

# SUSTAINABILITY REPORT 2026



**GRUNDON**

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# Foreword from TONI ROBINSON

We are proud to present our 2026 Sustainability Report. With evolution at its heart, it both reflects our progress throughout 2025 and provides a clear statement of the commitments that guide our future.

Last year marked a significant milestone as we revisited our Vision, Mission and Values for the first time in a decade. **That review made one thing unmistakably clear: Grundon has evolved.** Our business, our people and our ambitions have all grown, and it was time for our vision to grow with them.

Our new vision — to unlock the potential of waste — captures the future we are striving for and the impact we intend to make. Throughout this report, you will see how this is already shaping our decisions and our culture. One such example — and a standout moment of 2025 — was our Sustainability & Innovation Day, where colleagues and clients came together to share ideas, explore new thinking and challenge the norm. The energy and passion in the room were inspiring and you can read more on [page 26](#).

Our achievements were also recognised externally, as we won the Safe Vehicles Award at the UK Fleet Champions Awards, and the Innovation Award at the Thames Valley Business Awards. **Both accolades showed us that the work we do every day, often quietly and instinctively, is making a real difference.**

None of this would be possible without our people. It is their dedication that turns ambition into action and ensures we continue to move forward with purpose.

On a personal note, I was incredibly proud to be elected Chair of the Waste Industry Safety and Health (WISH) Forum, providing an opportunity to help drive positive change across the wider industry, particularly in strengthening health and safety culture.

While this report captures only a snapshot of our progress during 2025, I believe it paints a clear picture of our direction and the journey we are on. One defined by determination, responsibility and evolution. As we look ahead, our focus must remain unwavering. The scale of change our planet demands will only be achieved if we are united in purpose and ambition.

The choices we make today will shape the world inherited by future generations and we are determined to ensure that our legacy is one of bold action, meaningful impact and lasting sustainability.



Toni Robinson,  
Risk & Sustainability Director



# Our VISION, MISSION AND VALUES

We kicked off 2026 by unveiling our new Vision, Mission and Values, which better reflect who we are today and what we are working towards.

## Our Vision

To unlock the potential of waste.

## Our Mission

We are dedicated to leaving a better planet for future generations. We strive to redefine the concept of waste, opening minds to uncover new possibilities. With curiosity at our core, we work with our customers and suppliers to see waste as an opportunity. We aim for excellence - from dependable collections, to the training and development of our people, to surpassing the needs and ambitions of our customers. We're here to show the world that there is more to waste than it seems.

## Our Values

To have

**integrity**



To be

**caring**



To deliver

**excellence**



To maintain

**curiosity**



“ We are doing so many new and exciting things with waste and it's time our brand reflects that. Our goal is to redefine what waste is, to embrace our new values and open up our customers' minds to the potential that exists within their waste. By sharing opportunities and developing technologies we can demonstrate that there is more to waste than it seems.

As a family business with nearly a century of history, we know we can't necessarily solve big problems in our lifetime, but we can build on the strong foundations we have in place. My overriding aim is to make sure that what we do today leaves the planet in a better place for future generations and I believe this change is another step down the road towards achieving that. ”

Neil Grundon,  
Chairman



# WINNING combinations



We pride ourselves on our reputation for innovation and that's why we were thrilled to take home the Innovation Award at the prestigious Thames Valley 250 Awards, held last September.

Hosted by The Business Magazine in partnership with Insider Media, the judges praised our commitment to sustainability-led initiatives and industry-first solutions.

“Grundon’s innovations have delivered measurable impact, reduced carbon footprint, and positioned the business as a trailblazer in its sector.”

Kate Stent Corporate Audit Partner  
at category sponsor Crowe UK

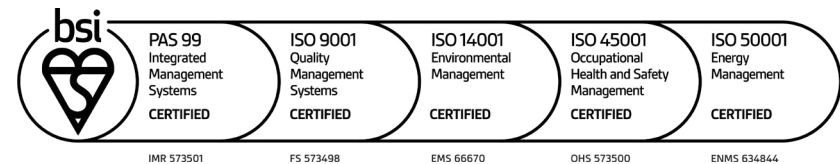
September also saw the hard work of our transport teams rewarded when we won the Safe Vehicles Award at the UK Fleet Champions Awards.

Organised by road safety charity Brake, the independent panel of judges named Grundon as the organisation that has worked hardest to improve the safety and environmental impact of vehicles used on behalf of their business.

Our Risk & Sustainability Director, Toni Robinson, was also highly commended for the Road Risk Manager of the Year Award.

## Accreditations

We are committed to operating responsibly and sustainably across all areas of our business, guided by clear governance principles and a culture of continuous improvement. These accreditations reflect our ongoing efforts to meet recognised environmental and ethical standards, while continually improving our impact on people and the planet.



# 2025 in numbers



awards won

Our teams made

# 3,020,962

COLLECTIONS

# 19

employees **completed**  
apprenticeships

# 101,135

**TONNES**

of dry mixed recycling processed through our MRFs

That's about the weight of

# 10 EIFFEL TOWERS

# 15

employees **started**  
new apprenticeships

# £269,386

funding provided to  
community projects

Our commercial waste collection vehicles

# TRAVELLED

# 11,919,678

KM

That's roughly

# 3,405 LAPS

# ROUND GREAT BRITAIN

# 8.2%

## REDUCTION

in Scope 1 and 2 emissions

We delivered

# 807

education hours  
to our customers

Engaging

# 3,447

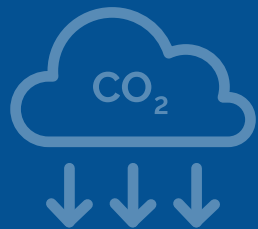
people

# 7,166 MWh

of electricity  
generated within  
our own facilities

# 1,104 MWh

of electricity used  
to self-supply



This is a CO<sub>2</sub>  
saving of approx

# 188 tCO<sub>2</sub>e

# 9%

reduction in  
energy usage  
across our sites



# 117 HOURS

volunteered by customers  
as part of our Corporate  
Volunteering Programme

# 269 HOURS

volunteered by employees  
across a number of different areas



# 4

Helping the elderly



# 41

Healthcare



# 58

Community development



# 22

Environmental



# 29

Armed forces  
support and welfare



# 30

Historic conservation



# 33

Youth support



# 52

Biodiversity & wildlife conservation



# United Nations SDGs

The Sustainable Development Goals (SDGs) are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice.

Through the work we do at Grundon, and the many projects we are involved in, we contribute to all of the SDGs.

The icons used throughout this report demonstrate just some of the examples of how we are working towards these goals.



# Our PLANET

We put energy efficiency and carbon savings at the heart of everything we do – and we always like to lead from the front.

From welcoming a true world-first with the arrival of an electric articulated tractor unit for our clinical waste team, to procuring 100% renewable electricity; our commitment to the planet is unwavering.

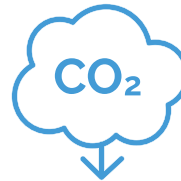
The data and the stats we collect today are setting the pace for tomorrow. By challenging the norm, by choosing excellence and investing in new technologies, we are working harder than ever to help make the planet a better place.

## Target

**Implement measures to achieve net-zero emissions by 2040**



## Commitments



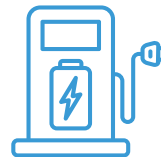
Adopt a science-aligned decarbonisation pathway covering Scope 1, 2 and 3 emissions, supported by clear reduction measures



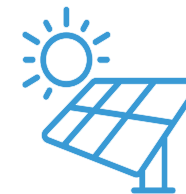
Drive measurable energy efficiency improvements across the business by requiring every site to develop and implement an energy efficiency action plan



Engage with suppliers and other stakeholders to improve activity-based emission data, enabling more accurate Scope 3 reporting



Continue our investment in the electrification of our fleet; increasing the number of electric vehicles by 25% and continuing to enhance the charging infrastructure



As part of our renewable energy commitment, commence construction of a solar farm at our Beenham site

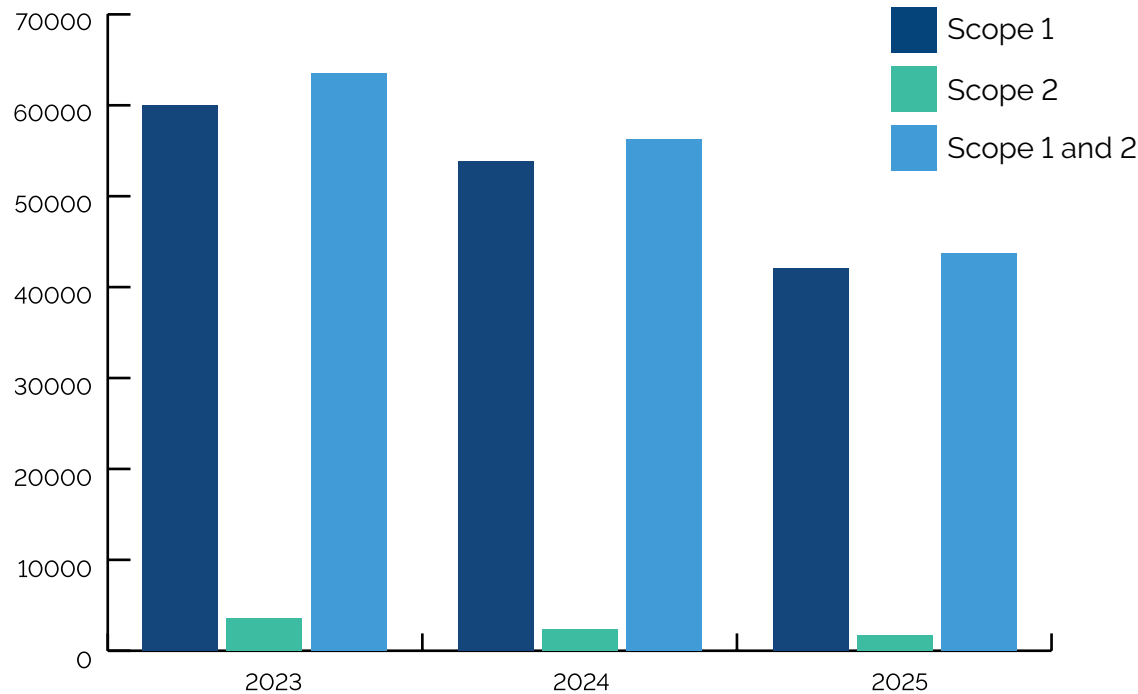


Enhance carbon efficiency savings within a further five NHS hospitals by converting them to our reusable sharps container service

# Scope 1 and 2 emissions

**Scope 1 emissions** are direct greenhouse gas (GHG) emissions that we, as a business, generate from sources we own or control.

**Scope 2 emissions** are indirect GHG emissions from the energy we purchase and use, such as electricity, steam, heat or cooling.



We set ourselves a target to **reduce our Scope 1 and Scope 2 emissions by 5% year-on-year against our 2022 baseline**

## THE RESULTS ARE IN...

Between **2022 and 2023**, we reduced our total Scope 1 and 2 emissions by **20%**

Between **2023 and 2024**, we reduced our total Scope 1 and 2 emissions by **11.5%**

Between **2024 and 2025**, we reduced our total Scope 1 and 2 emissions by **8.2%**



# Complete TRANSPARENCY on emissions

Thanks to our ongoing partnership with Greenly, an AI-powered carbon accounting platform, **we now have a complete, transparent emissions picture across all areas of our business.**

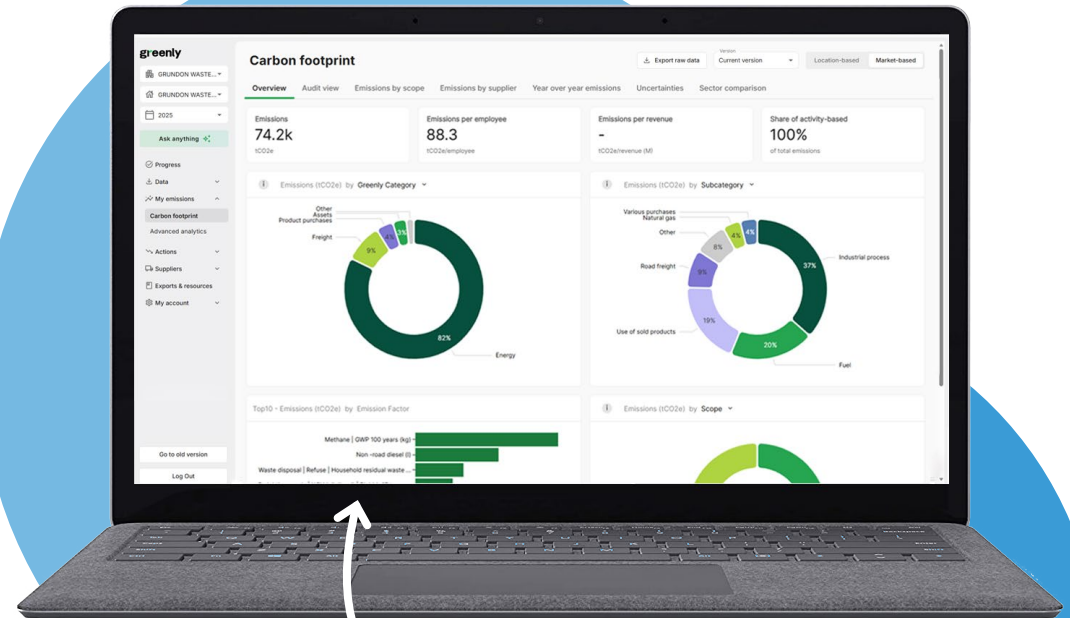
Greenly centralises our operational, financial and supplier data and automatically converts it (using verified, industry-specific factors) into accurate Scope 1, 2 and 3 emissions.

Its integrated supplier engagement tools then streamline Scope 3 data collection by linking customers and suppliers directly on the platform for full supply chain transparency.

This enables them to see the Scope 3 emissions generated by using our services and gives them verified, reliable data to strengthen their own reporting and support collective, data-driven decarbonisation.

Greenly's insight and expertise is helping guide our carbon reduction planning, ensuring it is aligned with Science Based Targets (SBT's).

# greenly



It is particularly valuable for complex modelling – such as landfill gas emissions – and accounts for the carbon impact of our in-house energy generation, including solar and landfill gas derived energy.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS



# We're now powered by **100%** renewable electricity



Our sustainability journey grows stronger every day and on 1 April 2025, we took another major leap forward as we switched over to 100% renewable energy from the National Grid throughout the business.

The move to SmartestEnergy means we can guarantee that every kilowatt-hour (kWh) of grid electricity used at our sites is matched and bought from green sources like wind, solar or hydro.

**It's a milestone moment as we work towards achieving our goal of being net-zero by 2040 and enables us to confidently report zero market-based Scope 2 emissions.**

We also receive UK-recognised Renewable Energy Guarantees of Origin (REGO) certificates, confirming the renewable source of electricity and underlining our commitment to responsible energy consumption.



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



13 CLIMATE ACTION



# Grundon welcomes EV artic as a **WORLD-FIRST**



“Scania recognised Grundon as a brand leader in the waste industry and we were proud to partner with them on such a groundbreaking project.”

John Stephens,  
General Manager – Logistics

At Grundon we pride ourselves on being an early adopter of new technologies. That's why in March 2025, we were thrilled to welcome a true world-first as a Scania, 4 x 2 electric articulated tractor unit joined our clinical waste operation.

One of only two\* EV artics in the country, it services our NHS Trust customers across London and the home counties, helping Trusts meet their own sustainability targets by cutting carbon emissions, and improving driver wellbeing thanks to its quieter and smoother drive.

The dedicated artic is ADR (Carriage of Dangerous Goods Certified), allowing it to transport clinical waste on our specialist trailers directly to our facilities for waste treatment and processing.

\*the second electric artic was supplied to retail giant John Lewis

3 GOOD HEALTH  
AND WELL-BEING



7 AFFORDABLE AND  
CLEAN ENERGY



9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



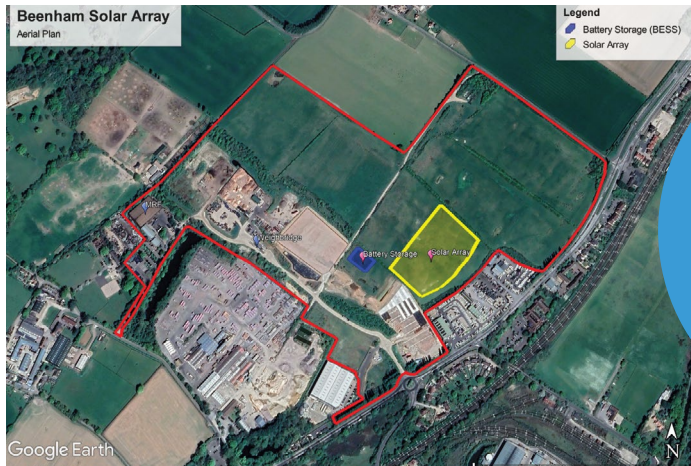
11 SUSTAINABLE CITIES  
AND COMMUNITIES



13 CLIMATE  
ACTION



# GREEN LIGHT for our first solar farm



“ This is a significant step forward in meeting our renewable energy ambitions. ”

Philip Atkinson,  
Estates Director

Underlining our commitment to sustainable energy, we are delighted to have received the green light for a solar farm on our former landfill site at Beenham in Berkshire.

The development will make the entire Beenham operation fully energy self-sufficient, as well as helping significantly reduce greenhouse gas emissions and improve energy security.

Plans are on track for the project to begin construction later in 2026, with surplus renewable electricity going into neighbouring local businesses and the National Grid.



£230,000 investment

## Bishop's Cleeve goes totally ENERGY SELF-SUFFICIENT



Our Bishop's Cleeve Materials Recovery Facility (MRF) and the adjacent landfill operation are now both energy self-sufficient thanks to a £230,000 investment.

While the active landfill was already using electricity generated via its own landfill gas engine, the installation of a high voltage private wire between the two facilities means the MRF can now benefit too.

The eight-month project was completed in December 2025 and a return on investment is expected in less than four years. Excess electricity continues to be exported to the National Grid.

# Our PEOPLE



We don't just employ our people – we talk, we listen, and we encourage them to share their ideas. We know they all work incredibly hard to give our customers the service they expect and we are in awe of the many times they go the extra mile to make a difference, both in their day job and through volunteering.

Looking after the wellbeing of our team is very important and last year we launched our first-ever Take Time Wellbeing Conference, took our Take Time Roadshow out and about, and unveiled our Grundon Wellbeing Hub.

## Target

**Implement improvements in our wellbeing programme to ensure we move towards achieving a Silver Investors in People Award by 2027**

## Commitments



Strengthen opportunities for colleague feedback by introducing regular surveys, with the goal of improving engagement by at least 20%



Reduce the number of Lost Time Incidents by at least 30%



Expand access to skills development by increasing the number of colleagues participating in apprenticeships by 15%, compared to 2025



Launch a wellbeing buddy scheme



Enhance two-way internal communication by launching a new community wall on GrunHub



Launch a new HR platform that will empower employees to access and manage their personal data

## Awards praise for Grundon

# APPRENTICESHIP PROGRAMME

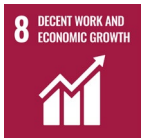
The strength of Grundon's apprenticeship programme has been praised by judges in two separate awards programmes.

In May, we were highly commended by judges at the Oxfordshire Apprenticeship Awards 2025 in the Apprenticeship Employer of the Year (250+ employees) category, acknowledging our passion for nurturing talent and creating opportunities for the next generation.

The following month, we were also highly commended in the Early Careers & Apprenticeship Award category at the Circle 2 Success Regional Business Awards 2025. This recognition celebrates employers who go above and beyond to support, mentor and empower apprentices as they begin their professional journeys.

“These accolades reflect our continued efforts to build a supportive and inclusive environment where apprentices can thrive and grow. We are honoured to have been highly commended for both awards and remain committed to investing in future talent across our business.”

Bev Capewell,  
Head of People



# CURIOUSER AND CURIOUSER ...

During our 2025 Safety Week, held last October, we challenged our colleagues to 'Be Curious'.

We wanted them to Ask 'why?', Ask 'how?' and Ask 'what if?'. By inspiring curiosity in the things they do day-to-day, we encouraged them not just to listen and follow instructions, but to constructively challenge the safety culture around them and make it stronger.

**By asking them to Speak Up, Share and Improve, the goal was to create open conversations that raise awareness, to speak up if something doesn't feel right, and to share ideas and suggest improvements that lead to real change.**

A week-long programme of activities included our Safety Week Roadshow, featuring important safety reminders covering machine safety, PPE, near misses and colleague wellbeing. This was led by our SHEQ (Safety, Health, Environment & Quality) advisors, who visited all our sites, together with toolbox talks, posters and suggestion boxes.



4

QUALITY  
EDUCATION

9

INDUSTRY, INNOVATION  
AND INFRASTRUCTURE

12

RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION

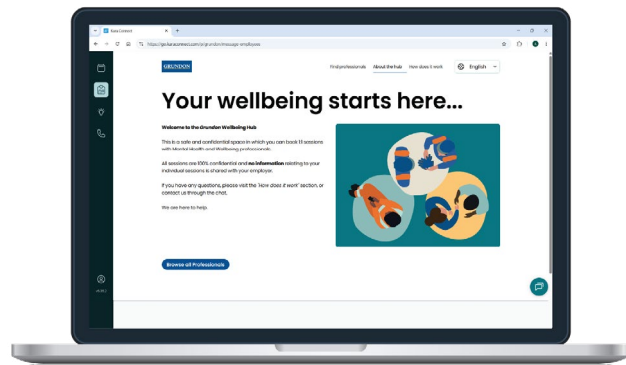
13

CLIMATE  
ACTION

# PUTTING EMPLOYEE WELLBEING FIRST

After achieving the 'We invest in Wellbeing' accreditation from Investors in People in 2024, we set a goal to further boost training and employee engagement programmes.

As part of our three-year action plan, in February 2025, we launched the Grundon Wellbeing Hub in partnership with Kara Connect, a leading Employee Assistance Programme (EAP) provider. And, working towards our target of achieving a Silver Investors in People Award by 2027, we took our Take Time employee initiative to new levels with our first-ever Take Time Wellbeing Conference and Take Time Roadshow.



## Grundon Wellbeing Hub

A confidential and secure platform for all employees to access expert therapists, counsellors, life coaches and more. It provides support for issues such as mental health, relationship challenges and life coaching, with employees given their own dashboard to book face-to-face or virtual appointments with a specialist of their choice within 24 hours.

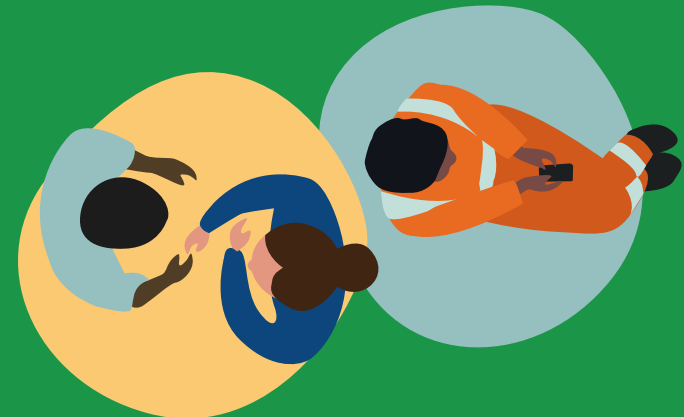
Offering more than 'just' counselling, resources include webinars and advice on issues such as making healthy choices in life, managing addiction and dealing with the menopause. With support available in different languages, each employee has access to a minimum of three free sessions.

**In the first 11 months:**

**118**  
sessions completed

**104**  
individual accounts created

Over  
**600**  
visitors





# TAKE TIME



Last February, we held our first Take Time Managers Conference to help equip managers across the business to better support their colleagues' wellbeing.

With a welcome from Chairman Neil Grundon and guest speakers from the Samaritans and Kara Connect, sessions included *What does 'good' look like* and *How to have difficult conversations*.

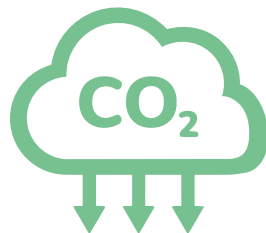
**Key themes, including Leadership, Communication, Work-life Balance and Uncertainty were incorporated into an ongoing action plan.**

While Take Time is promoted via internal platform GrunHub, we recognise that for some of our operational colleagues, it's not easy to stop and look online. That's why we launched the Take Time Roadshow, visiting all our locations to meet as many employees – including our nightshift teams – as possible to spread the word about wellbeing and support

“There was no agenda, we sat in canteens, we opened the biscuits, we chatted and we listened.”

Toni Robinson, Risk & Sustainability Director and Take Time team member





# Taking the ONE TONNE CHALLENGE

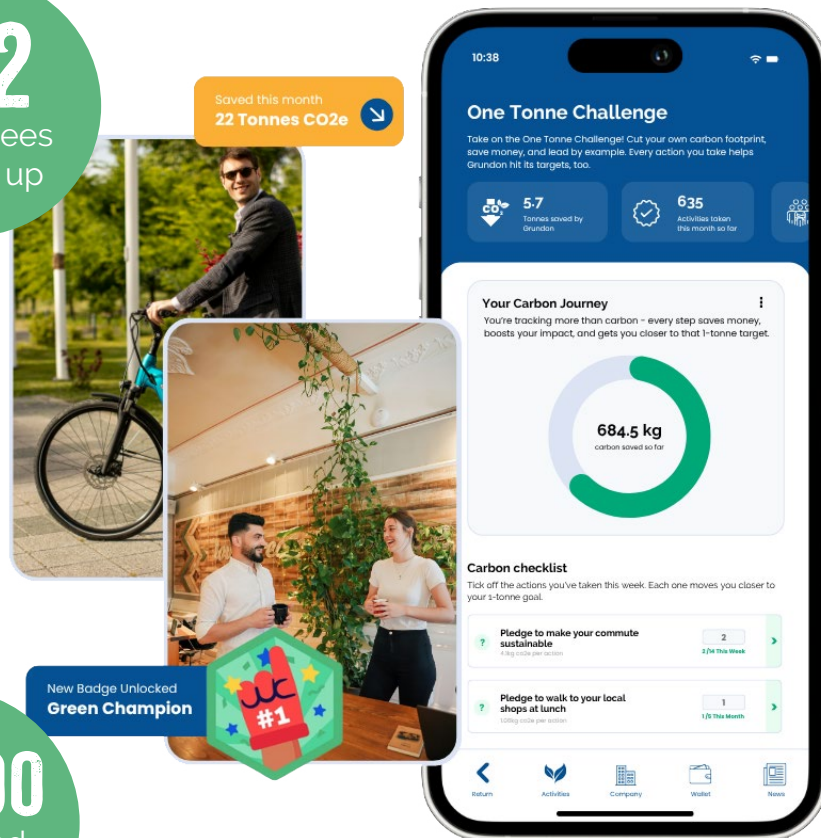
Improving sustainability is at our core and we've set our employees the task of a One Tonne Challenge to help demonstrate that small changes can make a big difference.

Working with our partners at Greenredeem, we're encouraging colleagues to incorporate carbon-saving activities – such as printing less and wasting less food – into everyday habits, with the aim of cutting one tonne of carbon per employee over the year.

**With 142 employees already signed up, more than 23,000 completed activities and new themes each month, we're changing mindsets and celebrating successes every day.**

142 employees signed up

23,000 completed activities



# Our CUSTOMERS

We have always seen waste as an opportunity, and 2026 is all about helping customers explore new ideas. Some projects will be bigger and others smaller – but all have an important part to play.

From our pioneering new £40m hazardous waste facility at Avonmouth, to transforming how we treat everyday items such as coffee cups and paper towels; we are breaking new boundaries in search of continued customer service and excellence.

And, by harnessing the benefits of AI, marrying innovation with our in-depth expertise, we are redefining waste on a daily basis.

## Target

**Support our customers in unlocking the potential of their waste by identifying and delivering opportunities to reduce, reuse, and recycle materials more effectively**



## Commitments



Accelerate circular innovation by establishing at least two new closed loop partnerships



Establish UK's most technologically advanced High Temperature Incinerator and supporting transfer station in Avonmouth



Provide customers with a reuse and repair facility for products that can be donated back into the community



Provide our customers with a reuse scheme in My Value Hub to redistribute unwanted items within the Grndon customer community



Provide customers with a nationwide service via our new brokerage service



Broaden the scope of our RecyclePlus service by incorporating additional difficult-to-recycle waste streams, such as soft plastics and Tetrapak



“These items need specialist treatment and, thanks to RecyclePlus, we now offer a disposal route for all three products via one simple collection service.”

Stephen Hill,  
General Manager -  
Group Commercial Development

## Recycle Plus

For your difficult to recycle items

Some waste streams are traditionally more difficult to recycle than others – compostables, paper towels and coffee cups are typical everyday items that are often disposed of as general waste.

Our dedicated new waste collection service RecyclePlus, launched in 2025, solves that problem, **guaranteeing 100% specialist recycling and reprocessing**, and helping customers to increase recycling rates and meet sustainability targets.

Customers can adopt all three waste streams or choose just one or two elements, and we provide clear signage together with colour-coded bins and waste sacks to help with segregation.





# TELEVISION CENTRE

London's Television Centre (TVC), which includes office accommodation as well as restaurants, cafés and bars, was one of our first customers to embrace the new RecyclePlus service.

We've been a long-term provider of waste services to TVC – winning a prestigious International Green Apple Environment Award with them in 2024 – and now RecyclePlus is taking the relationship to new levels.

Already recycling coffee cups with us, after we introduced the Tork PaperCircle® recycling service for Tork paper hand towels, TVC achieved the accolade of recycling the highest volume of hand towels of any Tork PaperCircle site in the Savills' property portfolio.

“RecyclePlus was a great opportunity to expand the number of waste streams we are now able to recycle.”

Lee Duddy,  
Property Manager, TVC



# GRUNDON INVESTS £40M

## in “most significant new HTI this century”

Investing in the future is in our DNA. That's why, at a cost of £40 million, we're building a groundbreaking new High Temperature Incinerator (HTI) for hazardous waste at Avonmouth, near Bristol.

Using advanced counter-current technology, once fully operational it will generate enough electricity to both power the facility – making it energy self-sufficient – and export the excess to the National Grid.

The HTI is part of an overall £50 million development project – **the single biggest investment in our history**. Alongside our new Hazardous and Clinical Waste Transfer Station, it will create at least 50 new jobs as we expand operations across the wider south-west region.

**Designed to incinerate at least 20,000 tonnes of high calorific hazardous waste a year, the HTI will treat hazardous waste that, due to a lack of UK capacity, is currently sent for treatment overseas.**

Customers are expected to be drawn from the waste industry, as well as the chemical industry, healthcare, manufacturing, education, and research & development sectors.

HTI commissioning and performance tests will commence at the end of Q4 2026, continuing throughout Q1 of 2027.



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

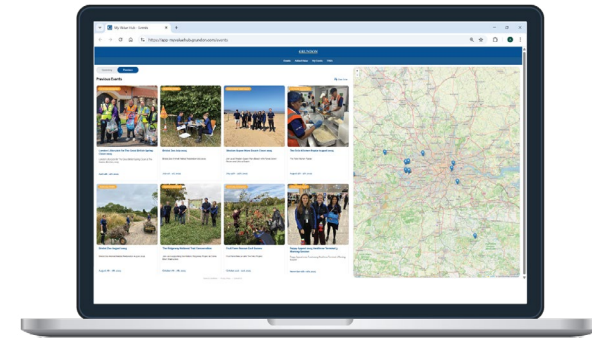


13 CLIMATE ACTION



“ This is the greatest and most significant investment in hazardous waste incineration this century, and the first time this type of technology has been used in the UK. ”

Jonathan Harris,  
Technical Director



## Take a look at our new MY VALUE HUB

Our new My Value hub is designed to support customers on their sustainability journey, helping them deliver meaningful change in the community.

By logging on, they can find all the information they need on everything from recycling advice to waste audits, education sessions to waste awareness days.

Even better, they can find out about joining our corporate volunteering programme and sign up to take part in events throughout the year.

Customers can access the new hub via the Customer Portal:  
<https://myaccount.grundon.com>



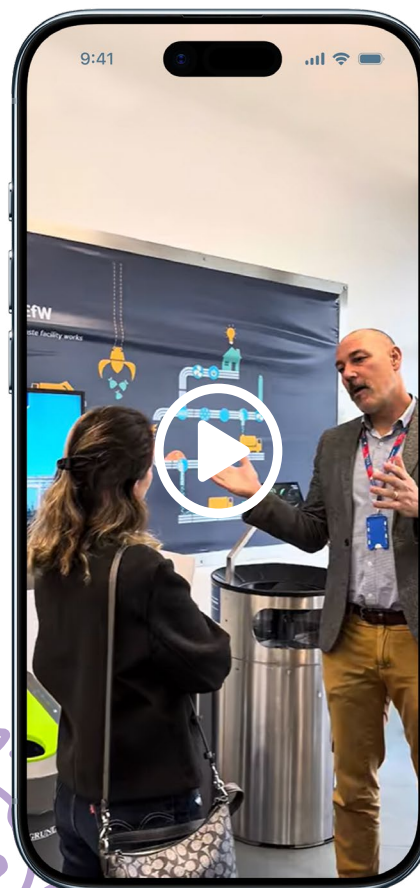
# Showcasing the future of WASTE MANAGEMENT

We believe that bringing customers, suppliers and colleagues together is the smart way to make conversations happen.

Last autumn we hosted two Sustainability and Innovation Days at our Colnbrook facility, events designed to explore the new technologies and initiatives that are shaping the future of waste management.

We invited customers and gave our suppliers, including **Vegware, Greenredeem, Bigbelly, Limetrack, REEN, Greenly and PDE Waste Technologies**, the opportunity to exhibit their products and solutions.

A series of presentations brought attendees up-to-speed with Grundon's own sustainability achievements and activities, before guests enjoyed behind-the-scenes tours of our Materials Recovery Facility (MRF) and Energy from Waste (EfW) plant, helping them to better understand recycling processes.



“The events allowed us to showcase cutting-edge products and highlight our collaborations, proving that innovation at Grundon isn't just a promise, but something we actively deliver.”

Nick Palmer,  
Innovation Manager

Click here to watch  
or scan the QR code



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS



# Introducing innovative ideas that **DELIVER RESULTS**

'Innovative', 'Smart' and 'Exciting' – not our words but just some of those used by participants in trials we undertook of a new **Ameru AI bin** for our customer Heathrow Airport. The bin, which uses computer vision, AI object recognition and robotics to automatically sort waste, was put through its paces last year at Heathrow's Compass Centre staff restaurant.

By accurately separating out material waste streams, it reduces contamination and ensures that items which can be recycled are not mistakenly placed into the general waste stream.

Over a four-week trial, the Ameru AI bin reduced recycling contamination by **78%**, cut the amount of valuable recycling going into general waste by **75%**, and identified nine materials that could be replaced or eliminated, offering potential waste disposal savings of **£510** per year per bin.



**78%**  
reduction  
in recycling  
contamination

**75%**  
cut in valuable  
recycling going into  
general waste

**£510**  
potential savings  
per year

# Our COMMUNITIES

As a family-owned business, we are incredibly proud of our relationships with the communities that surround our operations. It is important to us to 'give back', whether through formal or informal volunteering projects, grants and donations, or partnership opportunities.

We've helped fund exciting education projects for schoolchildren, picked apples and packed food parcels for families in need, and supported a raft of environmental improvements to boost wildlife habitat and access to the countryside.

And, thanks to our Corporate Volunteering Programme, we're delighted to say many of our customers have joined us too!

## Target

**Create positive, lasting impact  
by ensuring our activities deliver  
meaningful local social value**

## Commitments



Double the number of customers joining us on volunteering days



Increase employee volunteering hours by 25%



Formally partner with at least 3 schools or colleges to offer structured work experience opportunities



Continue to support environmental bodies on projects to improve biodiversity and access to nature



Provide 10% of budgeted profits to supporting community projects and local charities



Continue to expand employment opportunities to underrepresented groups



# Successful campaign highlighting the dangers of **SLEEPING IN BINS**

In December, in conjunction with Crisis, the national charity for people experiencing homelessness, we launched an important campaign raising awareness of the dangers people face if they are forced to seek shelter in waste bins.

Entitled **The Risks of Sleeping in Bins** it provided advice for people who may seek shelter from the cold or protect themselves from danger by sleeping in a bin, as well as guidance for businesses and the public on the telltale signs someone may have taken refuge inside a waste bin.

The campaign was born out of an incident the previous winter, when our driver Dave Goodwin discovered a person sleeping inside a bin he was due to collect. Thankfully unharmed, the man said he hadn't heard the vehicle approach because electric waste vehicles (EVs) are so much quieter than diesel ones.



Both Dave and Toni Robinson were interviewed on TV and radio and in-cab footage of the incident was broadcast on TV and online.



“This campaign helped us realise we all need to be more vigilant.”

Reg Hodson,  
Head of SHEQ



# Helping the GARDENS GROW at Bristol Zoo

We love working with our customer Bristol Zoo and, as well as increasing their recycling rates by more than half in 2025, we support them with funding and volunteering time, too.

**A grant for the Sanctuary Garden project included enabling the revitalisation and re-establishment of an historic herbaceous border, increasing biodiversity and creating a variety of habitats for birds, insects and small wildlife.**

52 volunteer hours supported activities such as bird box building and pond restoration, while in August, our sustainability team held a visitor engagement event – A BINteresting Day Out at the Zoo – using games and messaging to link the principles of the circular economy to conservation.



“It’s brilliant having Grundon support our work in such a hands-on way.”

Gina Jarman,  
Conservation Officer,  
BZS UK



# £33K GRANT

## helps bring history to life

We're thrilled that our £33,000 grant has enabled **Chiltern Open Air Museum (COAM)** to develop a dedicated education and learning space for schoolchildren for the very first time.

Thousands of youngsters from schools across the wider Thames Valley and London visit annually to take part in COAM's award-winning education programme, but until recently they were hosted outdoors or in the museum exhibit buildings.

The funding was made possible via the Landfill Communities Fund and administered by Groundwork South, one of the community and environmental bodies which distribute the landfill tax monies on our behalf.

Grundon's funding paid for a new marquee where pupils can now enjoy hands-on learning and lessons that bring history to life come rain or shine.



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



17 PARTNERSHIPS FOR THE GOALS





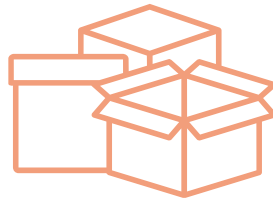
## Recycled Christmas trees spark **CHARITY DONATIONS**

In January, we swapped waste collections for Christmas tree collections in partnership with Sue Ryder Christmas Treecycling Gloucestershire.

Members of our Sustainability and Transport teams spent a day collecting over 40 unwanted Christmas trees from households in Cheltenham, near our Bishop's Cleeve operation. The Treecycling campaign raises funds for the charity and the trees were sent for recycling into wood chippings for local parks and woodlands.



# Delivering ALL-ROUND SUPPORT for charity



We are thrilled to say that our partnership with food redistribution charity The Felix Project is expanding year-on-year.

In 2025, we increased our free waste collection services to include the charity's two new depots – bringing the total number of locations to seven – and we introduced hazardous waste collections as well as mixed recycling.

**The good news is the charity's recycling rate is now over 75% and our free collections save the equivalent cost of producing 182,000 meals a year.**

Another success story is our corporate volunteering programme. Grundon employees and our customers – including Savills and Television Centre (TVC) – have now chalked up **134 volunteering hours** with the charity.

And last Christmas, we launched a company-wide donation drive, with colleagues donating essential items, including toiletries and household products, to support families in need.

Over 200 items were delivered to The Felix Project for collection by two organisations who support 13,000 individuals including families, the elderly, people experiencing homelessness, refugees and asylum seekers.



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS



# Supporting FUTURE TALENT

From doubling the number of work experience opportunities to celebrating our latest cohort of apprentices, we strive to encourage and support future talent at every level.

2025 saw 13 students from schools, colleges and universities spend time with us, visiting our different operations and customer sites, including Heathrow Airport.

**One of our success stories is Lennard, a student with special educational needs from Activate College in Oxfordshire, who joined our HR team, learning new skills managing an important e-filing project.**

Nineteen of our colleagues completed apprenticeships last year, 11 of whom achieved distinctions. We celebrate everyone's success with a special annual Grundon Graduation Day each September.

As a Cornerstone Employer, we partner with careers hubs and Enterprise Oxfordshire, and our Future Talent Lead, Addisen Gregory, is busy representing Grundon at events such as CV writing sessions, mock interviews and teambuilding, as well as spreading the word about working at Grundon.

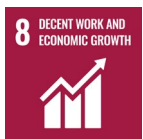
“Investing in creating career opportunities for young people is essential if we are to attract them into our sector.”

Bev Capewell,  
Head of People



“I acquired valuable insight into how an innovative, circular economy focused leading waste management company operates in the UK.”

Nitin Santhosh  
MBA student



# A round-up of our 2026 commitments



Our planet	Our people	Our customers	Our communities
<ul style="list-style-type: none"> <li>■ Adopt a science-aligned decarbonisation pathway covering Scope 1, 2 and 3 emissions, supported by clear reduction measures</li> <li>■ Drive measurable energy efficiency improvements across the business by requiring every site to develop and implement an energy efficiency action plan</li> <li>■ Engage with suppliers and other stakeholders to improve activity-based emission data, enabling more accurate Scope 3 reporting</li> <li>■ Continue our investment in the electrification of our fleet; increasing the number of electric vehicles by 25% and continuing to enhance the charging infrastructure</li> <li>■ As part of our renewable energy commitment, commence construction of a solar farm at our Beenham site</li> <li>■ Enhance carbon efficiency savings within a further five NHS hospitals by converting them to our reusable sharps container service</li> </ul>	<ul style="list-style-type: none"> <li>■ Strengthen opportunities for colleague feedback by introducing regular surveys, with the goal of improving engagement by at least 20%</li> <li>■ Reduce the number of Lost Time Incidents by at least 30%</li> <li>■ Expand access to skills development by increasing the number of colleagues participating in apprenticeships by 15%, compared to 2025</li> <li>■ Launch a wellbeing buddy scheme</li> <li>■ Enhance two-way internal communication by launching a new community wall on GrunHub</li> <li>■ Launch a new HR platform that will empower employees to access and manage their personal data</li> </ul>	<ul style="list-style-type: none"> <li>■ Accelerate circular innovation by establishing at least two new closed loop partnerships</li> <li>■ Establish UK's most technologically advanced High Temperature Incinerator and supporting transfer station in Avonmouth</li> <li>■ Provide customers with a reuse and repair facility for products that can be donated back into the community</li> <li>■ Provide our customers with a reuse scheme in My Value Hub to redistribute unwanted items within the Grunton customer community</li> <li>■ Provide customers with a nationwide service via our new brokerage service</li> <li>■ Broaden the scope of our RecyclePlus service by incorporating additional difficult-to-recycle waste streams, such as soft plastics and Tetrapak</li> </ul>	<ul style="list-style-type: none"> <li>■ Double the number of customers joining us on volunteering days</li> <li>■ Increase employee volunteering hours by 25%</li> <li>■ Formally partner with at least 3 schools or colleges to offer structured work experience opportunities</li> <li>■ Continue to support environmental bodies on projects to improve biodiversity and access to nature</li> <li>■ Provide 10% of budgeted profits to supporting community projects and local charities</li> <li>■ Continue to expand employment opportunities to underrepresented groups</li> </ul>

# GRUNDON

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Please  
recycle