

ecoTM

SUSTAINABILITY REPORT 2024



Letter from our MD

2024: A Year of Record-Breaking Achievements

Wow—what a year 2024 has been for all of us at Eco!

First and foremost, we celebrated another full year without a reportable injury, bringing us to the brink of 1,000 days incident-free. This milestone is a testament to the strong safety culture embedded throughout our business, underpinned by the awarding of ISO:45001. While we recognise that maintaining this record indefinitely is a challenge, reaching this point is an achievement worth celebrating!

Operationally, nearly all our processing lines outperformed targets, allowing us to recycle more materials than ever before. We set ourselves an environmental target to improve the carbon efficiencies and therefore reduce our environmental impact of processing waste by 5%. Through a variety of initiatives, we managed to exceed this target! This takes a coordinated effort and buy-in from all team members, from the Boardroom to every facility, site operation, and offices.

The true stars of the year were our Energy Assets, particularly our Anaerobic Digestion (AD) facility, which operated at over 94% of its theoretical capacity. Together, our energy assets produced more green energy than ever—an incredible feat made possible by the dedicated teams managing these operations 24/7, 365 days a year. Their meticulous approach—analysing issues, continuously improving our systems, and deepening their technical expertise—has been extraordinary. I remain in awe of these guys, and immensely grateful to them and their families for their unwavering commitment.

A key focus in 2024 was strengthening our Sales Team, and it was fantastic to see this investment pay off. It was particularly rewarding to welcome both familiar and new faces to the team, reinforcing our commercial success.

Meanwhile, we broke ground on a new AD facility at Eco Park, Parley. Leveraging our 12 years of experience, we’ve applied key learnings to create what we expect to be a world-class facility, capable of injecting over 800m³/hour of Biomethane directly into the gas network—enough to heat more than 7,000 homes. With commissioning scheduled for October 2025, the project remains firmly on track.

Additionally, we have submitted planning permission for Phase 2 of the project, which aims to expand capacity by 50% and utilise Biomethane as a fuel for Eco’s HGV fleet—cutting diesel usage and reducing emissions by approximately 90%.

One of the most rewarding aspects of the past year has been the growth and development of our team. We’ve seen numerous internal promotions, a direct reflection of the record number of development days completed. While it’s inspiring to see colleagues pursuing Master’s-level qualifications, it’s equally rewarding to witness team members stepping into a classroom for the first time since school, embracing new opportunities for learning and professional growth. Hearing their feedback—whether on-site or over a beer at one of our socials—it’s fantastic to understand how these experiences are shaping personal and professional growth.

As I reflect on 2024, I’m incredibly proud of the initiatives, innovations, and achievements we’ve accomplished—especially as so many of them were conceived, driven, and delivered by our exceptional team.

As we look ahead to 2025 and beyond, we remain dedicated to pushing boundaries and driving progress through our Sustainability Values—People, Planet, Process, and Profit. With a strong focus on innovation, collaboration, and continuous improvement, we’ll continue to evolve—while ensuring we enjoy the journey along the way.

Here’s to another year of growth, achievement, and sustainability!

J Dampney



Justin Dampney
Managing Director



Contents

Reducing Carbon Emissions

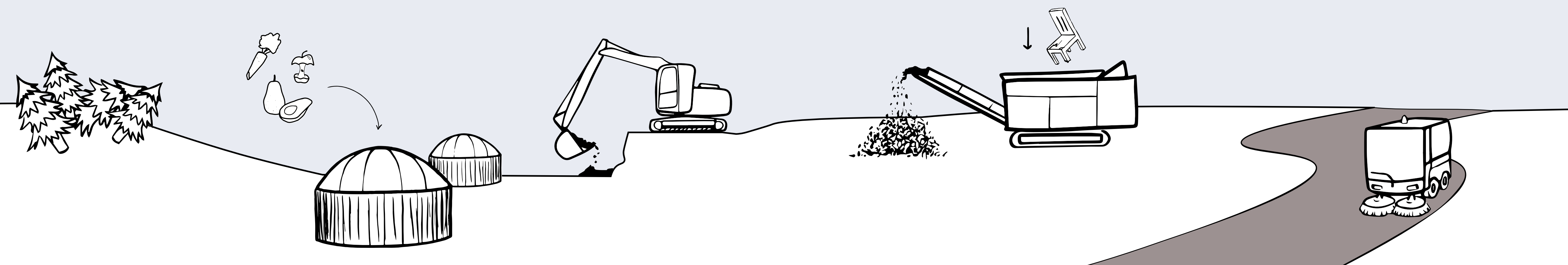
Energy Production	05
Scope 1, 2 & 3 Emissions	05
Waste Recycled	06

People

Safety Culture	10
Benefits	10
Team Training	10

Biodiversity and Ecology

Biodiversity Enhancements	08
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An aerial photograph of a vast solar farm. The solar panels are arranged in neat, rectangular rows that stretch across the landscape towards the horizon. The panels have a blue-tinted surface with a grid of thin white lines. The sky above is a mix of deep blues and oranges, with wispy clouds catching the low light of the setting or rising sun. The overall mood is serene and hopeful, emphasizing clean energy.

REDUCING CARBON EMISSIONS

Reducing Carbon Emissions

In 2024, we reduced our diesel consumption per tonne of waste processed by 8.78% compared to 2023, therefore surpassing our target of a 5% reduction in carbon emissions per tonne of waste processed.

While we used more diesel overall in 2024, we took in 1.2% more waste and implemented various efficiency measures to reduce the carbon intensity of the handling process. One change we made was through trialling an alternative to traditional diesel called diesel efficient, which claims to reduce fuel consumption and carbon emissions of the vehicle it is running.

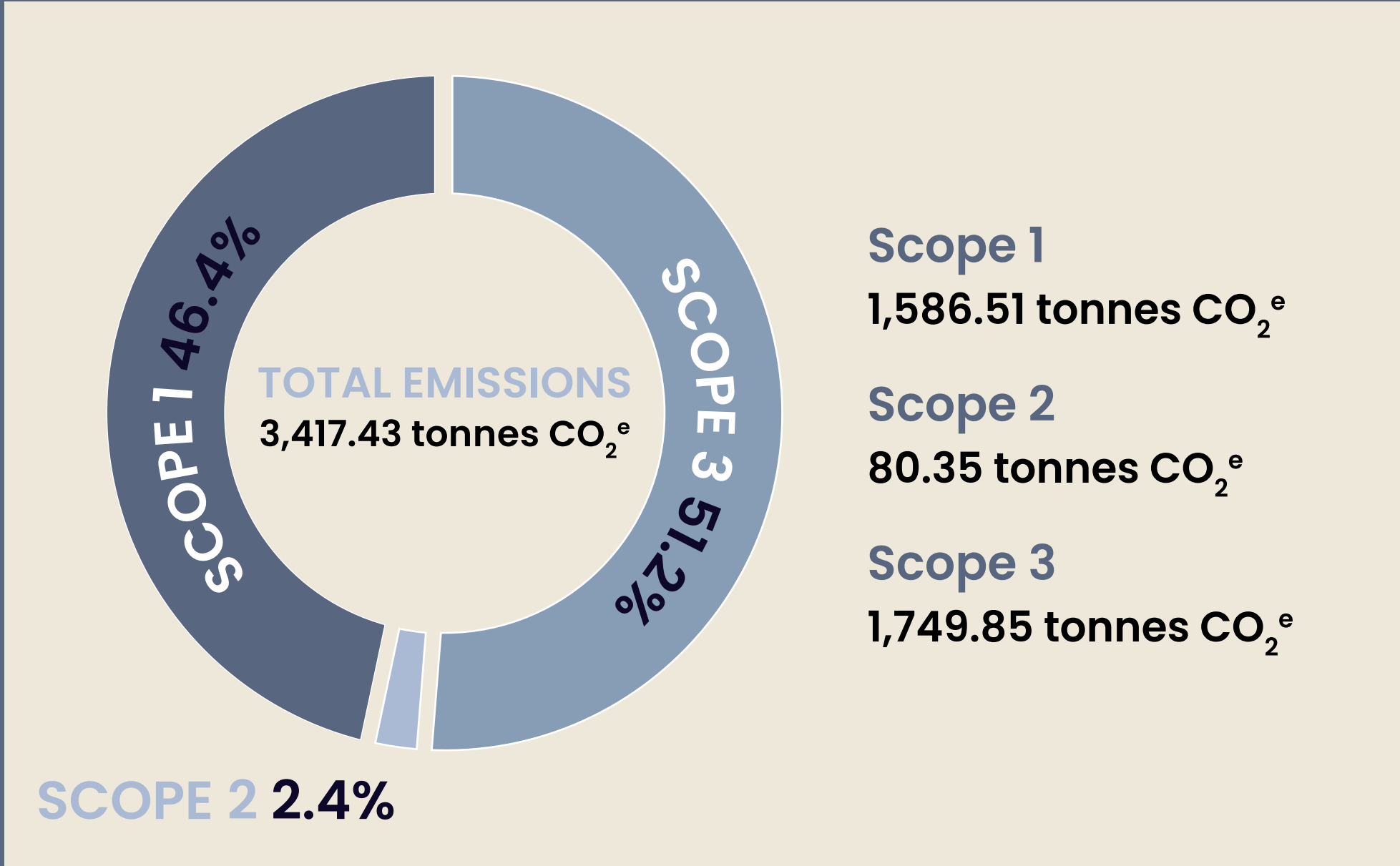
Additionally, downsizing our CDE plant’s diesel generator and preventative maintenance of vehicles and machinery aided in reducing diesel consumption in these areas. We will continue to look for ways to cut the carbon intensity of our production processes in 2025.

→ Biomass CHP & AD Performance

Put together, our anaerobic digestion (AD) and combined heat and power (CHP) renewable energy plants produced enough energy to power the equivalent of over 6,600 homes¹ in 2024, an increase from 6,200 homes in 2023.

Our AD plant had it’s strongest year to date producing 13,237MWh, with an increase of electricity production by 11% when compared to 2023’s output. We hope to extend this positive trend to our CHP plant in 2025, as well as maintaining the AD’s high-performance levels.

¹ Based on medium household electricity use of 2700 kWh per year (Ofgem 2025).



2024 Total Emissions

→ HSQE

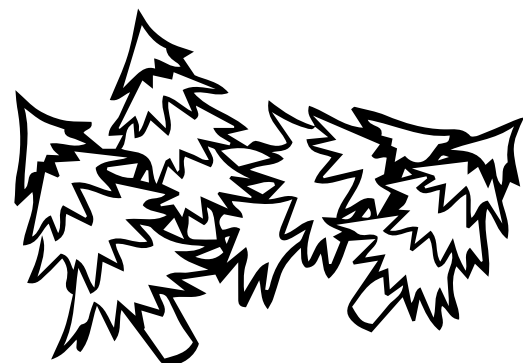
During 2024, after intensive training and making improvements to our management system, we are proud to say Eco is **certified to the ISO45001 standard** for occupational health and safety management systems.

This certification is a testament to our commitment to providing a safe, inclusive workplace for all our employees, as well as the customers, contractors, and other visitors that spend time at our sites.

Combined with our ISO14001 (environmental), and ISO9001 (quality) certifications, our products and processes across the board are now certified to an internationally recognised set of standards which provide a benchmark for businesses and consumers alike.



Recycling & Recovery Operations



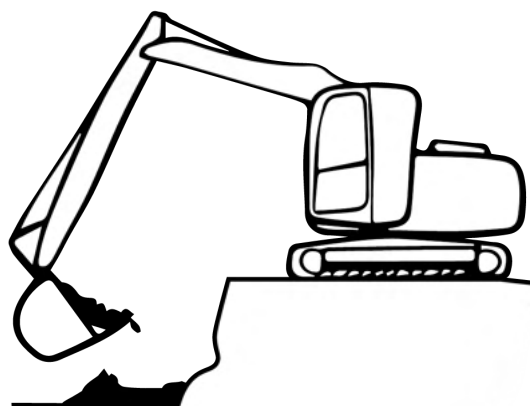
61,191

tonnes of green waste recycled



116,434

tonnes of CO₂^e prevented from entering the atmosphere by diverting waste from landfill



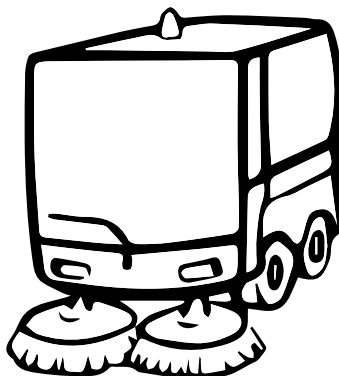
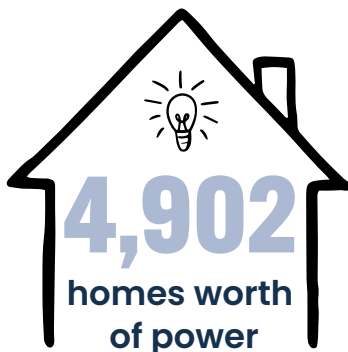
57,930

tonnes of excavated soils recycled

36,960

tonnes of food waste recycled

Producing 13,237MWh of electricity



28,903

tonnes of street sweepings recycled

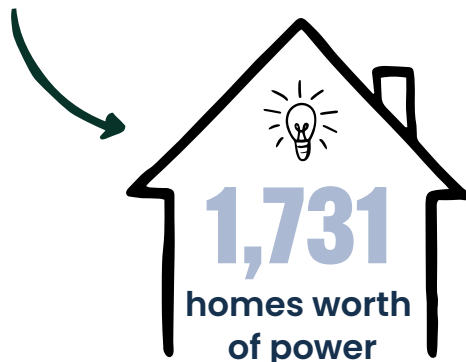
20,793 tonnes of aggregate output

51,462

tonnes of wood waste recycled

40,964 tonnes of wood for Energy Recovery off site

10,498 tonnes of wood for Energy Recovery on site producing 4,675MWh of electricity





ENHANCING BIODIVERSITY

Biodiversity Enhancement

2024 was a busy year for Eco – from plans to expand our operations to certifying our health and safety management system to ISO45001, the HSQE team gave our biodiversity projects the space and minor maintenance they required to keep growing and providing the benefits increased biodiversity brings to the area.

→ Biodiversity Project Management

In 2024, we continued to care for and monitor our biodiversity projects, which include wildflower bunds, reptile hibernacula, bird boxes and feeders, and general land restoration in our conservation compartments to encourage the return of native heathland species.

Management methods included flailing young willow growth in our compartments to maintain space for native heathland species, regular reptile walks and visits from our ecologist to ensure our hibernacula is supporting the local reptile population, and strimming back the foliage on the wildflower bunds to make room for new growth in spring and summertime.

We will also continue to rotate cattle between our two environmental compartments during the warmer months; these friendly giants will graze on the grass and willow saplings and enhance the nutrient profile of the soil by treading dead plant matter and their own waste into it.

→ Wildflowers at Weymouth

In the spring of 2024, we extended the wildflower cover at our Weymouth transfer site a further 200m². These flowers have provided food and cover for birds and insects, as well as brightening up our site during the spring and summer months. They will self-seed again in 2025 for another colourful season.



Bee Orchid in Conservation Compartments



Nature Pond in Conservation Compartments

OUR PEOPLE



People

→ Safety Culture

Health and Safety is an integral part of everything we do here at Eco. 2024 was a prime example which saw a continued focus on eliminating as far as practicable the risks involved in the tasks we undertake. This provided the platform for us to complete another year without a reportable lost time injury.

One of our key H&S focuses for 2024 was to increase near miss reporting with a firm commitment from the Management Team guaranteeing all near misses notified to us would be recorded and actioned. From this commitment, a 219% increase in near misses reported in 2024 compared to 2023 was achieved. Additionally, in the autumn of 2024 our Health and Safety Management System was certified to ISO45001, demonstrating a continued commitment to Health and Safety and its importance within the business.

→ Enhanced Benefits & Team Recognition

In 2024, we made exciting improvements to our employee benefits, career development, and long-service recognition. One major highlight was increasing our contributions to the employee pension scheme, helping to provide greater financial security for the future.

To celebrate our team's dedication and long-standing contributions, we introduced the 'Eco Legends' long-service event, honouring those who have been with us for 7+ years! To kick off the tradition, Justin, our MD, treated our 'Eco Legends' to a full day out, which was filled with surprises.

→ Investing in Our Team

Last year, our team dedicated an incredible **281 days to training**, including:

- 85 days focused on health, safety, and environmental training
- 196 days on learning and development—averaging 5.7 days per employee

From ISO45001 & ISO9001 certifications to mental health first aid and English lessons, we've covered a wide range of valuable skills. Thanks to this continued investment in our people, we celebrated two internal promotions—with more to come!



Team Go Karting Social Event

→ Stronger Teams, Better Connections

Our team socials continue to be a fantastic way to strengthen relationships and create some fun outside of work. In 2024, we organised go-karting, paddleboarding & kayaking, BBQs, and an entertaining night of karaoke!

These events not only bring laughter and friendly competition but also strengthen our team spirit – reinforcing our commitment to creating a supportive, dynamic, and fun place to work.





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