

# Beauparc

S U S T A I N A B I L I T Y   R E P O R T   2 0 2 4

Safer  
Together

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## Business Snapshot

Beauparc is, at heart, a circular economy business, extracting resource value from materials discarded by our customers. It has grown rapidly to become one of the largest waste management companies across Ireland, the UK and the Netherlands, handling approximately 4.8 million tonnes in 2024. It has innovated continuously to serve the needs of its customers in an ever-evolving waste landscape. Founded in 1992, in Beauparc, Co. Meath, the Group has expanded and diversified over the last 30+ years. Today, Beauparc employs 2,963 people and serves a diverse range of public, private and commercial customers across all three jurisdictions. In August 2021, funds managed by Macquarie Asset Management ('MAM') Group acquired Beauparc to support its long-term growth plans through investing in the transition to a circular economy.

By leveraging Beauparc's established position at the centre of the waste value chain, our aim is to play an even greater role in the circular economy. With MAM's support, we have begun transforming and investing in new and existing facilities to expand our recycling and recovery capabilities beyond paper, metals and plastics. Today, our operations go much further – we trade in recyclate, produce electricity, manufacture compost and produce wood chip for use in new wooden products. Looking ahead, we are also placing significant focus on diverting incinerator bottom ash from landfill and towards circular economy solutions.

We supply utility services to homes, businesses, communities and oversee facilities across 81 locations, including waste collection, processing and disposal, energy generation, smart waste solutions, hazardous waste management and food composting.

At Beauparc, we believe that great leadership is always underpinned by a strong value system. As one of the leaders in our industry, we believe in shaping the best possible future for our friends, our families and our communities. This is why, as we continue to expand and diversify, our core philosophy will always remain the same: to balance customer satisfaction with environmentally sustainable practices. Unrivalled customer service, commitment to sustainability and an unwavering focus on safety remain the bedrocks of our philosophy.

Changes in the way we think of and manage resources means there is much to be gained environmentally, economically and socially, from realising the value contained within our waste. However, this objective must be balanced with the pressing need to reduce greenhouse gas emissions. It is our ambition to lead the field in circular economy principles and improve services to our community and customers at the same time as reducing our carbon footprint.





## Our Mission

Our vision is to achieve 100% resource recovery for a better, more sustainable world. As we continue to expand and grow, Beauparc's mission is to optimise the recovery of resources from waste and prioritising the safety of our personnel all while empowering business, communities and people to be more sustainable where they live and work.

In 2024, Beauparc worked to develop the Group mission and vision, to reflect the changing dynamic of the organisation. We will be continuing this path to launch the Group brand and culture roadmap in 2025, giving the business a defined set of values and competencies as we move forward.

## Our Structure

The Group is built from acquisitions and mergers – through this approach, we retain a lot of links with local communities and existing customer relationships. Several tenders sought by Beauparc are delivered through local businesses, with some being pursued at national levels. The Group and Ireland Head Office is based in Dublin at Millennium Park. The main services in Ireland include waste collection activities, refuse derived fuel (RDF), and solid recovered fuel (SRF) manufacture, waste transfer, recycling and treatment. The UK Head Office is based in Wirral with multiple other locations across the country. The main services in the UK, similar to Ireland, also include waste collection activities, refuse derived fuel (RDF), and solid recovered fuel (SRF) manufacture, waste transfer, recycling and treatment of various wastes. The Netherlands Head Office is based in Rotterdam at Renes Recycling B.V., which offers collections and the processing of paper, plastics and green waste from local authority and private-company clients.

## Group Overview

Beauparc is one of the leading environmental services companies through its waste collectors and processors in its core markets, operating via a range of locally recognised brands in Ireland, the UK and the Netherlands. In 2024, we undertook a significant restructuring to streamline our operations through an ongoing Transformation Programme. This has been designed to bring all our businesses together under one simplified brand and legal structure, strengthening our partnerships with customers and suppliers. This consolidation enhances efficiency, strengthens governance and allows for a more cohesive approach to delivering sustainable waste solutions. By integrating our operations under a more unified structure, we are better positioned to drive innovation, improve service delivery and accelerate our transition towards a circular economy.





## CEO Letter

Dear Stakeholders,

2024 has been a year of transformation for the waste & resource management industry and for Beauparc as a Group. Driven by evolving regulations and a growing demand for circular economy solutions, our commitment to sustainability has remained steadfast. While political narratives surrounding sustainability have shifted—our focus remains on long-term resilience, regulatory preparedness and delivering innovative, responsible waste management services to the benefit of our stakeholders, including our customers, staff, and the communities in which we operate. In this sustainability report, you will find details of the significant steps we have taken to further integrate sustainability across our operations. However, I would like to highlight some key milestones achieved in 2024:

### Enhancing Workplace Safety

Safety remains integral to our operations and in 2024, we continued to drive improvements in workplace safety through investment in training and in new facility safety systems, leading to a further reduction in our Lost Time Injury Frequency Rate (LTIFR). This reflects our unwavering commitment to a “zero harm” workplace, where proactive safety measures, training and technology-driven risk management help protect our people every day.

### Strengthening Integration Across the Group

We have made significant progress on our transformation strategy, unifying our operations, and bringing our businesses together under a more integrated and cohesive structure. Through investment in our processes and technology, and by aligning strategic goals across all divisions, we have strengthened our ability to deliver consistent, high-quality services while enhancing efficiency and collaboration across the Group. I am also delighted to welcome Yorkshire based Fletchers Waste Management into the Beauparc fold as our latest acquisition.

### Advancing the Circular Economy

Our focus on the circular economy continued in 2024, with the advancement of key resource recovery initiatives, including the construction of a new incinerator bottom ash treatment facility and the development of a plastics extraction process. These developments will enhance the reuse of materials and contribute to a more sustainable supply chain. Multiple successful planning applications achieved this year have laid the

groundwork for further projects that will support waste reduction, recycling, and energy recovery. In 2024 we also completed the acquisition of a portfolio of properties which will provide a long-term strategic platform from which to launch further circular economy projects.

### Climate Adaptation and Mitigation Planning

On climate resilience, we have finalised our Climate Adaptation and Mitigation Plans, including the completion of a UK-wide climate risk assessment. These plans will help us in future-proofing our operations against climate-related risks while implementing mitigation strategies that reduce our environmental impact and strengthen our sustainability commitments.

### Expanding Renewable Energy and Low-Carbon Fuels

Renewable energy remains a key pillar of our sustainability strategy and in 2024, we expanded our solar energy generation capacity, further reducing our reliance on non-renewable energy sources. Alongside this, we have taken steps to lower our carbon footprint by integrating Hydrotreated Vegetable Oil (HVO) into our future net zero planning. HVO, along with Compressed Natural Gas (CNG), Biogas and Battery Electric Vehicles (BEVs) will allow us to reduce emissions across our fleet, in line with our net zero plans. In addition to this we are facilitating strategic infrastructure development by commissioning of publicly accessible CNG filling stations, supporting national transition to lower carbon solutions.

### People Led Progress

We recognise that an upskilled employee is a key asset, which is why we have invested in a Learning Management System delivered in five languages where 81% of our employees completed 45,130 hours of training in 2024. Prioritising training and continuous learning has enabled personal growth, fostered innovation, and ensured we remain adaptable and competitive in a transforming business landscape. We've recently launched our Future Leadership Graduate Programme to support talent development and future transformation. In 2024, we tripled the number of apprentices across operations, business and finance providing practical and leadership experience while bringing new talent into the waste industry. This initiative strengthens our succession planning and helps embed a resilient, values-driven culture across the organisation.

These milestones are a testament to Beauparc's ongoing commitment to sustainability and the dedication of our employees, who drive our progress through their expertise, innovation, and collaboration. By embedding sustainability at the core of our business, we continue to lead in circular solutions and environmental responsibility whilst raising awareness through environmental training and focus.

As we look ahead, we remain focused on empowering our people, fostering strong partnerships, and shaping a more sustainable future together.

Yours faithfully,

**Brian McCabe**  
Chief Executive Officer



## 2024 Highlights (UK/Ireland)

### Environmental:

- Launched Environmental Compliance Platform to track weekly site checks and regulatory visits
- Fire Defence systems upgrade across all UK/Ireland sites
- Secured more than 900k tonnes in additional permitted waste processing capacity
- Installed additional 2.7 MW of solar capacity on rooftops across locations
- Achieved a 13% reduction on our carbon intensity<sup>1</sup> from 2022 baseline
- Achieved 27% reduction on scope 2 emissions
- Completed climate risk assessment in all UK sites
- Established central fleet team

### Social:

- Launch of Beuparc Academy across 3 houses:  
Safety, Health, Environment and Quality (S.H.E.Q.)  
Information Technology (I.T)  
Human Resources (H.R.)
- Established a unified Learning Management System (LMS) with a total of 45,000 training hours recorded
- Expanded Group Apprenticeship program.
- Launch of the Group Wellbeing Hub giving our employees access to wellbeing information and support.
- Rollout of monthly wellbeing activities such as mental wellbeing workshops, outdoor activities and awareness campaigns
- Launch of Group Culture Journey
- Reduced our LTIFR from 4.6 to 4.27
- Introduction of role profiles and career path development plan
- Partnership with An Post supporting beach cleanups
- Supported Transition Year students in the SAGE World Cup finals
- Supported the Julian Benson Cystic Fibrosis Charity, providing skips FOC for the build of their family support apartments at Tranquillity House

### Governance:

- Published Group Objectives and Key Results (OKRs)
- Establishment of Group central system across procurement, HR and finance
- Participated again in GRESB Infrastructure Assessment in 2024 achieving a score of 87% up 10% on the previous year
- Modern Slavery Assessments were carried out in 2024
- Development of internal audit training and processes
- Risk Framework developed and implemented across the Group
- Creation of a team tasked to be engage with specialist advisors to implement improvements to demonstrate compliance to the requirements of under the Corporate Sustainability Reporting Directive (CSRD)

<sup>1</sup> Carbon Intensity refers to tonnes of CO<sub>2</sub>e produced per tonne of waste managed

## About This Report

We are pleased to share the third edition of our Sustainability Report which contains centralised information on our sustainability performance in a manner that is transparent and accessible to all stakeholders. Much of the data in this report is derived from sources such as ISO and regulatory reporting with checks being done on selected performance indicators by internal and external auditing, with ultimate sign-off from our Board. Sustainability reporting continues to evolve, in line with the changing regulatory and reporting landscape both at European Union (EU) and global levels. This year, as part of our third reporting cycle, we have built on the reporting frameworks from last year to ensure consistent provision of information and transparency on our sustainability performance:

- ESRS – Under the Corporate Sustainability Reporting Directive (CSRD), the first set of European Sustainability Reporting Standards (ESRSs) have been developed which set out the detailed disclosure requirements under the CSRD by the European Commission. These new standards are important as they provide a standardised regulatory reporting framework and have been adopted by the EU Commission in June 2024.
- GRI – offers a pragmatic and comprehensive approach to sustainability reporting. Detailed information about how we are addressing the Global Reporting Standard (GRI) can be found in the Appendix.
- Beuparc is actively preparing for CSRD and as part of our preparations, we have identified what we need to report under the first set of ESRSs, covering environmental, social and governance topics. We will be required to publish our first CSRD compliant report for our financial year in 2028 (based on our 2027 performance), we see value in preparing in advance to ensure we have time to gather reliable and accurate information internally across our Group.
- Beuparc will continue alignment with the EU Omnibus Regulation and UK Sustainability Reporting Standards (SRS) as they emerge.

## Reporting Period

This Report covers the financial year ended December 31, 2024. All references in this Report relate to the 2024 financial year, unless otherwise noted.

## ISO Accreditation

To ensure our management systems meet stakeholder expectations, we are certified against the following standards across our UK<sup>2</sup> and Ireland<sup>3</sup> sites:

- ISO 9001 – Quality Management Systems
- ISO 14001 – Environmental Management Systems
- ISO 45001 – Health and Safety Management Systems



During 2024, we have made continued progress in moving from site level certification to single ISO certifications, for Ireland and the UK. This alignment of certifications has been undertaken to ensure consistency across all the Group's sites to a minimum baseline level. The three different ISO certificates are applied across the Group, with the exception of three business units and one site. In 2024, we are actively progressing to bring all of our Group ISO certifications under one system as we expand to have all of our sites with ISO certifications.

## Achievements, Awards & Memberships

We are proud that our sustainability activities have been recognised by industry leaders and our peers, some of our 2024 achievements include:

- 2024 Repak Awards finalist
- 2024 Green Awards finalist
- DVSA earned recognition

### Conference appearances at:

- Irish Planning Institute
- IWMA conference

### We are also active members of the following organisations:

- Chamber of Commerce members
- Chartered Institute of Wastes Management (CIWM) members
- Cré (Composting and Anaerobic Digestion Association of Ireland)
- Environmental Services Association (ESA)
- European Federation of Waste Management (FEAD)
- Irish Waste Management Association (IWMA) members
- Irish Government's waste expert advisory group
- Irish Government's waste capacity group
- Local Authority Recycling Advisory Committee (LARAC) members
- Logistics UK
- National Standards Authority of Ireland's (NSAI) Aggregate Standards Committee
- NSAI's Circular Economy Expert Committee



<sup>2</sup> UK – All locations are aligned with ISO 45001, 14001 & 9001. Renes (Netherlands), Peak Waste, Tyrone Energy and Clover Nook have been incorporated in 2024. Fletcher's is programmed for incorporation in 2025.

<sup>3</sup> Ireland – We currently hold a Group certificate for 14001 & 45001, of which 95% of all sites are certified under one, or both certificates. McElvaney's has been incorporated into the Group Certificates for 9001, 14001, & 9001. ISO 9001 was achieved for two sites and will be extended through 2025.



## Group Transformation and Integration

Historically, the Group has grown rapidly through mergers and acquisitions which have resulted in a fractured organisational structure, meaning our various systems, processes and teams developed independently, involving significant manual administration.

Throughout 2024, continuing until early 2026, Beauparc has been working to address this and been building towards a unified vision and single strategic focus. This has been fundamental to the integration of a sustainability focus into the leadership of the business. In 2024, the Group underwent an organisational restructure to establish the leadership governance panel tasked with bringing the business together into a single shared brand, vision and culture.

Beauparc's Transformation is focused on building the capabilities needed to meet the evolving demands of our customers and suppliers in a fast-changing digital world. At the heart of this are four strategic pillars: (1) a clear growth strategy underpinned by a strong brand and culture, (2) an enhanced digital experience for our customers, (3) a standardised ERP platform across supplier and finance functions, and (4) the development of robust data capabilities to improve service delivery and support our sustainability agenda. By integrating digital platforms across the Group, we are enhancing efficiency, reducing manual processes, and enabling smarter, data-driven decision-making. We continue to engage with our customers, employees, and stakeholders to ensure this transformation delivers real value across our ecosystem.

The establishment of Group objectives has further tied the strategic focus of the organisation looking to deliver growth. Moving from a dependant to independent SHEQ maturity, accelerate our sustainability agenda and move towards our net zero goal, increasing service delivery quality to our customers, while working collaboratively as one. This will solidify our leadership in the industry and futureproof our business. These objectives will continue to integrate into the business through staff performance development reviews fostering ownership throughout the organisation.

## Beauparc's Sustainability Strategy

As we continue to expand and diversify, our core philosophies will always remain the same: to balance customer service with environmentally sustainable practices.

Our strategy is based upon our corporate requirement of meeting Net Zero by 2040 across the Group, whilst also bringing our people and our customers along with us. Reducing emissions depends on us decarbonising our operations and offering a low-emission, circular alternative to managing our customers' waste, diverting it away from landfill towards more sustainable recycling and recovery options.

Our employees play a central role in enabling our transformation and we seek to empower them with continual learning and development opportunities, as well as engaging with our key external stakeholders on sustainability topics that matter to them most. All our efforts are underpinned by strong governance structures, which is why we are working hard to ensure internal reporting of key sustainability metrics is consistent and we are constantly seeking ways to improve and expand on this.





## Materiality Assessment Methodology

In 2022, we carried out a materiality assessment as part of our sustainability strategy development to assess the sustainability issues, responsibilities, risks and opportunities that are most important to Beauparc. The exercise, led by external consultants, provided valuable insights into the expectations of all stakeholders, informing our overall sustainability strategy. From a longlist of 15 material topics, the following eight were identified by stakeholders as the most important:

- Employee Health, Safety and Wellbeing
- Waste Management, Circular Economy and Plastics
- Climate Change & Carbon Management
- Employee Training & Development
- Diversity & Inclusion
- Customer Satisfaction
- Community Relations
- Anti-corruption, Business Ethics and Compliance

The results of the 2022 materiality assessment provided the basis for our strategic framework for sustainability and the structure for our reporting. In 2024, we began our double materiality assessment in preparation for the upcoming Corporate Sustainability Reporting Directive (CSRD). This assessment reframes our approach to sustainability by aligning our reporting more closely with the material European Sustainability Reporting Standards (ESRS) topics we have identified to date. Double materiality considers not only the impact of sustainability issues on our business but also the broader impact of our business on the environment and society. As we move forward, the Group sustainability reporting will continue its transition to CSRD alignment. As we are currently in the early stages of adopting the CSRD framework, in 2025, we will look to incorporate this into our sustainability strategy, with the following subject identified as material:

- E1** Climate change
- E5** Resource use and circular economy
- S1** Own workforce
- S4** Consumers and end-users
- G1** Business conduct



As part of this continuing process, we continue to engage with our stakeholders — employees, customers, suppliers and industry bodies — to gather their perspectives and ensure our sustainability strategy remains aligned with evolving expectations. As we enter our third year of reporting, we will continue to incorporate the ESRS framework to ensure transparency and consistency in our reporting.

We have grouped these topics into three key themes: Planet, People and Transformation. These themes encapsulate the core focus of Beauparc's day-to-day operations, aligning with our broader sustainability goals and resonating with the priorities of our key stakeholders.

Through these efforts, we are strengthening our sustainability framework, ensuring it is comprehensive and aligned with global standards while being responsive to the needs of our stakeholders and the environment. We are committed to reviewing and updating our materiality assessment over time as our business, the environment and our stakeholders' expectations evolve.



## Planet and Transformation

In this section, we highlight our strong commitment to supporting national recycling targets and driving environmental sustainability through strategic investments and actions. This comes at a time of significant transformation across the business as we look to retain the core of our business as an environmental services provider while also unifying into one business. We understand the critical role we play in expanding recycling capacity and processing capabilities, ensuring that resources are efficiently managed within a circular economy.

We are committed to protecting the environment by actively assessing climate-related risks to our operations and implementing robust mitigation strategies to address these challenges. Our dedication extends to enhancing energy generation, safeguarding biodiversity and advancing our Net Zero Plan, which targets operational net zero carbon by 2040. In addition, we are taking significant steps to reduce our environmental footprint across all business areas, ensuring that every decision and initiative is aligned with sustainability goals. Through transparency, accountability and forward-thinking practices, we demonstrate our unwavering commitment to preserving the planet's resources for future generations while meeting ambitious environmental targets set by the EU and UK national government.

## Climate Adaptation & Mitigation

In 2024, Beuparc continued climate risk assessments across its UK sites in line with EA requirements. These assessments focused on identifying risks related to rising temperatures, changes in precipitation and flood hazards. The evaluations were based on the latest climate change projections, as well as each site's location and operational practices. The data gathered will help us develop strategies to mitigate the potential impacts of climate change in the future. The assessments were carried out in accordance with the Climate Change Act 2008, which sets the framework for such evaluations. We have compiled a portfolio of risks, including flooding, fires, heat and sea level rise and assessed each site for specific vulnerabilities.

The primary risks identified for our UK locations include increased temperatures, which may lead to reduced water availability for firefighting, dusty conditions, stronger odours and a greater risk of material combustibility. Climate change is also extending wildfire season beyond spring, into summer and autumn resulting in a higher prevalence of fires over a longer period of time with incidents increasing by 1,200%<sup>1</sup> in 2024 alone in parts of the UK. Additionally, the potential for heavier rainfall could cause surface water flooding, overwhelmed drainage systems and more frequent storms, each creating additional hazards. All planning applications submitted across the Group undergo a flood risk assessment of which is integrated into the internal risk register.

With these risks now identified, our team is ready to take proactive steps to develop a plan that will minimise disruption to operations. Upgrades to fire defence systems across our UK and Irish sites have already been implemented to address fire-related risks. Moving forward, we will expand the climate risk assessment process to include all our sites and integrate it into the Beuparc Risk Register, with a targeted completion in 2025. This will be shortly followed by the development of site-specific climate adaptation plans.

Climate change is one of the greatest challenges societies faces today, as such it is a significant concern for both our business and the wider economy. As an environmental services provider, Beuparc is committed to reducing its impact on the environment. As a major energy consumer, we are focused on lowering the carbon footprint of our operations while collaborating with other businesses to share knowledge and best practices.

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[www.theguardian.com/uk-news/2025/apr/16/whole-ecosystems-decimated-by-huge-rise-in-uk-wildfires](https://www.theguardian.com/uk-news/2025/apr/16/whole-ecosystems-decimated-by-huge-rise-in-uk-wildfires)





## Climate Strategy

In response to the climate challenge, in 2023 Beauparc set a Group-wide target to reach Net Zero by 2040, achieve a 42% reduction by 2030 and have developed a related net zero plan. The development of our formal net zero plan for the entire Group has also been progressed and it continues to underpin our decision making around climate change and carbon management related issues.

As a business managing 4.8 million tonnes of waste annually; fleet diesel and the electricity consumption associated with the processing of waste are our main sources of Scope 1<sup>5</sup> and Scope 2<sup>6</sup> carbon emissions.

Phase one of our approach targets Net Zero scope 2 emissions by 2027 with the introduction of a number of energy efficiency measures, including the expanded rollout of solar installations on our facility rooftops.

<sup>5</sup> Scope 1 (direct emissions) emissions are those from activities owned or controlled by your organisation. Examples of Scope 1 emissions include emissions from combustion in owned or controlled boilers, furnaces and vehicles; and emissions from chemical production in owned or controlled process equipment.

<sup>6</sup> Scope 2 (energy indirect) emissions are those released into the atmosphere that are associated with your consumption of purchased electricity, heat, steam and cooling. These indirect emissions are a consequence of your organisation's energy use but occur at sources you do not own or control. (Source: [https://www.ipcc.ch/site/assets/uploads/2018/02/ipcc\\_wg3\\_ar5\\_annex-i.pdf](https://www.ipcc.ch/site/assets/uploads/2018/02/ipcc_wg3_ar5_annex-i.pdf))

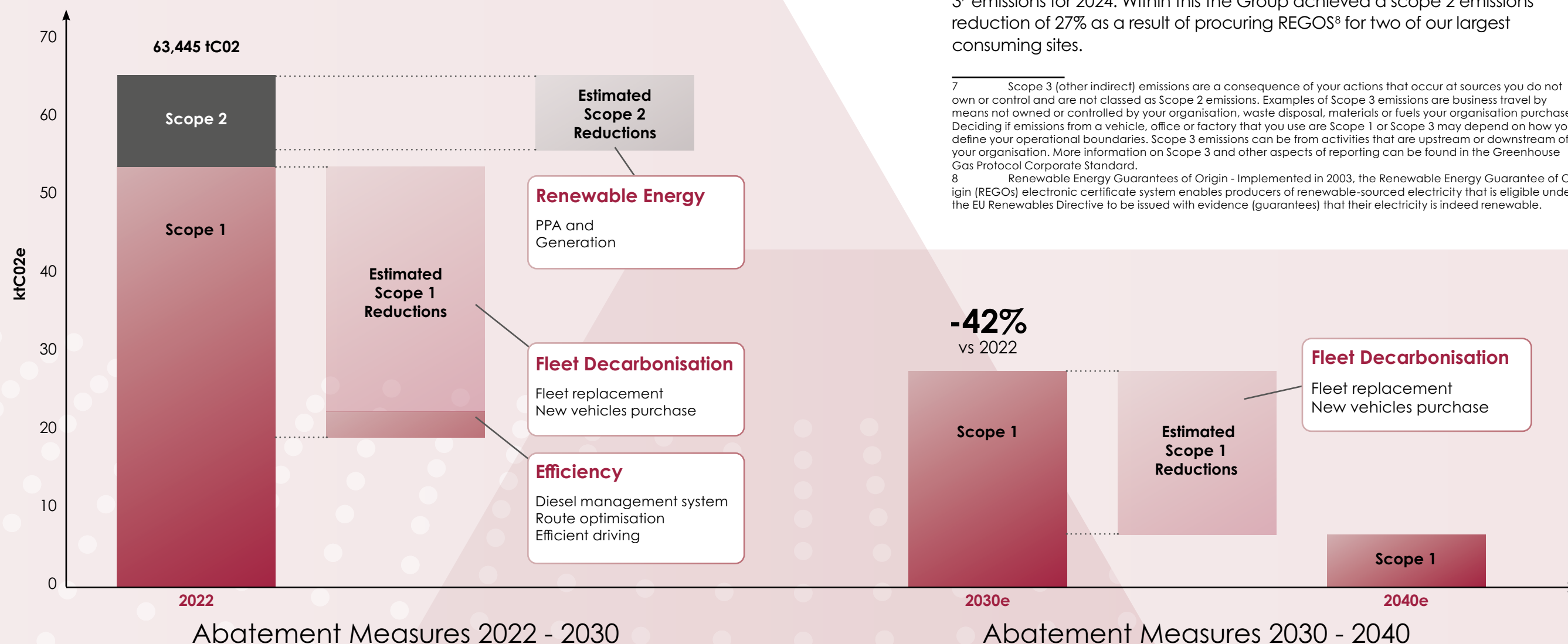
During 2024, we installed an additional 2.7 MW of solar panels on our rooftops, generating over 975 MWh of solar energy in total for the year, with an additional 2 MW of solar energy instalments in the pipeline for delivery in 2025 representing a 74% increase in PV capacity vs 2024 and a 4% carbon reduction over all. We are prioritising sites with the highest energy consumption and thus greatest replacement potential, with smaller locations being upgraded later as part of our strategy to have solar installations included alongside all future planning permissions.

Furthermore, we are securing Power Purchase Agreements (PPAs) and green energy contracts with our suppliers for grid-sourced energy, as well as introducing an Energy Management System (EMS) across all our locations. The Group will continue to centralise energy tendering and management. EMS ensures that all reporting of energy consumption is consistent across the Group and will assist us in being transparent in our disclosures.

In 2024, Beauparc continued to make progress towards our target of achieving Net Zero by 2040. Through Group efficiencies and switching our electrical supplies to renewable energy we have reduced our overall carbon intensity per tonnes of waste handled by approximately 5%. Following the quantification of our Scope 1 & 2 emissions across the Group, we are going one step further and having these reviewed by an independent third party in this year's report. In addition to this, the Group quantified and verified scope 3<sup>7</sup> emissions for 2024. Within this the Group achieved a scope 2 emissions reduction of 27% as a result of procuring REGOS<sup>8</sup> for two of our largest consuming sites.

<sup>7</sup> Scope 3 (other indirect) emissions are a consequence of your actions that occur at sources you do not own or control and are not classed as Scope 2 emissions. Examples of Scope 3 emissions are business travel by means not owned or controlled by your organisation, waste disposal, materials or fuels your organisation purchases. Deciding if emissions from a vehicle, office or factory that you use are Scope 1 or Scope 3 may depend on how you define your operational boundaries. Scope 3 emissions can be from activities that are upstream or downstream of your organisation. More information on Scope 3 and other aspects of reporting can be found in the Greenhouse Gas Protocol Corporate Standard.

<sup>8</sup> Renewable Energy Guarantees of Origin - Implemented in 2003, the Renewable Energy Guarantee of Origin (REGOs) electronic certificate system enables producers of renewable-sourced electricity that is eligible under the EU Renewables Directive to be issued with evidence (guarantees) that their electricity is indeed renewable.



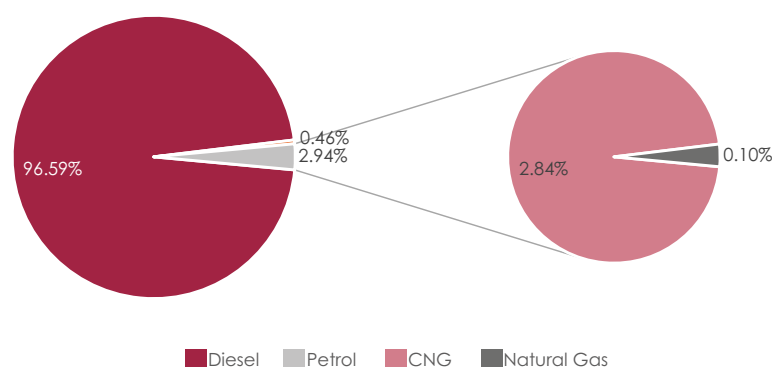


The changes in 2024 data resulting in the decrease of emission intensity is due to a decrease in electricity usage as a result of site downtime and an increase in the Group tonnage handled. Our Net Zero plan will adapt to reflect growth in our business reinforcing our commitment to meet our Net Zero goal.

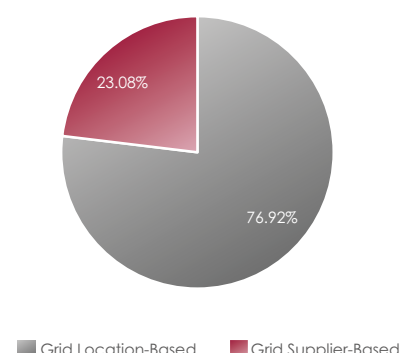
### Emissions tCO2e

	2022	2023	2024
Scope 1	56,359	54,564	56,695
Scope 2 (location)	12,678	13,159	9,685
Scope 2 (supplier)	3,148	3,311	2,906
Scope 3	-	-	103,942

Scope 1 Carbon Emissions



Scope 2 Carbon Emissions



Phase two will accelerate our focus towards reducing our scope 1 emissions (i.e., fleet emissions) through transitioning away from diesel - powered vehicles and rolling out vehicles which are powered by hydrotreated vegetable oil (HVO), compressed natural gas (CNG) and biomethane. These vehicles will complement the expansion of our electric vehicles (EVs) which we have already invested in for both operational and collection purposes.

As part of our efforts to reduce our emissions, we now have a total of 7 electric Heavy Goods Vehicles (HGV) and 25 CNG HGVs. This investment will not only reduce our tailpipe carbon emissions, but also reduce NOx, SOx and other particulate emissions associated with air pollution.

While we aim to accelerate from 2027, in 2024, we made significant strides in improving the efficiency and sustainability of our fleet operations. A central fleet administration team was established to support fleet management and replacement strategy, alongside the creation of a central database which will consolidate group data of fleet vehicles. This system helped us identify and remove vehicles no longer needed. We also commenced the integration onboard digital systems into our fleet, enabling better oversight of vehicle usage.

In line with our sustainability goals, we began transitioning our company cars to hybrid and electric vehicles (EVs), focusing on low CO2 emission alternatives. This shift aligns with our broader sustainability efforts. We also began integrating telematics systems into the fleet, which will monitor fuel usage, energy management, emissions systems and AdBlue usage, with a focus on improving driver behaviour. These telematics systems are set to be fully

rolled out in 2025. We will continue to update and integrate the digital fleet database and ensure compliance with operator licencing requirements. A key initiative this year was the decision to replace fleet vehicles (especially trade waste trucks) every 10 years with the latest models. This ensures the fleet remains up to date with emerging technologies and supports efforts to reduce emissions. Additionally, specific trucks for food and glass waste were introduced in the UK, while smaller bin trucks for food waste were deployed in Ireland to support urban and rural collections.

Looking ahead to 2025, we will continue to improve fleet management and sustainability efforts. Notably, 20 new CNG vehicles are expected to be added to the fleet. We will also begin recording driver behaviour to optimise further fuel efficiency and reduce emissions. The fleet will continue to shift towards low-carbon alternatives like hybrid and electric vehicles, with a focus on expanding the use of HVO as a replacement for diesel, in anticipation of the UK and EU sale of diesel vehicles ban in 2035.

In terms of fleet replacement, we will revise our strategy for trade waste vehicles, which will be replaced every 10 years with newer models. Pre-planning for infrastructure and due diligence will be essential to ensure we meet long-term sustainability and operational goals. Standardising fleet contracts, including tyre contracts and workshop disposals will also be a focus in 2025.

In 2024, we partnered with Gas Networks Ireland (GNI) to commission Ireland's first publicly accessible CNG fuelling station located in South Dublin, with a second location planned for the end of 2025. Not only will this facility form part of Irelands expanding CNG infrastructure and provide public access to an alternative fuel source, but it will also enable the national transition to lower carbon fuelling of vehicles without significant retrofitting of existing vehicles.

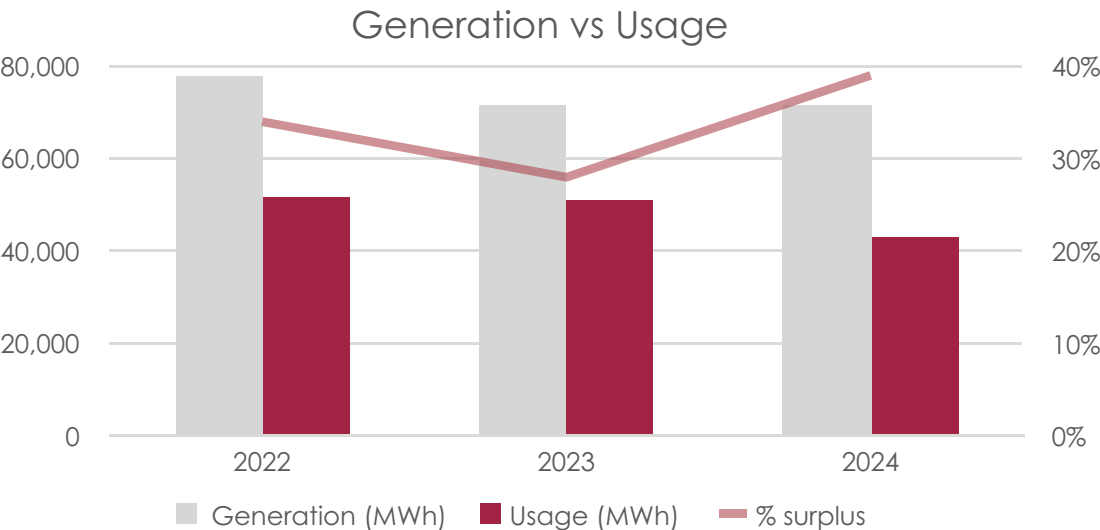
From 2030 onwards, our ambition is to only purchase new vehicles which are powered by low or zero carbon fuels. Our long-term vision is to power our fleet with biogas which is produced and consumed locally.





# Affordable and clean energy

An essential continued component of our business is the production of renewable electricity. In 2024, we produced 71,890 MWh of renewable electricity across our sites, including Bioverda, Tyrone Biomass and our solar panel installations.

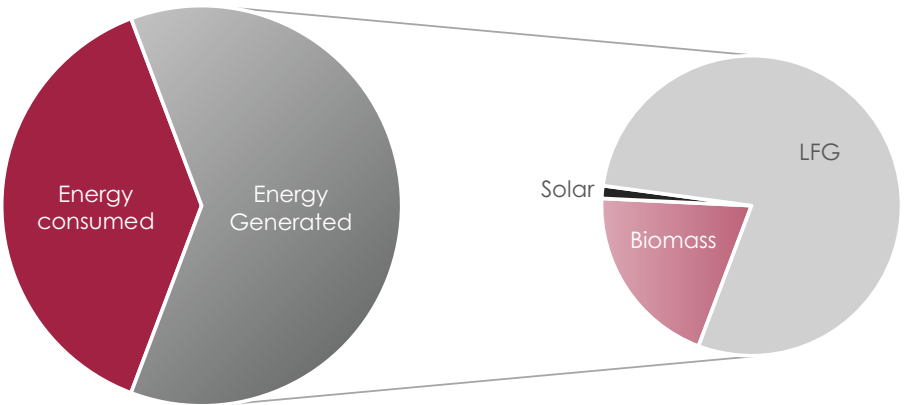


	2022	2023	2024
Generation (MWh)	78,021	71,601	71,891
Usage (MWh)	51,328	51,302	44,190*
% surplus	34%	28%	39%

\* The difference between the 2023/2024 usage figure was due to site downtime.

With our Group's total energy consumption at approximately 45,000 MWh in 2024, this means that we generated 39% more energy than we consumed, contributing significantly to the national grid.

Energy 2024



Solar energy has been a focal point of our progress over the past year. We expanded our solar capabilities by installing new roof-mounted photovoltaic (PV) panels at five additional sites across Ireland and the UK, generating about 975 MWh of solar power in 2024. This is equivalent to the annual energy consumption of approximately 4108 homes in Ireland,



based on an average household use of 17.15 MWh per year. This helped offset 5% of our on-site energy use. Looking ahead to 2025, we plan to install solar panels at four more sites, with an anticipated capacity to generate an additional 1,600 MWh of renewable energy.

Bioverda, our landfill gas-to-energy operation, plays a crucial role in capturing waste gases from both active and closed landfills in Ireland. These gases, which would otherwise be released into the atmosphere, are converted into electricity and supplied to the national grid. In 2024, Bioverda generated 56,508 MWh of electricity from these landfill gases across nine sites in Ireland.

Tyrone Energy, our biomass-to-energy facility in Northern Ireland, converts waste wood products—which would otherwise be destined for landfill—into renewable electricity. This energy is then provided to the national grid. In 2024, Tyrone Energy produced 14,408 MWh of low-carbon power, further reinforcing our commitment to a circular and low-carbon economy.



## Objectives for 2025:

**Fleet Electrification:** Monitor the percentage of hybrid and electric vehicles in the fleet and the addition of 20 new CNG vehicles in 2025.

**Emissions and Fuel Usage:** Track reductions in CO2 emissions, fuel usage and AdBlue consumption across the fleet using the telematics system.

**Driver Behaviour:** Measure improvements in fuel efficiency and reduced emissions by tracking driver behaviour through the telematics system.

**Compliance:** Monitor legal compliance for operator licences and fleet sustainability plans, ensuring adherence to regulatory requirements in the UK.

**Standard Operating Procedure (SOP) Implementation:** Ensure the delivery and implementation of SOPs related to fleet management and training.

## Pollution

While we endeavour to maintain the highest standards throughout our value chain, we are cognisant that occasional issues may arise. As such, we employ an “open door policy” ensuring our neighbours can communicate complaints freely and openly. We also have a complaints response procedure and are increasing employee awareness by distributing posters and leaflets to remind employees about the importance of being environmentally conscious in our operations and activities. Monitoring emissions, adhering to emissions limit values (ELVs) and training our employees in adhering to environmental compliance all contribute to a continued decrease in potential complaints.

We continue to deliver awareness campaigns focused on reducing odour, noise, litter, dust emissions and the importance of pest control at our sites. We believe that training our workers on these matters has helped to reduce the number of site-related complaints we receive.

All our sites have a complaint log, and we track and monitor complaints made against the facility, contained in our Annual Environmental Reports (AER). This helps us determine how impactful our operations are on our neighbours. All our Environmental Protection Agency (EPA) licenced facilities in Ireland publish a specific AER which is publicly available. Looking ahead, for 2025 we will continue to track and monitor the complaints made against our facilities and build on the strong “open-door” relationship with those that live and work in areas we operate in.

It is critical that all aspects of our upstream waste services, downstream waste products and our procurement activities follow the safety, health and environmental legislation and quality standards. We ensure that all sites hold the required environmental and planning authorisations and that these authorisations are up to date for the activities taking place on site.

As part of our monitoring and regulation of environmental compliance, we ensure that all environmental breaches are reported to the regulatory body in a timely manner. Compliance (e.g., compliance assessment reports/priority scoring) scoring is reviewed regularly with a strong focus on implementing action plans for reducing the score where possible.





We strive to have a culture of continuous improvement which is why we track our environmental incidents and complaints and document all areas of improvements and non-compliance. In 2024, we reported 206 environmental complaints and 114 environmental incidents. Examples of incidents include dust/emissions to air, odour, pests. As part of this monitoring, we engage pro-actively and in a cordial manner with regulatory bodies and our employees take part in environmental training to ensure they have a thorough understanding of the environmental requirements and standards.

Complaints are always treated with utmost urgency and must be fully investigated and reported on in a timely manner. We keep an open line of communication with the local community, and we also provide tours of our facilities to those that request them to actively encourage community engagement and education around environmental aspects.

Looking ahead to 2025, we will continue to work closely with our local communities to ensure all our sites are involved in positive community relations, whether through educational site tours or biodiversity projects.

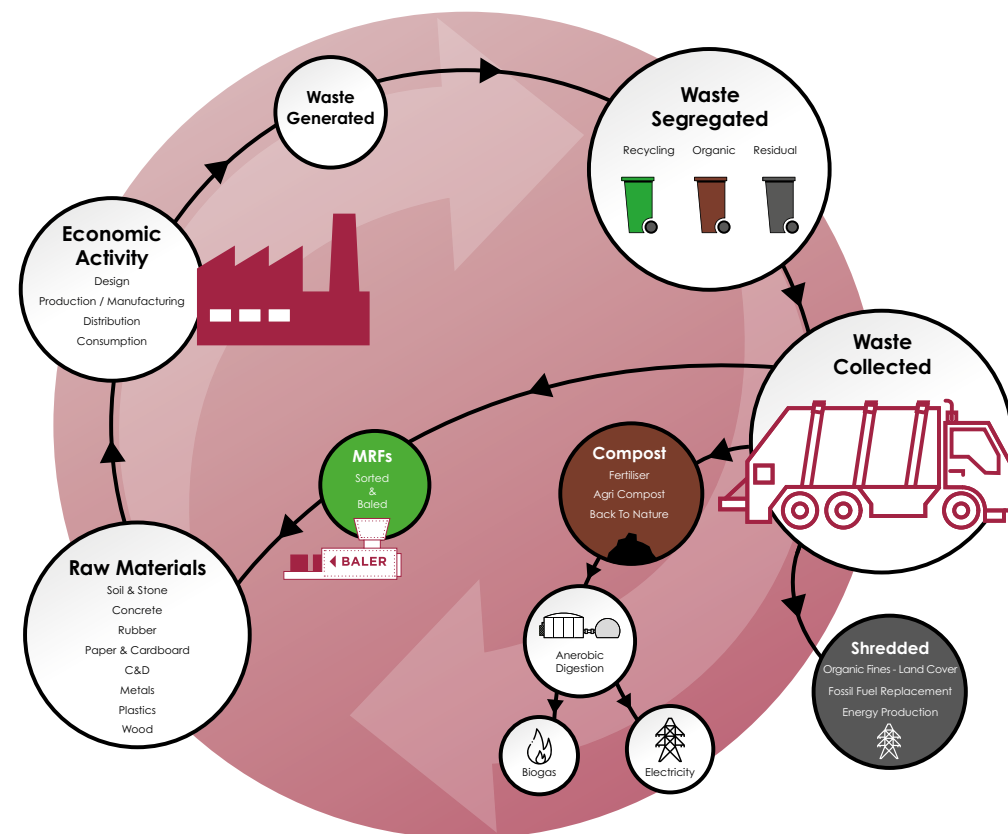
## Biodiversity & Ecosystems

We commenced the development of our Biodiversity Policy in 2024. Beauparc strongly supports the principle of biodiversity net gain for new developments, coming into effect in various jurisdictions in the next 12 months. We have an environmental and social responsibility to the conservation of natural habitats and native species to aid in protecting biodiversity and halting its decline. Beauparc is also a member of the Environmental Services Association's (ESA) biodiversity working group, which is seeking to develop an industry-wide approach to biodiversity in the UK. The Biodiversity Policy will reflect our commitment to preserving, enhancing and protecting biodiversity as we continue to develop infrastructure and conduct operations. This will be achieved by considering our biodiversity impacts, as well as the mitigation/enhancement measures to the ecosystems around the sites we manage. All our employees are responsible for ensuring their actions are aligned to this new policy. In 2025, we will also be developing a Biodiversity Action Plan to help us further manage our impacts on nature.





## Resource Use and Circular Economy



### Resource inflows

Given the nature of our business and the volume of waste we process on an annual basis, Beauparc can act as an enabler for the transition to a more circular economy. We can help achieve this through ensuring we extract as much secondary value materials from the waste that we manage. Beauparc is constantly seeking to invest in new and innovative technologies which can increase our recycling capabilities, as well as employing new methods for recovering resource value from waste materials.

In order to expand the volume of waste that can be recycled across the locations in which we operate that would otherwise go to landfill, we must increase the processing capacity within our facilities. Improving the efficiencies of separating out recyclable waste is one way in which we can expand the capacity of our facilities, and we have done so through embracing new technologies across a number of our facilities. We have also explored adding additional waste streams to our operations, such as construction and demolition waste. In 2025, we will develop an end of waste application to redirect material to circular economy applications locally within Ireland.

We seek to maximise resource recovery, placing waste at the highest possible value point on the waste pyramid. This is why we continuously strive to increase processing capacity, with a specific target of 400,000 extra tonnes by 2026. In 2024, we exceeded this target by securing regulatory approvals for an additional 380,000 tonnes in Ireland and 550,000 tonnes in the UK with a further two sites expected to increase in 2025.



While our role as a waste management company places us at the end of the waste stream with limited influence over the materials placed on the market and ultimately in customer bins, at Beauparc, we are working hard to match national recycling targets for a 55% municipal waste recycling rate by 2025, stepping up to 60% by 2030 and 65% by 2035. We are continually engaging with our customers to encourage source segregation, work with industry to adopt materials design for reuse and recycling, and collaborate with the government to help shape regulation that drives improved recycling rates. This has become even more evident particularly as Simpler Recycling comes into effect across the UK.

Our mission is always to harvest as much resource value from waste as possible. Increasing the processing capacity across our operations is a key component of fulfilling this ambition. By increasing the amount of waste we can process at our facilities, and therefore divert from landfill, we are contributing to achieving these ambitious recycling targets. Despite the challenges presented by the planning and environmental permitting systems, we have achieved several expansion approvals at several of our facilities in Ireland and the UK further supporting our ability to process material for recycling and recovery.

Reducing contamination of waste is key to meeting recycling targets. In 2024, the Group initiated a Camera Detection System (CDS), supported by Repak, trial in Ireland with the installation of cameras in collection vehicles designed to identify contamination in household collections. Where contamination is found, a notification is sent to the customer advising of the appropriate segregation of materials. This is due to be further trialled with commercial collections going into 2025. To date, the CDS has been trialled in South Dublin and has resulted in a reduction from 50% to 5% contamination presenting significant opportunities for uplifts in meeting national recycling targets and educating customers in source segregation.



## Resource Outflows

Our business is at the centre of converting discarded resources into new products and we are well advanced towards realising our ambition of becoming Europe's leading circular economy company. Annually we manage 4.8 million tonnes of discarded resources. We advise our commercial customers on how to maximise their recycling rates. We participate in government forums on recycling. We trade in recyclate, produce solid recovered fuel (SRF) for the cement industry, recover and sell gypsum to plasterboard manufacturers, produce wood chip for new wooden products, refuse derived fuel (RDF) for energy from waste (EfW) and manufacture compost. In the coming years, our business will place significant focus on diverting Incinerator Bottom Ash from landfill towards circular economy solutions.

Our business plays a critical role in enabling a more circular economy across our operations. In 2024, we focused our strategic investments on securing capacity and expanding our facilities to extract valuable materials from the waste we collect. This enables us to increase the yield of the recyclate that we can recover from waste and re-introduce as valuable products within the circular economy.

In 2024, we welcomed the Irish Environmental Protection Agency's (EPA) publication of the 'National End-of-Waste Criteria for Recycled Aggregates'. This allows us at Beauparc to provide a new outlet where we can take construction and demolition waste, re-process and re-introduce it back into the circular economy. This guidance criteria provides a framework which may see up to half a million tonnes of aggregates diverted from waste and back into the construction industry, which is currently Ireland's largest waste stream.

In 2024, we commenced the bio drying of MSW at our Littleton facility, a process that removes moisture and enhances the separation of recyclable plastics that would otherwise be used as SRF or RDF. This process supports the diversion of plastics away from energy from waste and into recycling. This process is being supported by the installation of a new process at our Millennium Park facility due for commission in 2025, specifically for the extraction of plastics wastes from residual materials. Lastly, we opened a new plastics management facility in North Dublin in late 2024, supporting much needed capacity for national plastic waste management, reducing emissions associated with transport between Group sites. This move has also formed part of the Group strategy to manage site efficiency reducing distances between site-to-site waste transfer, this was supported by securing sites zoned for heavy industry close to Ireland's largest concrete processing capacity and set plans to establish a national waste management campus in North Dublin, capable of managing 1,000,000 tonnes of waste at one single location, supporting Research and Development (R&D) and exploration of alternative waste uses across waste streams such as Construction and Demolition (C&D) and wood.

**Case study:** Our Knockharley site also plays a pivotal role for circularity within the construction sector. This site recovers large amounts of construction and demolition waste. In addition, this site also stores Incinerator Bottom Ash (IBA) for processing. The IBA can then be repurposed into recycled aggregate within the construction industry, producing more sustainable concrete and asphalt. Provision of this additional processing capacity across our facilities enables us to not only deliver more circular economy solutions to our customers, but also to ensure we are maximising the potential resource value of the waste that we manage.



As part of our commitment to advancing sustainable waste management solutions, we have commenced the construction of a state-of-the-art Incinerator Bottom Ash (IBA) facility in Dublin, partnered with Dublin waste to energy. This facility represents a significant step forward in our efforts to promote circular economy principles, reduce landfill dependence and recover valuable resources from waste. The IBA facility will be responsible for processing the bottom ash generated by the incineration of municipal waste from the waste-to-energy process. Typically, bottom ash is a byproduct that can contain non-recyclable materials such as metals, minerals and glass. Previously, this ash would often be sent to landfill. However, with the new facility, we aim to divert a substantial portion of this material from landfill by recovering metals and ash.

**Resource Recovery:** One of the primary objectives of the IBA facility is the recovery of metals, which can be recycled and reused in various industries, further minimising the need for virgin materials and reducing the environmental impact of extraction processes. In addition, the processed ash can be used as materials such as construction aggregates, providing a potential alternative to quarry-sourced materials.

Previously, ash has been sent for export, the diversion to alternative local uses reduces emissions and reliance on capacity overseas. This effort contributes directly to Ireland's circular economy objectives and helps us reduce our overall carbon footprint.

In addition to this, we are also in the process of commissioning a reverse osmosis facility designed to treat water discharged from the landfill on site and redirect its use as a sprinkler system to reduce dust and odour, further supporting circular economy principles on our sites.

## Waste

We value Beauparc's position as an enabler of the circular economy and also the role in which we must play to drive innovation and positive change in the waste industry as a whole. We are active players in our industry and engage through several key partnerships and professional collaborative working groups. Beauparc participates in the national Waste Advisory Group formed by the Department of the Climate and Communications (and the Resources Waste Advisory Group in the UK), to actively participate in quarterly discussions that aim to introduce more recyclable materials to the market, advise on recovery streams and to encourage policies that will alter the waste sector for better. Other industry groups we are involved in include the National Standards Authority of Ireland (NSAI) Expert Group on Aggregates, where we sit on the aggregates standards committee and the Irish Government's Capacity Advisory Group to advise on national-level waste capacity issues. We are members of the Irish Waste Management Association (IWMA) in Ireland and the Environmental Services Association (ESA) in the UK. We work closely with our off takers to ensure all waste we manage is managed in line with our principles once it leaves our business.

As an environmental services company, we have the unique opportunity to work with a variety of companies, communities and organisations in Ireland, the UK and the Netherlands. Engaging these stakeholders on circular economy principles is a key component of our work and we enjoy being on the ground speaking face to face with these people. In 2024, we had a presence at both Electric Picnic and Download festivals to educate attendees about the importance of a circular economy and the role recycling can play, as well as running educational campaigns with some of our larger building service contracts.

### Key Metrics and Targets:

- Increased tonnage capacity with two new sites in Millennium Park and Barkston
- Introduction of contamination detection systems for commercial and residential customers.
- Diversification of resource outflows to promote a circular economy.
- Commissioning of Knockharley IBA facility.
- Further engagement with a diverse cross section of stakeholders to educate about circular economy and resource optimisation.
- Appointment of dedicated Circular Economy lead.





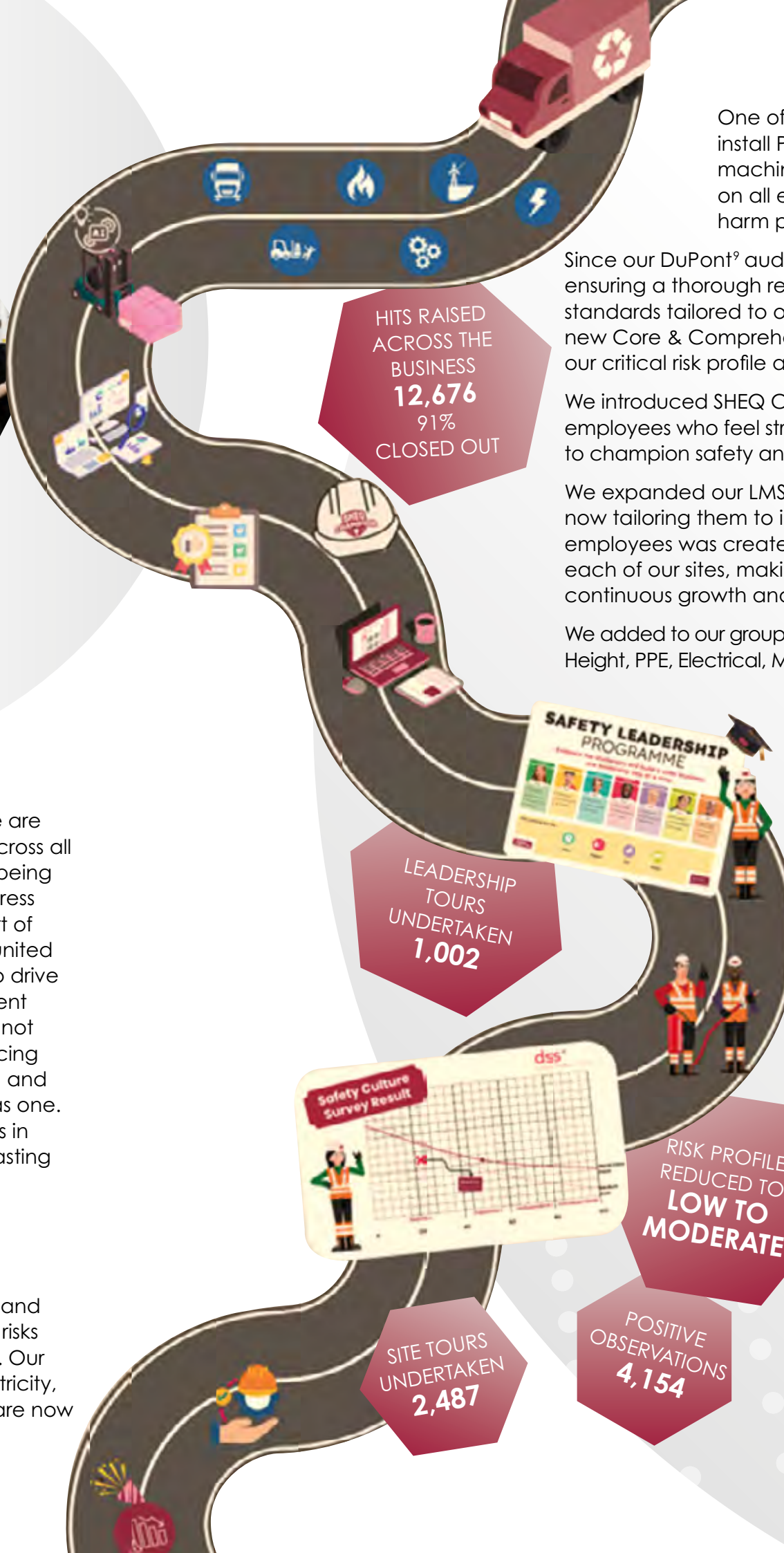


## People and Transformation

At Beauparc, sustainability is at the heart of everything we do. We are committed to the well-being and empowerment of our people across all areas of our operations. Our focus on the health, safety and well-being of our employees is supported through initiatives designed to address the unique challenges of the waste management industry. As part of our business transformation, we are evolving to become a more united and cohesive organisation, working together as a stronger bloc to drive continuous improvement. We invest in the growth and development of our workforce through targeted training and programmes that not only enhance skills but also support career advancement. Embracing diversity, equity and inclusion is a fundamental part of our culture, and we aim to cultivate a workplace that celebrates our differences as one. We also engage actively with local communities and stakeholders in our value chains to foster collaborative relationships that create lasting environmental and social impact.

### Own Workforce

In 2024 we took massive strides in our safety culture development and journey. We kicked off observational monitoring of our key critical risks which are identified through audit, analysis trends and inspections. Our critical key risks have been identified as "Fire, Work at Height, Electricity, Machinery, Vehicle and People Interaction and Fleet" which we are now able to continuously monitor.



One of our key critical risks identified led us to install Pedestrian Proximity Artificial Intelligence on machines across the business, with plans to install AI on all equipment with a potential to cause injury or harm pedestrians.

Since our DuPont<sup>9</sup> audits, we now carry out internal SIF inspections, ensuring a thorough review of all H&S aspects, building stronger standards tailored to our sites. Inspections are reinforced through our new Core & Comprehensive Audit programme, ensuring we reduce our critical risk profile and improve compliance.

We introduced SHEQ Champions into the business, starting with 12 employees who feel strongly about SHEQ, and nominated themselves to champion safety and support our business on our SHEQ journey.

We expanded our LMS to include over 70 courses in 5 languages, now tailoring them to individual roles. An induction video for all employees was created, and learning hubs have been set up at each of our sites, making learning accessible to everyone, promoting continuous growth and SHEQ knowledge for all.

We added to our group standards in our covenant such as Work at Height, PPE, Electrical, Machinery, Contractor and Occupational Health.

Through our new, bespoke Safety Leadership program, we're setting clear expectations and giving leaders the tools needed to influence and inspire a culture of SHEQ.

We started off establishing the programme by enrolling our SHEQ team onto the course, along with some of our companies leaders. The SHEQ team were then trained to be able to deliver the programme to all leaders within our business.

Our emergency response teams tackled 95% of 370 thermal events without the need for support.

We conducted another safety culture assessment with DuPont and have now moved to the 'Dependent' phase from 'Reactive' (our 2022 Bradley Curve assessment result).

475 SHEQ Governance meetings were held across all of our sites. We ended the year with a 4.2 LTIFR, a 40% reduction since 2023 and a 72% reduction since 2022's LTIFR.

9 DuPont™ Sustainable Solutions provides innovative, award-winning blended learning solutions to help organisations meet their unique training objectives



## Safety Culture Transformation & Empowerment

2024 was also a pivotal year in transforming the culture of our organisation. The organisational structure of the SHEQ team was reviewed, unifying processes across Ireland, the UK and the Netherlands, upskilling staff and developing fully rounded staff.

A cultural safety perception assessment conducted with DSA showed our progress along the Bradley Curve<sup>10</sup>, moving from a reactive organisation to one that is now dependent on the direction of SHEQ teams. This marked a key shift in how safety and accountability are approached within the business, with employees increasingly following the guidance of SHEQ leaders to ensure safety standards are met.

A significant part of this transformation was the launch of the Independent Leadership Programme. This initiative, under SHEQ leadership, allowed employees to develop ownership of safety practices such as raising Hazards, Incidents and Threats (HITS) and ensuring Personal Protective Equipment (PPE) compliance. While the high employee turnover rate presented challenges, the programme helped integrate new employees into the company culture and safety systems more seamlessly. By giving employees empowerment and responsibility, the programme helped foster a sense of ownership, ensuring that safety practices became a core part of everyone's day-to-day responsibilities.

Moreover, our efforts to build leadership capacity were also reflected in the work of our SHEQ Champions. Volunteers from both the UK and Ireland, who met twice a year to review safety progress, acted as change agents. Their involvement in sense-checking the Group SHEQ Master Plan and providing feedback on objectives was essential for keeping safety strategies relevant and practical, while also empowering them to lead safety initiatives within their teams.

Shifting from reactive to proactive safety practices also posed difficulties, requiring the establishment of a blame-free culture to encourage participation and build trust. Balancing operational demands with the time and resources needed for sustained cultural change is an ongoing challenge.

Despite these hurdles, strong leadership, open communication and continuous reinforcement ensured progress. These efforts collectively embedded a positive, proactive safety culture, positioning us on the path to Best in Class safety performance.

<sup>10</sup> The Bradley Curve documents the various stages that a company's safety culture passes as it develops, from a purely reactive standpoint to a highly proactive approach, where each employee takes responsibility to reduce workplace accidents.



Finally, we will continue to build on our SHEQ Leadership Program initiatives, including expanding the Independent Leadership Programme and making it a core part of our onboarding process for all new employees. As we track cultural shifts and safety performance, the ongoing integration of leadership and accountability into the fabric of our organisation will be a focal point for the next phase of our transformational journey. The CEO Award for Leadership was presented to staff members who provided first aid assistance, recognising and highlighting the value of being proactive in the community. Our SHEQ team also held a series of leadership events, with three virtual and one face-to-face meeting, celebrating the contributions of employees across the Group. These events allowed us to bring together 60 of our senior executives and peers, sharing insights, recognising achievements and setting a strong foundation for future progress.



### Case study: CEO leadership award

The CEO Special Recognition Award is a new award, gifted to colleagues that demonstrate behaviour described as 'going the extra mile'. This award is not presented on a weekly, monthly, or quarterly basis but when an act of conduct deserves it. The first recognition goes to two colleagues who truly represent the very essence of culture we wish to achieve throughout the whole business.

On Wednesday the 4th of October, a customer was taking delivery of a skip for a site in Manchester. Backing the truck into the site, he tripped on the curb stone and fell backwards, causing a severe laceration to his head. To add complication, he was on medication to thin his blood which caused the wound to bleed profusely. Two of our drivers were in the truck that day and quickly tended to his injuries, bandaging him, ensuring he was looked after and making sure he was safe and received medical attention. The individual required a number of stitches and medics confirmed that their quick response likely prevented a much more serious outcome.

Writing a letter of thanks, the customer expressed deep gratitude, writing 'I was in a terrible state and without their help to stop the bleeding, the outcome could have become catastrophic. Not only that though – they showed amazing compassion and offered to help to get me home etc – nothing was too much trouble for them and your company can be very proud of their actions. I don't know the names of the men, but can you please pass on my sincere gratitude -and also from my wife – to the men. They really stepped up to the plate when needed and without their help, I could have been dead, due to the amount of blood loss. They are an absolute credit to your company and to themselves.'

At the November Leadership Event, held in Dublin, CEO Brian McCabe read out the letter sent and spoke proudly of the actions of our drivers, noting this is exactly kind of cultural DNA the organisation strives to uphold.

### Key Metrics in 2024

- 2024 LTIFR: 4.27
- Site tours: 2,487
- HITs raised: 12,658
- HIT close out: 95%
- SHEQ award winners: 10
- SHEQ special recognition: 1
- CEO special recognition: 2
- SHEQ champions: 12
- Governance meetings: 475
- LMS courses completed: 45,130
- Leadership tours: 1002



## Safety Learning Management

Training and development are Fundamental to our efforts to integrate sustainability practices and leadership into the business. The SHEQ Learning Management System (LMS) played a central role in this theme, expanding its offerings in 2024 to include over 70 courses in five languages, promoting diversity and inclusion across our global workforce. This system became the foundation for embedding safety culture into everyday operations, with 82% of employees now actively engaged in SHEQ learning resulting in an uplift from 4% to 46% as the number of staff now actively identifying and reporting hazards.

We also introduced new leadership development programmes to empower new employees, particularly those with less experience, by giving them the tools to thrive in our safety-first environment. Site tours and leadership engagement saw over 2,400 safety site tours and 400 leadership site tours conducted, showcasing the depth of our commitment to integrating safety and training directly into our work culture. As we move into 2025, the business will continue to fully integrate all staff into the LMS and induction training processes, further embedding a safety culture across the organisation.

Our competency framework was also a key area of focus. We developed and implemented higher core and comprehensive standards for inducting new starters and ensured that safety training was not just a formality but a cornerstone of each employee's development. This brought varying standards to a Group level driving a unified SHEQ approach. By integrating these competencies into the broader organisational culture, we were able to significantly improve our Lost Time Injury Frequency Rate (LTIFR), which decreased from 4.6 to 4.2 in 2024, showing measurable improvement in safety performance.

The Group is transitioning to data driven indicators to inform areas of improvement and strategic development, in 2024, the business began tracking incident rates against length of service and identified high incident rates in new starts directly linking exposure to training as a key mitigation measure in new starts. As a result, competency standards were revised ensuring new starters are inducted to a higher standard when compared to three years previously.

The business partnered with external supports to trial the development of modules and processes around habit creation on sites proving successful and has been planned for rollout across the Group in 2025. The modules aim to establish 10 key habits such as tours, safety awareness and people management and will be deployed via five-day courses through collaborative workshops. Core safety will transition from SHEQ driven to operationally owned motivations.

As we continue to integrate safety and sustainability across the business, we will focus on contractor engagement in 2025. Our contractor competency framework will be rolled out, setting clear standards and expectations for external partners. This will ensure that everyone working with us is aligned with our safety culture and operational standards.



### Case study: Integration of Peak into the business

When Peak Waste was brought into the group, an early priority was to assess the safety standards within the business. A SHEQ-led review was carried out, which found that while operations were well established, safety practices and awareness needed improvement to meet group expectations.

There was a generally relaxed attitude towards health and safety across both management and staff. This wasn't due to a lack of care, but rather a lack of clarity around roles, responsibilities, and the potential long-term impact of poor safety practices. Many employees had been with the company for over a decade, and their working habits had gone largely unchallenged.

One of the first operational changes introduced was the move from a 2-point to a 5-point PPE standard. Drivers were more open to the change, having had experience with other companies' processing sites, while site operatives were more resistant, feeling their current approach was adequate.

A business-wide survey (47% response rate) revealed:

- 67% believed risk assessments were in place.
- 91% felt they had the PPE needed for their role, though not all met group standards.
- 79% thought a hazard reporting system existed — however, no formal system was in place.

Site inspections identified several issues: incomplete machine guarding, ineffective emergency stops, limited fire coverage in high-risk areas, and poor Control of Substances Hazardous to Health (COSHH) storage. Some operatives were also found smoking in non-designated areas.

The findings established a clear baseline and helped prioritise the areas where change was most needed.

Since then, Peak Waste has undergone a significant transformation. The site is now considered a benchmark for safety performance and, importantly, for its adaptability to change. It has since been used as a pilot location for trialling new initiatives, helping to assess the feasibility of wider group rollouts. This shift reflects the team's flexibility and growing confidence in embracing new standards and practices.

The journey at Peak Waste has demonstrated the value of targeted investment in health and safety, the importance of cultural buy-in, and the benefits of collaborative integration. It continues to serve as a strong example of how established operations can evolve to meet new expectations and contribute positively to the group's ongoing development.







## Safety and Risk Management

In 2024, we focused on integrating robust risk management and safety practices into every aspect of our operations. A major milestone was the completion of a critical risk assessment, which identified 6 key risks and highlighted them through a heat map. This data was then integrated into our Assure system, allowing us to track risks in real-time and ensure the entire organisation was aligned and responsive to safety issues. This focusses attention both on board and floor staff in identifying and mitigating critical risk, these are then governed via monthly site governance meetings, where leading indicators are reported, reviewed and applied to drive behaviour changes on the ground.

We also strengthened our internal audit process, which ensured that our safety and compliance systems remained effective and continuously improved. This emphasis on auditing became part of a broader effort to integrate safety protocols into daily workflows, ensuring the sustainability of safety practices across all levels of the business. The implementation of internalised SIF (serious injury fatality audits) via Group core and comprehensive procedures using ISRS auditing methodologies has moved the training aspect of safety into real time assessments.

The introduction of AI-driven safety controls on our mobile plant and equipment further exemplifies this. After a successful trial in the UK, where 17 machines were fitted with AI systems to monitor blind spots, we are preparing to expand this technology into the rest of the business. This initiative underscores our commitment to integrating cutting-edge technology into our safety culture, reducing human error and enhancing our ability to monitor high-risk areas.

Additionally, we will continue expanding the integration of AI safety technology to new sites, further enhancing the monitoring of blind spots and potential hazards. This continuing integration of innovative technologies is key to maintaining our focus on continuous improvement and proactive risk management.

## Case study: Barkston leadership pilot programme

In 2024, we launched the first of our Leadership Training Programme workshops with our site managers at our Barkston site in the UK providing people management upskilling. The pilot was a resounding success, with participants rating the programme an impressive 4.5 out of 5. The group, initially reserved, quickly became engaged and enthusiastic, demonstrating a real sense of team ownership.

### The key takeaways from the pilot were:

**Enhanced Leadership Skills:** Participants reported gaining valuable insights and new skills to improve their leadership styles.

**Positive Behavioural Shifts:** Site leaders were observed practising new skills and demonstrating positive behaviours with their teams.

**Strong Foundation for Future Success:** The pilot's positive impact sets the stage for the launch of the 7-week programme in 2025. To ensure the long-term benefits of the pilot, we will continue to support the Barkston team and monitor their progress closely.

## Environmental Compliance

Environmental responsibility continues to be a cornerstone of our operations, with ownership being driven through the integration into SHEQ and staff due to undertake standardised environmental training in 2025. In 2024, Beauparc achieved a significant improvement in environmental compliance. Our team conducted daily checks across sites, contributing to environmental scoring that exceeded our goal. For instance, the target was to reduce the average score to 3 (on a scale of 0-5 with 0 being optimal) and we achieved an impressive 1.87 across the group, with the UK scoring 1.36 and Ireland scoring 2.35.

We also established a regulatory dashboard to monitor the frequency and nature of regulatory visits, helping us align our internal actions with external regulatory feedback. This dashboard serves as an ongoing tool to track and manage compliance across the Group on a monthly basis, ensuring we remain proactive in addressing any potential gaps. Performance is communicated on a weekly basis to ensure checks and reporting are completed and validated.

Our Environmental Duty of Care continues to drive the integration of sustainability and environmental considerations across our operations, ensuring that Beauparc upholds the highest standards in both compliance and performance.



## Key Objectives in 2025

- LTIFR target: Achieve a rate of 4%, continuing our improvement.
- SHEQ LMS participation: Ensure 100% of the workforce is fully registered and up to date with their training.
- Competency standards: Ensure 100% employee participation in at least one safety or sustainability-related course.
- Contractor framework: Complete the rollout of the contractor competency framework by Q3 2025.
- Aim to consistently outperform environmental scoring targets.

In conclusion, 2025 will be a year of deepening integration and sustaining transformation. With a continued focus on safety, leadership and innovation. We are committed to evolving into a more proactive, sustainable and accountable organisation. Our ongoing work will ensure that safety and sustainability are at the core of everything we do, empowering our employees and engaging our contractors to help achieve our goals.

## Employee Training & Development

### SDG 4 – Quality Education

At Beauparc, we understand that the strength of our business lies in the hands of our people. As we navigate the evolving landscape of the waste management industry—facing headwinds such as a tightening labour market and increasing complexity—the need to care for, invest in, and empower our workforce has never been more critical. That's why our Group-wide transformation is deeply rooted in nurturing our people, fostering collaboration, and building a more connected, efficient, and inspiring place to work.

In 2024, we took bold steps to futureproof our workforce through a structured, integrated approach to training and development. With robust policies underpinning our values—such as our Training and Development Policy, People Policy, and Employee Engagement Strategy—we've created a strong foundation for clarity, transparency, and accountability across the Group.

Central to this journey was the creation and rollout of detailed role profiles. By clearly defining the competencies and skillsets required across every function, we have been able to design more targeted training programmes that are relevant and practical for each employee's role. These role profiles now inform recruitment, performance reviews, and professional development initiatives, ensuring alignment between personal aspirations and organisational needs.

The introduction of personal development reviews on a new digital platform marks a milestone in how we engage with and support our people. Developed in close collaboration with our teams, this platform brings performance management and strategic alignment together, offering employees a clear view of how their goals and progress contribute to Beauparc's mission. As of now, over 200 employees have transitioned to this system, rollout will continue through 2025 with full onboarding expected in 2026.

Our commitment to leadership development also took centre stage in 2024 with the launch of a training programme for Line Managers. Focused on enhancing communication and people management skills, this initiative is designed to foster a culture of strong, supportive leadership—benefiting both current employees and those new to the business. Early careers continue to be a priority, with the expansion of our graduate and apprenticeship programmes. These initiatives are key to attracting the next generation of talent and building future leaders and technical experts from within.

One of the most transformative developments has been the launch of the Beauparc Academy. Spanning nine virtual campuses, the academy delivers standardised, role-specific learning materials that evolve with the needs of each department. Whether it's IT, SHEQ, ESG, HR, or Finance, every "house" within the academy offers curated content that supports continuous development. Since its launch, over 45,000 hours of learning have been completed through our LMS (Learning Management System)—a testament to our employees' appetite for growth and the



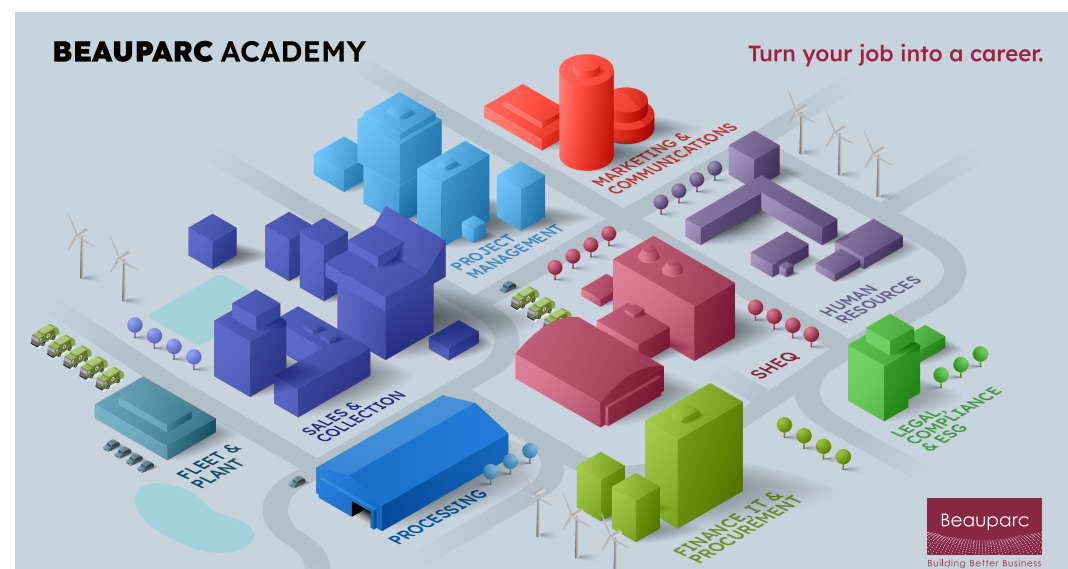


power of accessible training. 2025 will see the launch of all nine houses across the business linked together through a comprehensive digital platform.

As we look ahead to 2025, we are centralising employee development across HR, SHEQ, and IT into a single, easy-to-navigate platform. This unified approach will provide employees with one-stop access to their learning journeys, while enabling the Group to deliver consistent, high-quality training across all sites and teams.

Our e-play recruitment system, now integrated with role profiles, ensures a streamlined onboarding process and further supports our strategy to reduce attrition and boost retention. This is more than just improving how we hire—it's about shaping a workplace where people feel seen, supported, and inspired to grow.

Through these transformative efforts, Beuparc is not only investing in the development of individual employees—we are weaving a culture of shared learning, mutual support, and collective progress. In addition, we will be promoting the development of our organisation through comprehensive succession planning activities for key roles across the business. By equipping our teams with the right tools, skills, and pathways, we're building a future-ready workforce, driving business success, and making Beuparc a truly great place to work.



#### Case study: Fleet Academy

As part of our 2025 plans, we will implement a comprehensive training programme related to fleet management. This will include driver behaviour monitoring, fleet replacement procedures and compliance with operator licencing standards. We aim to deliver Standard Operating Procedures (SOPs) for fleet training and ensure all relevant personnel are up to date on the latest operational practices. In 2024, the Group launched a 60-part driver handbook, incorporating feedback from staff in the design covering key areas of driver behaviour.

Route audits have been rolled out to ensure road safety and trainings have been fully adopted when operating vehicles.



## A Future Diverse Workforce

We are committed to ensuring that the demographic structure of our business reflects the diversity of the communities we serve. We strive to maintain a non-discriminatory and inclusive work environment for everyone working across our sites.

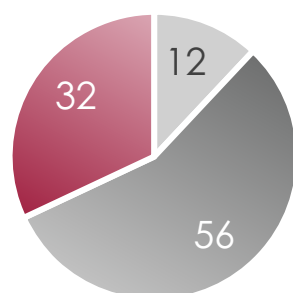
In 2024, we launched the Group's first Apprenticeship Assessment Centre in Leeds, aimed at recruiting the next generation of HGV mechanics. As part of Apprenticeship Week, Beuparc successfully recruited additional apprentices to bring the total to fourteen, along with two new graduates, at the end of 2024. This initiative coincided with the rollout of a new central recruitment platform, designed to streamline recruitment across the Group. The platform enables employees to view available opportunities across the business, supports hiring managers in managing campaigns more efficiently, and helps attract top talent.

Looking ahead to 2025, we are enhancing our focus on recruiting individuals from a wide range of backgrounds and experiences. We will achieve this through a series of initiatives, including increased participation in careers fairs, broader external promotion of our employer brand, and continued expansion of our early careers programmes.

Our workforce demographics have continued to evolve, reflecting the impact of our Diversity, Equity and Inclusion (DEI) initiatives and commitment to inclusive recruitment.

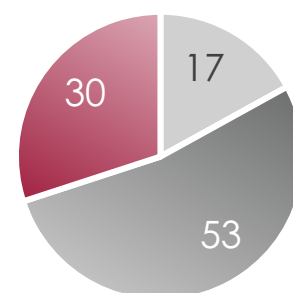


Age Profile 2023



■ U30 ■ 30-50 ■ 51+

Age Profile 2024



■ U30 ■ 30-50 ■ 51+

These developments are part of our broader commitment to fair and consistent recruitment practices—ensuring a strong balance of competence and experience to meet both short- and long-term business needs. Our Early Careers strategy has already played a significant role in attracting diverse talent, and in 2025, we aim to build on this success. To further embed inclusivity into our culture, all leaders across the Group will participate in dedicated Diversity, Equity & Inclusion (DE&I) training in 2025. This training will ensure a shared understanding of our values and foster a consistent approach to inclusivity across the business.

Additionally, we are actively working to improve our data collection and analysis processes. This will enhance our ability to monitor progress, better understand our workforce demographics, and ensure we continue to reflect the communities we serve—while fostering an inclusive and respectful work environment at all levels of the organisation.

### Case study: Graduates and Apprentices

Beauparc is a people-based business, and our performance depends upon our ability to attract and retain a dedicated workforce by bringing in diverse emerging talent to reduce the industry skills gap. Developing the workforce of tomorrow is a key strategic opportunity for Beauparc. By encouraging and welcoming young people from a variety of backgrounds and locations in the UK & Ireland into Beauparc, we ensure diverse & inclusive ideas form the foundation of our business. We also contribute to overcoming an ageing population in the waste & recycling industry and address the consequent skill gaps. Our strategy to develop a diverse, inclusive workforce is built on three key programmes, which includes the Future Leader Graduate, Future Leader Site Manager & Apprenticeship programmes, which invest in the future of our business and industry by offering individuals the opportunity to develop professionally and academically at the same time.

The Future Leader Graduate Programme is a three-year rotational scheme designed to develop a senior leadership pipeline by providing exposure to six key departments within the Group. This structured programme focuses on building a deep understanding of the business, developing technical and leadership skills and enhancing behavioural competencies. Through project-based learning and hands-on experience, graduates gain insights into various functions, ensuring they add value throughout their placements. In the final phase, a tailored Future Leader role is assigned based on performance and business needs.

The Apprenticeship Programme, which began with just four participants at the start of 2024, grew to 14 by the end of the year across Operations, Business Administration and Finance roles in the UK and Ireland. Specifically designed to support students from diverse backgrounds, the programme





provides a pathway for professional and personal development, helping apprentices build leadership skills and understand the broader impact of their roles within the organisation. With plans to expand to at least 30 apprentices by the end of 2025—including roles in IT and Customer Service—the programme also fosters networking opportunities and brings fresh perspectives to business leaders.

The Future Leader Site Manager role, set to launch in 2025, is designed to develop the next generation of operational leaders within the business. This role will provide hands-on site management experience, equipping future leaders with the technical expertise, problem-solving skills and leadership capabilities required to oversee key operational functions. Through structured mentorship, real-world project involvement and targeted training, participants will gain a comprehensive understanding of site operations, safety management and process optimisation. This initiative reflects our commitment to building strong leadership talent and ensuring long-term operational excellence.

One of our Future Leader Graduates, Gift Adeoluwa, describes her experience in the programme as both eye-opening and educational:

"Coming from outside the waste and recycling industry, I quickly realised how much the average person may be unknowingly getting it wrong when it comes to waste segregation. Now, I not only apply this knowledge in my own life but also contribute to meaningful sustainability initiatives. Starting in the ESG Team, I've been involved in carbon reporting, emission reduction initiatives and research on regenerating waste for reuse. What I appreciate most about Beauparc is the hands-on exposure to every part of the process. Through site tours across the UK and Ireland, I've gained first-hand insight into the scale of the circular economy. Seeing landfill operations and a Materials Recovery Facility sorting seven different waste streams was truly remarkable. This experience has given me invaluable industry knowledge and I'm excited for my next rotation with the Project Management team."



Similarly, Erin Grocott, a Business Administration Apprentice, reflects on her own experience since joining the company in June last year:

"Since starting at Peak Waste, I have learned a lot on the job and gained confidence, particularly in using the phones and handling customer interactions. The supportive environment has played a huge role in this—everyone in the office has been approachable and welcoming from day one, making me feel comfortable and valued. I enjoy working alongside experienced professionals within the industry, gaining hands-on learning experiences that I can apply to my college work. While I do face challenges, they keep me engaged and motivated to learn more. Having a mentor like Claire and a strong support system around me has been invaluable in building my skills and confidence."







## Diversity, Equity & Inclusion

### SDG 5 – Gender Equality

Beauparc is committed to developing a diverse working environment which ensures dignity and respect for all employees. Promoting equality represents a priority for Beauparc. It is fundamental to our long-term success to attract and retain employees with different experiences, backgrounds, thoughts and knowledge. We aim to create an inclusive environment to enable this diversity to grow, develop and innovate. This creates equity for all employees and delivers better solutions for our customers. In our efforts to increase diversity across the waste industry, we have committed to increasing the focus on inclusivity in our industry with some 2024 initiatives below:

We celebrated International Women's Day, which was an opportunity to reinforce that Diversity, Equity and Inclusion is and will continue to be, an important part of how we work as an organisation. In 2024, we made significant progress in our commitment to diversity, equity and inclusion (DE&I), with a strong focus on wellbeing and mental health. These efforts have been key to fostering an inclusive workplace where all employees feel supported and empowered to succeed.

We successfully launched a Wellbeing Hub on SharePoint, centralising resources and providing easy access to mental health support. This initiative has helped ensure that all employees have the tools and information they need to prioritise their wellbeing. Our partnership with the Lighthouse Club<sup>11</sup> has been instrumental in providing specialised mental health support, furthering our commitment to an open and supportive workplace culture.

Throughout the year, ambassador discussions in Ireland helped promote open conversations about mental health, while communication stations across sites made wellbeing resources more accessible, ensuring that

<sup>11</sup> The Lighthouse Construction Industry Charity is a charity that provides emotional, physical and financial wellbeing support to the construction community and their families. A crucial element of our strategy is to provide a wide range of free and widely available pro-active resources to support the industry.

employees can easily find support when needed. We also launched a March into March campaign encouraging staff to exercise collectively walking upwards of 37 million steps over the month, exceeding all goals set for the business. The campaign was met with incredible enthusiasm and will be continued into 2025.

We introduced a comprehensive calendar of monthly wellbeing and DE&I events in 2024, focusing on key topics such as Heart Health, Women's Health, Men's Health, Mental Health, Dementia and Pride. These activities ranged from informative articles to challenges and participation in public events, all designed to engage employees and raise awareness. Our social media campaigns helped extend the reach of these initiatives, ensuring they resonated with a broader audience.

Our company is proud to celebrate diversity by recognizing and honouring a wide range of religious and cultural holidays observed by our employees. From Hanukkah and Eid Al-Adha to the Lunar New Year, we make a concerted effort to acknowledge these important occasions through internal communications, educational resources, and inclusive celebrations. This approach not only fosters a respectful and welcoming workplace culture but also helps build a deeper understanding and appreciation of the diverse backgrounds that enrich our organisation.

In June 2024, a Group Executive discussion on DE&I was held, outlining the benefits of DE&I and our indexing strategy for future actions. This session successfully integrated DE&I into our broader business strategy. We also launched a Dignity at Work course for line managers to ensure that all leaders are equipped to foster a respectful and inclusive workplace. To further support mental health, we began Mental Health First Aider (MHFA) courses in Ireland in November 2024. This initiative due to be fully rolled out in 2025, and to have one MHFA per site, will enhance peer support and create a network of individuals trained to assist colleagues in their times of need. This initiative due to be fully rolled out in 2025, will enhance peer support and created a network of individuals trained to assist colleagues in times of need. This will also be accompanied by CPR engagement and training across the group.

Looking ahead, we will continue to build on the foundations established in 2024. A DE&I Forum is set to launch in 2025, with full sponsorship from the Group Executive. This forum will play a critical role in driving DE&I initiatives across the organisation.

We have also invested in the installation of TV screens across sites, which will improve communication with non-email colleagues, ensuring everyone stays informed about wellbeing and DE&I resources.



As we move into 2025, we have been working to align the business under a unified culture. In the coming year, we will focus on engaging and communicating with our employees in the development of our cultural values. This will involve bringing our people together to share their thoughts and help shape the way we foster and build our collective culture. We will also distribute a cultural survey across the workforce focusing on identifying what matters the most to our colleagues and ultimately define our values and behaviours that will accompany the business brand.

Combined, these initiatives have laid the groundwork for a more inclusive and supportive workplace, ensuring that every employee has the resources and support they need to thrive.

### Objectives in 2025:

- Continued development of well-being hub.
- Relaunch of March into March Campaign in aid of Breast Cancer research.
- Comprehensive roll-out of MHFA programme across entire Group.
- Establishment of a DEI Forum in July 2025 to Drive DEI integration across the Group.
- Culture focus groups and engagement survey distributed across the workforce to evaluate staff standpoint on the direction of our corporate culture.



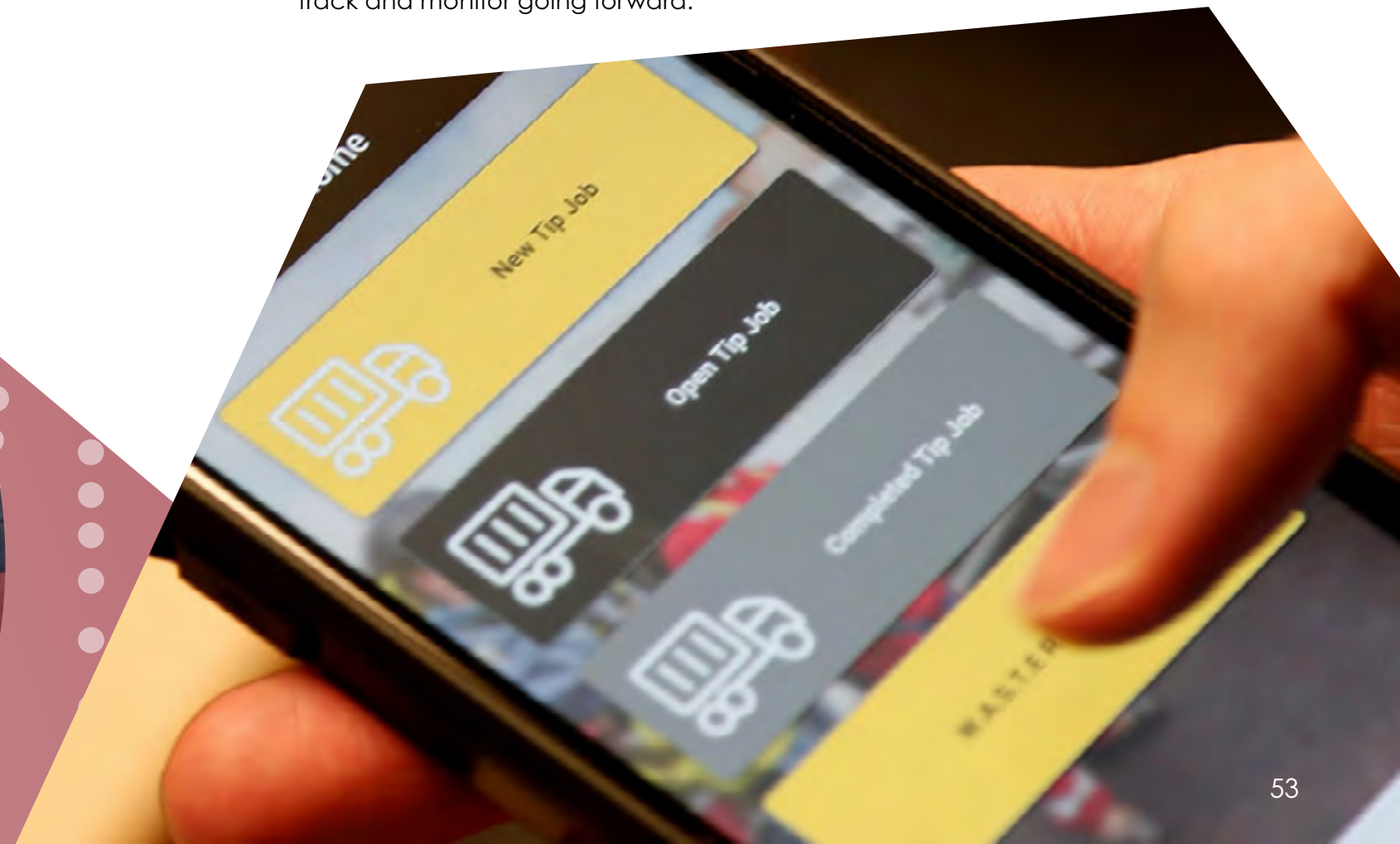
## Consumers and End Users

### SDG 9 – Industry, Innovation & Infrastructure

We understand that waste management can be a complicated issue for our customers which is why it is our aim to share our expertise and knowledge to help customers manage their waste effectively. Ensuring their satisfaction with our services represents an essential part of our strategy. Our Quality Policy Statement outlines our quality management system and processes in place to implement this.

Throughout our organisation, we utilise a variety of methodologies for the assessment of customer satisfaction. Customers can provide real-time feedback and ratings via our webchat and Trustpilot review links are sent to new and existing customers at regular six-week intervals. To ensure our customers are getting the best waste management solution, we track metrics daily to ensure our service is up to standard. These metrics include wait times and number of missed collections, and we continuously iterate on our approach to ensure our customers are getting the best and most efficient service. We are focused on standardising our assessments throughout the Group and are in the process of establishing a committee to oversee this process.

From engagement with our customers, we know that many of our customers are proud of our level of service delivery and that there are areas for us to invest more in, such as providing additional customer services. Our key aim for 2025 is to continue the standardisation of the process of assessing customer satisfaction and establishing the Net Promoter Score of the business at Group level, that we will continue to track and monitor going forward.





## Key Progress in 2024:

In 2024, we made significant strides in strengthening our organisational structure and operations. Two new appointments were brought on board at leadership level, which helped integrate a new structure and move towards a more unified company across the UK and Ireland.

Over the course of 2024, we engaged heavily with our customers to define the development of a central customer portal to facilitate a single system and digital experience for our customers across the Group, due to be launched in 2025. Our customer service centres underwent phone and call route system upgrades to streamline delivery of care services.

From an operational perspective, we worked on increasing vehicle efficiency, reducing fuel usage and improving waste collection methods by using the same trucks for dry mixed recycling (DMR) and food waste. The Simple Recycling initiative will help accelerate this goal. We also worked on improving customer engagement, including measuring customer satisfaction through Net Promoter Scores (NPS)<sup>12</sup>, recording customer sentiment on platforms like Google Reviews and Trustpilot and organising local events.

One of the notable accomplishments was the re-engagement with Irish Rail for another five years, on the basis of our sustainability merit demonstrating the accomplishments across the business in our sustainability journey.

We also focused on sustainability initiatives, with supporting our customer readiness for the rollout of Simple Recycling in the UK. This initiative encourages businesses with over ten employees to segregate their waste at the source, including general waste, DMR and food waste. This effort was supported by providing businesses with the necessary food and DMR bins in addition to training to support staff in source segregation. Additionally, we saw the development of the Dublin City Council (DCC) project in Ireland, which involved removing plastic bags from city centres using a bike-based collection system reducing inner city traffic and removing waste bags from streets.

In 2024, we also fully established our Compost Champion Campaign, highlighting customers who have demonstrated a significant improvement on segregating their waste, resulting in a savings of over €3,300 on waste collection services to our residential customers.

Providing training on waste management behaviour is a key aspect to supporting our customers on their waste journeys, we regularly provide site audits and in-house training to staff educating on the merits of source segregation and sustainability in the waste sector. We provide insights on how waste is managed, where it goes and how materials are integrated into the circular economy. In addition to this, we regularly facilitate visits to our MRFs allowing customers to see first-hand the bones of our operations. In 2024, we brought onboard two summer interns from the University College Dublin (UCD) sustainable business undergraduate programme to develop sustainability training packs for our sales team providing resources and materials empowering our teams to discuss sustainability with our customers. They engaged directly with our sales team and visited our sites to understand gaps in the knowledge and tailored training materials to meet these gaps.

<sup>12</sup> The NPS is a metric used in customer experience programmes that measures the loyalty of customers to a company. NPS scores are measured with a single question survey and reported with a number from -100 to +100. A higher score is desirable.





### Case study: Customer On-Site Waste Management

We work closely with our customers to efficiently manage and reduce waste. In 2024, we assisted with installing new machinery to minimise collection visits.

A comprehensive audit was conducted on the existing equipment to identify areas for replacement or upgrades, aiming to improve the carbon footprint of on-site waste management. The project included installing a roller crush to reduce pallet disposal collections. This machine compacts bulky materials in roll-on/off or open-top containers and is compatible with standard containers, allowing more waste to fit.

The benefits of this equipment include:

- Efficiently compacts bulky waste, layer by layer
- Enables high container loads due to even compaction
- Easy to operate and service
- Rollway up to 7 metres long
- Variety of roller-teeth options available
- Designed to fit containers with a 3.1-metre height

The roller crush, the first of its kind on a commercial customer site, reduced collection visits by a ratio of 4-to-1, lowering transport emissions and costs.

Looking ahead to 2025, we will continue our focus on sustainability and operational efficiency. A key area will be the implementation of a Customer Relationship Management (CRM) system, which will help streamline our processes and provide a single, more cohesive, digital experience. We will look to assessing sentiment and awareness of means to raise concerns across our customers. Alongside this, we will roll out sustainability training empowering our staff to communicate our values externally to our customers, helping to further embed sustainability into our company culture.

For our sustainability initiatives, we aim to work more closely with customers to explore opportunities for material collection and improve customer engagement on sustainability issues.

As we move into 2025, several key metrics and targets will guide our progress:

- Monitor the success of Simple Recycling across the UK, including the segregation of waste into DMR, food and residual waste and track improvements in customer waste collection practices.
- Monitor customer sentiment through tools like NPS, Google Reviews and Trustpilot, with a goal of improving customer satisfaction and engagement on sustainability topics.
- Measure the impact of our community events and sponsorships, ensuring we track the social value generated through these activities.







## Affected Communities

### SDG 11 – Sustainable Cities & Communities

In 2024, Beuparc has focused on maintaining consistency while strengthening connections with both our people and the wider community. We have integrated sustainability into the grassroots of our operations, including launching accessibility campaigns across the UK and Ireland to ensure that every employee feels included and empowered.

A significant initiative this year has been the branding and cultural development of the Beuparc Community, which continues to evolve as we look for new ways to celebrate what makes our culture unique. We have also embraced charitable work with campaigns like the March into March for Breast Cancer Research, highlighting the importance of supporting causes close to our hearts. These awareness-driven initiatives not only raised funds but also encouraged deeper engagement from employees, all while fostering a sense of community across the Group. Additionally, we have been dedicated to promoting the well-being of our people outside of work. Our Recovery Swims in Portmarnock, Dublin and CPR Learning Sessions aimed to enhance physical and emotional resilience, and we actively celebrated the diverse activities our colleagues engage in beyond the workplace. In fact, employee engagement around the breast cancer donation campaign proved to be particularly enriching, showcasing the power of collective effort across the organisation.

Looking ahead to 2025, our strategy will focus on further improving communication across the Group and amplifying our community engagement. We plan to enhance our communication channels, ensuring that our messages are more accessible and visible to employees at all levels. TV screen integrations by IT will provide a new way to bring exposure directly to the “feet on the ground,” allowing real-time updates on important initiatives. We have also launched our internal Social Value Hub as a means of assessing our social value engagement—measuring the softer impact of our charitable efforts and ensuring we understand the full extent of the value we are creating through these initiatives. To highlight charitable efforts made by our employees, we launched our Fundraising Hub to communicate to the wider Group about ongoing initiatives and ways to get involved.

In 2025, we will continue to focus on building awareness, fostering deeper connections and ensuring that the Beuparc community remains at the core everything we do. We know that we can have a big impact in helping keep our communities clean which is why, in addition to supporting several charities in 2024, we offered our services and facilities and worked closely with a wide range of community initiatives tailored to local issues.

Some of our 2024 activities included:

#### Environment:

- Supported World Earth Day with our UK teams on litter picking, educating about sustainability at schools in Stockport, Stretford and Altrincham.
- Supported Global Recycling Day with our B&M team joining forces for a litter picking day in Newton-le-Willows.
- Supported Kensington Fields Community Centre, Broadgreen Hospital, Aintree Hospital and Royal Liverpool Hospital on a litter pick bringing our community together for a cleaner environment.
- Sponsoring bins at nine locations for the An Post Beach and Waterways Clean Up Day, encouraging the public to dispose of litter responsibly and rediscover local beauty spots.
- €3,384 saved on waste collection services through the launch of our Compost Champion.
- Supported bug hotels at British Land using recycled pallets supporting biodiversity.
- Donating skips to the Julian Benson Cystic Fibrosis Foundation to support the construction of Ireland's first Tranquillity House.
- Donated skips to support DHA in the development of their facility providing emergency homeless supports. 10 ongoing partnerships built to drive sustainability forward
- Teamed up with Liverpool University Hospitals NHS Foundation Trust on their ambitious aim to plant one mile of native hedgerow across its estate over the next 12 months.



## Community

- €1,383 raised for charities with Jumper Day and Darkness into Light.
- The Peak Waste team completing the Glitz n Glamour 26.2-mile marathon walk, raising £28,000 for the Derby Breast Test Appeal and Gynaecological Cancer Research.
- Hosted four 'Big Pink Breakfast' fundraising events at our Irish offices raising a total of €4,270 for breast cancer patients and their families.
- Celebrated National Healthcare Estates and Facilities Day with Liverpool Women's NHS Foundation Trust and Aintree University NHS Foundation Trust hosting a booth showcasing our waste management processes.
- Sponsoring the Lincoln Pride Parade and providing waste management and clean-up services for the event.
- Our National Supply Chain Coordinator completing the 13-mile Manchester Half Marathon in support of AMMF charity for bile duct cancer.
- Supporting our Bid Team's Cut the Rug house music event, raising £1,000 for the Christie Charity.
- Collaborated with ITV's "This Morning" to transform a grieving Sheffield family's Garden.
- Raised €860 and participated in Darkness into Light 2024 supporting Pieta House.
- The Beauparc team joined a cohort of 400 participants in support of a Yorkshire based children's hospice by participating in their "Forget me not" colour run through Greenhead Park

## Education

- Attended an educational event in Ketton school, Stamford, to show the pupils the importance of recycling. Excitement was raised through the use of VR headsets, showcasing the importance of innovation, education, stewardship of the environment.
- Supporting Team Rust at the Sage World Cup Finals in Tokyo, where six entrepreneurial 16-year-olds created a working prototype bin that uses cameras and AI to separate waste.
- Visited the Metquarter educating the students from LMA on waste segregation.

## Our People

- Competing in the Waste World Cup Day, where our teams from LSS, Acumen and AWM played 6-a-side football against teams from across the waste sector.
- Partnered with Pride at Work to host two training sessions with our staff as part of our Pride month celebrations.
- We hosted fun days in the office and Mental Awareness Week as part of our focus on employee well-being.





# Stakeholder Engagement

Given the unique role of our company within society and our impact for transitioning towards the circular economy, engaging with our stakeholders is essential to ensure we continue to meet their expectations. The table below outlines our key external stakeholders and the ways we engage with them.

Our customers allow us to have widespread positive environmental and social impact. Each year we have partnered with large-scale organisations to assist them in solving their intricate waste management challenges.

External Stakeholders	Impact	Issues discussed in 2024	Detail of Interaction
Government	Government decision making affects the regulatory affairs (laws, taxation, policy) and strategic decision making (national recycling targets)	Legislative changes. Planning and licencing, compliance and circular economy	(IRL) Member of the National Waste Advisory Group, chaired by the Department of Environment, Climate and Communications.
			(IRL) Member of the National Waste capacity working group chaired by the Local Government.
			(UK) Quarterly meetings with the Department of International Trade.
			(UK) Regular meetings and interaction with MPs.
Enforcing Authorities	Affects planning, licencing and strategic development of the Group.	Environmental compliance, regulatory compliance, health and safety, risk management.	Regular interaction with the UK and Irish environmental agencies, as well as waste advisory committees on legislative impacts and policy.
Peers	Key to industry benchmarking and collaboration.	Circular economy, waste management, health and safety, innovation.	Work closely with various associations and peer operators within the industry.
Customers	Customer relations have a direct impact on business operation and reputation.	Quality, innovation, data management, circular economy, planning applications, community issues (e.g., noise and odour), environmental compliance, sustainability strategy.	Regular interactions with members of Parish Councils, local businesses to sites, residents.
			Regular interaction with local councillors.
			Interviews and surveys were carried out as part of customer engagement efforts.
Neighbours	Community support is a key factor to business expansion and development.	Planning applications, community issues (e.g., noise and odour), environmental compliance.	Interaction with communities and neighbour to update on business activities and address key feedback and local issues.
Suppliers	Supply chain influences business operation, contingency, processes and costs.	Circular economy, innovation, renewable energy, sustainability strategy.	Interaction through the improvement of supplier relationships and business services and efficiency.



## Governance

The Legal & Governance Team provide support and assurance to the Board and interested parties that the Group has implemented and monitors its obligations and responsibilities to maintain compliance. By undertaking these activities, the Group can continue to develop sustainably and ethically by demonstrating the delivery of controls to support the Group's mission statement.

### Business Conduct and Governance

At Beuparc, we firmly believe that strong governance and risk management are essential to our ongoing commitment to sustainability. These pillars underpin our operations, ensuring transparency, accountability and ethical practices across the Group. Our governance framework not only guides decision-making but also shapes the overall culture of the business. It outlines the roles and responsibilities of our senior leadership, supports effective oversight and manages risks and opportunities.

This framework is also instrumental in reinforcing our dedication to preventing corruption through comprehensive anti-corruption policies, procedures and controls. Additionally, it highlights our commitment to adhering to relevant laws, regulations and industry standards in all regions where we operate, while aligning with our mission to create a better business through innovative solutions and sustainability.

The rules agreed between shareholders as to how our company is run, including the powers and responsibilities of the Directors, are set out in the Articles of Association.

The Board is composed of 4 Directors and 1 Non-Executive Director. The Board has a diverse mix of skills, experience, knowledge and background. Beuparc recognises the importance of diversity at the Board and all levels of the Group and is committed to increasing diversity across our operations and have a wide range of activities to support the development and promotion of highly performing individuals, regardless of factors such as gender, age, ethnicity, disability, sexuality and religious belief.

The Board has a formal schedule of matters specifically reserved for its decision making and approval which is provided for in Beuparc's Scheme of Delegated Authority (the "SODA"). The Board is responsible for:

- the Group's purpose,
- values, vision and culture,
- business strategy and approval of its long-term aims and objectives, including non-financial objectives.

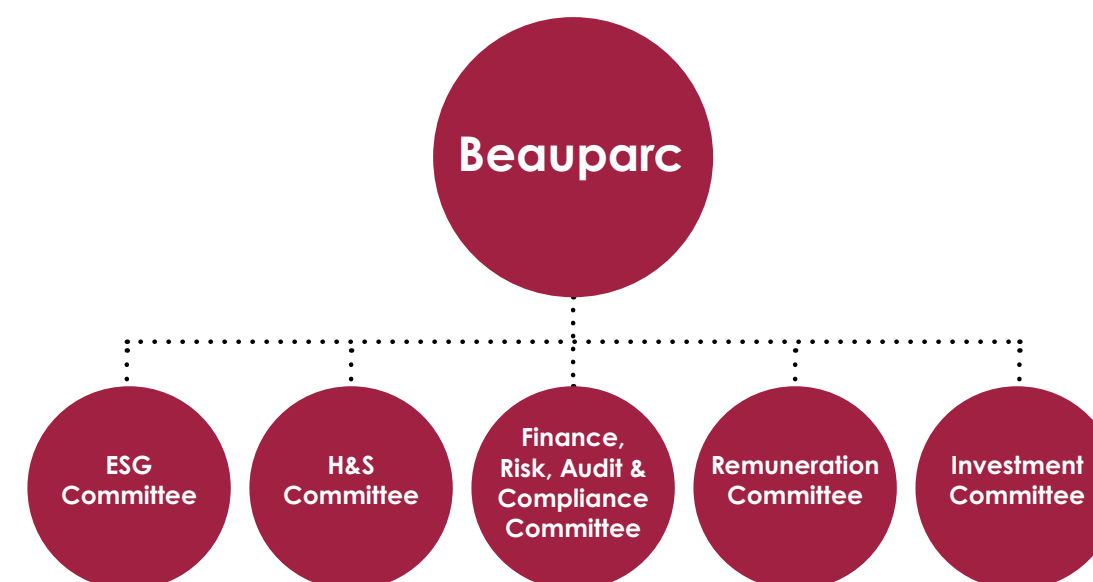
The SODA also outlines approval of the Group financial reporting and results announcements, including:

- the Annual Report and Accounts,
- Material acquisitions and disposals,
- Agreements and major capital commitments.

Oversight of the Group's system of internal control and risk management as well as Board membership and committee appointments are also outlined in the SODA.

Twelve Board meetings were convened in 2024, which ensured appropriate subject matters were covered at the appropriate times during the year. This annual programme is reviewed in conjunction with the annual programme for the Beuparc Senior Leadership Team meetings to ensure that relevant topics are covered to their appropriate depth within the year.

The Beuparc Board delegates authority for the executive management to the Chief Executive Officer (CEO). Robust governance practices form the foundation of the Group's licence to operate and allow us to conduct our business responsibly. Our quarterly Board ESG Sub-Committee, first established in 2021, oversees our Group sustainability strategy and reporting cycles. Our governance structure provides clear oversight and ownership of the Group's Sustainability Strategy and management at Board and Executive levels.





## Risk Management & Governance

As our business grows, effective risk management becomes even more critical to achieving our strategic goals. Beuparc's Risk and Opportunity Management Framework plays a central role in helping us identify, assess and mitigate potential risks and capitalise on opportunities. This system allows us to track both operational risks at the site level and corporate risks, providing a unified approach to managing risk across the entire business.

2024 also saw the continued development of our Business Management System (BMS), which has become a central tool for managing key policies, procedures and compliance across the business. The system includes a wide range of policies, including those related to anti-tax evasion, anti-bribery, modern slavery, corporate social responsibility, health & safety, diversity and inclusion and more.

This system is fully integrated, offering easy access to policies and procedures via both computer and mobile devices. It enhances the connectivity between our business entities and departments, ensuring that all staff members are aware of and aligned with the company's commitments to ethical business practices, sustainability and compliance.

The leadership team is responsible for overseeing corporate risks, with the Board holding accountability for the overall process and assessing its effectiveness. This year, we focused on refining our risk treatment processes. We now have 61 corporate risks, and 290 departmental risks regularly reviewed and communicated across the organisation. We have integrated a more objective risk management approach by utilising Assure, where site-specific risk templates provide deeper insights into each location's potential risk factors. By clearly identifying critical risks such as health & safety hazards, environmental concerns and operational risks, we are actively working to ensure they are addressed and mitigated efficiently.

To ensure that we maintain the highest standards of governance, Beuparc significantly expanded its internal auditing framework in 2024. Audits were conducted across HR, SHEQ, tax and modern slavery, with a particular focus on ensuring compliance across all departments. As such, a fire resulted in significant damage to a waste facility, despite this, the site maintained full environmental compliance due to the thorough internal processes in place.

Looking ahead to 2025, we will continue to roll out internal audits across all levels of the business, particularly focusing on IT and conflict-of-interest audits. These audits will be crucial to maintaining the integrity of our operations and ensuring that we meet the highest standards of governance and accountability.

## Protection of Whistleblowers

In 2024, we made significant strides in enhancing transparency and accountability across the organisation. A whistleblowing hotline was introduced for EQS, providing an external mechanism for employees to report concerns. This initiative supports our internal speak-up culture, enabling staff to raise issues in a secure and anonymous way.

We also centralised conflict-of-interest records, where a comprehensive review of gifts, interests and other conflicts was conducted. Training to support will be accessible to all staff via SharePoint in 2025. This initiative reflects our commitment to a robust system for identifying and managing potential conflicts, contributing to a more transparent organisational environment.

## Procurement and Payment Practices

In 2024, we established a central procurement team tasked with the engagement of suppliers across the Group, reducing volumes of transactions and building relationships with our supply chain. Standard terms and conditions were published which protects Beuparc and ensures a basic level of compliance and professionalism from our suppliers. We implemented measures to protect agency staff from modern-day slavery, working with slave free alliance and ensure fair pay. We introduced audits to help prevent illegal workers. Working alongside SHEQ we reviewed induction and PPE requirements to ensure all staff had compliant PPE and were fully inducted.



We worked on making our processes more sustainable, such as using recycled materials for PPE and starting our transition of our employee vehicle fleet to electric and hybrid models. In addition, our procurement policies were updated to align with sustainability goals.

A priority for 2024 was strengthening our supplier monitoring system. We conducted internal audits across our supply chain and focussed efforts to standardise supplier assessments and due diligence. We introduced a supplier scoring system and better reporting tools to track our supply chain efforts in areas such as environmental impact and sustainability.

In 2025, we plan to centralise our energy procurement through a group-wide broker for gas and electricity, improving efficiency and data robustness. We are also building trade partners for the procurement of other materials such as tyres reducing over deliveries and emissions. We will continue to focus on ensuring suppliers meet our sustainability standards and prioritise sustainable materials for products we procure such as stationary to make sure the materials we procure such as stationary are produced from recycled materials. We will also work to reduce emissions, particularly from deliveries and secure a green energy supplier.

As we move forward, supplier information will be reviewed every 18 months to keep data up to date and ensure compliance.

Moving forward, our procurement framework is set to be a key focus in 2025, with regular audits to track supplier performance and ensure all new suppliers meet our rigorous standards. This proactive approach helps mitigate the risk of modern slavery and unethical practices within our supply chain, aligning with our commitment to sustainability. This will be further supported by our transition to circularity principles when procuring products made from recycled materials.

Implementation of NIS2 requirements over the next few years will increase resilience and sustainability of the Group by ensuring not only our activities can remain operational, but that our supply chain also demonstrates the same level of resilience.

## Corruption and Bribery

### SDG 16 – Peace and Justice Strong Institutions

In 2024, our legal and governance team undertook a comprehensive review of the anti-bribery, ethics and conflict of interest systems across the Group. This review not only ensures there is a common set of standards, expectations and policy statements that drive cultural and procedural norms across the Group but also warrants that all staff are aware of potential situations that could lead to improper conduct. Some of the key changes following this review include:

- Publication of 2024 Company Policies related to business ethics, signed by the CEO.
- The review and reissue of the anti-bribery and corruption procedures.
- Adoption of internal audit controls and systems

## Human Rights

Beauparc maintains Modern Slavery and Child Labour Policies to demonstrate its commitment to assisting in the campaign to drive these practices out of the supply chain.

Reviews targeting the assessment of potential Human Rights abuses within our supply chain, conducted in previous years, have shown that the risk levels were low. Nonetheless we remain mindful of our obligations to support organisations that can demonstrate their commitment to our standards.

The highest Human Rights-related risk is posed by the use of recruitment agencies for temporary or contract personnel. Beauparc only engages with reputable labour-supply organisations and carries out checks to ensure all personnel are eligible to work in the country prior to setting them to work. Regular audits are conducted to minimise the likelihood of the importation of risk to the company.

As part of our continued efforts to future-proof Beauparc, we are investing in disaster scenario testing. This initiative will help us assess our organisational resilience in the face of unexpected challenges, from environmental crises to IT disruptions. We aim to complete six disaster scenarios by 2028, with the first scenario test scheduled for the year ahead. This testing will focus on environmental, HR and IT resilience, ensuring that Beauparc can effectively respond to both external and internal risks. The results of these scenarios will help us refine our risk management approach and ensure that we are fully prepared for potential disruptions.

## Key Targets

- Internal Audit Expansion: In 2025, we will continue to roll out core and comprehensive internal audits across all business units, with a special focus on IT and conflict-of-interest audits.
- Disaster Resilience: Our goal is to complete the first disaster scenario test in 2025, with a particular focus on environmental, HR and IT preparedness.
- Environmental Compliance: Maintain our high environmental compliance scores and continue working toward our goal of achieving an average score of 1 across the group.
- Supplier Audits: Ongoing reviews of our procurement processes will ensure that our supply chain continues to meet our stringent ethical and sustainability standards.



Data, Performance Management & KPIs

Topic	KPI	Unit	2020	2021	2022	2023	2024
Waste Management. Circular Economy & Plastics	Tonnes Handled <sup>1,4</sup>	Million Tonnes	3.1	3.4	4.2	4.3	4.8
	Tonnes Managed <sup>3,4,5</sup>	Million Tonnes	\	\	3.6	3.4	3.5
	Circular Economy-linked Capacity Increase	ktpa Tonnes	\	\	\	520	930
	Recycling and Recovery Rate <sup>3</sup>	%	\	\	82	95	95
	Solar Generation (installed capacity)	MW	\	0.3	0.3	2.1	3.04

Climate Change & Carbon Management	Scope 1 Emissions <sup>3,4,5</sup> Location rate	tCO2e	\	\	56,359	54,564	56,695
	Scope 2 Emissions <sup>3,4,5</sup> Location rate	tCO2e	\	\	12,678	13,159	9,682
	Scope 2 Emissions Market rate <sup>6</sup>	tCO2e	\	\	3,418	3,311	2,909
	Scope 3: Purchased <sup>6</sup> goods and services	tCO2e	\	\	\	\	14,763
	Scope 3: Capital Goods <sup>7</sup>	tCO2e	\	\	\	\	62,803
	Scope 3: Employee Commuting <sup>7</sup>	tCO2e	\	\	\	\	5,836
	Scope 2: Business Travel <sup>7</sup>	tCO2e	\	\	\	\	1,226
	Scope 3: Use of sold Products <sup>7</sup>	tCO2e	\	\	\	\	1,417
	Scope 3: Fuel and energy-related activities	tCO2e	\	\	\	\	17,897
	Out of scope <sup>8</sup>	tCO2e	\	\	9,694	8,737	8,438
	Emission Intensity per tonne of waste handled <sup>1</sup>	tCO2e	\	\	0.0143	0.0133	0.01238
	Energy Consumption	MWh	\	\	51,328	51,302	44,191
	Energy Generation	MWh	\	\	78,021	71,601	71,891



Employees	Employee Count	Number	2,189	2,454	2,876	2,899	2,878
	Gender Profile: Female <sup>3</sup>	%	\	\	18	19	18
	Gender Profile: Male <sup>3</sup>	%	\	\	82	81	82
	Age Profile: Under 30 <sup>3</sup>	%	\	\	10	12	17 (467)
	Age Profile: 30-50 <sup>3</sup>	%	\	\	69	56	53 (1538)
	Age Profile: 51+ <sup>3</sup>	%	\	\	21	32	30 (873)
	Group Exec Female <sup>12</sup>	%	\	\	\	\	22
	Leadership team Female <sup>12</sup>	%	\	\	\	\	36
	Management team Female <sup>12</sup>	%	\	\	\	\	26
	Group Exec Male <sup>12</sup>	%	\	\	\	\	78
	Leadership team Male <sup>12</sup>	%	\	\	\	\	64
	Management team Male <sup>12</sup>	%	\	\	\	\	74
Health & Safety	LTIFR <sup>9</sup> (Loss Time Injury Frequency Rate)	Number of lost time injuries per 1 million hours worked	\	15.6	7.64	4.6	4.27
	HITs <sup>10</sup> (Hazards, Incidents and Threats)	Number of hazards, Incidents and Threats identified by employees	\	\	4,003	12,000	12,658
	Tours Conducted <sup>11</sup>	Number	\	\	495	1,500	2,487

Health & Safety	Percentage of employees who are covered by the undertaking's health and safety management system <sup>12</sup>	%	\	\	\	\	100
	Number of fatalities to own workforce as a result of work-related injuries and work-related ill health <sup>12</sup>	Number	\	\	\	\	0
	Number of fatalities as result of work-related injuries of other workers working on undertaking's sites <sup>12</sup>	Number	\	\	\	\	0
	Rate of recordable work-related accidents <sup>12</sup>	Rate	\	\	\	\	37.14
	Number of recordable work-related accidents <sup>12</sup>	Number	\	\	\	\	295
	Environmental Complaints <sup>11</sup>	Number	\	\	109	131	206
Community Relations	Environmental Incidents <sup>11</sup>	Number	\	\	95	73	114

- 1 Tonnage value includes intercompany transfers.  
2 Tonnage value excludes intercompany transfers.  
3 Prior to 2022, the Group did not calculate this metric.  
4 Data restated to account for acquired businesses and excluded sites in 2022 reporting cycle.  
5 Location rate data was calculated using geographically based emissions factors.  
6 Market rate data was calculated using supplier-based emissions factors.  
7 The Group have commenced scope 3 accounting and will be capable of providing data in 2024.  
8 Outside scope emissions refers to the biogenic emissions produced during the combustion of landfill gas (LFG) into electricity. These emissions are calculated as outside the scope of 1 and 2 emissions.  
9 Prior to 2021, this metric was not measured at Group level.  
10 Prior to 2022, this metric was not measured at Group level.  
11 Increase in figures from 2023 to 2024 can be attributed to expanded channels of communication for stakeholders, as well as expanded sites and capacity. No complaints received were deemed 'significant' (i.e., did not require remediation action).  
12 Prior to 2024, this metric was not measured at Group level



# Beauparc

