

ANNUAL LANDFILL DIVERSION REPORT 2025

PAS 402: WASTE RESOURCE MANAGEMENT PERFORMANCE REPORTING



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Introduction / Foreword

Report Scope

This report is compiled using PAS 402:2025 Waste Resource Management Standard and follows the Guidance for Performance Reporting Against PAS 402 (Dated Oct 2025 v3).

Mick George Group – Business Overview

Mick George has a proud heritage - we find ourselves approaching 50 years since the business and “One Man, One Tipper, One dream”, which may seem a distant memory, however the dream is very much a reality.



Over 40 Sites



c. 900+ employees



Turnover c. £200m



c. 600 + HGV Fleet

Mick George Limited is the parent company and is the controlling party of other entities within the Mick George Group (MGG) which include (but not limited to) Mick George Earthworks Limited, Mick George Environmental Limited, Mick George Concrete Limited, Mick George Recycling Limited.

The business has evolved over the years and Mick George has grown to become a leading supplier to both domestic, commercial and industrial clients in the heart of East Anglia and the East Midlands. Specialising in bulk excavation & earth moving services, asbestos management and removal, demolition services, aggregate and ready-mix concrete manufacture and distribution as well as a wide range of waste management services including skip hire, recycling and landfill.

Our in-depth industry knowledge and experience, plus an unwavering commitment to providing reliable and professional services, has led MGG to become the number one choice in the Construction Industry in East Anglia and the East Midlands.

Much of our success is the result of the hard work and dedication of our colleagues. The Company places a high value on good staff relationships and the efficiency of our Company depends on the co-operation and teamwork of our employees

MGG’s Head Office is located in Huntingdon, which provides a base for the administrative, management and operational support for site activities and a central base for sales and marketing to be coordinated.

The diverse and profitable business portfolio MGG developed was successfully acquired in the spring of 2024; MGG are now proud to be part of the Heidelberg Group, although the Mick George brand continues to be operated separately.

MGG continue to increase its geographical operating area and customer base while maintaining a standard of service, consistent with our aspirations and maximising our diversion of waste from landfill.

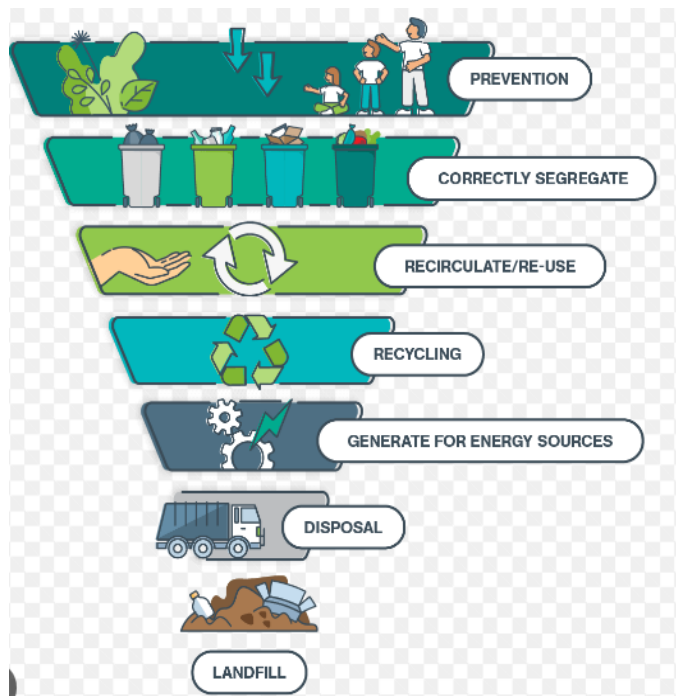
LANDFILL DIVERSION RATES*		
2022	2023	2024
96%	93.06 %	94.51%

*Calculated using PAS 402 methodology but not externally verified.

Please note that the landfill diversion rates listed above apply only to waste received at MG facilities within the defined scope. These figures do not extend to any third-party facilities to which waste may be transferred.

MGG management processes comply with the requirements of ISO 14001 (Environmental Management System Standard), ISO 9001 (Quality Management) and ISO 45001 (Occupational Health and Safety Management System), these standards are certified by UKAS accredited independent auditors.

The business also has an impressive string of additional certifications such as CHAS, FORS, Constructionline, Safe Contractor, ARCA, BS Kite Mark and BES 6001 for Concrete products. As well as being certified to leading SSIP schemes, the business is licensed (by the HSE) to undertake the removal of asbestos.



For more information on our EA Permits, Policies or Procedures please contact

Grace.Owen@mickgeorge.co.uk

Landfill Diversion Report compiled using the PAS 402 methodology Annual Report is Approved by:

Paul Ayres

SHEQ Director

Date:

Across the eight facilities included in this report various waste segregation / sorting techniques are employed.

Sites/Operations Overview

Site Name	Site Type	Permit	Planning Permissions	Max Input Tones p/a
Cowley Road Mick George Ltd	Material Recovery and Transfer	EPR/AP3495EC	C/05007/13/CW C/00718/09/CW CCC/21/049/FUL	200,000
Ellington / Woodhatch Fm. Mick George Ltd	Material Recovery and Transfer	EPR/EP3038VB	H/5008/19/CW H/5007/19/CW	406,000
Great Billing Mick George Ltd	Material Recovery and Transfer	EPR/SP3935AX	16/00058/WASVOC 19/00058/WASFUL	339,000
Mountsorrel Mick George Ltd	Material Recovery and Transfer	EPR/EB3309MW	2016/CM/0182/LCC	100,000
Rushton Mick George Ltd	Material Recovery and Transfer	EPR/CP3395SN	15/00086/WASVOC 15/00087/WASVOC	500,000
St. Ives Mick George Ltd	Material Recovery and Transfer	EPR/PP3399NA	H/5000/19/CW	300,000
Fengate Mick George Recycling Ltd	Material Recovery and Transfer	EPR/JB3105MH	21/00090/MMFUL	75,000
Milton Keynes / Cotton Valley Mick George Ltd	Material Recovery and Transfer	EPR/CB3300HV	17/00050/MMAM 21/00600/NMA	300,000

Cowley Road, Waste Transfer Station

(Cowley Rd, Cambridge, CB4 0WZ)

The site is located next to Cambridge Sewage Treatment Works, near Junction 33 of the A14. The site can be accessed via Cowley Road.

The transfer station is permitted for inert and non-hazardous waste treatment from household, commercial and industrial source. The site functions as a bulking station mainly to support our skip service, but external customers can utilise the transfer station.

The site accepts mixed, and source separated waste streams mainly from Cambridge and the surrounding area.

The transfer station functions as a waste bulking facility. The accepted waste streams are front-end picked (manually and mechanically), then the “residual waste” is transported to one of our facilities which offers a more advanced Kiverco waste segregation plant. The site benefits from a concrete batching plant which is excluded from the scope of this report.

Ellington / Woodhatch Farm Waste Transfer and Recycling Facility

(Thrapston Road, Ellington, Huntingdon, PE28 4NJ)

The Ellington site is located next to the A14, half a mile west from Brampton Hut roundabout (Junction 21, A14-A1), near Huntingdon, Cambridgeshire.

The site is a household, commercial and industrial waste transfer station, which is permitted to accept inert, non-hazardous, and specified hazardous wastes. The site is used as a non-hazardous transfer station and as the wood and paper-cardboard processing hub for the company.

Source separated and mixed loads of wood are transported here from customers directly or from other transfer stations for mechanical treatment. The different grades of wood are shredded and screened to achieve the required physical form to supply various recovery operations.

The site benefits an automated baler, which is used to bale plastics, cardboard and paper for local and international recycling markets.

There is a workshop and tyre bay situated on site, where general maintenance and repairs are undertaken on company vehicles, lorries, plant, and machinery. A concrete batching plant is also located on site, all these activities are excluded from the scope of this report.

Great Billing II. Waste Transfer Station

(Lower Ecton Lane, Great Billing, Northampton, NN3 5HQ)

The site is located next to the Great Billing Water Recycling Centre (Anglian Water), near Junction 9 of the A45.

It is a household, commercial and industrial waste transfer station, which is permitted to accept inert, non-hazardous and some hazardous waste streams. The site accepts mixed and source separated waste streams from Northampton and the surrounding area and accepts black bag council waste.

The site benefits from a Kiverco segregation line, the segregation line main parts are waste screen, magnet, combi screen, density separators, optical sorters, and manual picking line.

The site has high volumes of internal movements from our other MGL waste transfer stations where advanced segregation is not available.

Residual wastes are baled on site, producing refuse derived fuel (RDF).

An inert mix of hardcore, concrete and rubble, from direct inputs and from the segregation process, is crushed and screened to produce recycled aggregates.

The concrete batching plant and quarry activities are excluded from the scope of this report.

Mountsorrel Waste Transfer Station

(Granite Way, Mountsorrel, Loughborough LE12 7TZ)

The site is located 1.5 miles north-west from the village centre, next to Mountsorrel Quarry and is accessed from Granite Way.

The site is permitted to accept household, commercial and industrial waste streams, including inert, non-hazardous, and specified hazardous wastes. The site functions as a bulking station mainly to support our skip service, but external customers can utilise the transfer station. The accepted waste streams are front-end picked (manually and mechanically), then the “residual waste” is transported to one of our facilities which offers a more advanced Kiverco waste segregation plant.

Rushton Waste Transfer Station

(Oakley Road, Rushton, Kettering, NN14 1RS)

This is a waste transfer station near Rushton village, Corby, Northamptonshire. The site can be accessed from the A6003-Oakley Road roundabout, via Oakley Road to Rushton direction.

The transfer station is permitted to accept inert, non-hazardous, and specified hazardous wastes from household, commercial and industrial sources. The site also accepts black bag council waste which is stored on site temporarily before being bulked and transported off site.

The transfer station functions as a waste bulking up station. Following waste acceptance and offloading, the waste stream is subject to manual and mechanical front-end picking, where recyclable material is segregated.

Recyclable commodities are stored in separate bays and transported to 3rd party recycling outlets.

An inert mix of hardcore, concrete and rubble can be crushed on site to produce recycled aggregate as a substitution to primary aggregates.

The non-operational landfill and associated activities are excluded from the scope of this report.

St Ives Transfer Station

(Second Drove, Meadow Lane, St Ives, Huntingdon, PE27 4YQ)

The site is located 1 mile south-east from St Ives town centre and can be accessed via Meadow Lane.

The transfer station accepts household, commercial and industrial waste streams, and functions as a main hub in Mick George's waste management chain. The site also accepts inert, non-hazardous and specified hazardous waste types.

The site benefits from a Kiverco segregation line, which provides a high recycling potential. The segregation line main parts are waste screen, magnet, combi screen, density separators, optical sorters, and manual picking line.

The site has a high volume of internal movements from other MG waste transfer stations where advanced segregation is not available.

Residual wastes are baled on site in a fully automatic baler to produce refuse derived fuel (RDF).

An inert mix of hardcore, concrete and rubble, from direct inputs and from the segregation process, is crushed and screened to produce recycled aggregates.

Fengate Waste Transfer Station

(Construction House, Nursery Lane, Fengate, Peterborough, PE1 5BH)

Mick George Ltd operates a waste transfer station and a recycling facility at Fengate under a Standard Rules permit (SR2022 No 4: non-hazardous waste recycling with asbestos, hazardous batteries, cable and WEEE storage), in accordance with related conditions.

The transfer station functions as a waste bulking facility. The transfer station functions as a waste bulking facility. The accepted waste streams are front-end picked (manually and mechanically), then the “residual waste” is transported to one of our facilities which offers a more advanced Kiverco waste segregation plant.

Milton Keynes / Cotton Valley Waste Transfer Station

(Tongwell Street, Pineham, Milton Keynes, MK15 9PA)

This site is an inert, non-hazardous, and hazardous waste transfer station, it is permitted to accept and treat waste to produce soil, aggregates, wood and RDF.

The transfer station functions as a waste bulking facility. The accepted waste streams are front-end picked (manually and mechanically), then the “residual waste” is transported to one of our facilities which offers a more advanced Kiverco waste segregation plant.

The onsite concrete batching and aggregate bagging plant activities are excluded from the scope of this report.

Section 2 – Client and Supplier Relationships

Our clients

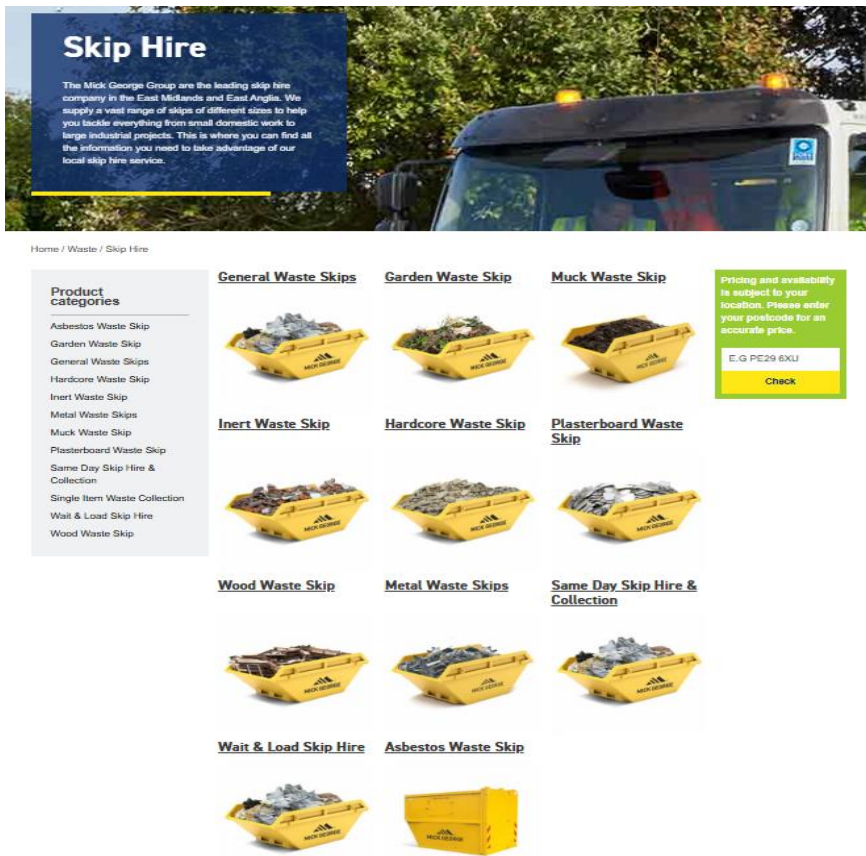
Note: the Sales, Customer Services and Waste Compliance / Technical Waste processes are detailed within the businesses integrated management system within our ACTIV software. A range of software packages are used to manage the customer interface, sales, delivery and complaints.

Customer enquiries are answered by our Customer Service Representatives (CSR) who are supervised and supported by team leaders. CSR staff are integrated into the business on a phased basis to ensure that our customers are advised effectively and correctly.

Asbestos and ‘difficult’ waste enquiries are passed through to our in-house technical sales and /or waste compliance team who obtain the necessary information from the customer to be able to advise them on waste management options and prices.

Client details, the details of all telephone conversations, quotes and orders are recorded on ‘Maximiser’ our CRM software package which is accessible to all staff involved in sales and customer interaction.

Customers may wish to use our website to order skips:



General household skip enquiries are processed by the customer service representatives (CSRs) who ascertain if there are any access restrictions or local authority permit requirements to be met. Our drivers are trained to assess the situation when arriving at site and if there are any concerns regarding access or potential damage to surfaces, they will email photographs back into the office for the transport co-ordinators to assess. If there are any issues to be discussed a CSR will contact the customer to address them. All phone calls are recorded and can be reviewed in the event that a customer is not happy or makes a complaint.

Commercial waste enquiries would normally entail a site visit and face to face meeting with the customer to properly assess the location and discuss the customer’s requirements regarding bin type, frequency of emptying, time restrictions and any other site / contract specific and health and safety issues.

Mick George Ltd run two logistic software packages; Elemos for skip/RoRo deliveries and Roadrunner for tippers (for muck away and aggregate movements). These systems are managed by the transport coordinators to ensure that we have sufficient resource to meet the customer’s requirements. The CSRs can respond to queries on delivery times on the day and through monitoring of our vehicle movements we are able to advise customers of delays and keep them updated.

Client Complaints

Complaints follow the company tiered process (see table below) ensuring that any complaints that cannot be dealt with in the first instance are logged, investigated and reviewed weekly.

Tiered Complaint System - Table		
TIER	Initial Action	Additional Actions
Tier 1	Acknowledged and resolved at front-line level (CSRs, processors, etc).	This type of complaint would not need to be logged
Tier 2	Acknowledged and resolved at Team Leader / Supervisor Level	Depending on the outcome could fall into Tier 1 and not need to be logged but could fall into Tier 3
Tier 3	Full Investigation, emailed to complaints	Logged and follow complaints procedure

Service or Material complaints raised are sent to a Sales Support Manager & Head of Sales to review, they are then sent to the area of the business such as transport that may have more information, this information is compiled quickly, then sent through to complaints@mickgeorge.co.uk for the Board of Directors to have visibility. Claim complaints relating to customer sites get sent to claimsanddrivers@mickgeorge.co.uk, Sales Support Manager and Sales Support Team Leader investigate, organise repairs if necessary and communicate with the customer throughout. The Transport Compliance Enforcement Officer will obtain any footage, log on Activ and provide any training to the drivers if necessary. The complaints get logged as a case by Sales Support to ensure visibility and where necessary, we add the Activ number to ensure we can review further if we need to.

Weekly complaints are reviewed for all entities by the Director of Sales and Marketing and Logistics, Compliance Director (Transport) and Sales Support Manager to ensure we are on top of communication with customers and formal investigations are carried out. Once this meeting has been held, we send all live complaints & claims in an email to all Directors.

The Sales Support Manager runs a report on resolved cases (invoice queries, ticket requests and complaints), this shows the selected fault code data to allow us to review trends. It also allows Directors to see credits given and when we have resolved cases without giving a credit.

We also actively encourage our customers to leave feedback on Trust Pilot, and this information is used to improve our service offerings for our clients.

Our reputation is vital to our continued growth and development which is why we are constantly striving to improve our customer service.

Our suppliers

Suppliers are onboarded through our Procurement Team requiring both parties to agree specific terms and conditions relating to the services which they may supply us with. The requirements for such services are head-hunted by the Technical & Waste Director to ensure all waste received into MGR sites have a suitable home.

The Waste Compliance Team request and review relevant documentation to ensure all suppliers who collect and receive waste prior to any services being undertaken are compliant with relevant regulations. All such documents are saved for auditing purposes. Once compliance checks have been completed and approval assigned, the compliance team will add the supplier onto the suitable software system to allow bookings to be placed. However, if the information provided is not sufficient, the compliance team will request further details / documentation.

Some of our suppliers may require for us to meet specified input acceptance criteria before accepting waste, these can be physical or chemical. Relevant details are communicated to the Site Managers to ensure they can relay the requirements on site and implement any necessary checks or additional steps to comply with these standards.

Mick George is an approved member of the Biomass Suppliers List (BSL), allowing us to supply Grade A Woodchip for Biomass subject to meeting BSL guidelines. Annual audits are conducted to show that such guidelines are being met and our status upheld.

Section 3 – Impacts and Risks

MGG are independently audited by ISOQAR a UKAS accredited certification body, MGG have certificates for ISO 9001, 14001 and 45001 this means our Quality, Environmental and Occupational Health and Safety Systems are established and verified as being compliant with the aforementioned standards. In particular this includes the management, support, controls and monitoring of the standards which includes our recycling and waste management sector.

Policies are updated on an annual basis and are signed off by relevant directors, all the signed policies are controlled in our ACTIV electronic management data base. The Health and Safety, Quality and Environmental policies are displayed at offices and operational sites, and staff have been made aware of their presence.

To comply with our ISO 9001, 14001 and 45001 the business has developed an opportunity and risk register to identify and quantify significant strategic risks, (which include a SWOT and PESTLE analysis) which are reviewed at least annually by the Boards and audited by the UKAS accredited auditors.

Site safety begins at the gate, all staff, visitors and contractors will be given an induction relevant to the complexity of the work or task being undertaken and an induction record will be signed and dated.

Health and Safety

MGG have a consistent approach to the management of health and safety regardless of whether we are fulfilling the Principal Contractor role, sub-contractor, operating our own site or as a supplier. We maintain our own standards even where these surpass the requirements of our client and share our knowledge and experience while learning from our peers to promote continual improvement in our systems.

The overall objective is to achieve our work objectives without injury or harm to employees, contractors and others who may be affected by our works or the environment. This is achieved by ensuring adequate resources are available, by:

- Positive and proactive leadership and communication.
- Providing and maintaining safe and healthy workplaces and safe working practices.
- Positively encouraging effective co-operation with clients, contractors, and others.
- Ensuring colleagues, contractors and others have the necessary SHEQ team information, instruction, supervision, and competence.
- Ensuring that all workers, contractors and visitors receive a specific induction prior to starting work or visiting our sites, visitors are escorted while on site.
- Ensuring staff are correctly trained and that that training is maintained.

H&S policies, procedures and templates are managed in our ACTIV electronic management data base with site specific documents controlled locally by the relevant site or operational team.

To ensure our policies and procedures are being followed we regularly monitor our safe working practices by:

- Site Managers or Foreman checking their respective sites daily and where there is any non-compliance they are assessed and measures taken to rectify the situation.

- Site management at all levels are required to observe work behaviour and act to ensure poor working practice and behaviour is improved and positive work practises reenforced.
- Work equipment is inspected on a regular basis and where subject to statutory test or inspection they are completed within the designated timescales.
- MGG Health and Safety Managers undertake regular site visits to audit relevant health and safety aspects to ensure compliance and behavioural aspects. Reports are created for each visit and issued to the site management team and relevant Director, as well as the improvements and NC's being added to the ACTIV IL and the audit report being filed in ACTIV file manager.

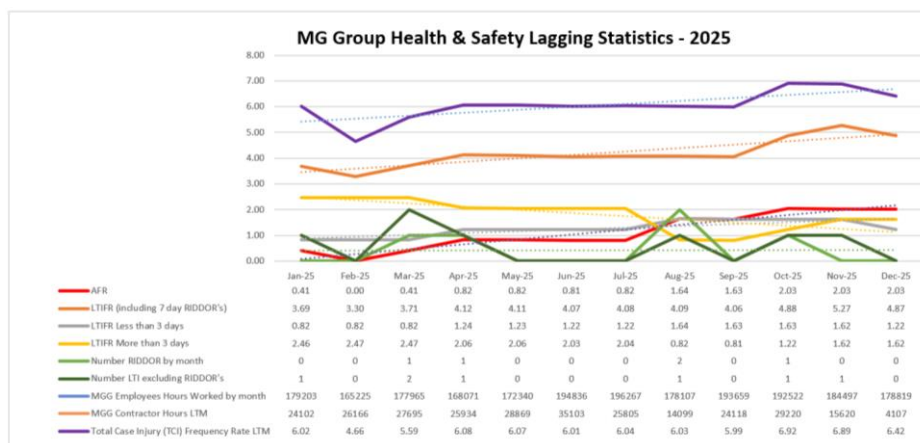
Near miss, accidents, incidents, hazards, and cases of ill health are investigated and the results acted upon.

Near miss reporting throughout the business is via a mobile phone app “LogIncident”. When a near miss is recorded, notifications are sent to the line manager of the individual raising the near miss for investigation and subsequent action. The SHEQ team also receive notification and where necessary provide further support to enable full closure of the near misses reported. SHEQ team involvement in significant near miss resolutions are also recorded on the Activ system where an improvement log is raised and managed to closure.

Identified improvements (from HS&E inspections and audits) are recorded in the integrated management software (ACTIV) and are proactively managed so that root causes are recognized and learning opportunities are identified.

Board meetings are held monthly where HS&E incidents and statistics are discussed, and relevant actions agreed.

MGG statistics 2025



MG Recycling 3-year H&S Statistics

	2022	2023	2024	2025
RIDDOR Reportable Accident Incidents	1	2	1	2
Accident Frequency Rate	1.81	3.14	1.43	3.07
Lost Time Injury Frequency Rate (Including 7-day RIDDOR's)	5.42	3.14	5.74	6.13

- Accident Frequency Rate = No of RIDDOR reportable Incidents x 1,000,000 / Total Hours Worked per annum
- Lost Time Injury Frequency Rate = No of Lost Time Injuries x 1,000,000 / Total Hours Worked per annum

The Business has developed a Behavioural Program “Be The Boss” which is promoted through the business.

BE THE **BOSS**
Behaviour On Safe Sites

10 GOLDEN RULES



1 Assess your risks & know your hazards.



2 Challenge unsafe behaviour.



3 Report all near misses, incidents & accidents.



4 Follow your site rules & control visitors.



5 Good housekeeping is everyone's responsibility.



6 Never use your phone whilst driving.



7 Use the right tools, in the right way.



8 Never work under the influence of drugs or alcohol.



9 Always wear the correct PPE.



10 Protect our environment.

MICK GEORGE | GROUP

MICK GEORGE **MENTAL HEALTH... LET'S TALK ABOUT IT**

A 24 hour helpline from Health Assured to help you through any of lifes issues or problems

- Stress & anxiety
- Bereavement
- Relationship advice
- Tenancy & housing concerns
- Counselling
- Financial well-being
- Legal information
- Alcohol & drug issues
- Family issues
- Childcare support
- Medical information
- Consumer issues



Download the Wisdom: Learn, Grow App. Employer Code: MHA241158

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FREE 24 HOUR CONFIDENTIAL HELPLINE:

0800 028 0199

In relation to wellbeing and mental health, MGG have a confidential employee support program provided by a third-party provider.

Mental health and stress awareness training is offered to staff via our e-learning program iHASCO and is further supported with Employee Assistance Program (EAP) a confidential outsourced helpline, posters and Toolbox Talks.

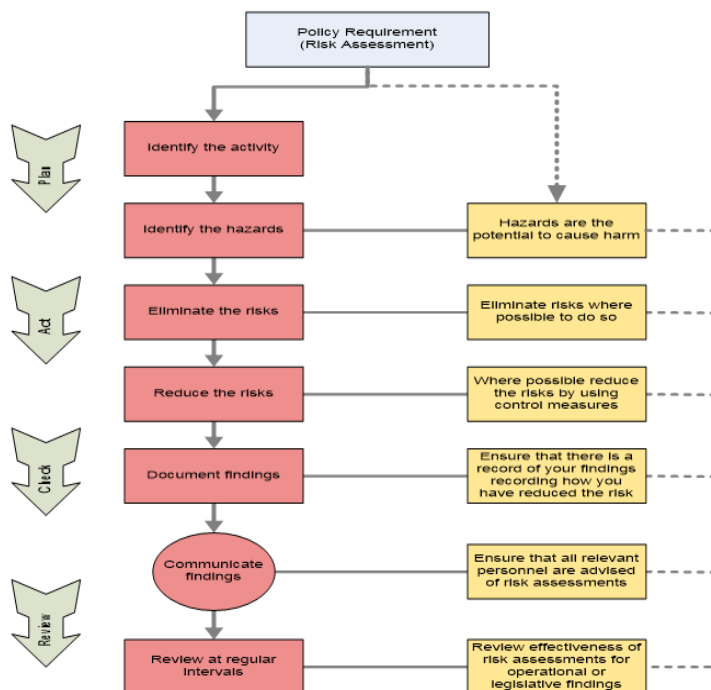
Good communication is essential in realising our zero-harm environment goal and we achieve this through:

- A clear management and communication structure
- Defined roles and responsibilities
- Regular liaison between parties on site
- Regular consultation with, and briefing of, the workforce which results in effective control of contractors and robust change management.
- Toolbox Talks and Safety Alerts are used to aid communication of SHEQ team related issues.
- Safety Committees convened at regular intervals.
- The business encourages staff to report HS&E issues through the use of the mobile app (LogIncident)
- The business has developed an internal mobile app MYMG and internal newsletter (In Good Company) that are used to communicate change and business development issues to employees.
- Communication is detailed in the Communication Plan held on ACTIV.

COSHH













































COSHH assessments have been modified and a COSHH template (for each product) has been established within ACTIV, sites then extract the template and make site specific. Activ presently holds 185 COSHH templates.

Risk Assessment Preparation



Health and safety risk assessments are in place for each activity undertaken.

List of Risk Assessments (MK Facility)

-  MGG - RA - 001 - Waste Transfer Station
-  MGG - RA - 003 - Cleaning under a weighbridge (elevated)
-  MGG - RA - 004 - Bioaerosols
-  MGG - RA - 005 - Office Duties
-  MGG - RA - 006 - Lone Working
-  MGG - RA - 008 - Maintenance of Plant and Equipment
-  MGG - RA - 009 - Loading Containers & Arctic Trailers
-  MGG - RA - 010 - First Aid Assessment
-  MGG - RA - 011 - Discarded needles and sharps
-  MGG - RA - 012 - Operation of an Agricultural Tractor, Dust Suppression Unit (DSU) & Mower Attachment
-  MGG - RA - 015 - Hand Sorting (Totting)
-  MGG - RA - 016 - Dust
-  MGG - RA - 017 - Handling Non Licensed Asbestos in Transfer Stations
-  MGG - RA - 018 - Litter Picking by the Roadside
-  MGG - RA - 019 - Traffic Marshal
-  MGG - RA - 020 - Plant and Vehicle Operator Maintenance
-  MGG - RA - 021 - Pressure Washer Activities
-  MGG - RA - 022 - Transfer Station Traffic Management
-  MGG - RA - 023 - Refuelling Plant and Machinery
-  MGG - RA - 024 - Pest Control
-  MGG - RA - 025 - Operation of a Loading Shovel
-  MGG - RA - 026 - Operation of Excavators
-  MGG - RA - 028 - Skips Tipping at a WTS
-  MGG - RA - 030 - Loading of an Ejector Trialer
-  MGG - RA - 031 - Roll On Roll Off Skips
-  MGG - RA - 037 - Covid 19
-  MGG - RA - 038 - Compressed Air
-  MGG - RA - 055 - LOTOTO
-  MGG - RA - 058 - Wheel Re-Torquing
-  MGG - RA - 060 - Photographing Non-conformances
-  MGG - RA - 062 Skips tipping at a Waste transfer Station (Traffic Marshal Perspective)
-  MGG - RA - 063 - Use of a Mobile Ladder Platform
-  MGG - RA - 064 - Loading Small Clients (Aggregate Collection)
-  MGG - RA - 065 - Pedestrian Access Around Site
-  MGG - RA - 066 - Moving Concrete Lego Blocks
-  MGG - RA - 067 - Carrying out site inspections
-  MGG - RA - 068 - Installing Site Signage
-  MGG - RA - 069 - Taking Samples from a Stockpile (Hazardous included)
-  MGG - RA - 070 - Use of Hand & Power Tools
-  MGG - RA - 071 - Use of Ladders
-  MGG - RA - 072 - Receipt of Bulk Fuel and Oil
-  MGG - RA - 079 - Dealing with Lithium Batteries
-  MGG - RA - 083 - Loading Concrete Bins
-  MGG - RA - 084 - Lead Exposure

Each risk assessment (RA) will have a corresponding safe system of work (SSOW) and each member of staff will have signed for the relevant RA and SSOW and they are reviewed on a regular basis.

Risks are assessed and scored using the following methodology:

Risk Assessment Scoring Matrix

Risk Matrix: The 5x5 matrix below establishes the principle determining acceptable and unacceptable tolerances in activity-based risk assessment. In all events further improvements should be considered where practicable to improve safety.

Green – deemed tolerable level of risk – work deemed safe to proceed – with usual pr-start precautions.
 Amber – It is mandatory to review all Amber / Medium Risks, consider improving or implementing additional controls to reduce the risk – record your review in the control measures section.
 Red – In ALL events, where the residual risk scores 12 – 25 (High) the risk assessment MUST be re-evaluated, and further controls implemented.

	5	4	3	2	1
5	25	20	15	10	5
4	20	16	12	8	4
3	15	12	9	6	3
2	10	8	6	4	2
1	5	4	3	2	1
	1	2	3	4	5
	Likelihood				

Likelihood
 Rating 1 = Rare
 Rating 2 = Unlikely
 Rating 3 = Possible
 Rating 4 = Probable
 Rating 5 = Almost certain

Severity
 Rating 1 = No injury / minor injury with no First Aid
 Rating 2 = Minor injury or illness / First Aid Treatment
 Rating 3 = Medical Treatment
 Rating 4 = Lost Time Injury / RIDDOR
 Rating 5 = Fatality

RISK Green Low Amber Medium Red High

For more complex tasks e.g. hot works or excavations, a permit to work system is in place, this process aids the control of irregular or higher risk activities where specific controls must be implemented.

Near miss, accidents, incidents, hazards, and cases of workplace ill health are investigated and the results acted upon. Near miss reporting throughout the business is encouraged via a mobile phone app “LogIncident”. Notifications are received by the line manager of the individual raising the near miss for investigation and subsequent action. The SHEQ team also receive notification and where necessary provide further support to enable full closure of the near misses reported. SHEQ team involvement in

near miss resolution are also recorded on MGG Activ system where an improvement log is raised and managed to full closure.

Colleagues are encouraged to report near misses so that they can be assessed, and improvements made before issues escalate to cause damage or injury. Accidents and Incidents are recorded and investigated to ensure that improvements can be made e.g. to SSOW, training etc. Live reporting of accidents etc is available through our Log Incident mobile app, reported issues are triaged by the SHE team who can then assess the report and allocate relevant investigation resources.

Lock Out – Tag Out – Try Out (LOTOTO) processes are in place at all sites, this is a process that allows staff to gain safe access to plant and machinery.

Risk Assessments are prepared by competent and experienced managers. The flow diagram below is the process by which risk assessments are prepared.

Foreseeable risks are controlled through risk assessment for each process and generated in consultation with the workforce. Where a task falls outside the “norm” a dynamic risk assessment will be used.

The Business inducts, trains and monitors staff performance. Each colleague has an induction and training needs tailored to the type of work and or location.

Vehicles are fitted with external camera systems to allow the driver improved visibility as well as internal cameras that monitor driver in cab behaviour (as a deterrent to using mobile devices).

Daily inspections of plant and vehicles are recorded using a mobile application R2C. Staff will not operate or drive plant or vehicles if safety controls or equipment are compromised.

Communication of safety and environmental challenges are communicated to staff with toolbox talks or safety alerts, staff are required to sign to indicate understanding of the Toolbox talk.

Processes, Policies and procedures are in place to ensure the ongoing safety of our facilities e.g. Lone Working, Permit to Work, LOTOTO, PPE, COSHH, LOLER, Pressure Vessels, Fire (drills, alarms and extinguishers), Stress, Fatigue, Traffic Management, First Aid, PPE and RPE, PUWER, Drug and Alcohol.

MGR sites have a Fire Risk Assessment in place and where required a Fire Prevention Plan.

The business has a SHEQ team headed by the Director of SHEQ, with a Head of H&S and a Senior H&S Manager, these resources are supported by external H&S consultants when required.

MGG Health and Safety team undertake regular visits to check on relevant health and safety aspects and carry out site audits to ensure compliance, behavioural aspects noted, reports issued to the relevant Director, and site management team. In total c.150 internal audits have been conducted in 2024 – the audit function is supported by a comprehensive non-conformance / improvement / corrective action process discussed in greater detail in Section 8.

Recycling Safety Committee meetings are held regularly to ensure communication of new issues and to maintain the momentum of resolving challenges and improvements

Mick George maintains a Business Continuity Plan to aid the recovery of the normal business operations of the company following a serious incident. This includes re-establishing the maximum operations in the shortest time frame and minimising the impact on the business.

MGG is already operated in a way that makes operations extremely resilient. Operations are spread across many sites and a range of internal and external resources are used across nearly every business function. Operations can therefore be rebalanced between alternate sites and further outsourcing of business functions as necessary.

Environmental

We do not undertake a formal calculation for the EIFR (Environmental Incident Frequency Rate). The group does record improvements, near misses, nonconformance and incidents; using the same principles (used in H&S) to ensure identified challenges are proactively addressed through investigation and root cause analysis etc.

Mick George Recycling (MGR) have had no breaches of environmental permit that have instigated the use of Schedule 5 Notification. Using the Schedule 5 Reporting as the measure, including recycling EIFR is calculated as 0 (zero) for the last three years.

The Group has a Net Zero Strategy Plan in place.

MG Recycling enhances recycling opportunities to maximise recycled commodities it offers back to the marketplace to augment a reduction in the use of natural resources and reduce reliance on landfill. Current recycled commodities produced at our recycling facilities include:

- Plastics
- Aggregates
- Timber / Wood
- Card / Paper
- Ferrous and non-ferrous metals
- Refuse Derived Fuel (RDF)

This reduces the use of virgin materials and/or fossil fuel reliance and the use of natural resources.

- Export RDF to help in offsetting fossil fuel consumption and reduce carbon emissions.
- Recycle paper / card and plastic (MG direct export paper and card, no broker or other third-party reprocessing).
- Recover and supply wood (99%) for use materials production and other secondary uses e.g.as biomass. MDF production is higher up the waste hierarchy than WTE.

Typically, we produce recycled aggregate under the WRAP protocol as an alternative to the use of primary aggregate.

Water – MGG is a consumer of water in three main ways: dust suppression, aggregate washing and concrete production. We prioritise the use of water in alignment with the Water Management Hierarchy (MGG have a Water Resource Policy).

MG Group may use biofuels (HVO) and oils for HGVs, mobile and static plant operations where HVO is a requirement and are pleased to offer this (depending upon fuel availability).

Working with landowners and farmers MGG identify mineral extraction opportunities that allow the formation of irrigation reservoirs to capture runoff from adjacent land to be used for crop irrigation. This opportunity often replaces the use of potable water resources or reliance on boreholes for irrigation. These projects are the best use of natural resources reducing the overall impact on the water supply grid often at peak demand periods.

MGG also has a detailed Environmental Aspects register which is reviewed annually. In order to make the aspects user friendly, a less sophisticated version has been developed for operational facilities, this is an attempt to improve understanding and engagement with staff in the relevant aspects impacting the site.

Climate Change Risk Assessments

Climate change risk assessments were conducted for permitted facilities and submitted to the EA in March 2024.

The RAs identified risk associated with climate change that included:

- flood
- fire
- high/low temperatures
- increased precipitation
- drought
- wildfire
- high winds
- increased lightning strike

Quality

The group are certified to UKAS standards to ISO 9001,14001 and 45001 as well as having BSI certification to BES 6001 and BS EN 206 and BS8500 for the BSi Kitemark for ready mixed concrete. As an integral element of ongoing certification continuous improvement is a cornerstone. MGG capture near-miss, non-conformance, accident investigation, observations and innovations (NCRs) in our ACTIV (software) data base and have live reporting through our Log Incident mobile application where reports are triaged by the SHE team, to ensure rapid response to incidents and the appropriate level of investigation is triggered and resourced.

Operational directors have access via the ACTIV data base to view their operational teams current and historic data.

NCRs added to ACTIV are reviewed to ensure urgency of resolution and accuracy of data. Closed NCRs are reviewed weekly, by representatives of the SHEQ team who review the validity of the closure, that Root cause and evidence of the resolution (where relevant) has been provided e.g. photos, certificates etc.

COTC inspections (including H&S, environmental and operational checks) are recorded on Activ and reviewed.

All sites included within the scope may be routinely inspected by the Environment Agency are subject to routine inspections by the Environment Agency. Following each visit, a Compliance Assessment Report (CAR) is typically issued, detailing any non-compliances and required corrective actions. All CARs are recorded in Activ, with appropriate actions assigned to the relevant personnel for follow-up.

Suppliers – Quality Controls

Certain MG suppliers require incoming waste to meet defined acceptance criteria prior to receipt at their facilities. Site operatives follow quality control steps to ensure materials are properly managed throughout processing and preparation for transfer. All incoming loads are inspected on arrival to verify suitability and confirm the absence of contamination. Additional inspections are conducted at key stages of processing. Some suppliers require photographic evidence prior to and following loading, and in certain cases an independent external inspection. Where such inspections identify non-compliance, the matter is escalated to the Site Manager to determine whether corrective measures can achieve compliance or whether the material must be rejected and segregated.

Under MGR's BSL approval for the supply of Grade A Woodchip for Biomass, moisture content of the material must be tested to ensure it is below 30%, in accordance with approval conditions. If moisture content exceeds this threshold, the Site Manager is notified, and the material is deemed unsuitable at that time. Remedial actions are implemented to reduce moisture levels, followed by retesting to confirm compliance before release.

Two of the MGR sites within the scope (Gt Billing II Transfer Station and Rushton Transfer Station) maintain a Factory Production Control outlining the production of recycled aggregates from inert wastes and detailing how the requirements of the Quality Protocol are met. Sampling results are reviewed upon receipt and continuously monitored to ensure compliance with relevant specifications. Customers wishing to order recycled aggregates can request evidence of these results, demonstrating that the waste meets the protocol's standards. If any non-compliant results are found, details are provided to the Aggregate Recycling and/or Site Manager to investigate.

Waste Documentation:

All incoming and outgoing waste movements are recorded within our operating systems. Each site has a designated weighbridge operator who reviews daily bookings to identify and flag any concerns.

The weighbridge operator is responsible for checking all Waste Transfer Notes and Consignment Notes for accuracy, completeness, and suitability. Where documentation is incorrect, incomplete, or otherwise unsatisfactory, the issue is escalated to the Compliance Team for review. The Compliance Team will then investigate and, where appropriate, raise any legitimate concerns with the relevant client or supplier.

Weighbridge operators also verify that all waste carriers entering or leaving the site hold the appropriate and valid waste carrier licences. Any discrepancies or concerns are promptly referred to the Compliance Team to review and discuss where necessary.

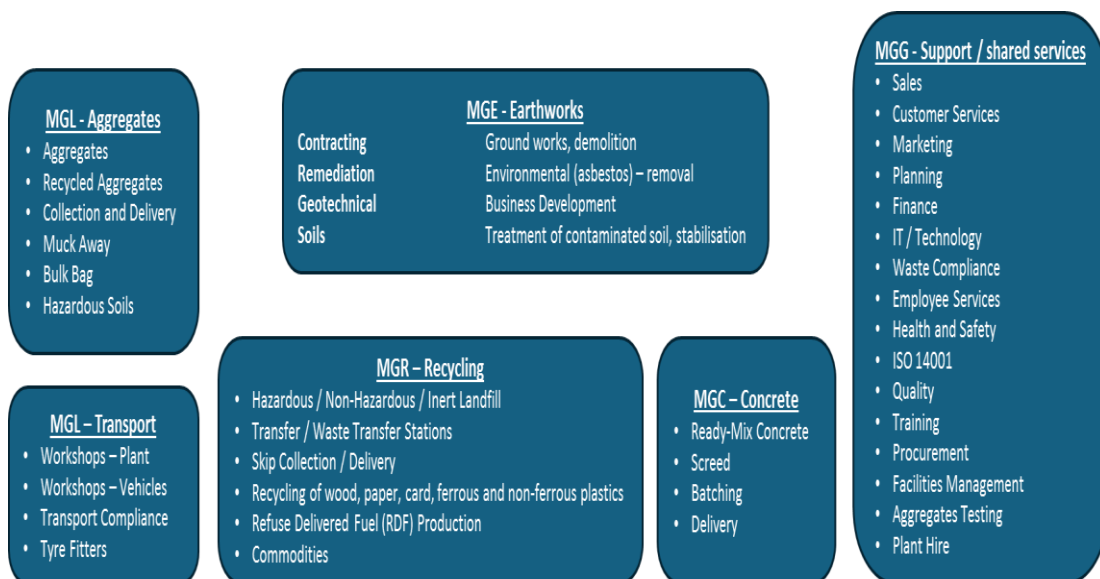
Section 4 - Operational Management

MGG are independently audited by ISOQAR a UKAS accredited certification body, MGG have certificates for ISO 9001, 14001 and 45001 this ensures our Quality, Environmental and Occupational Health and Safety Systems are established and verified as being compliant with the afore mentioned standards. In particular this includes the management, support, controls and monitoring of the standards which includes our recycling and waste management sector using the PLAN – DO – CHECK – ACT philosophy.

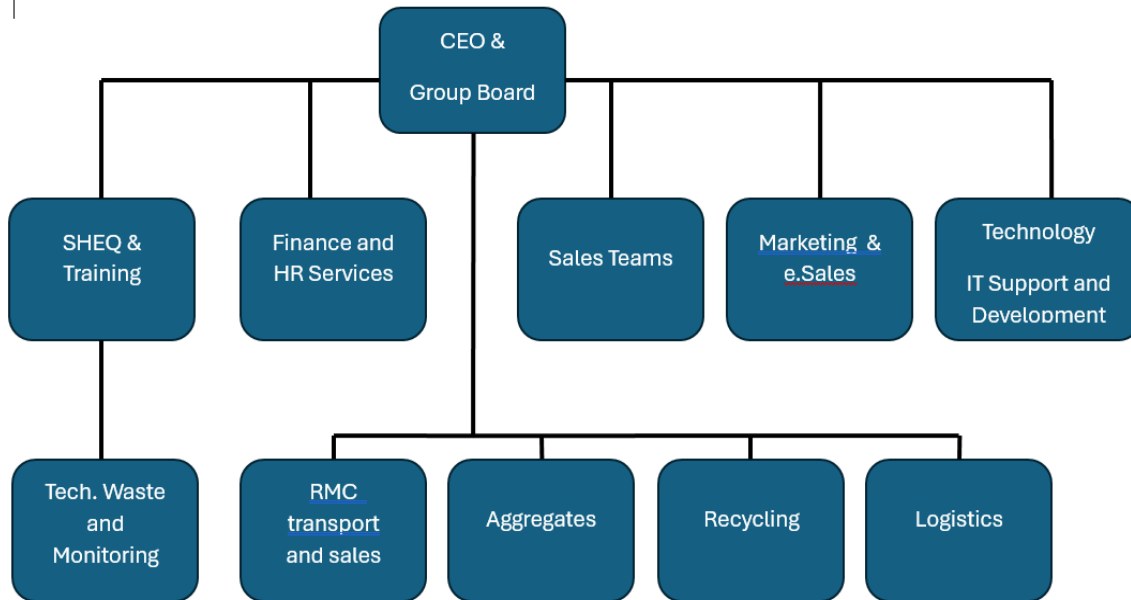


Our Integrated Management System complies with the quality, environmental, health and safety requirements of relevant standards and regulations. With procedures, risk assessments, environmental aspects, safe systems of works in place, we effectively fulfil our legal obligations, permit conditions and we are able to capture all necessary data for reporting requirements. The MGG chart shown below illustrates the structure within MGG. Job descriptions describe the functions, roles and responsibilities of personnel and highlight the minimum competence requirements.

Business Structure Chart



Operational Management Structure Chart



Roles and Responsibilities

The responsibility and authority of personnel performing activities related to the quality, environmental and health & safety managements system are defined and communicated within the organisation through the Organisational Structure chart, individual procedures, and job specifications.

Waste Assessment

Waste is assessed by the Technical Compliance Team. There is a WAF (Waste Acceptance Form) procedure in place for specific waste types (e.g., soils) to assess and characterise the proposed incoming waste to seek a possible waste treatment or disposal option. Internal Assessors conduct an assessment on each waste enquiry in accordance with Technical Guidance WM3 (v1.2.GB). If the enquiry includes suitable information to allow so, a waste classification will be provided alongside relevant details such as disposal options.

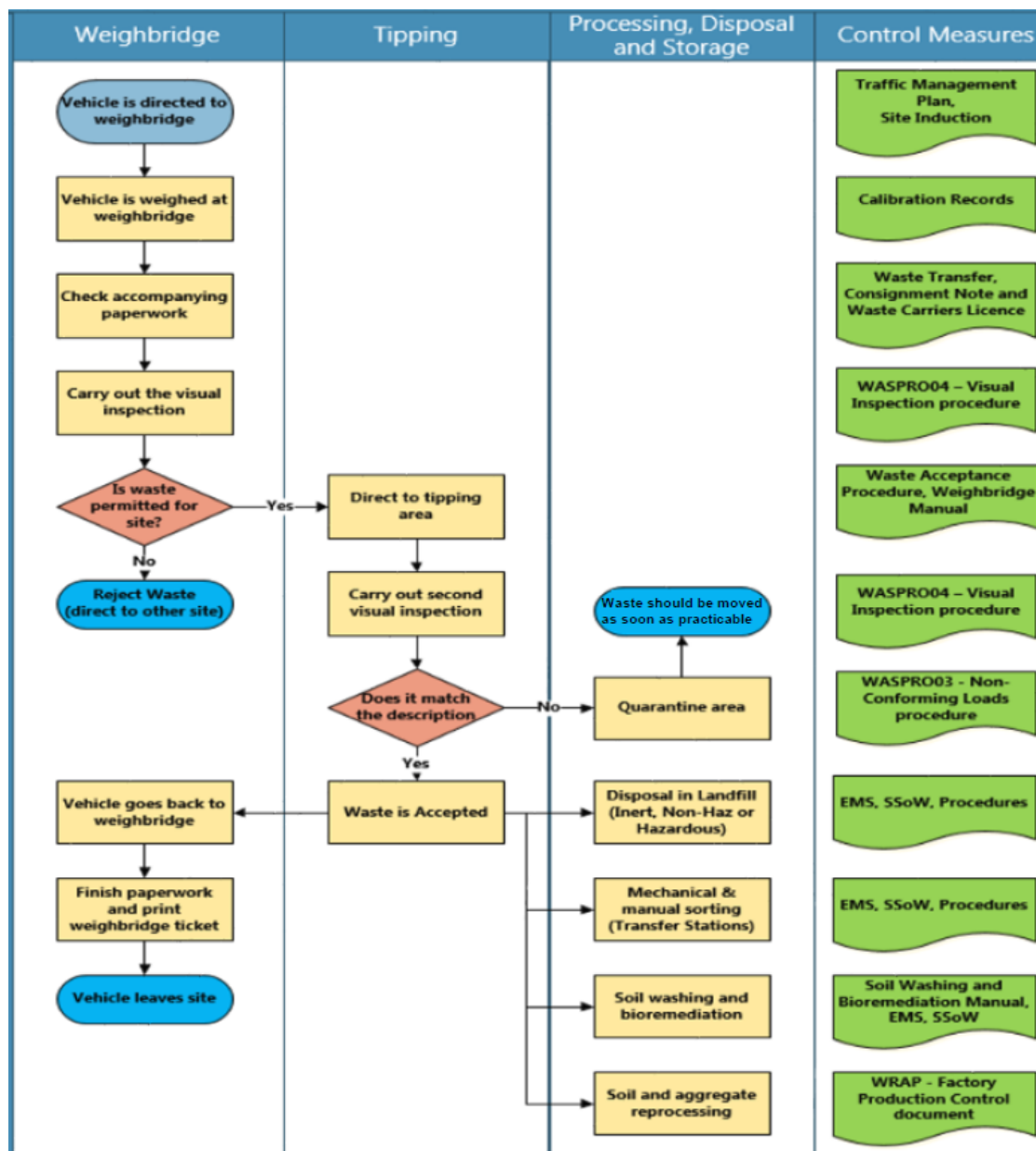
Transport

Following the customer order and the waste assessment, the Transport Department allocates the jobs. Our skip, tipper and articulated waste fleet operate from 16 base sites. Mick George Ltd is accredited to the Fleet Operator Recognition Scheme (FORS) silver level. Procedures, Risk Assessments and Safe Systems of Work were produced and introduced to comply with the requirements of the Scheme and with the traffic, environmental and health & safety regulations. Our drivers are trained and regularly assessed by the Driver Training team to comply with the internal procedures and legal requirements. Daily checks are carried out on the vehicles by the drivers and the defects reported on a mobile app.

Waste Acceptance

A Waste Acceptance Procedure is in place to define the process of the waste acceptance, non-conforming loads, quarantine, and waste rejection. This covers waste acceptance across the group; it is not specific to the Waste Transfer Stations. Details of the full process are included in document “MGL-TSEMS-03 Waste Acceptance Procedure V4 - Oct 2025”.

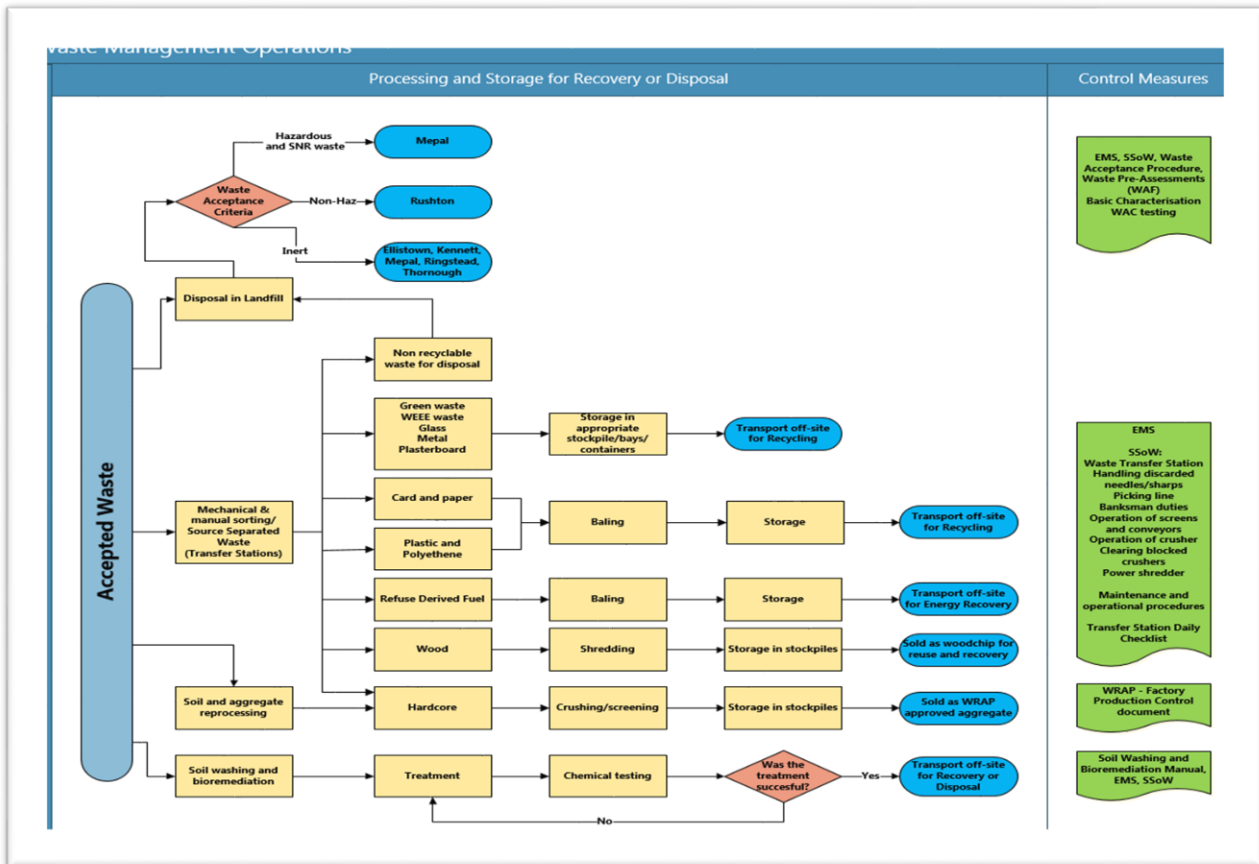
Flow chart of general acceptance across the group.



Weighbridge operators are internally trained and fully aware of the legal requirements and our Duty of Care.

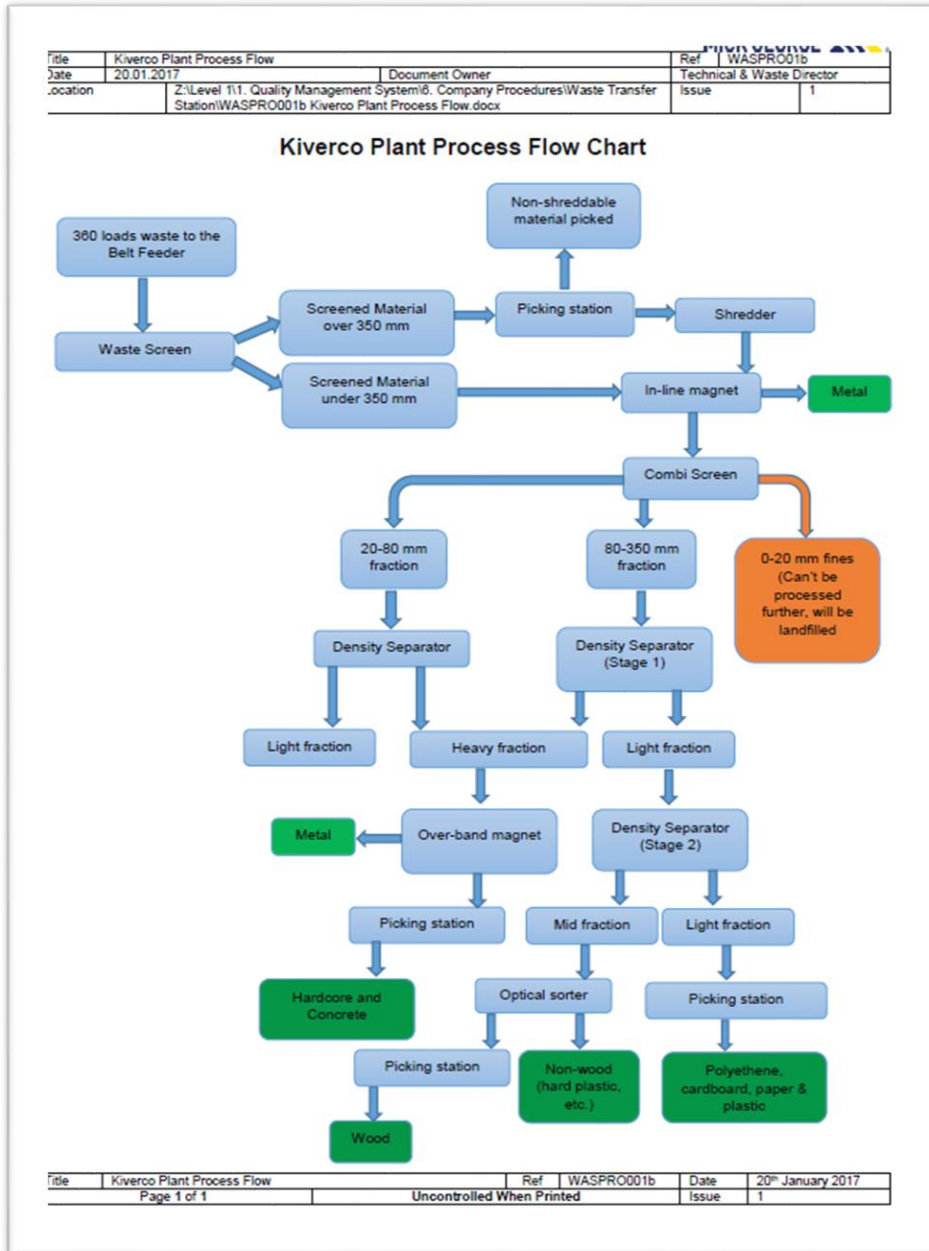
Waste Treatment, Recovery and Disposal

At MGG, we aspire to recycle and recover the maximum amount from our accepted waste (if it is technically and financially feasible) and only send waste to landfill, if there is no other recovery option. As a waste producer and holder, we always aim to fulfil our duty to apply the waste hierarchy by Regulation 12 of the Waste (England and Wales) Regulations 2011.



The operation of the segregation line in St Ives and Gt Billing process flow diagram can be found below detailing the segregation process.

We have procedures, operating techniques, and Safe Systems of Work in place to cover our baling, crushing-screening, shredding, segregation (manual and mechanical), soil washing and bioremediation processes. Wastes are handled, treated, and stored in line with our environmental permits and planning conditions.



Storage

It is the site manager's responsibility to manage the handled and stored waste in line with the environmental permits, Fire Prevention Plans (where applicable) and planning permission conditions.

Accepted, processed, and stored materials are monitored, and input and output tonnages are recorded quarterly against each site to allow the Waste Compliance team to monitor capacity and calculate compliance levels to comply with permitted capacities across the full annual period.

There is adequate storage capacity available on our sites including skips and waste and material storage bays. Inert wastes, soils, wood waste are usually stored outside of the segregation buildings, while waste materials which are liable to escape or deteriorate are stored internally. Hazardous wastes, like asbestos and clinical waste are stored in enclosed, lockable skips. Waste should be stored on an impermeable surface with a sealed drainage system to ensure contaminated run-off is securely contained. To prevent contamination of product, waste separation walls are used.

Daily and weekly checks are undertaken to ensure the site is operated safely and according to the environmental permit conditions and best available techniques. Site inspections and internal audits are carried out regularly by the Quality, Health & Safety and Environmental departments. Our sites are also subject to external audits.

Waste transferred for off-site processing or disposal is always accompanied with the necessary paperwork, required by the Duty of Care or The Hazardous Waste (England and Wales) Regulations. The haulier shall be a registered waste carrier. The registration number, if in doubt, can be checked in our internal database or online, on the Environment Agency's Public Register. We maintain a database for the waste outlets we use. Desktop Duty of Care compliance checks on 3rd party outlets are carried out prior to use, focusing on environmental permits, waste exemptions, permitted waste types and waste carrier, broker and dealer licences.

Waste produced during our operations and activities is handled, stored, and collected in line with environmental and health & safety regulations. As a waste management company, we collect and handle our own waste. Waste generated in the Head Office and on our sites, is collected by our haulage and delivered to one of our transfer stations. We treat/recycle, store, handle and dispose waste in line with our duty of care requirements.

Resource Management

Site related resources are managed by the relevant site managers or supervisors. They have the direct vision and control of operations which needs labour, plant & machinery, maintenance, fuel, tools, and equipment. There are Site Operational meetings with the site managers/supervisors and the senior management to discuss operational strategies, including resource management for the sites. The Procurement Department deals with the fuel, materials, tools, and equipment ordering and they maintain the stock to satisfy the planned and arising needs. Daily checks are made by the Transport Department to monitor vehicle availability; communication is shared with relevant Sales personnel to ensure they can manage customer/supplier requirements. The Internal Sales Support team monitor enquiry levels on a monthly basis, detailing both what has been quoted and what quotes have converted into sales. Daily Sales Reports are issued to relevant personnel each morning to measure gross sales against set targets and to boost momentum.

Section 5 - Competence

Prior to starting employment, relevant certificates and tickets (Training records, COTC, CSCS, CPCS, First Aid, Medical certs etc.) are received and checked by the HR department. Details of an individual's training is entered onto 'Activ' and the Master Training Spreadsheet which tracks the expiry dates and flags up when any individual needs to renew their qualifications, this helps maintain our workforce to ensure they are qualified, competent, and current in their individual role.

Staff joining MGG are given information such as employee handbooks and relevant policies during the onboarding process, these will be signed prior to starting work.

When arriving on site new employees are given a company and site-specific induction (including RAMS and other relevant site information such as fire and first aid arrangements, pedestrian and traffic routes and highlight the general hazards around the site) before they undertake any duties on their first day.

The business has a specific Training Manager who allocates and manages training to ensure that training and recertification are managed and in date.

General ongoing training is provided through toolbox talks and health and safety 'hot topics' which are informed through analysis of near miss reports to identify pertinent areas.

All drivers joining the company undergo a phased training / assessment period to promote safe and efficient driving techniques. MGL operate under the Fleet Operators Recognition Scheme (FORS) Silver accreditation. Competence of individuals is assessed through health and safety inspections of our sites. We are subject to external audits for our ISO, Achilles, FORS and BSI certifications. Competence of our suppliers and contractors is assessed as part of our supplier assessment process and will include a review of their insurances, certifications, permits, licences and various policies and procedures. Sub-contractors are inducted prior to commencing any work on our sites.

General Training

Training is arranged by the Training Manager overseen by the SHEQ Director.

Last year 326 colleagues completed training, including certificate or skill renewals e.g.

- WAMITAB / COTC – 9 holders specifically for the Transfer Stations, 17 in total across the group.
- NPORS – Plant training
- CPCS etc.
- First Aid

Our e-learning software iHASCO is rolled out and relevant courses are conducted remotely (IHASCO translates to around 40+ languages and has over 180 courses to choose. Before a course can be concluded, the trainee has to successfully complete a test.

Through iHASCO our preferred e-learning package the business has trained 637 colleagues on 36 different subjects examples being:

- DSE
- Workplace Safety
- Manual Handling
- Mental health awareness
- Fire Warden

The following internal training courses have been rolled out, with certificates issued on completion:

- Accident and Incident training was delivered by the Head of H&S and the Quality Manager to 45 operational managers and included the roll out of the new LogIncident app and the accident and incident investigation procedure. A short exam was included at the end of the training session to confirm it had been successful and feedback was sought, gained and modifications were put in place where improvements had been identified.

Activ (IMS) Training- This was created and rolled out to 55 site managers in the last year, to ensure full understanding of the IMS, its modules (role specific) and how it can be used alongside existing processes. The training is delivered by the IMS Auditor/Administrator with test functions set up on the system to assess user's understanding before training is complete.

Our certification to ISO 9001, ISO 14001, and ISO 45001 provides formal, independently verified assurance that our organisation operates in accordance with internationally recognised management system standards for quality, environmental responsibility, and occupational health and safety. Collectively, these certifications substantiate our organisational competence, governance, and operational discipline, providing clients and stakeholders with confidence in our ability to deliver consistent, compliant, and responsibly managed services.

Section 6 – Corrective, Preventative and Improvement Actions

For the management of our recycling facilities we use ACTIV Improvement Log (IL) to record improvements and non-conformances which may arise from an audit, accident, observation, innovation or regulatory visit, or a colleague identified improvement.

Managers have access to ACTIV IL and can update and check progress on outstanding issues. Each IL that is closed is subject to SHEQ team review to ensure the actions taken have been appropriate and the evidence provided in relation to the closed IL is suitable.

Example of Closed IL

Details Links (4) History					
Add Effectiveness Assessment Re-open PDF - Current Version					
Code	2650	Raised Date	18/11/2024	Raised By	Christopher Challands
Status	Closed				
Summary	Fuel Truck PL 1293 - Fuel containment				
Type	Audit - Internal - Env	Area	Emissions / Spillages / Containment		
Priority	Medium (<12 wks)	Source	Env	Site	Wakerley
Private?	No	Cost			
Company		Team	Mick George Group > Mick George Limited > Aggregates		
IL Owner	Adrian Brown	Target Review Date	12/12/2024		
Details Including Containment Action	Fuel Truck PL 1293 Both fuel and add blue hoses needed drip protection. The fuel delivery and add blue delivery point hoses were adjacent and could be confused, clear signage to prevent cross contamination.				
Investigation Results/Root Cause Identified					
Corrective Action	Fuel Truck PL 1293 Both fuel and add blue hoses needed drip protection. - pics show drip trays installed - Closed The fuel delivery and add blue delivery point hoses were adjacent and could be confused, clear signage to prevent cross contamination. - pic shows sing - Closed				
Outcome					
Customer Contacted?	n/a	Customer Satisfied?	n/a	Supplier Contacted?	n/a
Closed Date	18/11/2024	Closed By	Christopher Challands		
Add Effectiveness Assessment Re-open PDF - Current Version					

Overview of the Improvement Log (IL)

Developed by compliance experts, Activ Improvement Log provides a workflow to create and manage a database of learning opportunities arising from potential sources, including employee ideas, complaints/feedback from customers and other third parties, audits and near misses.

Central Dashboard allows:

- Easily access to a summary of key information.
- Compare activity from one month to the next using live data.
- Filter Improvement Logs to display relevant data.
- Instantly access overdue Improvement Logs to prioritise activity.

- Encourage an improvement-led culture.
- Pre-set electronic forms ensure ease of completion and consistency of data.
- One-click access from other Activ modules enables actions to be raised as part of audit and review workflows.
- Assign ownership of actions to individuals.
- Assess the effectiveness of all improvement-related activities.

One-click analysis reports allow:

- Filtering by selectable criteria to produce relevant KPIs.
- Access to high-level information for management review.
- Exporting of data for use outside of Activ with one-click (e.g. Spreadsheets).

Legal and Other Requirements

MGG is committed to complying with relevant legislation and industry standards as well as other applicable requirements relevant to our activities, including non-legislative and voluntary obligations.

Screen Shot of ACTIV Comply – showing a section of Individual requirements.

Code	Requirement	Category	Status	Assigned To	Due Date	Completed Date
452 E2658	Ensure that, in the event of an imminent threat of environmental damage*, all practicable steps	Pollution	Compliant		28/03/2024	08/04/2024
453 E2659	Ensure that, in the event that environmental damage* has been caused, all practicable steps are	Pollution	Compliant		28/03/2024	08/04/2024
454 E53	Ensure that oil* is stored in containers that are unlikely to burst or leak, and that the	Pollution	Compliant		28/03/2024	28/03/2024
455 E54	Ensure that any valve, filter, sight gauge, vent pipe or other equipment ancillary to an oil*	Pollution	Compliant		28/03/2024	28/03/2024
456 E55	Ensure that where the fill pipe is not within the secondary containment system* of an oil*	Pollution	Compliant		28/03/2024	28/03/2024
457 E56	Ensure that any fixed tank* used for storing oil* is fitted with an automatic overfill	Pollution	Compliant		28/03/2024	28/03/2024
458 E57	Ensure that, for any fixed tank* used for storing oil*, the requirements for any sight gauge*,	Pollution	Compliant		28/03/2024	28/03/2024
459 E58	Ensure that, for any mobile bowser* used for storing oil*, any tap or valve permanently fixed	Pollution	Compliant		28/03/2024	28/03/2024
460 E59	Ensure that for mobile bowser* where oil* is delivered through a flexible pipe permanently	Pollution	Compliant		28/03/2024	28/03/2024
461 EW4487	A person or organisation must not carry out any of the following activities in England or Wales	Pollution	Compliant		28/03/2024	28/03/2024

MGG have a legal register of applicable legislation which details the regulations specific to our activities. This register is maintained and kept up to date with current/new legislation, with monthly updates provided by ACTIV Comply. The Other Requirements Register is also reviewed annually.

ACTIV COMPLY – Screen Shot.



Scope of Audit			
Title	Mick George HSE Legal Register 2024		
Team			
Compliance Area	UK Environmental, Energy, Health and Safety Legislation		
Regions	<input checked="" type="checkbox"/> England <input checked="" type="checkbox"/> Scotland <input checked="" type="checkbox"/> Northern Ireland		
	<input checked="" type="checkbox"/> Wales		
Applicable Standards	<input checked="" type="checkbox"/> ISO 14001 <input checked="" type="checkbox"/> ISO 45001 <input checked="" type="checkbox"/> ISO 50001		
Import Evidence From	Mick George HSE Legal Register 2023		
Created By	Grace Owen	Created Date	13/03/2024
Locked By		Locked On	
Finalised By		Finalised Date	
Finalisation Notes			

Evaluation of compliance with identified requirements is ensured through a system of monitoring and measuring performance through inspection and audit.

The implementation of requirements relating to specific projects / contracts / customers / interested parties etc. may be further defined in operational procedures and site-specific RAMS.

MGL achieve legal compliance using various mediums such as: -

- Internal inspections and audits by the Quality and Health & Safety Teams
- External audits and reviews
- External Consultants offering specialised online tools/portals – Activ Comply
- Liaison with regulators on changes and new legislation.
- MGG business sector experts e.g. HR, finance, contracting, procurement may undertake CPD or be members of professional bodies where they update knowledge etc.

Screen Shot – Monthly Legal Outlooks provided by ACTIV Comply.



Title
UK Legislation Outlook - December 2024
UK Legislation Outlook - November 2024
UK Legislation Outlook - October 2024
UK Legislation Outlook - September 2024
UK Legislation Outlook - August 2024
UK Legislation Outlook - July 2024
UK Legislation Outlook - June 2024
UK Legislation Outlook - May 2024
UK Legislation Outlook - April 2024
UK Legislation Outlook - March 2024

MGG employs in-house Health & Safety, Environmental and Quality Managers who undertake regular site audits to ensure that we are compliant with applicable legislation. Improvements and non-conformance are recorded within the Improvement Log in ACTIV and statistics distributed monthly to relevant directors and senior managers.

Certificates of Technical Competence (COTC)

The business has c. 17 individuals with a range of COTC qualifications, 9 of which cover our Transfer Stations included within the scope. A schedule for COTC attendance (ensuring adequate attendance is attained) is in place to plan and track COTC attendance.

Weekly, each COTC must produce a report on the sites they are covering. On most sites COTC cover is provided by the resident site manager, although for vacation or other absences “roaming” COTC cover is provided. The report is emailed to operational and senior directors as well as relevant Managers. Issues raised in the reports are reviewed and where considered necessary, will be raised as improvements in the ACTIV IL system.

Section 7 - Business Performance Review

Review of Operational activities

Annually a management review is written to comply with our ISO certification the executive summary is shown below the Management Review is signed off by Micheal George - Managing Director.

Actions and objectives are identified in the full report are tracked to closure and progress disclosed in next year's management review.

At the time of writing this report the 2025 Management Review is still underway.

Waste Performance Review

MGR has completed its annual review of all waste entering and leaving MGR sites for the period 1 January 2025 to 31 December 2025. Raw weighbridge data and internal records were collated to produce these figures, which have been externally verified by the Green Compass PAS 402 inspection body.

Analysis of this data determined that the company's landfill diversion rate and overall material recovery rate was 96.73%.

Table 1 - Performance Summary	Total Tonnes
Total material inputs 2025	584,574.12
Waste used/retained on site 2025 (engineering purposes)	-
Waste remaining on site at the end of 2025 (unprocessed)	81,707.00
Waste remaining on site at the end of 2025 (processed)	7,650.00
Total waste remaining on site at the end of 2025	89,357.00
Waste sent offsite for reuse/repair - 2025	25,363.19
Waste sent offsite for recycling - 2025	206,482.94
Waste sent offsite for energy recovery - 2025	199,811.12
Qualifying fines	-
Non-qualifying fines	-
Materials sent offsite as a non-waste in 2025 (end of waste)	44,952.87
Waste sent off for disposal (incineration without energy recovery)	8.32
Waste sent off for disposal to landfill	19,126.45
Total material sent off site for 2025	495,744.88

Table 2 - Annual Recovery and Disposal Tonnages

Incoming EWC	Incoming Tonnage	Outgoing EWC	Outgoing Tonnage	Waste Stream	Destination Treatment Description
170201 191207 200138	26799.63	191207	1919.28	Wood	Energy Recovery
			42335.13	Wood	Recycling
170204	216.72	170204	278.64	Wood	Energy Recovery
170904	27352.06	191206	250.78	Wood	Energy Recovery
200301	26868.99				
070213 120105 150102 160119 170203 191204 200139	732.37	150102	1489.98	Plastic	Recycling
		191204	380.26	Plastic	Recycling
170904		16411.24	200139	3.95	Plastic
200301	16121.39				
170407 191203 200140	1670.67	150104	0.11	Metal	Recycling
		170407	416.12	Metal	Recycling
		170411	13.7	Metal	Recycling
		191202	9336.21	Metal	Recycling
170904	6838.02	191203	229.48	Metal	Recycling
200301	6717.25	200140	26.83	Metal	Recycling
150101 191201 200101	2165.02	150101	22293.56	Paper & Cardboard	Recycling
		191201	367.06	Paper & Cardboard	Recycling
170904	10940.82	200101	20.54	Paper & Cardboard	Recycling
200301	10747.59				
170101 170102 170103 170107	59740.97	170101	169.84	Mixed C&D	Recycling
170904		54704.12	170107	60029.73	Mixed C&D
200301	53737.97				

170504 200202	64806.26	170504	35606.46	Soils	Deposit for recovery
170904	5470.41		9383.92	Soils	Recycling
200301	5373.8				
160103	210.87	160103	298.36	Rubber Tyres	Recycling
			87.3	Rubber Tyres	Temporary Storage
170802	13564.97	170802	6936.62	Plasterboard	Recycling
			3256.5	Calcium Sulphate	Disposal to LF
200123 200135 200136	150.81	200123	92.32	Fridge Freezers	Recycling
		200135	4.2	TVs	Recycling
200201 170904 200301	4209.22 5550.41 5373.8	200201	1858.74	Green Waste	Recycling
170904 200139 200301	27352.06 5.95 26868.99	191210 191212 191212	91401.50 1383.18 1383.18	RDF RDF RDF	Energy Recovery Energy Recovery Energy Recovery
191212	9252.96	191212	25344.15	IBAA	Reuse
			19.04	Type 1 MG Blend	Recycle
170904 200301	6838.02 6717.25	191212	48656.12	Fines	Recycling
			4353.03	Various	Disposal to LF
			11370.78	Various	Recycling
100329	2334.04	191211	2198.3	Iron Dross	Physico Chemical Treatment
200307	8667.03	200307	3882.46	Bulky Waste	Temporary Storage
050109'	179.76	191301	196.26	TPH sludge	Recycling
150106	1836.78	150106	638.14	DMR	Temporary Storage

200301	66605.53	200301	63865.09	Black Bag Waste	Energy Recovery
180103	8.91	180103	8.32	Haz Clinical Waste	Disposal
180104	128.46	180104	1.54	Offensive Bag Waste	Energy Recovery
160504	4.07	160504	0.56	Cylinders	Recycling
160505	48.82	160505	0.03	Cylinders	Recycling
170904 - non-conforming waste	0.82	130205	0.12	Waste Oil	Temporary Storage
		150202	0.04	Oily Rags	Temporary Storage
		160601	0.66	Lead Acid Batteries	Temporary Storage

Waste Hierarchy Category	Annual %
Reuse	5.12%
Repair	0.00%
Recycle	50.72%
Energy Recovery	40.30%
Landfill Cover	0.00%
Disposal	3.86%