

SUSTAINABILITY

ESG REPORT | 2023



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Welcome Message

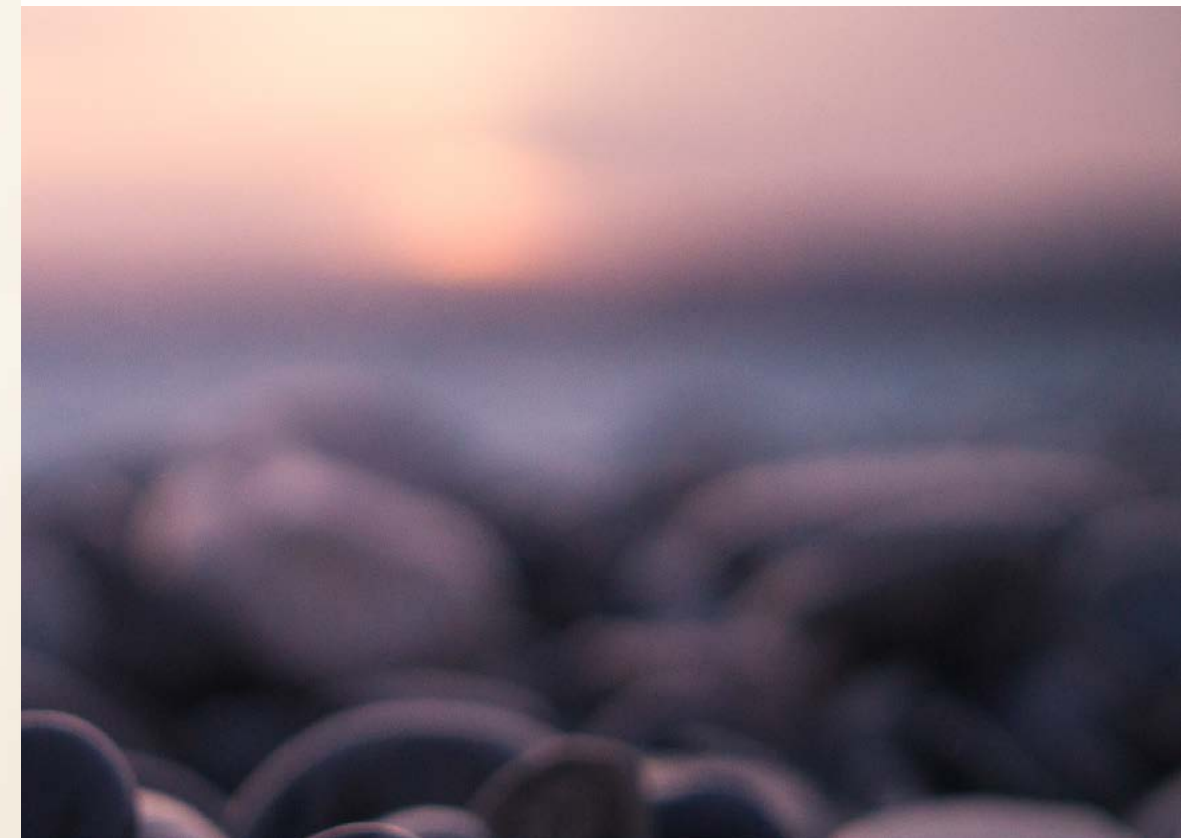
Since reviewing our Sustainability Strategy from 2021, it's been impressive to see the continuous development of our approach, and the achievements against our objectives. By setting challenging initial targets that prioritised both social and environmental stewardship, and implementing robust staffing resource, our direction of travel was clear and allowed us to evolve significantly further than our original ambition.

Within this report, Go Green are thrilled to share our positive accomplishments from the last twelve months and celebrate our business successes against sustainable development. Alongside this, we feel it's important to recognise the complexity of the sustainability landscape by continuously reviewing our approach. As we have progressed, we have addressed some fundamental changes that have been made to our objectives and taken the opportunity to improve our delivery against these.

Go Green has advanced to a point where we are embedding sustainability through all areas of our business, becoming governed by our environmental and social purpose through a collection of processes and procedures, and clear communication of strategy. Our journey is ever changing and this year we are proud to release our first ESG report which recognises our victories, and our objectives that will challenge us to be a leader of sustainability within the industry.



Sabrina Barnett
Head of Sustainability



Who We Are

Go Green is proud to have been operating for the last 24 years, whilst remaining a family led business. The progressive solution to consolidated waste management, compliance and local minded values sits within our core, whilst sustainability, exemplary customer satisfaction and robust relationships have driven us to the success we see today.

Our ESG strategy has been founded upon our core sustainability beliefs, whilst challenging ourselves with ambitious objectives, delivering on high-level metrics and proudly remaining an SME.

With a strong background in traditional waste services, we have evolved both Go Green's services along with our wider organisation, drawing upon a collection of business units that complement our Go Green model.

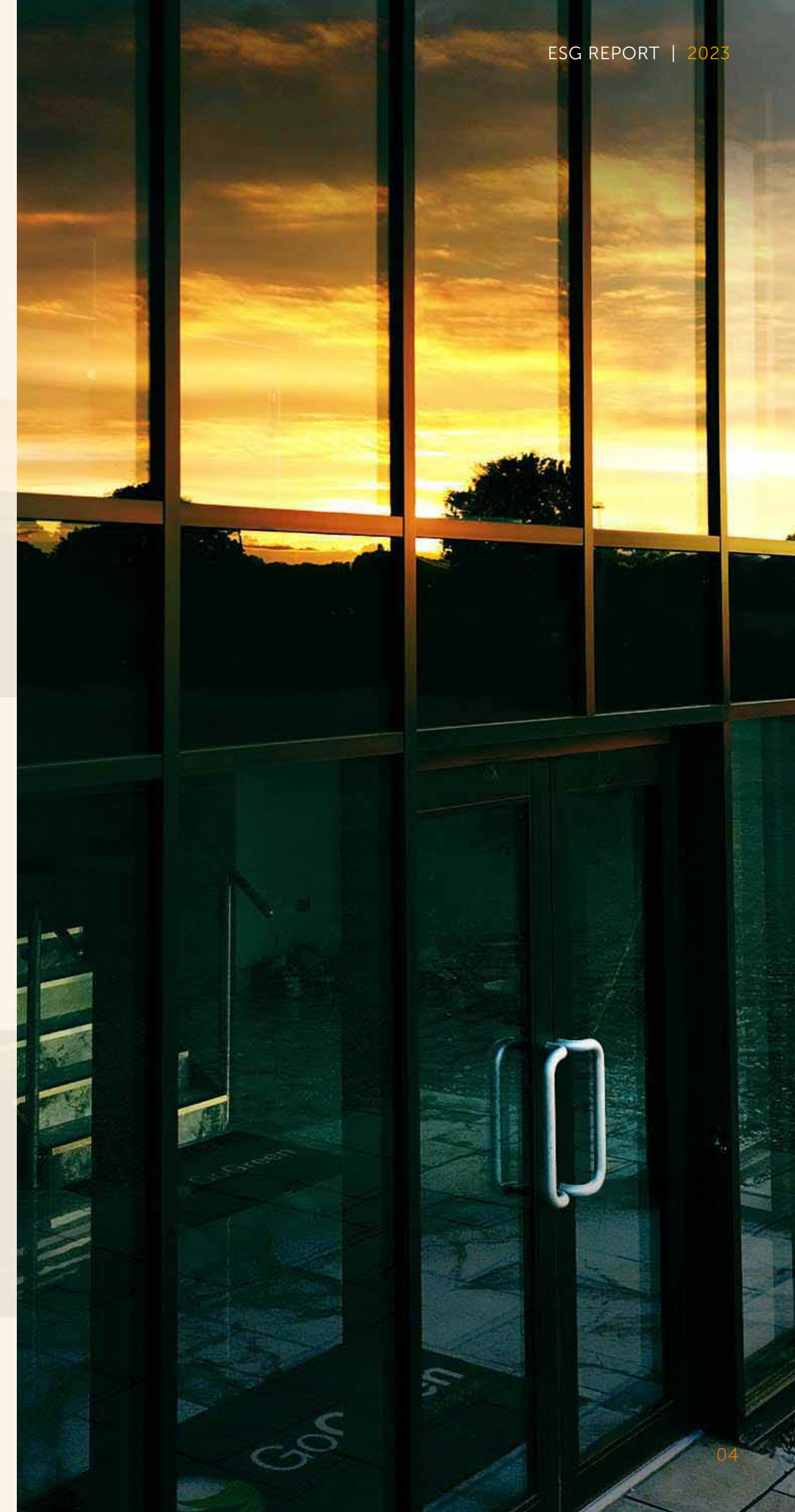


Developed in 2019, our WasteOnline division delivers waste management services for domestic and small-scale businesses, championing compliant and responsible waste services. Underpinned by innovation, the ecommerce platform offers a flexible pay-as-you-go structure for on demand needs.

For businesses who demand assurance of legal waste compliance, GB Waste was developed to meet these needs with a simplified approach. Operating since 2020, we maintain our business ethos of responsible business practises, whilst fulfilling the needs of businesses who operate with a streamlined agenda.



Launched in 2022, The Green Scheme provides a dynamic system for customers to track and report on waste, drawing on technology utilised within Go Green's own customer portal. For clients who do not require our full service offering but demand accurate reporting and compliance documentation, The Green Scheme provides a centralised hub for your waste data.



Our Customer VALUES

Over the past twelve months, Go Green has exemplified our dedication to long term customer partnerships retaining 97% of our existing clients. Our renewed Customer Services Charter showcases the VALUES we pride ourselves on which allow us to create and maintain strong relationships.

With a focus on six unique areas that highlight our customer commitments, our Values Charter lays the foundation for the high level of care our team provide for our customers.

Value – Guaranteeing the best price whilst maintaining priority service and exceptional standard, tailored to each bespoke requirement.

Accessibility – Dedicated Account Management and communication throughout Senior Teams and managers, with transparent data viewing.

Leadership – Applying expertise into our business operations to allow us to continuously develop and improve our services.

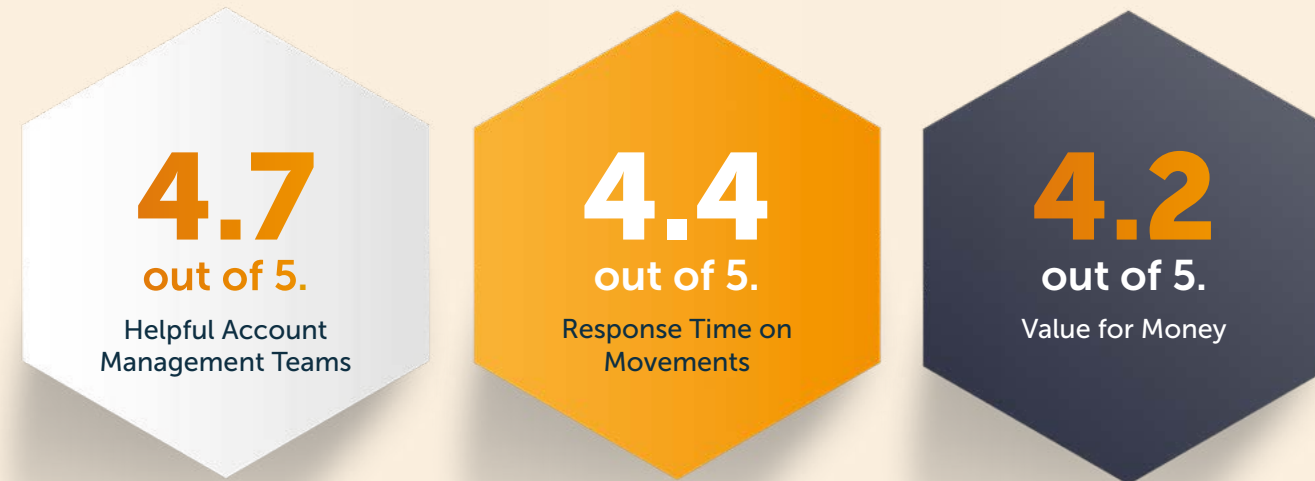
Understanding – Working in partnership with our customers to achieve a common goal, with expectations to get it right the first time.

Efficiency – With our 10 second approach to answering calls, and dedicated Account Managers, our team work promptly to meet expectations.

Specialism – With over two decades in the industry, we pride ourselves on being able to deliver exceptionally against a diverse range of requirements.

Listening to our Customers

Each year we review our service offering by sending out Customer Service Feedback surveys to each of our clients. This gives us the opportunity to celebrate where we perform well, and make improvements where necessary to meet ever-evolving expectations from the industries we work alongside. Our most recent scores show that we maintain strong performance across our metrics.



To carry on refining the level of service we give to our customers, and gain more granular insight into our performance, as of 2024 Go Green will increase the regularity of our feedback surveys. This will give customers further opportunity to feedback how we perform, whilst proactively adapting our operations on a more frequent basis to maintain our strong client relationships.



Over recent years we've worked hard to tailor the structure of our account management teams. We have created teams that are small-scale and personalised, maintaining strong relationships and developing extensive knowledge of each individual customer; whilst ensuring they have enough capacity to deliver a consistent service that meets customer expectations. The business we are now is a credit to each and every employee who has worked hard over the years to evolve our service into the tailored approach for customers; I'm proud to have seen this growth and been instrumental in the success we have achieved."

Terri-Anne Carrigan
Head of Account Management










Business Highlights

Progress Against our SDG Targets

In pursuit of ensuring our energy is placed into objectives that address global challenges, last year we set objectives that aligned with five specific United Nation’s Sustainable Development Goals (SDGs), where we feel our business is in a position to make the greatest impact.

This comprehensive overview of our strategic targets that contribute to the goals shows our progress over the last 12 months in these areas, and transparently presents our ongoing actions that support the interconnected nature of sustainability.



	Target	Achievement
<p>Goal 4: Quality Education</p> 	<ul style="list-style-type: none"> • 2023 target to deliver our ReEducate programme to a further 2,200 students. • Committed to carrying out annual refresher training to all staff on Equality, Diversity and Inclusion as well as Fairness, Inclusion and Respect. 	<ul style="list-style-type: none"> • Delivered our ReEducate programmes to 2,052 children. • 100% of employees, and new starters, have received EDI training within the year, and we have begun rolling the training module out on client sites. • 5 qualified FIR Ambassadors within the Go Green team.
<p>Goal 8: Decent Work and Economic Growth</p> 	<ul style="list-style-type: none"> • Implementation of a new system to streamline our credit control process, allowing business growth without increasing workload through our Credit Control team. • Building a new internal software eco-system, based on Lean Process Management techniques and technologies, including serverless architecture. • As of July 2023, we will begin to record our gender pay gap statistics across the business. • Working with our local college to accommodate our first T-Level Business Administration Student. • Support student placements in Sustainability related studies in partnership with local universities. • Launch of our Apprenticeship Programme to enhance career development even further. • Delivering mandatory Modern Slavery training throughout the whole team by the end of Q2. 	<ul style="list-style-type: none"> • Installed Credit Hound in Q2 of 2023, and as a result have seen our >90-day debts decrease by 49%, improving departments efficiencies and the aging profile of the ledger. • With user stories completed for all internal operational procedures, our in-house Development team have begun building the new internal software. • We carried out our first Gender Pay Gap Report in 2023, published in Q1 2024. • Our T-Level student, is now in their second year of a qualification with us, studying Business Management and Administration. • In Q1 of 2023, we hosted a placement student from Sheffield Hallam University within our Sustainability Department. • Whilst 2 of our current apprentices completed their qualifications and continued in permanent roles within the business, we created a further four apprenticeship roles utilising our apprenticeship programme. • Modern Slavery training delivered to 100% of Go Green employees and has now been integrated into our New Starter Induction Training.
<p>Goal 12: Responsible Consumption and Production</p> 	<ul style="list-style-type: none"> • Investment in additional electric vehicles. • Increase in on-site solar panel array to reduce reliance on purchased electric. • Implement further energy efficiencies throughout our office. • Expanding our supply chain partners in order to set up direct outlets for diverse waste streams finding innovative solutions for our client’s waste. • Improve customer engagement with our in-house waste reporting portal by 40%. • Creation and publication of a Sustainable Procurement Policy. • Delivery of Sustainable Procurement training to all relevant team members. • Providing Environmental Awareness training to key clients, and site teams, as part of our service offering. 	<ul style="list-style-type: none"> • Invested an additional three electric vehicles within our fleet. • Upgraded the lighting to timed LED lighting through areas of the office, saving an estimated 700kWH of electric per year. • Throughout the year we have onboarded new suppliers that have capabilities for specialist treatment of materials such as cardboard and plastics. • With focus changing onto the development of a new CRM, we will see a release of a new, improved and innovative customer Portal which better supports Go Green’s diversity. • We published our first Sustainable Procurement Policy alongside our Invitation to Tender Pack. • Sustainable Procurement Training has been developed ready to be rolled out in Q1 2024.
<p>Goal 13: Climate Action</p> 	<ul style="list-style-type: none"> • Become a Carbon Literacy recognised organisation through the Carbon Literacy Project. • Creation of a staff-led Climate Change Committee within Q1. 	<ul style="list-style-type: none"> • Our Climate Change committee was created in Q2 2023 and has begun planning biodiversity and circular economy initiatives around our head office site.
<p>Goal 15: Life on Land</p> 	<ul style="list-style-type: none"> • Establishment of Project GROWW Green to take our plans from design to implementation. 	<ul style="list-style-type: none"> • Carried out an ecology survey on Project GROWW Green, establishing a baseline assessment for Biodiversity Net Gain.

GROWW

In 2021, we were proud to establish our GROWW Sustainability Framework to put an initial focus on challenging ourselves against our environmental and social outputs, and accurately reporting against our impacts. Since first launching the Framework, we have continuously built on our strategy to prioritise working in partnership with our customers to deliver social impact in the communities that are local to their projects, and tailor the support we carry out to each unique community.

Year-on-year we have seen an increase in the recorded amount of pure social value we have delivered, focusing solely on the additional outreach activities we achieve. This is aided by our full transparency of not including social value generated from our spend with local SME supply chain, due to the nature of our business being founded on championing use local supply chain partners.

Our GROWW Framework

GreenEthos
Safeguarding the planet by promoting sustainable business practices, alongside conservation initiatives and improving environmental knowledge.

ReEducate
Inspiring the next generation to understand environmental issues, interact with the waste industry, and form their own ideas about their future impact.

OurCommunity
Focusing on the communities we operate in nationwide, by fundraising, direct-from-profit donations, and volunteering time, whilst supporting local economic growth.

WasteSchool
Delivering training throughout our value chain and communities on fundamental practices that represent responsible business cultures, and promote diverse talent pools.

Wellness&Health
Prioritising the health and wellbeing of our stakeholders, whilst supporting wellbeing causes in the UK, with key significance on mental health awareness.

Progress Against Commitments

GreenEthos – Reduce our Scope 1 & 2 emissions by 2030, and reach Net Zero by 2048.

ReEducate – Deliver our programmes to 10,000 children by the end of 2026.



OurCommunity – Deliver social value to every county in the UK by the end of 2025.

WasteSchool – Deliver at least 3,000 hours of training to our team per year.

Wellness&Health – Match the number of MHFA to physical first aiders by the end of 2023.



ENVIRONMENTAL

Waste Regulation Updates

In 2023, we saw some notable changes to waste legislation including the introduction of RPS 250 for Handling of Waste Wood, and RPS 276 for Hazardous Waste Cable, that have forced many of our stakeholders to make amendments to their waste operations to meet the new legislative standards.

Our responsibility to compliance extends beyond our own operations, to our portfolio of clients and our network of waste suppliers. We have built trusted relationships that support in collaboratively navigating any changes in operations that are applicable to maintaining compliance in all areas.

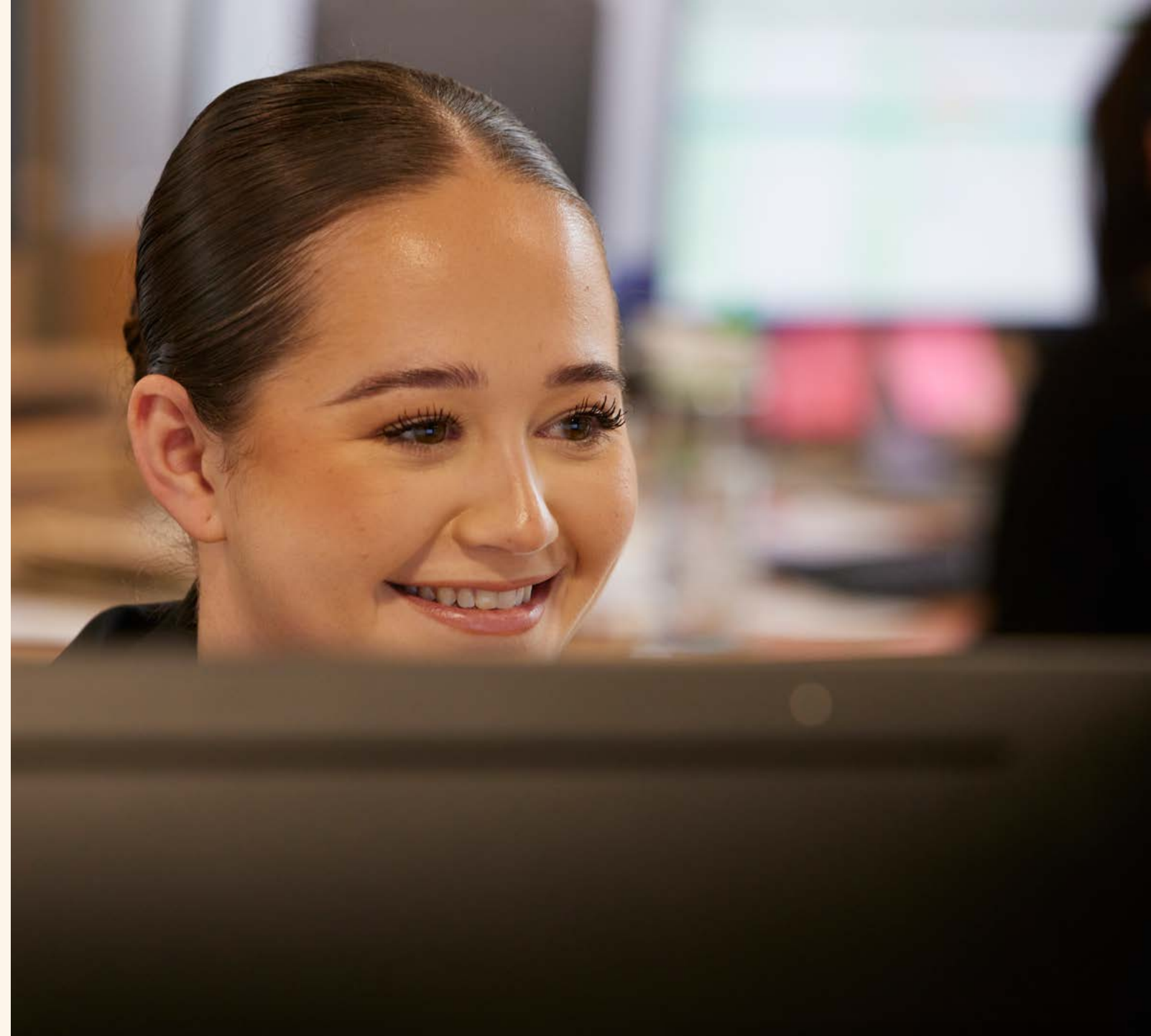
The company has placed resources into carrying out education with our own internal team and with our clients on the ongoing changes in legislation, and how that affects the producer. This facilitates a smooth transition and ensures we can support clients in remaining compliant with the changes.

RPS 250

Introduced in 2023 for Handling of Waste Wood

RPS 276

Introduced in 2023 for Hazardous Waste Cable



Ensuring we can give our customers a high level of guidance around ever changing waste regulations is fundamental to ensuring we maintain strong customer relationships, and support our client teams on adhering to legislation. This not only allows us to encourage best practise in the disposal of materials, but also ensures our clients are prevented from any unnecessary charges or impacts from the mishandling of waste.”

Sophie Scott

Head of Operations

By establishing transparent communication channels, we have ensured the entirety of our customer base have been well-informed of the changes, enabling them to make informed decisions and adaptations to their operations. Utilising expertise from our dedicated Customer Account Management Teams, Compliance Team, and Supply Chain Team, we have carried out follow up meetings and action plans where necessary for clients who have seen more significant impacts from the implementation of this legislation.

Through these concerted efforts, we aim to not only meet the compliance standards expected of us and our value chain, but also contribute to an environmentally responsible and resilient industry.



A Circular Economy

61
Hours of Circular Economy Training



Embracing circular economy within the industry is pivotal to shift the landscape from a linear waste model to a model that supports responsible consumption of resource, and the environmental expectations upon businesses. At the core of the issue, we see the impacts that waste itself has on the depletion of our planet's health, whilst the deep-rooted culture issue of over-consumption and resource use serves as an ongoing catalyst.

Taking a stand to influence a more circular approach towards resource and waste management, in 2023 we rolled out Circular Economy training throughout our full team of employees. This training was created with the aim to have informed and engaged employees, increasing the understanding of a circular economy, the differences it holds versus our traditional linear model, and how this can be an achievable transition within our own business, and the stakeholders we work in partnership with.

From procurement decisions, innovative conversations with our clients, and collaborating with communities and charities in need of resource, we have already seen some tremendous circular solutions take place. This has forged a commitment to continued investment into this focus of the business, with the creation of a Circular Economy Policy and supporting Circular Economy Strategy an objective for 2024.

Case Study: Community Wood Recycling

Go Green have been working in partnership with Miller Homes since 2016, and over the years have continued to build our relationship through understanding their objectives and ethos. As part of our ongoing site visits, Go Green highlighted an inefficiency in an excess amount of wood pallets being disposed through mixed waste skips, where there was undoubted opportunity for an improved solution. Working alongside our supplier, Community Wood Recycling, we set up a project for this excess wood to be collected from site and sent to local hubs that Community Wood Recycling organise for closed loop solutions.

This solution served a purpose for circular economy with the 32 tonnes of timber being used for both high and low-grade reuse, creating products such as planters, bird boxes and benches sold via Community Wood Recycling stores across the county. In carrying out this initiative, it has also seen a social impact through supporting with creating paid jobs at the social enterprise and training opportunities.



With circular economy being an area that is ever growing in importance, we felt that it was essential to create this training and delivered it to everyone within the business. This not only helps us to demonstrate it's importance but allows us to ensure that everyone has a strong understanding."

Tiffany Anderson
Social Value Coordinator



We are very pleased with the outcome of the waste wood initiative at Earls Grange, which has contributed to achieving our 2025 waste recycling target of 75% across all Miller Homes sites ahead of schedule."

Jo Stott
Head of Environmental Sustainability



Influencing Industry Improvement

In 2023 Go Green partnered with seven other businesses and two industry leaders, spanning both the construction and resource management sectors, to deliver cross-industry change that aims to improve best practise standards for waste management in the UK.

PAS 402, part of the Green Compass Scheme, is a framework that delivers a standardised approach for demonstrating performance against key areas of waste management, including diversion from landfill and materials recovery. The specification was first created in 2009; despite Go Green, amongst other waste leaders, being an affiliate company since its inception, the waste industry has never fully adopted the specification, leading to continued lack of consistency amongst waste handlers.

Go Green, alongside additional members of the newly developed PAS 402 investment consortium, are working to embed the specification as a supply chain requirement, ensuring this performance certification becomes standard industry practise in the assessment, and verification, of both performance and data.

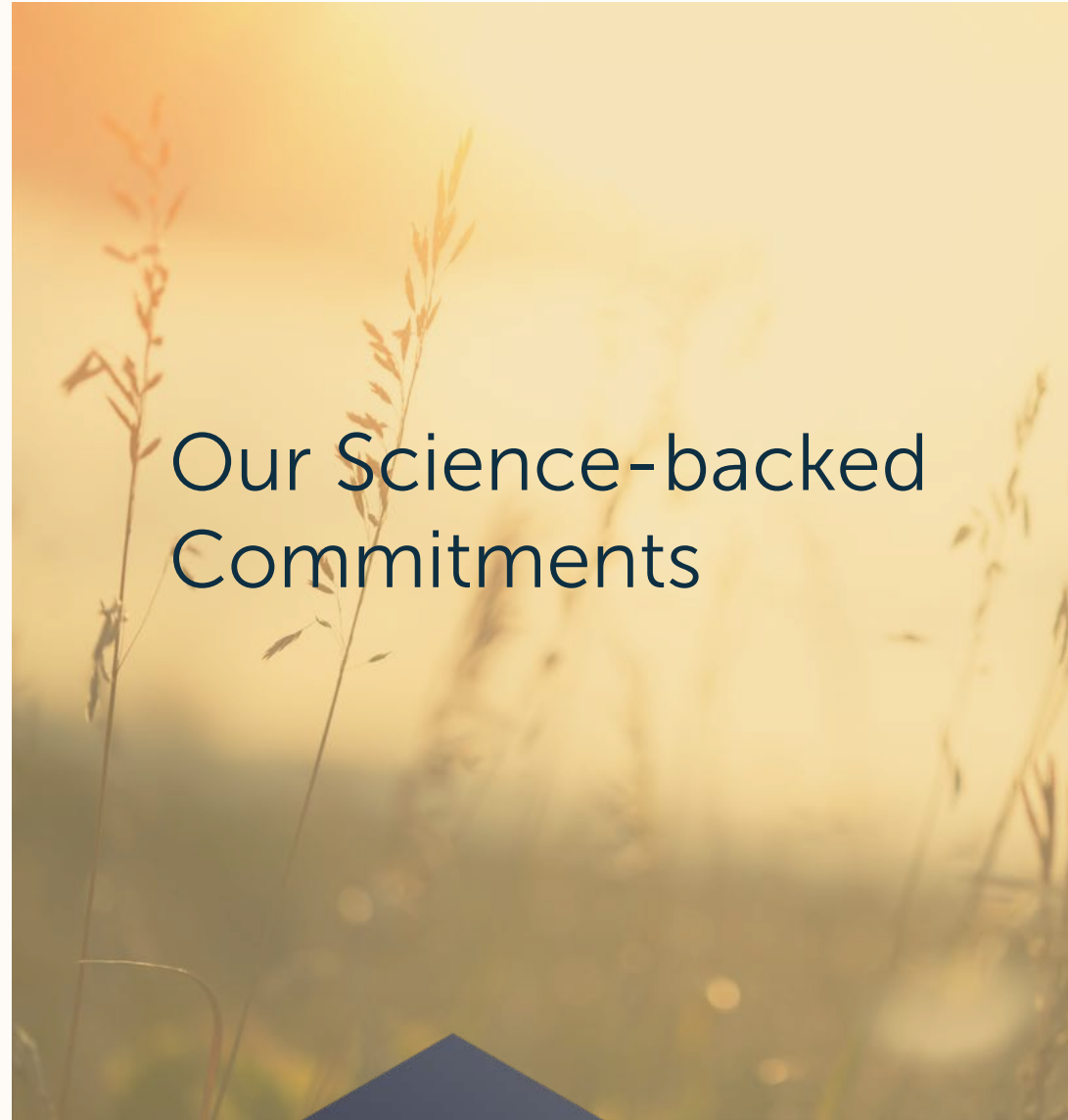
With an ever-evolving landscape, the waste industry must develop to support a more sustainable way of operating that minimises environmental risk, supports rapidly changing requirements of waste producers and society. The direction of travel is clear, and Go Green are proud to be part of the culture change.



Reviewed Net Zero Target

In our 2021 Sustainability Report, we announced our carbon reduction target to achieve Net Zero by 2030. As with many businesses, this year we took time to evolve our strategy to allow for a reduction trajectory that achieves a true net zero future, inclusive of updated emissions reporting guidelines and an improved understanding of our reporting responsibilities. Our reviewed strategy and targets incorporate a comprehensive account of our emission sources including all applicable Scope 3 categories, something not previously captured.

Reviewing our strategy and sharing the changes with complete transparency, we're proud to share the challenges we have addressed, and our reviewed Pathway to Net Zero.



Our Science-backed Commitments



We will have a Scope 1 & 2 footprint of 23.21tCO₂e, in line with our Near Term objective. We will release an updated Net Zero Pathway defining our strategy on maintaining these figures as our company growth continues. This is alongside outlining our objectives for 2030-2048 to achieve our **Net Zero target**.

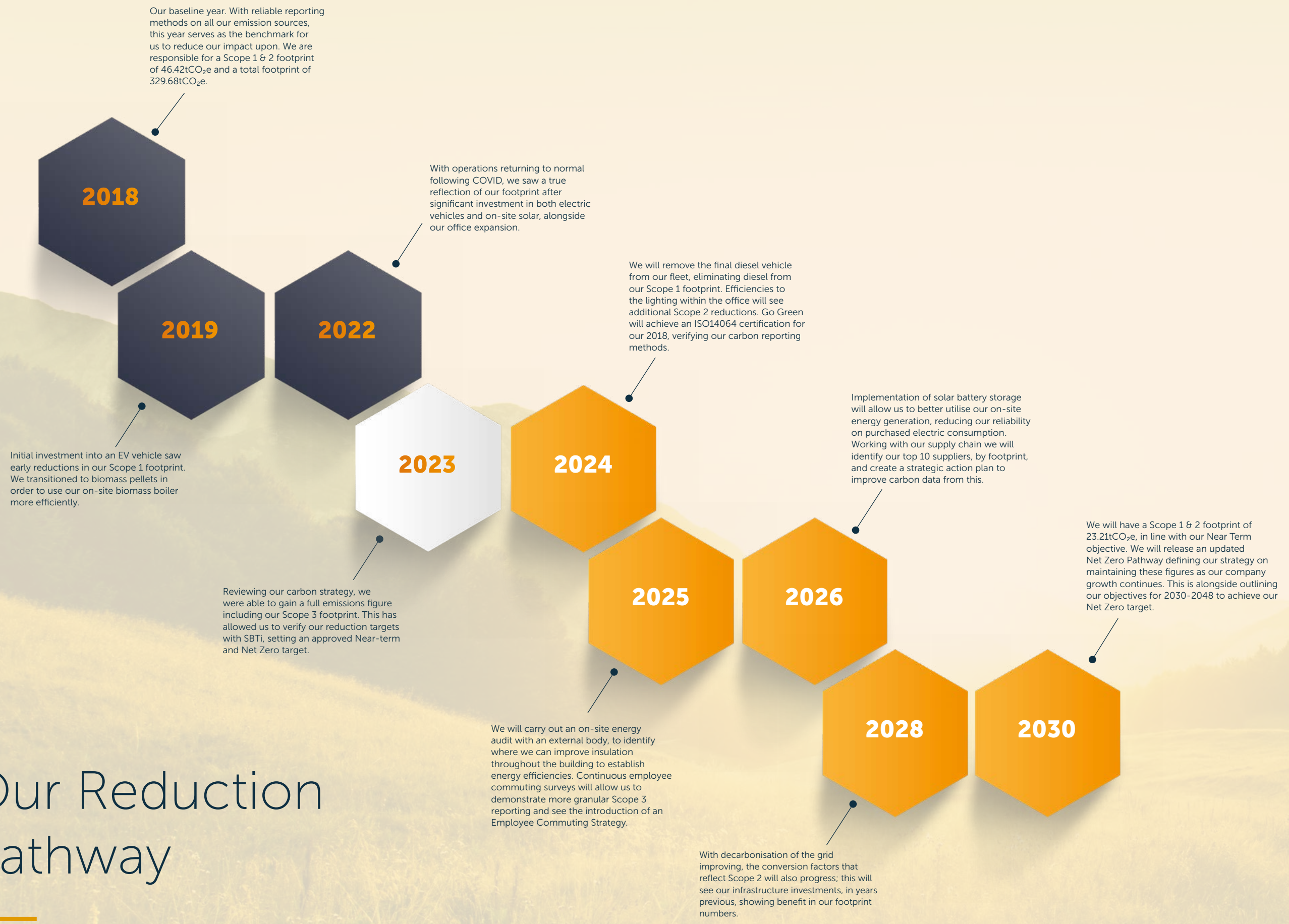
Go Green will achieve a Net Zero target of a 90% reduction of Scope 1, 2 and 3 emissions by 2048.

Go Green will offset all residual emissions.



We are proud that our reduction targets have been verified by the Science-Based Targets Initiative (SBTi). The SBTi Framework is an approach driven by science that has helped to guide us in setting emission reduction targets that are verified, yet ambitious and meet a 1.5° temperature alignment.

Our Reduction Pathway

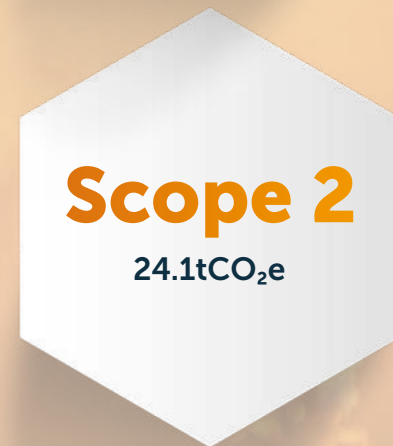


Carbon Management Performance

Our 2018 baseline footprint stands at 330tCO₂e; whilst this is considerably low in comparison to our business turnover, there were significant contributors towards this figure across all three scope areas that have given us opportunity to improve over the last five years.

With greater control of Scope 1 and 2 reductions, we have invested substantially into our infrastructure at our Head Office and through our fleet, reducing the use of diesel vehicles whilst concurrently managing our consumption of purchased electric.

2018 Baseline Figures

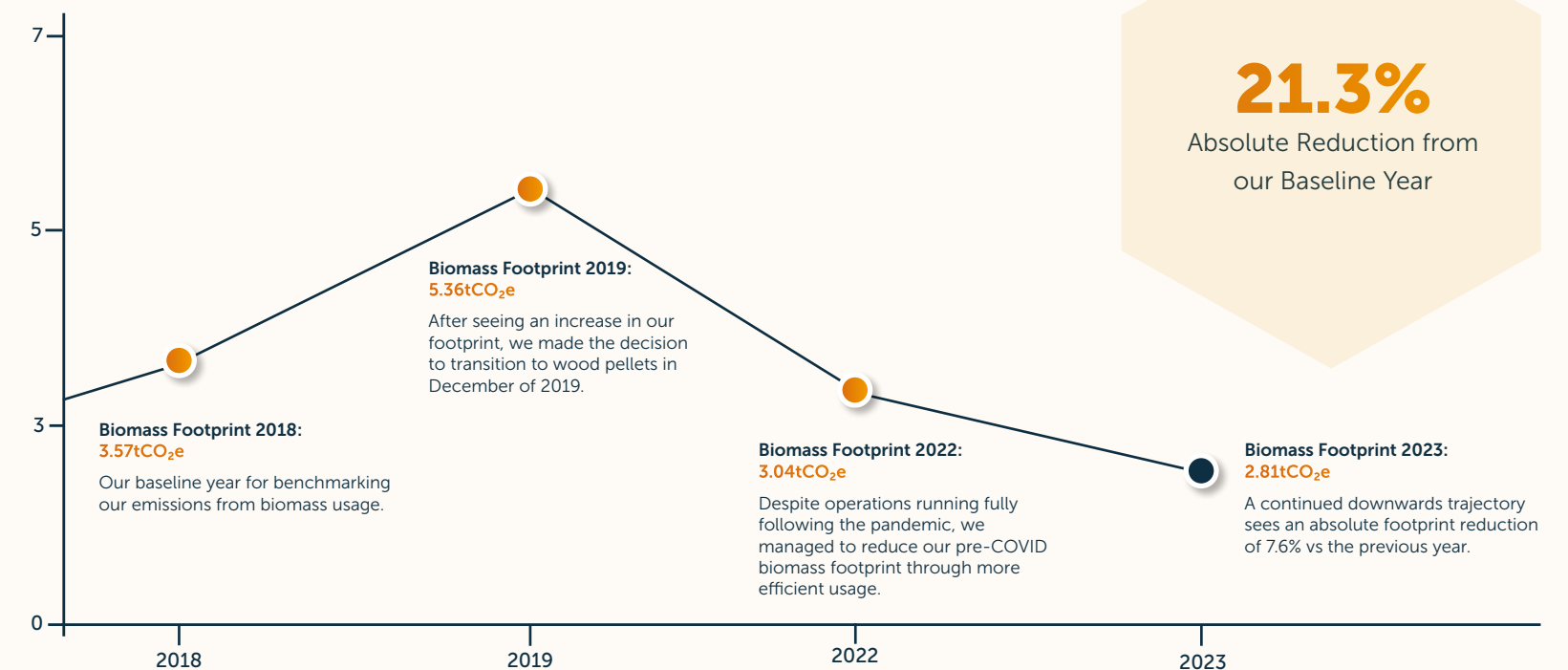


Investment in Biomass

Our on-site biomass boiler was installed in 2015 to eliminate the requirement for gas to heat our offices. Whilst the initial implementation was a positive switch, we frequently review our use of the boiler to ensure maximum efficiency; including switching from wood chip to wood pellet in December 2019, of which are sourced in the UK. We have also strategically decreased the frequency of its use through regular assessment and considered heat retention, as we have expanded the building to further support our aim to lessen the need of the boiler.



Biomass Footprint

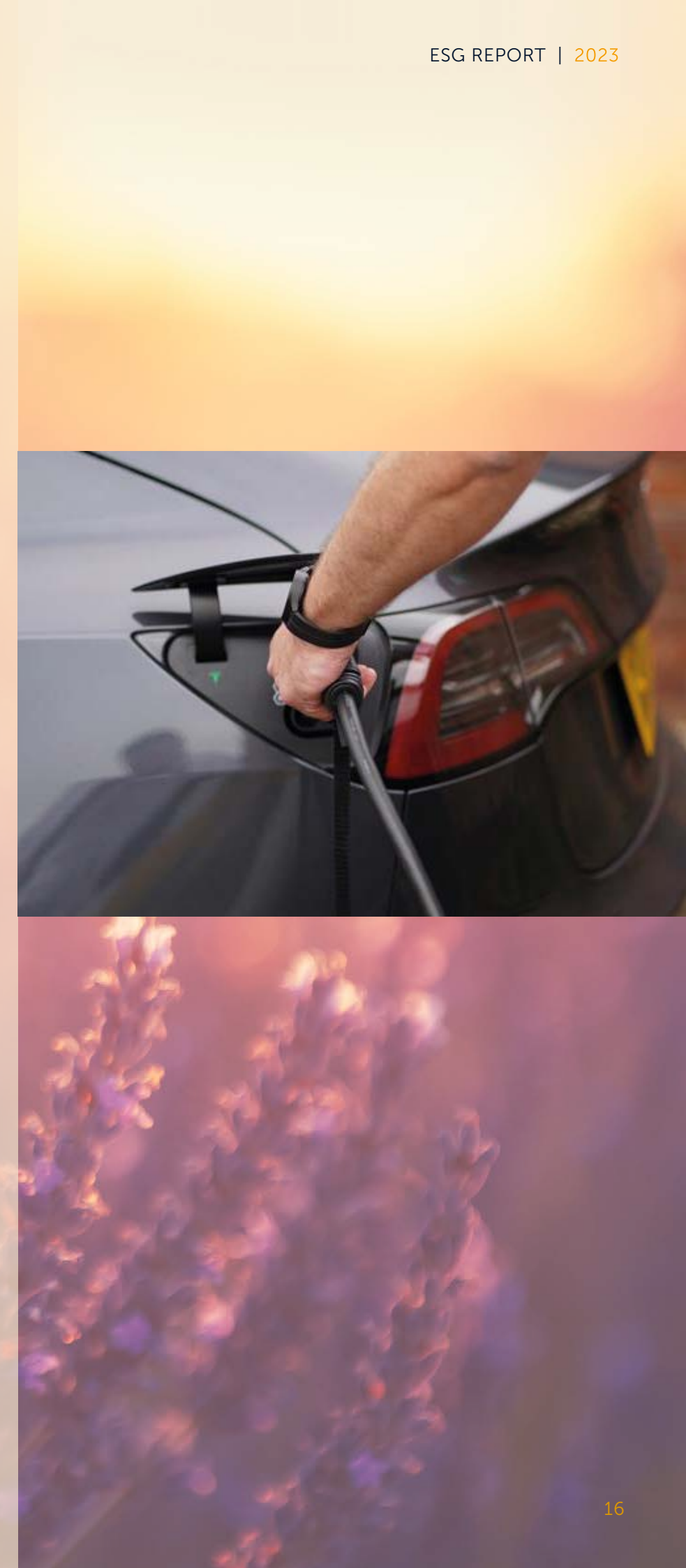


A Transitioned Fleet

In our baseline year, diesel usage for company vehicles contributed 84% of our Scope 1 emissions, and 5.6% of our total footprint. Since then, we have continued to invest in fully electric vehicles, strategically replacing ICE vehicles where possible, whilst expanding our fleet to meet the requirements of our organic business growth.

Whilst our fleet has quadrupled since 2018, we have simultaneously installed solar generation at our Head Office to mitigate our Scope 2 being negatively impacted by the switch to electric vehicles.

Fleet Footprint:





Understanding Scope 3

Throughout 2023, we dedicated a tremendous amount of time into understanding the full responsibility of our footprint, including all the categories of Scope 3 that are applicable to our business operations. In doing so we gained complete appreciation of our emission sources which allowed us to set a verified Net Zero target approved by the Science Based Targets initiative.

Go Green are in no doubt that reducing our Scope 3 emissions is a more challenging task than our reductions to date, nevertheless we have been able to identify which categories contribute significantly and prioritise actionable objectives in those areas.

Purchased Goods and Services

Acknowledging the impact of purchased goods and services has been an essential part of our baseline carbon inventory. Similar to most businesses, this category represents the largest portion of our emissions, contributing 63% of our Scope 3 footprint. This category of emissions poses the most difficult to implement reduction actions due to relying on the performance and impact of our supply chain, and currently using the spend-based method to quantify the footprint.

Collaborative efforts from our Sustainability and Procurement departments, have already seen us implement an Invitation to Tender Pack to allow us further transparency in the credentials of our chosen supply chain partners, whilst our Sustainable Procurement Policy continues to evolve to meet the needs of our emission demands.

Over the course of 2026, we are committed to carrying out reviews with our existing top ten suppliers by spend, to understand the impact from the items and services we purchase. We hope to work alongside them to progress the granularity of data we report against and reduce emissions from these purchases, streamlining our supply chain where necessary to improve the quality of partners we work alongside.

Additional Emission Sources

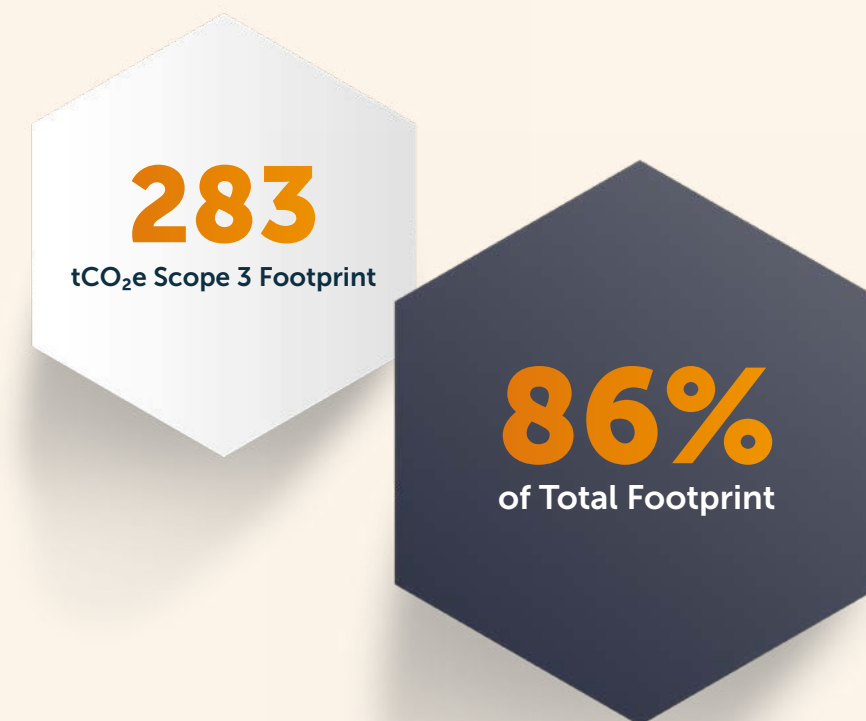
Though we are committed to measuring the remaining categories of our Scope 3 each year, their emissions maintain a minor contribution to our overall footprint. Whilst we intend to implement additional actions to achieve both carbon reductions and efficient use of resource, we are focusing our primary efforts into categories that pose the biggest overall carbon impact.

Employee Commuting

Unsurprisingly employee commuting has a substantial impact on our emissions, accounting for 31% of our Scope 3 footprint. With 15% year-on-year turnover growth targets, we have forecasted an increased headcount to achieve our objectives, and therefore addressing employee commuting emissions is vital within our Net Zero strategy.

Whilst no firm objectives have been implemented, considerations from the Board for a reduction in this category include:

- Reviewing our home working opportunities for certain roles within the business.
- Initiatives to promote employee car sharing and walk-to-work schemes.
- Improve digitisation and efficiencies throughout our operations to stabilise headcount growth.





GreenEthos

Whilst carbon reduction and headline environmental objectives are vital in reducing our environmental impact, our GreenEthos pillar focuses on smaller yet still meaningful initiatives that can be carried out in our local communities. In 2023 we committed, and carried out, regular litter picks, beach cleans and conservation activities that demonstrated our drive towards a greener environment. Carrying out these events in partnership with our stakeholders, allowed us to build on our existing relationships, and with organisations that share mutual ethics to deliver greater impact to the organisations and communities that we support.

118

Hours of Litter Picking

300

Trees Planted

97

Hours of Conservation Activities



Case Study - Hatfield Moors Nature Reserve

In May 2023, alongside Graham Group, a client whom we have held a relationship with since 2013, we volunteered at Hatfield Moors Nature Reserve to carry out biodiversity and conservation work. Our relationship with Hatfield Moors has been ongoing since 2022 and remains a pleasure to be able to return and continue to deliver volunteering with our clients and support the long-term community relationships.

Throughout the day the teams maintained areas of the sensory garden whilst planting new shrubs and flowers, laid turf around the area of the on-site pond, and built a bug hotel on site to encourage biodiversity. This was one of many community initiatives we have carried out with GRAHAM Group, and we are excited to continue to see our relationship flourish beyond our core waste services.



The dedicated team at Hatfield Nature Reserve work hard to preserve a resource that benefits the local community and is vital for the protection of our wildlife. The day involved essential maintenance activities, such as pruning willow trees, building bug hotels, weeding, feeding, and watering. It was great to contribute to the upkeep of such a worthy cause and volunteer alongside the fantastic Graham Fit Out team."

Hannah Brice

Senior Account Manager,
Go Green

Rooted in Partnerships

Creating lasting impact is something that is easier achieved collaboratively. In recent years we have partnered with our client, Murphy Group, to set up an ongoing project, donating trees and plants to local schools and community groups. Throughout 2023 the project saw over 500 trees and plants donated to local areas alongside gardening supplies and bug hotels to primary schools, helping to support the 'Murphy at 75 Strategy' as well as our own GreenEthos pillar.

In October, we also teamed up to make a £1,200 donation to the National Trust whilst Go Green team members joined Murphy on a team building day at Bosley Cloud in the Peak District, carrying out maintenance work on the grounds.

With the project still running, we maintain high expectations for the success of what we can achieve in partnership over the coming years and are proud to be working alongside an incredible team, who share the same values for environmental and social stewardship.



Project GROWW Green

In 2022, we made the milestone investment of purchasing 60-acres of ex-quarried land, to transform into a diverse and habitat rich area, enhancing our local community and environment.

In June 2023, we began working with a local consultancy business to carry out a comprehensive ecology survey, assessing the current biodiversity and environmental health of the land. The findings of this gave us robust baselines to begin developing enhancement plans for the land with the aim of maximising biodiversity in the area, whilst heavily considering the local authority environmental action plans. Another goal for us is to bring back species native to the area, that have declined in recent years.

We were delighted to partner with Tomson Consulting on the project who are a small local business based in Sheffield, which not only allows us to carry out the project with specialist support and confidence, but also aligns with our ethos of supporting local SME spend throughout our organisation.

Our objectives for the next 18 months are to complete the enhancement planning of the project and get a full scope of the project design. We are excited to see the start of how this incredible environmental opportunity can begin to come to life.



60

Acres of Land

26.7

Baseline Metric Area Score

19.8

Baseline Metric Linear Score



At Tomson Consulting we feel privileged to partner with Go Green on this exciting project, which aligns so well with what we are trying to achieve through the provision of ecology and biodiversity services. Habitat regeneration and enhancement projects such as this are vital for nature recovery and the continued safeguarding of protected and notable species, in line with national legislation and Local Biodiversity Action Plans.”

Laura Saunders
Biodiversity Advisor,
Tomson Consulting



SOCIAL



Our People

Who We Are

Go Green pride ourselves on the diverse range of talent that continues to make our business a success. Over the last 12 months, our headcount increased by 20% due to the continued organic growth of our operations. As we have expanded our team, we have continued to create employment opportunities for individuals from various backgrounds, all who bring unique skills to our business.

In 2023 we carried out our first ever diversity survey. We used this as a tool to gain a true understanding of the culture that we possess in Go Green, benchmark our current performance, and identify where we can further strengthen diversity and inclusion within our team.

Employment Packages

Alongside our business diversifying, we also diversified the work-life balance we offer to our teams. With 37% of our team on flexible contracts consisting of hybrid working, term-time contracts, and compressed hours, we aim to support people with varying home-life needs either enter employment or retain job roles. We also improved our maternity leave for expectant mothers within the business and actively encourage shared parental leave for families who wish to take it.



Developing Talent

Routes into Employment

It's crucial to create opportunities for people with limited experience to enter the workplace and begin a meaningful career. This year, we were proud to see two of our apprentices complete their courses and gain qualifications, whilst both continued into permanent contracts within Go Green. In addition to this achievement, we created a further four apprenticeship opportunities in 2023, expanding the roles available, including our first Digital Marketing apprentice. Alongside this we partnered with our local college to welcome our first T-Level student studying a Business Administration qualification.

Training and Development

Alongside the initial training our team receive upon joining the business, an integral part of how we operate is ensuring that each employee has a bespoke development plan tailored to their skillset and personal goals. Within these, each individual has the chance to expand their knowledge through both internal and external training, to allow for professional growth through the business. In 2023, we were proud to support our team achieve 22 external qualifications.



“

I am currently on my second year of my business T-Level course and still really enjoying it. Go Green has helped me develop many professional skills and I feel that my confidence within a professional environment has improved too.”

Chris Jones
T-Level Student



“

By providing regular training and development opportunities, we are able to improve employee performance, and foster a culture of growth and improvement within our organisation. This not only benefits our employees, but also our customers and the environment as we strive to be a leader in sustainability and innovation. I am confident that our commitment to training and development will continue to drive our success and help us achieve our goals as a company.”

Kerry Montague
Training And Development Manager

Looking After Our Team

Continuing to prioritise the wellbeing of our people, throughout 2023 we enhanced our measures for both physical and mental health support systems.

Keeping People Safe

Governance of our health and safety procedures is paramount to looking after the people who work for us, and who we interact with daily. In 2023 we began aligning our H&S systems to a recognised standard, ensuring we are structured in a way that meets best practise principles. In doing so we have updated our incident reporting procedure and introduced a H&S responsibilities chart. With an existing Health and Safety Committee who meet once per quarter, and all notable meeting points included in Senior Team meeting agendas, Go Green have set a target for the year ahead to provide these individuals with IOSH Working Safely Qualifications, empowering them with the necessary skills to create a safe environment.

This will complement our existing nine IOSH trained staff who gained their qualification in 2023. In addition to this, we have also set an objective to see a further two members of the Senior Team qualified to a IOSH Managing Safely standard. Reflecting the headcount increase we have seen in recent years, throughout 2023 we increased the number of First Aiders within the business, providing a further seven employees with First Aid at Work qualifications.

Taking Action on Feedback

The key objectives of our in-house committees are to listen to voices from around the business, and implement change that sees improvement to our work environment. During our Q1 Health and Safety Committee meeting, the team discussed implementing a defibrillator within our Head Office, a vital tool in an emergency. After reviewing this at board level, in May 2023 we installed this lifesaving device into our Go Green reception area, providing quick access to a crucial resource for the worst-case emergencies. Witnessing a significant achievement such as this, demonstrates the value employee-led committees can bring.



Within our Procurement department we discussed the option of having a defibrillator onsite, and after seeing cases on the news where having defibrillators in places of work has saved lives, the committee felt this could be a worthwhile investment for the business and raised it as an action point."

Tom Mills
Health and Safety Committee Member

Improving Wellbeing

Since 2021, we have placed prominent focus on mental health awareness throughout the organisation, setting a commitment as part of our Wellness&Health pillar to match the number of Mental Health First Aiders to physical by the end of 2023. We were thrilled to be able to achieve this target, seeing our final five Mental Health First Aiders gain their qualifications throughout the year, whilst striving towards this team of people being diverse in age, gender, and background to make this resource as accessible as possible.

To extend the benefits of these qualifications, in 2023 the team rolled out Mental Health Awareness Training to Go Green employees. Whilst we encouraged our staff to sit this training, it was an optional session to allow people to only attend where they felt comfortable. This training covered increased awareness of what different states of mental health can look like, prevention methods for mental health, and to reduce the stigma around mental health. This important resource within the business is a significant contributor towards a healthier and more resilient workplace environment where our team can thrive.

World Mental Health Day

Whilst ensuring mental health awareness is carried out all year round, we recognised World Mental Health Day 2023 within our offices, through a collection of initiatives organised by our Mental Health First Aiders. We launched an internal communications channel dedicated to mental health discussion, awareness and support, and throughout the day our Mental Health First Aiders led discussions and activities to promote mental health advocacy. This included wellbeing walks in some of our local green spaces and introducing our Wellbeing dog, Benji, who joined the walks and made the office his home for the day.



80
Hours of Certified MHFA Training



I wanted to become a Mental Health First Aider because of my desire to help people. I have always wanted to work with people and my role within HR enables me to do this, but I did not feel I could provide help and guidance to those in need of Mental Health First Aid, so it was important to me to become trained in this area.”

Bethany Foster
Human Resources Officer

Closing the Gap on Gender Inequality

As we have continued to demonstrate wider sustainability and responsible business practises, we felt that now was the appropriate time to take this one step further, and deliver a gender pay gap survey and publish the findings in our first Gender Pay Gap Report.

The waste industry has traditionally been a male dominated sector, both as a whole but also in leadership roles held. Our initial Gender Pay Gap Report aims to benchmark our current performance and give us a foundation to set objectives for continuous improvement in this area. Despite highlighting existing gaps within some areas of our business, we have thoroughly analysed the data to gain a sound understanding of the reasons behind these inequalities.

57.5%

Females within Go Green.

Our Key Findings

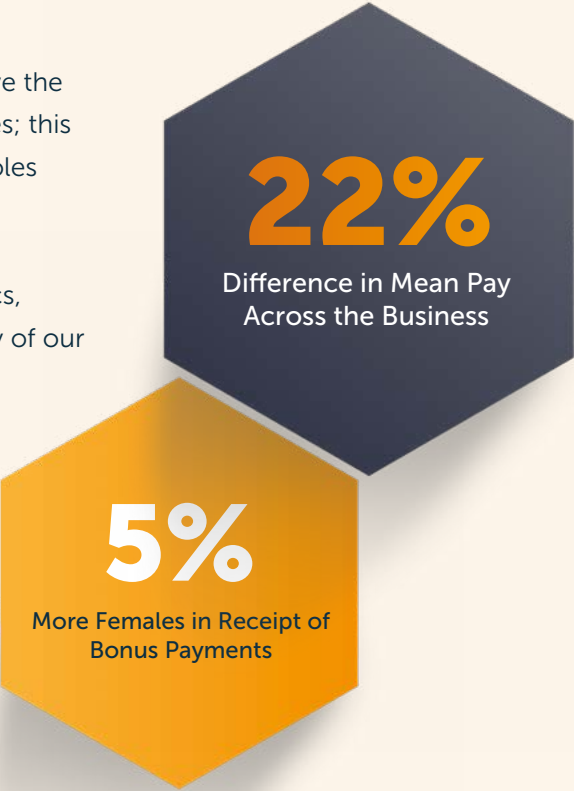
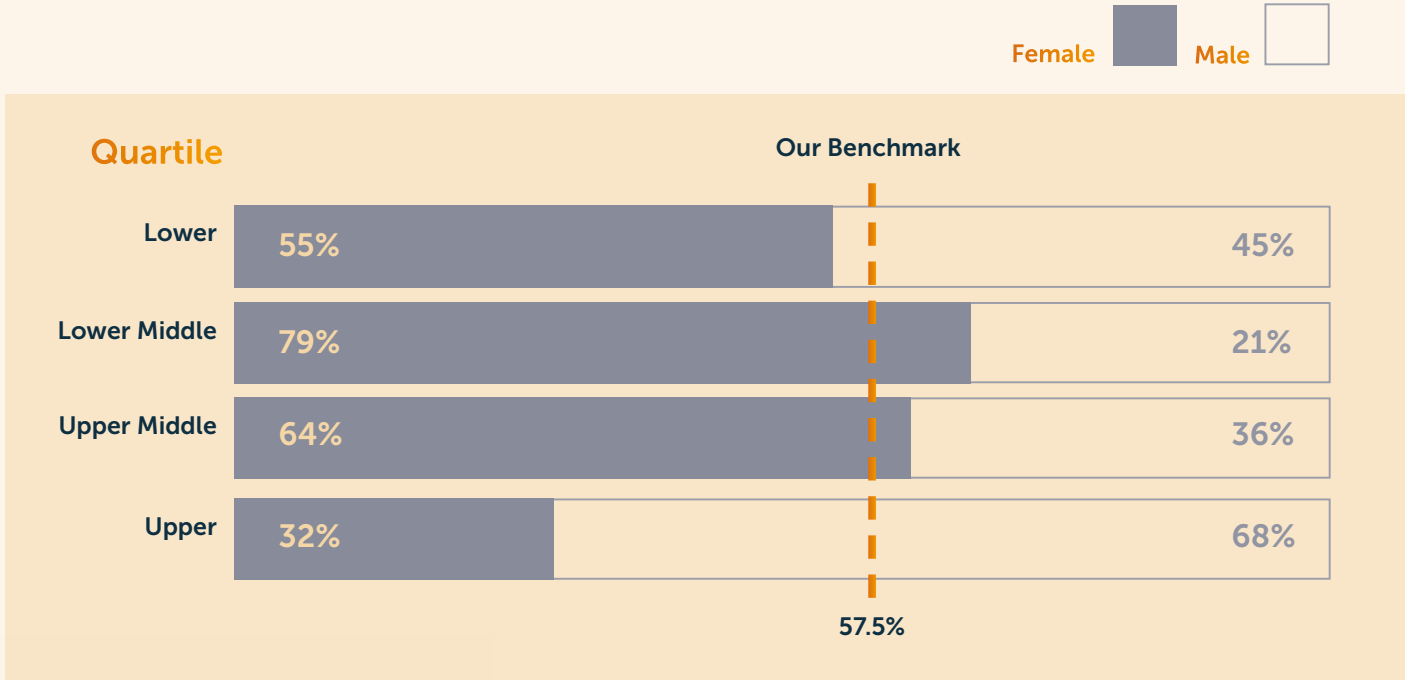
A 22% difference in mean pay across the business driven by traditionally higher paying roles within departments such as Sales, Finance, and IT being heavily filled by male employees.

5% more females being in receipt of bonus payments, due to a fair application of incentives across various departments. That said, the mean bonus marginally favours males due to the high number of men within Sales roles, which due to the job expectations traditionally have higher incentive values.

Setting Objectives

Benchmarking ourselves for gender pay equality was a vital first step in addressing the matter, whilst setting objectives is the more valuable action to take.

- Achieve annual improvements of our results over the next three years across our pay metrics; delivered through strategic training, promotion, and review of remuneration structure.
- Continue to invest in valuable training across our team to improve the opportunity for females to access traditionally higher paying roles; this includes a specific focus on qualifications that are based upon roles within our Finance department.
- A commitment to annually report on our gender pay gap statistics, despite not being legally obliged to, to demonstrate transparency of our performance to both internal and external stakeholders.
- Offer flexibility for new mothers on maternity leave, to make returning to the workplace more accessible; this includes pro-actively being more adaptable to flexible and part time contracts on their return.



We firmly believe that each person is paid fairly for their role within our team, and their performance in that role, whilst also maintaining an inclusive culture which provides equal opportunities for all, irrespective of gender. We acknowledge the societal and economic challenges which affect gender pay gaps across the board, and by reporting our gender pay gap now, we can begin to proactively understand our business, its structure and make informed aims and objectives for improvement where necessary.”

Phoebe Young
Head of Human Resources

Modern Slavery

Modern slavery has always been a severe violation of human rights, and the statistics that we still face today across the globe, and in the UK, are staggering. Despite our legal requirement to acknowledge modern slavery, addressing the issue ethically beyond compliance with legislation, is paramount within our own business operations and through our supply chain.

Raising Awareness

In March 2023, we delivered our first in-house Modern Slavery Training across the business, to raise awareness within our team of the extent of modern slavery and provide an improved understanding of what modern slavery can look like. It also ensured that our teams are cognisant of the measures we take as a business to minimise the risk of modern slavery throughout our operations. This training includes methods of reporting and prevention to encourage vigilance throughout our staff, especially those who interact with external stakeholders.

Since rolling this training out to our internal team, we have continued to offer this training to our supply chain team, as well as on client sites, supporting joint responsibility to create a culture of dignity and respect for everyone throughout the industries we work alongside.



Taking Accountability

Since our inception, we have taken an unparalleled approach to building robust relationships with our supply chain partners through transparency, clear mutual expectations, and working with partners who demonstrate a shared ethos towards operating responsibly.

We have introduced modern slavery checks as standard within all our third-party supply chain inspections. Not only is this something that is essential as part of our Desktop Audit process but is also thoroughly checked within our on-site visual inspections that our team carry out on our supplier waste facilities. This is included to ensure we have taken due diligence to eliminate modern slavery through the entirety of our value chain.



At Go Green, we pride ourselves on the strength of our relationship with our supply chain. Built on a foundation of transparency and trust, our regular visits to supplier facilities include inspections of working and welfare conditions, as well as direct interactions with all workers to ensure they are happy, approachable and show no signs of duress. We are not only committed to ensuring there is no modern slavery within our supply chain, we are committed to assist with and promote initiatives that will improve conditions for the entire workforce.”

Andrew Harrison
Head of Supply Chain



Fairness and Equality

In 2023, we continued to adopt an environment of inclusivity and respect through the provision of our annual refresher training for Equality, Diversity, and Inclusion, which is also delivered to all new starters within their induction. With this training in a constant loop, the standard of culture embraced throughout the team is undoubted.

With a view to extend this culture to our external stakeholders, in 2023 Go Green launched our Equality, Diversity and Inclusion training programme as part of our service offering at a client level. Not only exhibiting our approach towards workplace behaviours but influencing a standard of conduct through our partner projects.

In addition to our EDI standards, we are proud to have supported FIR Ambassador training to five key leaders within the business. Promoting an environment where all employees can be confident that they are being treated with dignity and respect, Go Green have set a commitment for two board members to also become qualified FIR Ambassadors within the first quarter of 2024. FIR and EDI have already been integrated into Senior Team meeting agendas to ensure they have prevalent focus amongst ongoing business strategy, with information from our FIR Employee Committee being communicated throughout.



Go Green are committed to taking responsibility for supporting our customers to prioritise their employee and subcontractor’s wellbeing. In July 2023, Go Green delivered Equality, Diversity, and Inclusion training to subcontractors on an active site of our customer, Willmott Dixon. Throughout the day, the 30-minute training was provided to 20 employees from various supply chain partners to set precedent for the environment they can expect and contribute towards, which aligns with both Go Green and Willmott Dixon’s working culture.



Our project received EDI training from Go Green representatives Hannah and Alexandra. The training was interactive, engaging, and definitely eye-opening. The sessions were conducted efficiently and professionally, and we would certainly be interested in future training with Go Green.”

Caitlyn Greenwell
Assistant Build Manager,
Willmott Dixon



ReEducate

Education on Sustainability at All Ages

Our ReEducate programmes have allowed us to interact with students from a range of ages and backgrounds; encouraging them to think about waste differently, understand the impacts of waste, and make what can be seen a boring topic, quite interesting! Within our ReEducate pillar we have various programmes including 'Eco Heroes', and more recently 'Eco Influence', our secondary school programme which is tailored to KS3 & KS4 students, a crucial age demographic for encouraging potential future careers and green skill opportunities.

Inspiring Young Minds

Our Eco Heroes programme, has been the core part of the educational interactions that we have carried out, delivering the session to 2,412 children since it first launched. Giving KS1 & KS2 children the opportunity to learn about waste from experts in the industry, Eco Heroes has been created to be fun, engaging, and filled with activities to inspire children to want to make positive changes for the planet.

Over 2023, we put focus on delivering the programme in collaboration with our customers, giving students the opportunity to learn about multiple industries and how they work alongside one another. This enriches the learning experience whilst developing stronger relationships with our customers.



Case Study - Placed Academy

As part of our social value commitment to ISG on their Jaguar Land Rover Project in Halewood, our Sustainability Team worked with ISG's Project Team on the Placed Academy initiative. Placed Academy are a social enterprise operating across the Northwest, delivering education and engagement programmes to bring people together.

As part of PLACED's Partnership Academy programme, we travelled to Knowsley and engaged with young people at Court Hey Park Courtyard, alongside other professionals. The programme focused on introducing the different routes into employment within the construction industry with activities they might face if they choose to join the sector when they finish school, alongside activities within industries that support the construction sector. After various planning meetings with ISG and Placed Academy to get an understanding of the young people that were attending the event, we spent two days carrying out activities including the young people designing a sustainable building. The task required young people to create a business with its own logo and mission which led on to the design and explanation of sustainable elements of the building. At the end of the task, two teams presented back to the group with their ideas, to build their confidence in talking in larger groups.



OurCommunity

Since launching in 2021, our GROWW Framework has continued to be the core structure of how we partner with our stakeholders in their local communities to deliver tailored, and meaningful, social impact. After seeing the incredible outcomes that can be achieved through dedicated resource into community investment, we have since established a team of Social Value Coordinators to work alongside our clients to understand the individual needs of the communities they operate in, and carry out targeted initiatives that can create lasting impact.

The GROWW Framework has developed into much more than we could ever have predicted, due to the passion and integrity that is put into ensuring social value is never seen as a tick-box exercise. 2023 saw Go Green deliver over £121,000 of pure social value, and with an objective to build on that even more in 2024, we are proud to have progressed into a business with true social purpose.



Case Study - Millpond Community Centre

In May, our Social Value Team partnered with our client VIVID Housing, and a trusted supply chain partner, TJ Waste, to transform a community space in Gosport, Portsmouth, that had been un-used and unloved. With the outdoor space consisting of concrete slabs, Go Green and VIVID Housing worked together to design a new landscape for the area, consisting of a more permeable surface, green space, and seating to allow the area to be used by local people.

With circular economy at the forefront of our mind, the team identified local community projects, including Willow Community Garden, and Gosport Men's Shed, where the concrete slabs were able to be reused, diverting them from waste. This project was an incredible way to showcase how the GROWW Framework is a tool for collaboration through all levels of our value chain, and supports the OurCommunity Commitment to deliver support to every county in the UK by the end of 2025.



I went to Millpond on Friday and had a look, its looks amazing, so much better. Thank you to you and the Team for all your hard work."

Marianne Piggin
Place Shaping Officer,
VIVID Housing

GROWW Green Community Interest Company

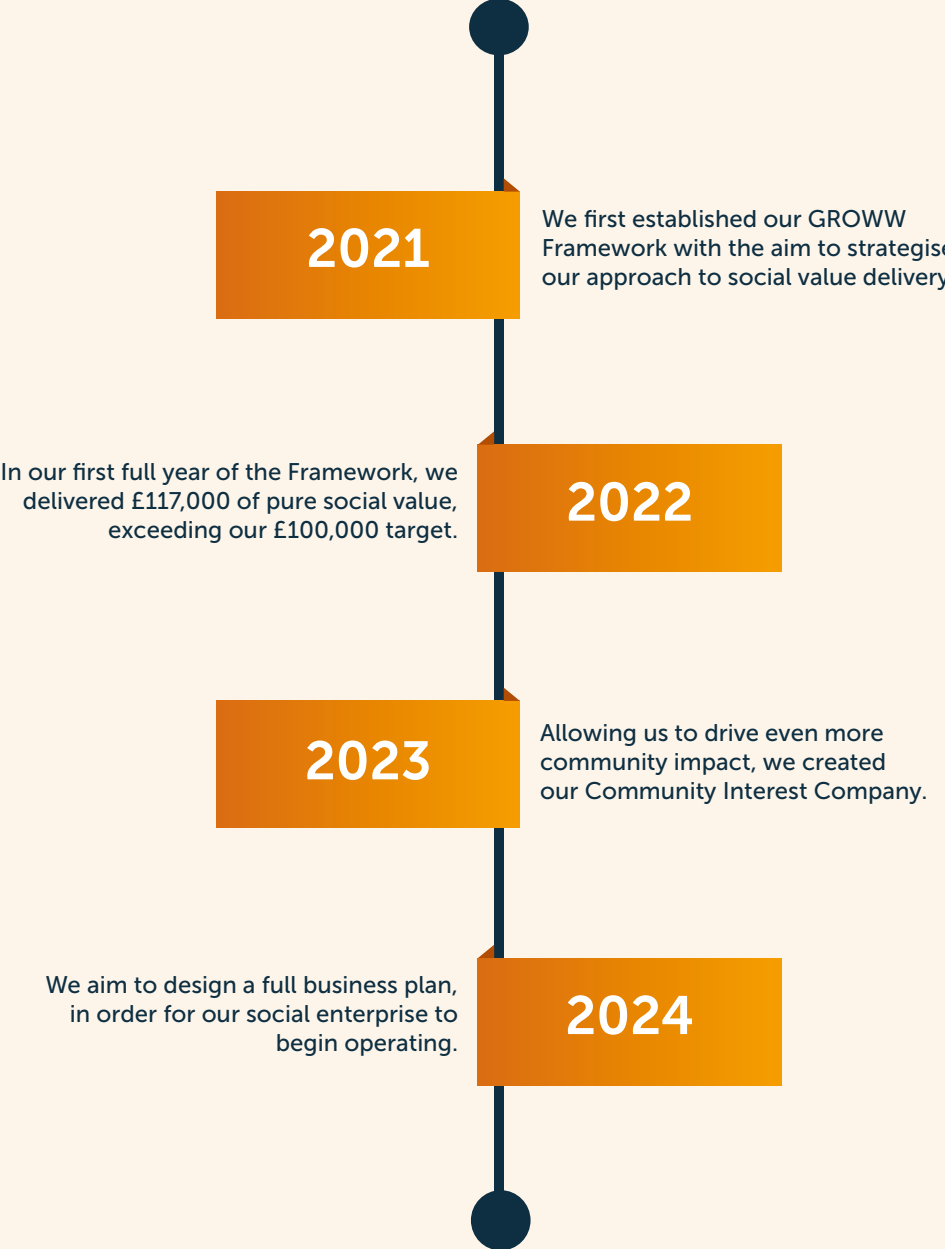
Witnessing our GROWW Framework flourish over the last two years has given us a benchmark for the true value that can be brought to individual communities when we pro-actively partner with our stakeholders, and understand the unique needs of their local people. With an existing commitment to community benefit, in 2023 Go Green established GROWW Green CIC (Community Interest Company), a social enterprise organisation that will continue to provide unwavering support extending to the local communities. This is not just close to our primary operations, but also areas that are linked to our clients and supply chain across the UK.

GROWW Green CIC reflects our dedication to create meaningful long-term impact within our own, and our stakeholder's local communities, whilst complementing the existing social value strategy we have developed within Go Green. By building a social enterprise with our individual community needs at the forefront of the model, social impact will be meaningful and tangible, and create an opportunity for collective contributions to more thriving communities.



Not for Profit
Enterprise

Our Social Enterprise Journey



GOVERNANCE

Our Mission

Our Mission Statement reflects the core values of Go Green, thus with the substantial growth and evolution priorities in recent years, we have reviewed our company Mission Statement to better encapsulate our vision.

Our updated statement exhibits our dedication towards sustainability and shares our strategy towards delivering upon this in a consistent and measurable way. Highlighting our commitment to compliance, we go beyond legislation and showcase the fundamentals of our supply chain partnerships, which is the foundation we have been built upon. Our statement also features our focus on innovation through services and operations that has steered our continued growth, despite the uncertain climates we have faced in recent years. With this evolution comes the alterations to our people strategy, the mission details how looking after our people is an underlying factor of our operational model.

With our exceptional service standards and long-term customer partnership still very much at the core of what Go Green represents, the statement has continued to reflect the principles we hold in delivering upon these priorities.

This evolution meets our broader organisational changes and supports the approach we have taken to our internal structure changes within our Senior Team, to enable us to dedicate the best expertise and resource into delivering upon our core standards in an ever-changing landscape.

Our Vision Statement:

“To Deliver the
Future in Waste
Management.”

“

Over recent years we have hugely evolved our client service offering, objectives, and ethos as a business. Ensuring that our Mission Statement reflects our current identity and supports us being recognised for the areas of the business we're proud to excel in. I truly feel that the business we have worked hard to develop, and refine, is a shining example of going above and beyond expectations within the industry.”

William Ives
Operations Director

Leading by Example

Our long-term business strategy, to deliver year-on-year growth, is something we are proud to have continued to see fantastic results against throughout 2023. Go Green have always acknowledged that our people are at the core of our success, therefore this year we further strengthened our infrastructure through our team to future proof our growth strategy.

Customer relationships, environmental sustainability, business development, our people, and ethical procurement and supply chain relationships, are fundamental pillars that make up the values of Go Green. To align with the expertise we have in the business and drive these areas forward, in 2023 we restructured our Senior Leadership Team to support our long-term growth and ensure these five key areas remain the ethos of our operations.



Within my two decades at Go Green, the key theme of what makes this business a success, is recognising fantastic expertise, and utilising it to push our business from strength to strength. In 2023, with the immense changes that happened within the industry and beyond, this was more prevalent than ever. Restructuring the Senior Team to focus undisputed knowledge into our key objective areas is the backbone of achieving our future growth projections, and continuing to stay ahead of the curve within an ever-changing industry.”

Roger Wells
Managing Director

Phoebe Young: Head of Human Resources

Joining the HR department in 2018, Phoebe has a clear vision for ensuring Go Green continues to evolve our responsible business practises and employee support systems. With our people at the core of our business, Phoebe’s role within the Senior Team is vital in influencing our future strategy.



Sabrina Barnett: Head of Sustainability

Since first establishing the GROWW Sustainability Framework in 2021, Sabrina has developed our environmental objectives, implemented robust carbon reduction targets, and enhanced our Social Value Strategy. Introducing Sabrina into the Senior Team ensures we maintain focus on delivering against these targets.



Andrew Harrison: Head of Supply Chain

Through his decade within the business, Andrew has founded many of our key supply chain relationships that have shaped our robust supplier network. With incomparable industry knowledge and undisputed integrity for responsible waste practises, Andrew plays a significant role in the decision making processes behind Go Green’s core functions.



Sophie Scott: Head of Operations and Compliance

By utilising Sophie’s 10-year company knowledge, she has senior control over our Operations and Compliance departments. With robust oversight in place, Sophie shapes both our day-to-day operations but also the baseline of our compliant service offering, an essential part of our industry.



Terri-Anne Carrigan: Head of Account Management

First joining the business in 2012, Terri-Anne has over a decade of experience understanding the ever-evolving needs of our clients and complexities of the industry. Terri-Anne’s competence within the Leadership Team is crucial in innovating our business strategy to prioritise strong customer relationships.

Elliott Woodcock: Head of Procurement

With an unparalleled approach, Elliott uses his experience and skillset to ensure Go Green partner with businesses who share our values and ethics. This extends into both our internal procurement but also to the network of subcontractors we collaborate with. Elliott’s role with the Senior Team is essential to maintaining, and evolving our responsible procurement practises over the coming years.

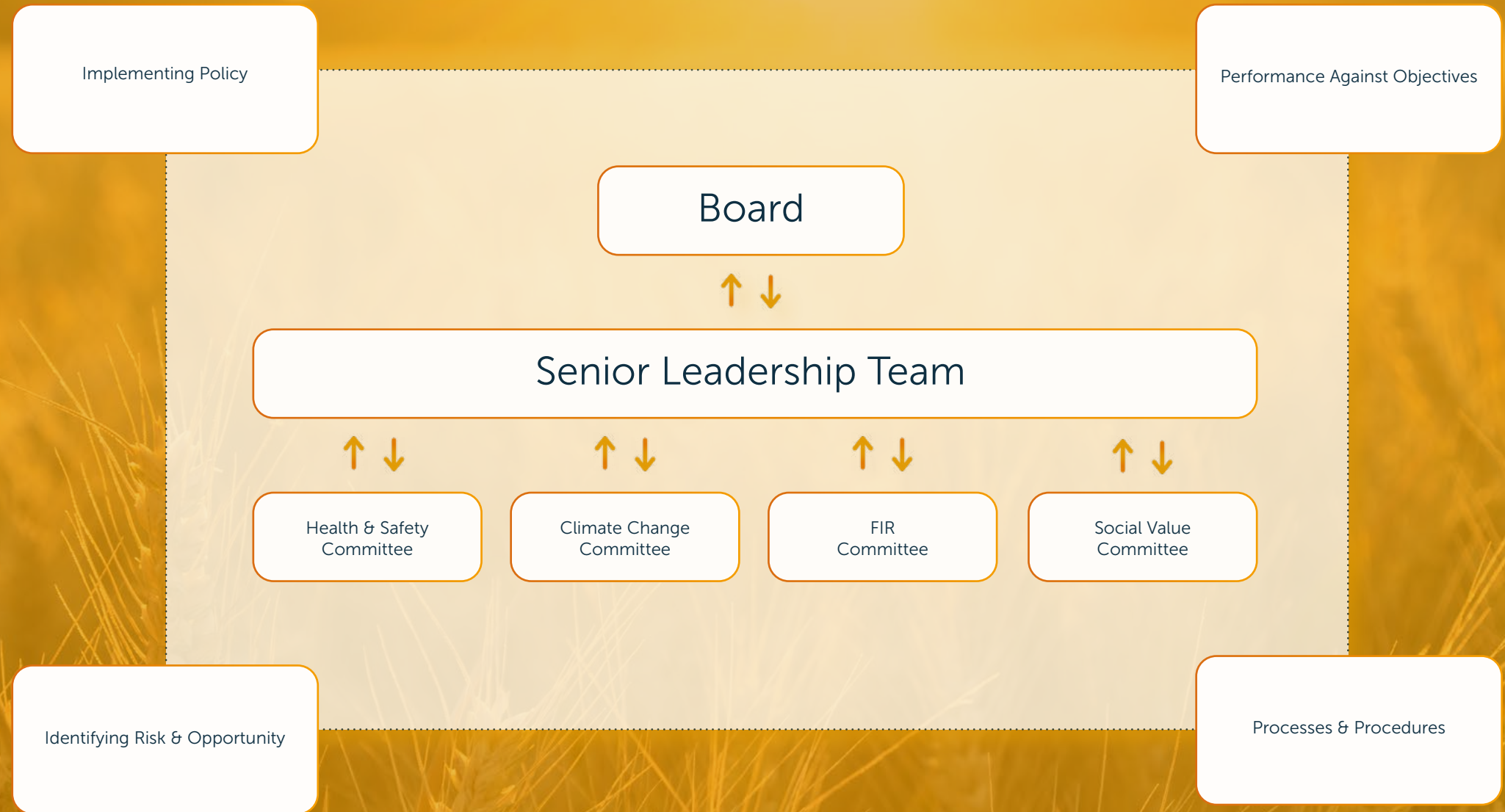
Embedded Values

We firmly believe that everybody at Go Green has a role to play within the environmental and social purpose of our business. Our governance procedures have been developed to ensure that our key priorities are discussed in Board meetings, at senior level, and within targeted committee groups.

Our Senior Leadership Team review environmental, climate, social, and risk and opportunity management on a monthly schedule, with all key findings integrated into Board strategy meetings. The Board hold full accountability for policy, strategy, risk, and opportunity against our ESG agenda.

Our in-house committees ensure that employees from all areas of the company can shape our business and allow us to develop in a way that remains relevant to our wider team, with all action points brought forward within senior planning meetings.

Managing ESG Through the Business.



Responsible Procurement

The third-party supply chain we work alongside are the backbone of our operations. Over the last two decades we have cultivated relationships that go beyond basic service provisions, built on mutual respect and integrity. Whilst we maintain an expectation for our supply chain to deliver high recycling rates across their material processing, we also set a clear precedent for the responsible businesses practises we demand, and support our partners in delivering against this. Throughout 2023 we carried out 221 visits to our supply chain partners, maintaining a good understanding of their waste operations whilst undertaking on-site modern slavery and health and safety checks.

Local-to-site is a key priority within our supply chain identification, to support SME and local economic growth, whilst minimising environmental impact from travel. Throughout 2023, 95% of spend with supply chain for client services was with small and medium enterprises.



Our experience working with Go Green has been nothing short of exceptional. Over the course of our collaboration, our partnership has flourished, evolved, and become a shining example of what a successful business relationship should be. Their unwavering commitment to sustainability, combined with their professionalism, expertise, and genuine care for their clients, sets them apart from the rest. Our partnership has been an incredible journey of growth, development, friendships and achievement and we look forward to many more successful years in the future."

Jemma O'Neill
Key Account Manager
Cinco Recycling



Ethical Procurement

Whilst our predominant procurement activities are on behalf of our customers for waste services, our ethics are also reflected within our head office service needs. Implementation of an external Invitation to Tender pack for Go Green procurement was introduced in January 2023, allowing us to evaluate the ethics of suppliers we partner with against areas including health and safety, environmental practises, material sourcing, and social responsibility. Employing this process within our business steers us towards evaluating all services not just on price, but against the full environmental, social, and economic value of the service provision.

With our procurement priorities shifting away from pricing to accommodate our sustainability and responsible business practices, our ever-growing procurement department will be a crucial resource to support implementation of our Sustainable Procurement Policy and reduction in Scope 3 emissions in line with our carbon reduction strategy.



Our approach to procuring products and services, throughout 2023, has been underpinned by our Sustainable Procurement Policy, and the launch of our Invitation to Tender document which has given us a clearer focus on sustainable and environmental accreditations. I am extremely proud of the way the whole Procurement Team have applied this in their day-to-day roles and it has shown some excellent results.

While the team have been determined to represent Go Green, and ensure we are more visible to the supply chain partners throughout the UK, their dedication to route planning and ensuring travel was kept to an absolute minimum has been paramount to achieving both environmental targets as well as building positive relationships."

Elliott Woodcock
Head of Procurement

Measuring our Culture

Central to our efforts of gaining understanding of the diversity and inclusivity measures of the organisation, this year we carried out our first Diversity Survey. This exercise is pivotal in consistently developing an environment that homes a variety of talented individuals, all who bring different backgrounds and perspectives to the business.

To maximise the effectiveness of the survey, all individuals were treated with anonymity; the results underwent a thorough review process to understand actionable insights that highlighted opportunities for improving the inclusivity measures we carry out.

Whilst our first survey benchmarks the dynamics of the business, our annual review surveys moving forwards will allow us to track progress over time, and adapt our strategies to further attract diverse talent. Transparency is an important part of the process, and therefore, alongside results and actionable insights being discussed at senior level, the results and corresponding action plans will also be shared with the entire business to demonstrate openness and accountability.

Whilst as an organisation we feel we are implementing dynamic measures to be an employer of choice, our employee voices are undeniable. Starting in 2024, we have committed to carrying out quarterly Employee Engagement Surveys to understand staff satisfaction, connection to the workplace, and the effectiveness of our employee related processes. Our Employee Engagement Survey has a target to receive 90% completion throughout the business, of which the performance is reviewed on a quarterly basis by the Senior Team.



90%
Employee Engagement
Survey Target to
Completion



BUSINESS ACHIEVEMENTS

Innovation

With a constant shift in the business landscape of waste, dynamic innovation is a crucial tool required to meet the changing needs of our clients. Through restructuring our Board to appoint Jon Mimms as our Commercial Director, we have elevated opportunities to expand our service offerings, locations, and end clients.



Go Green take great pride in being a market leader within the waste industry. In my 19 years at the organisation, I have witnessed the impressive evolution of our model to meet the needs of our clients and bring innovative ideas to life.

Our focus on exploring new products and services enables us to provide our customers both flexibility and improvement. As we continue to expand as a business, we are committed to a long-term strategy of continuous and sustainable growth.

In 2023 we have brought several new services to the marketplace which have already seen early success. Over the coming years we are keen to challenge ourselves by leading change across the industry, and it's clear that the future promises to be an exciting journey for all."

Jon Mimms
Commercial Director

Aggregates

In 2023 we saw the growth of our Aggregate Division of the business, which was a direct result of expanding into a service so heavily relied upon by the infrastructure sector, and a market which was being strengthened by the government after the Covid pandemic.

By diversifying our offering, it has enabled us to focus on an entirely new section of waste previously negated by our core services, and allowed for continuity of service for our customers who value the ease of utilising one waste provider.

Through taking on an active role within aggregate and muckaway projects, our early involvement on site at preconstruction stage provides a greater understanding of the project in its entirety, and supports relationship building with our customers.

Aligning with our sustainability focus, this sector of work has provided the opportunity to work on backhauling materials, such as soil and concrete, to process into recycled aggregate and repurpose around other areas of client sites. This acts as both a reduction in waste materials, and therefore keeping project waste to a minimum, but also is a great cost efficiency neutralising the need to pay for removals.

To ensure this department of our business has expertise knowledge, we invested in a dedicated Earthworks team which is now made up of seven employees, working alongside specialist supply chain partners, who have the skillset required to assist with aggregate waste and soil classification.

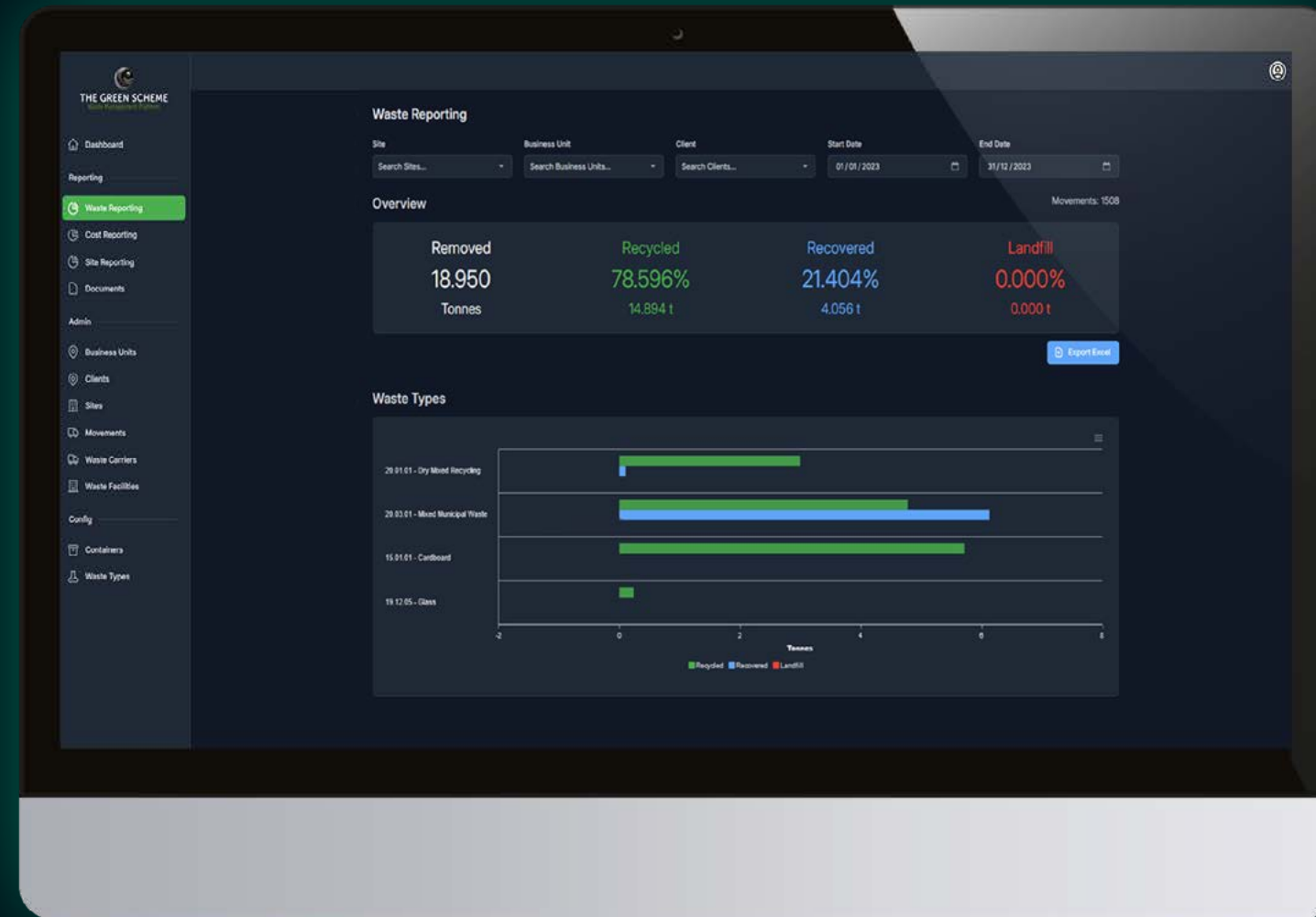




Innovation

2023 saw the formal launch of our newest business unit, The Green Scheme. The online waste management platform was first conceptualised in 2020, and further developed over two years, with a soft launch in April 2022. However, last year we put focus on creating the supporting website and relevant marketing documentation to give the platform a corporate identity which aligns with the Go Green brand. Throughout 2023, we invested in expanding an internal team to focus on managing and marketing the platform, whilst growing the potential market that benefits from the platform.

The Green Scheme demonstrates many of Go Green’s capabilities including innovation through bespoke technology, dynamic reporting, and transparency of compliance information. Alongside providing clients with the accurate data for the full scope of their waste operations, the platform aims to influence best practise by offering the level of detail required to assist businesses in achieving their ISO14001 accreditation, whilst offering visibility for businesses to make informed and improved waste decisions.



We saw a gap in the market for customers who wanted a centralised, compliant and easy way to track and store their data. Drawing on our experience in the industry, we developed The Green Scheme to offer customers a reliable way to report on their waste movements. We’re delighted to have already seen success with the platform, being recognised by clients as the only platform in the UK that has been able to meet their reporting requirements.”

Paul Allen
Sales Director

External Recognition

As we reflect on the last twelve months, we feel immense pride in our achievements against our business performance and our environmental and social highlights. Throughout 2023, our dedication to sustainable development has been acknowledged through a range of external accolades that stand testament to the evolution of our strategy.

Yorkshire Business Excellence Award Finalists

In November 2023, we were delighted to be shortlisted for the Yorkshire Post Excellence in Business Awards, with finalist recognition for Business in the Community, Sustainability, and Medium Business of the Year. Receiving a Highly Commended Award for Sustainability at the ceremony proved to be incredible acknowledgement of the investment and effort we have put into our environmental performance.

Supply Chain Sustainability School Award Winners

Go Green joined SCSS in 2013 and have utilised the platform to improve our sustainability knowledge and benchmark our performance. With a focus on managing the platform, the school has been an incredible resource for training, networking, and staying abreast of industry changes. In October 2023, we were thrilled to win the award for SME Business of the Year – FM Sector, for recognition of investment we have put into the platform, and how that has helped to shape our sustainability strategy internally and alongside our stakeholders.

SBTi

Go Green submitted our carbon reduction targets to the Science Based Targets initiative in 2023, and are proud to announce that we have had both our Near Term and Net Zero target validated by the Framework. This validation supports our objectives of transparent and accurate carbon reporting.

PAS402 Shareholder

Go Green are thrilled to have partnered with several other companies from the waste and construction industries, to form a new working group which aims to improve best practise standards across the waste industry. Being part of this movement highlights our dedication to shaping the future of responsible waste handling.



Closing Thoughts

Since joining Go Green in December 2023, I have immersed myself into the intricacies of our operations which go far beyond the expected measures of an SME organisation. The undeniable commitment to ESG is evident throughout the entire business and is a fundamental aspect of how the continuing growth plans for Go Green have been forecasted.

Recognising the ever-changing landscape of UK business, the company has shown financial resilience throughout a turbulent economic climate during the last twelve months, when some of the industries we work alongside have suffered from both political and sector specific impacts.

Over the last five years, there has been sizable financial investment into the environmental and social development of our operations. We have put resource into our staffing structures to provide the dedication needed to deliver upon our sustainability strategy; alongside investment into decarbonising our operations through an electric fleet, on-site solar generation, and sourcing 100% renewable energy.

The synergy between our ESG performance and our financial decisions is clear, and together this holistic and strategic planning provides the foundation of our corporate identity to ensure the longevity of the business. I am proud to embark on my time within an organisation that maintains organic year-on-year growth against challenging business objectives, with inseparable alignment to sustainable development.

Richard Gravestock
Finance Director



APPENDIX



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