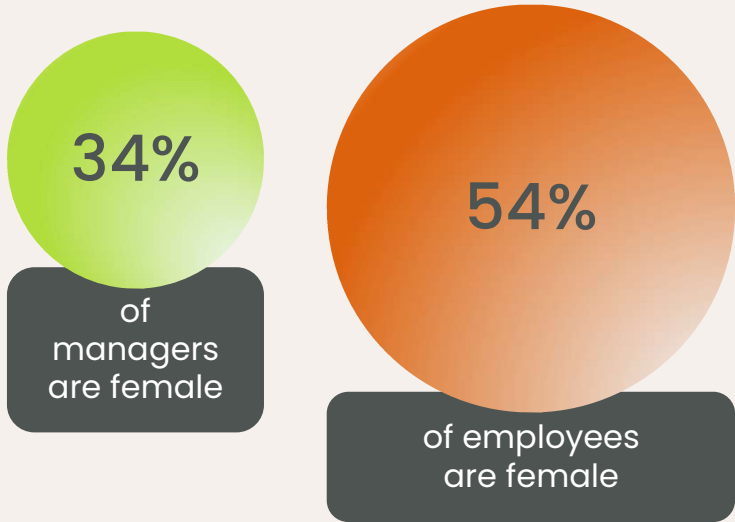
This has resulted in a robust system for dealing with their waste, sustainability led and compliance driven. Towards the end of 2022 the team were awarded the highest accreditation by the FIA, a three-star rating for their environmental performance. Following this, the team have also since achieved ISO14001.

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Effective waste management is essential to our sustainability journey to ensure we reduce our environmental impact in all areas of our business. Waste Efficiency have helped us to implement strategies that will support this.

Simon Randall (Head of EHS, Facilities and Sustainability)

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Accreditations

In 2025, we successfully maintained our ISO 45001, ISO 14001, and ISO 9001 certifications, continuing to embed these management systems into every aspect of our operations. This ongoing commitment ensures that health and safety, environmental responsibility, and quality management remain at the core of how we do business.



Employee Satisfaction Survey

In 2025, our quarterly net promoter employee satisfaction score increased by 59 points. The result was a powerful reflection of one of our core values: Our People, Our Strength.

We believe that building a supportive, inclusive team starts with listening. Gathering transparent, anonymous feedback is crucial, and it allows us to continuously improve both internally and with the service we provide to our clients. Our engaged, motivated, and valued employees are the driving force behind the industry-leading, innovative waste solutions we deliver.



Waste minimised, value maximised

Delivering Customers' ESG Objectives

Strong ESG performance delivers more than compliance—it drives efficiency, resilience, and reputation. Our approach helps our customers to meet and exceed ESG targets by reducing waste, cutting carbon and increasing recycling rates across their operations. The result? Carbon down. Costs down. Recycling up. Real progress that they can measure, report, and be proud of.

Our Approach – Resourceful, not wasteful

Closing the loop. Current waste management systems are not working. It's time to move away from the traditional linear model of take-make-waste to a smarter, more sustainable system that protects resources, reduces pollution, and promotes circularity.

Waste Avoidance

True sustainability goes beyond Zero to Landfill. We focus on eliminating waste at source through smarter design, resource protection, and by following circular economy principles. By prioritising prevention and reuse, we help companies reduce consumption, retain material value, and build a genuinely circular operation that drives both environmental and commercial performance.

Recycling

We design tailored segregation and recycling programmes for our customers that maximise material recovery, improve data accuracy, and boost overall recycling performance.

Zero to Landfill

We deliver and maintain zero waste to landfill with circular strategies that prioritise prevention, reuse, and recycling—eliminating unnecessary waste and emissions.

Carbon Reduction

Reducing carbon isn't just about compliance—it's about creating smarter, more efficient operations that deliver measurable environmental and financial results.

We help our customers cut emissions across their waste lifecycle by eliminating inefficiencies, prioritising reuse and recycling, and reducing reliance on carbon-intensive disposal routes.

Every action we take helps move them closer to their Net Zero goals.



Our expertise and data-led approach transforms your waste into a resource, delivering significant cost savings and environmental benefits.

Reporting Period

Emissions are reported against the calendar year inline with carbon accounting best practice

Reporting Boundary

WE reports any emissions from its operations for which it can directly influence financial and operational policies to gain economic benefit

Emissions factors

UK Government GHG reporting conversion factors for each relevant year are used in this reporting

Baseline Year

Our baseline year for this reporting is 2023. As this is the first year, we currently are seeing an increase. We have a number of resources in place to reduce this.

Scope 3

We are currently working on reporting our scope 3 emissions and hope to have these available by April 2026

Scope of Emissions

Scope 1	Office heat generation Gas directly purchased for heating in our leased head office Company vehicles Fuel purchased for fleet vehicles
Scope 2	Purchased Electricity Electricity directly purchased across leased property and EV's managed by WE
Scope 3	Upstream and downstream emissions Coming April 2026 baselined to 2023

Carbon emissions breakdown

Category	Scopes	2023 Baseline	2024	2025 YTD
		Tonnes CO ₂ e	Tonnes CO ₂ e	Tonnes CO ₂ e
Category 1: Direct Emissions (tCO ₂ e)				
Office heat generation	Scope 1	4.14	4.21	3.85
Company Vehicles		1.16	3.40	5.07
Category 2: Indirect emissions from imported energy (location based method) (tCO ₂ e)*	Scope 2	4.82	4.82	3.43
Category 2: Indirect emissions from imported energy (market based method) (tCO ₂ e)*			0.03	0.08
Emissions from our Evs				
Category 3: Indirect emissions from transportation (tCO ₂ e)	Scope 3	6.78		
Category 4: Indirect emissions from products used by organisation (tCO ₂ e)				
Category 5: Indirect emissions associated with the use of products from the organisation (tCO ₂ e)		528.77		
Category 6: indirect emissions from other sources (tCO ₂ e)				
Total direct emissions (tCO ₂ e)		5.30	7.60	8.92
Total indirect emissions (tCO ₂ e)		4.82	4.82	4.82
Total gross emissions (tCO ₂ e)				
Category 1 direct removals (tCO ₂ e)				
Purchased emissions reductions (tCO ₂ e)				
Total net emissions		545.67	12.44	12.43

*Calculated using Location based method actual emissions from local power grid vs. market based purchasing to reduce emissions



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