



ESG REPORT 2024



Inside our Report

03

10

21

34

40

47

Welcome Message

I am pleased to present Go Green's 2024 ESG Report, showcasing the advancements we have made in our sustainability strategy throughout the year and the achievements we have accomplished, both internally, and in collaboration with our external stakeholders.

2024 has been a pivotal year, reflecting on our industry position and the significant impact our organisation has had on the environment, people, and economic growth within local communities. Over the past 12 months, we have proudly received external recognition for our efforts by obtaining a Silver EcoVadis medal. This accolade is a testament to the hard work across the organisation to ensure governance of our strategy and embed a holistic sustainability approach in every aspect of our operations.

Since first reviewing our sustainability strategy four years ago, I am delighted with the progress we have made. From social value collaborations throughout our value chain, our decarbonisation journey, prioritisation of wellbeing, and the cultural shift in our approach, our strategy is a true demonstration of excellence that can be achieved regardless of the size of a company.

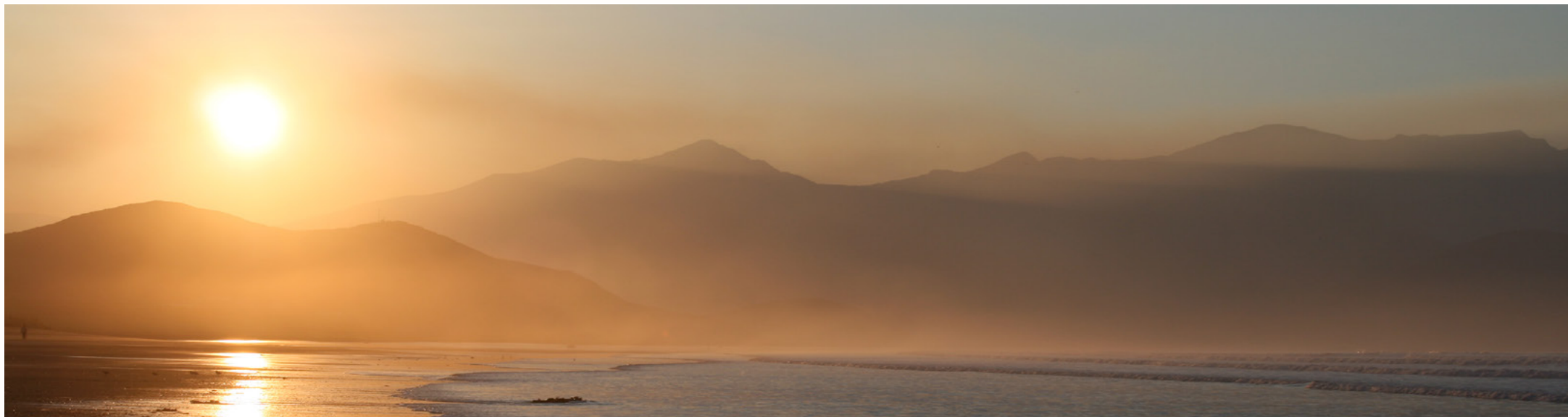
Go Green is immensely proud to remain an SME organisation; while not required by legislation to undertake these efforts, we recognise that voluntary action today positions us as a forward-thinking, and resilient, organisation in an ever-changing landscape.

The commitments we have made within our ESG journey are ambitious, and although our resource is not comparable to that of a larger organisation, our size gives us agility, allowing us to make meaningful changes quickly, and demonstrates that companies of all scales have a critical role to play in responsible business practices.

Go Green is taking ownership of our impact, proving that leading the way in sustainability isn't just for those required to by regulations, but for anyone ready to make a difference.



Sabrina Barnett
Head of Sustainability



Our Mission



To be the leader in outsourced waste management and recycling solutions, utilising innovation and sustainability to develop our bespoke services."

How We Work

Our mission and core values are the foundation of everything we do. They guide our decisions, shape our culture and serve as a strategy for how we approach our businesses practices.





2024 Highlights

Our Founding Brand, Group Company, and Purpose



Our Business Units



Our Operations

Go Green has worked hard to establish our position in the market and we are proud to be a specialist in end-to-end service provision, with diversified services that all meet our core beliefs of compliance and sustainability.

The Go Green brand represents unwavering commitment to exceptional service and industry expertise. Our success has allowed us to expand into additional divisions for new market types, as well as replicating our services in the Republic of Ireland. With a portfolio exceeding 1,000 customers across UK and ROI, our team of 168 employees, and over 3,000 supply chain partners, continue to make Go Green a key trusted player within the industry.

1,047
Customers

14%
Headcount Growth

358,050t
Waste Managed

95%
Customer Retention

2
New Divisions Launched

8%
Turnover Growth

161,137
Waste Movements

93%
Customer Service Score

Our GROWW Framework



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



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



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



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



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

GROWW

At the heart of our sustainability strategy lies GROWW, our holistic framework designed to embed long term value within our own operations and the communities in which we serve.

Since first launching in 2021, GROWW represents our commitment to balancing environmental stewardship, social impact, and economic responsibility, providing a clear structure and ambitious objectives for us to be able to engage with internal and external stakeholders.

We are thrilled with the momentum our GROWW Framework has given us to continuously improve our sustainability efforts, and the progress we have made against each of the commitments of the pillars. With a full team now in place within Go Green, focusing solely on delivering against GROWW, we are excited for the impact we can continue to make for years to come.

Progress Against Commitments



Aligning with SDGs

Since 2022, we have shaped our sustainability strategy to align with the United Nation’s SDGs, a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity. With our own key focuses within our strategy, we have adopted 5 goals that resonate most with our ethos and business operations.



Ensure inclusive and equitable quality education, and promote lifelong learning opportunities for all.

- Our ReEducate pillar has seen us deliver waste and sustainability education sessions to over 5,675 students in schools to date in the UK. These sessions are tailored to ensure that students can learn about key climate related topics, from industry experts in educational settings across diverse communities to students of all ages.
- Promoting equality, diversity and inclusion to our team, since 2022 we have delivered over 290 hours of EDI training, both within our direct workforce and to subcontractors throughout our client projects, contributing towards improved knowledge of equality and diversity throughout our value chain.

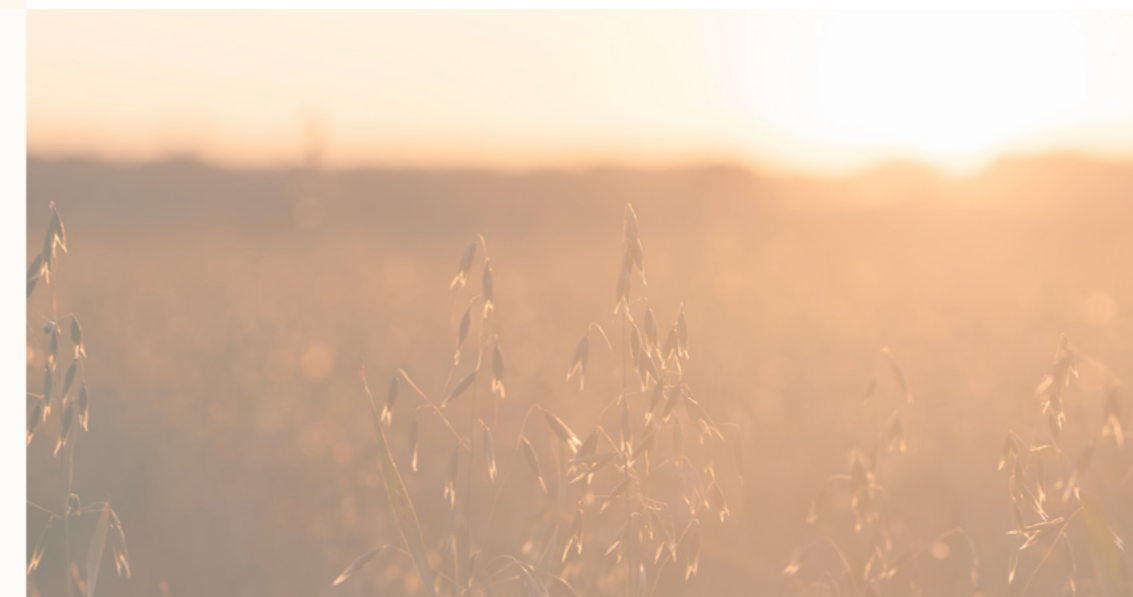
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Hours of EDI Training



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

- Our business model to subcontract waste services to specialised local partners, allows us to prioritise partnerships with small and medium enterprises, supporting growth within communities, stimulating innovation, and creating tailored opportunities.
- After releasing our first Gender Pay Gap Report last year, we stand by our commitment to show transparency and continuous improvement in our gender pay performance. We strive for each employee to feel valued, and ensure we can understand if this is reflected within the team through bi-annual engagement surveys.
- Hosting apprenticeships in varying roles across the business contributes towards skills development in our local area. These pathways to employment allow us to foster a more diverse workforce, and create early career opportunities for young people that will be future leaders within the workplace.
- Our Modern Slavery Awareness training module is mandatory for all employees upon their induction to our organisation and is refreshed on an annual basis. This training allows us to ensure our teams are aware of the fair labour standards we uphold throughout our supply chain, and how we monitor social risk factors throughout our procurement requirements.



Aligning with SDGs

Creating synergy with these wider goals ensures that our own sustainability efforts meet the objectives established for some of the wider challenges faced across the globe, and provides us the knowledge that our strategic approach to sustainable development is aligned with our local and wider community goals.



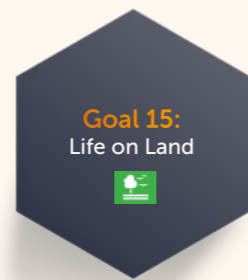
Ensure sustainable consumption and production patterns.

- Our Sustainable Procurement Policy, established in 2021, assures our procurement decisions are aligned with our environmental and social principles. It establishes guidelines for both our head office procurement and supply chain partners' procurement practices, minimises environmental impact, upholds human rights and promotes ethical business practices. Paired with our Invitation to Tender Pack, launched in 2022, this gives us a comprehensive oversight of our supply chain performance and procurement decisions.
- Utilising our expertise in-house, our customer relationships are strengthened through best practice recommendations for waste handling and disposal methods for projects. Prioritising circular economy solutions and high recycling rates through effective segregation, we promote extended end-of-life for products consumed through our value chain, achieving an average recycling rate of 66.97% and a 98.91% diversion from landfill rate for our customer portfolio in 2024.



Take urgent action to combat climate change and its impacts.

- As an organisation we have been accurately reporting our carbon footprint since 2020 and, in 2023, began measuring our Scope 3 footprint allowing us to submit carbon reduction targets verified by SBTi.
- Our ReEducate programmes improve knowledge of climate change and climate action for young people within our own community with our Doncaster based Head Office, and communities throughout the UK where we work on client projects.



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

- With a desire to have a nature positive impact in our local community, our development, Project GROWW Green, is prioritising biodiversity net gain and local nature recovery. With investment for this to be a core element of our social enterprise, we will be able to sustainably evolve this project for future years.



98.9%
Diversion from Landfill

85.2%
Reduction in Scope 1 Emissions

ENVIRONMENTAL

Commitment to Compliance

We recognise that remaining up to date with evolving legislation is essential to our role as a responsible waste management broker. We have a proactive and structured approach to monitoring, interpreting, and implementing new regulatory updates to ensure full compliance and best practice for both us, and our customers.

Continuous Review and Communication

Updates are continuously reviewed and assessed for relevance to our services and customer base, and we use our industry expertise to ensure that these amendments are communicated throughout our own team and clients, through guidance and transparency. Clear communication with our suppliers, regarding required changes in process, ensures our customers feel a seamless transition to service delivery and maintain a strong level of protection against all legislation.

To further integrate best practise, we carry out legislation specific spot checks which are embedded into our waste partner review process, and in parallel, our Account Managers are briefed on relevant updates to guide clients on their legal obligations and any operational adjustments required.



Our Compliance Team plays a central role in tracking legislative developments across the UK. This includes Regular Position Statements (RPS); examples of regulation amendments that we supported our customers in navigating in 2024 included:

RPS 298

Classifying excavated waste from street and utility works

RPS 299

Storing and managing excavated waste from street works

RPS 212

Voluntary litter collection and waste management

RPS 235

Treating and using water containing suspended solids at construction sites

RPS 287

Treating and using water containing concrete at construction sites



By combining compliance monitoring with operational responsiveness, we ensure that our services remain aligned with the latest environmental and waste management standards. Ultimately, our goal is to protect the environment, support client compliance, and lead by example in navigating industry changes.”

Sophie Scott

Head of Operations & Compliance



A Circular Future

Circular Economy is a vital framework for sustainable growth, emphasising the reduction of waste to support the regeneration of natural systems. Moving away from the traditional model of take-make-dispose; the industry is collectively aiming to extend the lifetime of materials, driving long-term economic, environmental, and social benefits.

Go Green recognise our role in this transition to circular solutions, and are working to ensure we can continuously innovate to move away from the linear model, and provide solutions to our customers that maximise resource recovery.

67.0%

Recycling Rate

98.9%

Diversion from Landfill Rate



FRASERS GROUP

Case Study: Frasers Group

Frasers Group is one of Europe’s leading retailers; and Go Green have been working alongside them for 4 years to build a partnership spanning sustainable waste management services. Due to some store closures, Frasers Group had a surplus of around 50 cages of used mannequins, and though they had tried to find options for reuse themselves, they struggled to find an appropriate solution. After establishing the condition, quantity and location of the mannequins, Go Green investigated options to carry out a circular economy initiative in which the mannequins could be utilised elsewhere, instead of being disposed of. Focusing on a solution that also achieved social benefit, Go Green’s Sustainability Team identified Sheffield College as a route to reuse.

The college were keen to accept the donation of 8 cages of the mannequins which would be used for student projects, promoting sustainable practices and waste reduction. By connecting businesses and educational institutions, Go Green facilitated the creation of valuable resources from what would otherwise be considered waste materials, or accrue cost for repurposing via alternative industries such as TV/Film production.

Our Actions

Throughout the year, we have continued to deliver exceptional diversion from landfill rates to our customers, achieving 98.91% and a recycling rate of 66.97% on average. This has been alongside assessing opportunities for re-use options through partnerships with innovative material handling solutions, and charitable donations driven by social value.

In 2025, we will establish our Circular Economy Strategy, a comprehensive approach to expanding our re-use partners. This will improve knowledge of circular economy through our entire value chain and foster proactive communication for circular options at the early stages of projects, actively contributing towards a more circular future across multiple industries.

8
Cages of Material Reused

Earthworks

Throughout the year we have taken the strategic decision to continue evolving our Earthworks Division. After first expanding our services into an aggregate and muck away offering in 2023, which enabled us to service the infrastructure sector, in 2024 we worked hard to establish ourselves as specialists in total material management. This entailed bespoke testing based on project requirements ensuring that we can deliver end-to-end material management and geotechnical services.

This area of the organisation allows us to accelerate sustainability performance delivered to customers at a site level, ensuring that materials can be safely handled whilst minimising the need for excess material to come away from site.



Improving Knowledge

Alongside ensuring we have the correct team in place to deliver these services, we took the opportunity to enhance the knowledge of earthworks throughout the entire organisation. We delivered training to 56 of the team members who are involved in elements of the earthworks services, on waste types and codes, testing, WAC and Site Investigation Reports, and recycled aggregates.

Dedicated Expertise

With the knowledge that this area of works needs comprehensive expertise, we expanded the team throughout the year and now have specialist roles including bespoke testing & analysis, waste classification, site support & logistics, and procurement & supply chain management with a total dedicated team of 5 people delivering this service to our customers.

56

Staff Members Trained

5

Members of the Earthworks Team

Specialist Material Management



It was great working with Go Green at CNG Doncaster. Throughout the tender period there was great communication, advice and proposals on how to tackle the varied ground conditions, and logistics of the works. Aiding with management of vehicle movements, on site testing, ongoing advice and offsite disposal, Go Green took a collaborative approach with Bridge Construction through to successful completion, providing a professional service."

Jim Burrows
Managing Director, Bridge Construction Ltd

Case Study: Bridge Construction

With our established Earthworks department, and a team of specialists, we possess the capability to manage complex projects and conduct comprehensive material testing. Throughout 2024, we collaborated with Bridge Construction, on behalf of CNG Fuels, to oversee a remediation project.

Bridge Construction, a Midlands-based construction company, was contracted to remediate land at the J3 Business Park in Doncaster to prepare the site for a new fuel station. The site contained a mixture of hazardous, non-hazardous, and coal tar materials, necessitating full remediation to eliminate all hazardous hotspots and restore the ground to a non-hazardous state.

Soil testing provides valuable insights into the composition and quality of the soil, enabling informed decision-making and effective remediation strategies. Go Green promptly conducted soil testing, accurately determining the ratio of site materials.

In addition to mitigating environmental risks and ensuring regulatory compliance, soil testing can optimise project costs and improve resource efficiency. Initially, it was estimated that the site comprised 50% hazardous and 50% non-hazardous materials. However, testing conducted by our Earthworks team revealed that only 10% of the site was hazardous.

By utilising detailed testing, we gained a clearer understanding of the ground, ensuring that hazardous material was handled and disposed of effectively, preventing contamination and safeguarding ecosystems. This in-depth testing allowed us to retain as much of the non-hazardous materials on-site, providing an estimated 30% cost saving on the project and more effective use of existing resources, reducing the need for extensive remediation.

In addition to the expertise provided for material management, due to the complexities and value of the project, Go Green assigned a dedicated Waste Champion to be present on-site daily. This ensured close control over site documentation, compliance with regulations, and an efficient process.



30%
Cost Saving
10
Month Project

Investing in Excellence

In 2024, we were proud to become, a shareholder partner of the Green Compass PAS 402 Scheme, alongside 7 other organisations; this purposeful decision reflects our belief that collaboration is essential for accomplishing large scale sustainability goals. Compliance and best practice are fundamentals of Go Green’s identity, therefore, the move to be a part of this industry influencing standard aligns with the very purpose of our existence.

PAS 402 is a recognised specification for performance reporting within the waste resource management sector. It provides a framework for waste facilities and processors to measure, monitor, and report on key metrics specific to our industry.

Now firmly invested within the scheme, we are excited to be part of shaping the landscape of the industry and promoting more sustainable practices in the sector. Our position within the industry enables us to encourage our existing partners, who perform at the specification requirements, to gain recognition for their commitment to improved practices. With wider adoption of PAS 402 throughout the sector, the waste industry will see much needed consistency of standard, reduction of use of bad business, and enhanced resource efficiency.



Go Green’s investment in The Green Compass PAS 402 Scheme aligns perfectly with our mission to lead in waste best practices. We have been an affiliate company of PAS 402 since its inception, and this new partnership allows us to further embed these standards across the industry.

Alongside the group of shareholders, we aim to ensure performance certification becomes a standard practice in the assessment and verification of waste management, and Go Green are incredibly proud to be part of this cross-industry initiative, collaborating with industry leaders to deliver change.”

Roger Wells
Managing Director



Implementing APIs

Lorem Ipsum

In an era where digitalisation is reshaping the industry, it is vital for us to leverage technology to enhance efficiency and transparency in reporting. Digitalisation has a huge role in improving reporting performance and, in turn, enabling our clients to carry out data-driven decision making.

As Go Green continues to invest in technological innovation to meet customer requirements and stay ahead of the curve, in 2024 we integrated our internal systems with that of BRE's environmental and site monitoring software, SmartWaste. SmartWaste offers construction companies, and contractors, a platform to monitor and reduce environmental impacts and is utilised to manage all project data in one centralised place.

Utilising an API solution, customer data populated within our own internal systems and reporting tool automatically transfers into the SmartWaste system, ensuring accurate data collection and real-time monitoring, providing customers valuable insights into their waste performance. This development ensures that the process of uploading customer waste data is simplified, mitigates a labour-intensive task and utilises technology to ensure data validation.

By embracing digital solutions, we strengthen our sustainability commitments and ensure an accelerated data-driven approach to waste management, providing long term environmental and operational benefits to our clients.



The seamless delivery of service offered to our customers is vital towards improving the customer experience and progressing the options available through an investment in technology. We know that, to grow as a business, we must expand our resource and integrate new work processes; this ensures our customer base receives the highest standard of care".

William Ives,
Operations Director

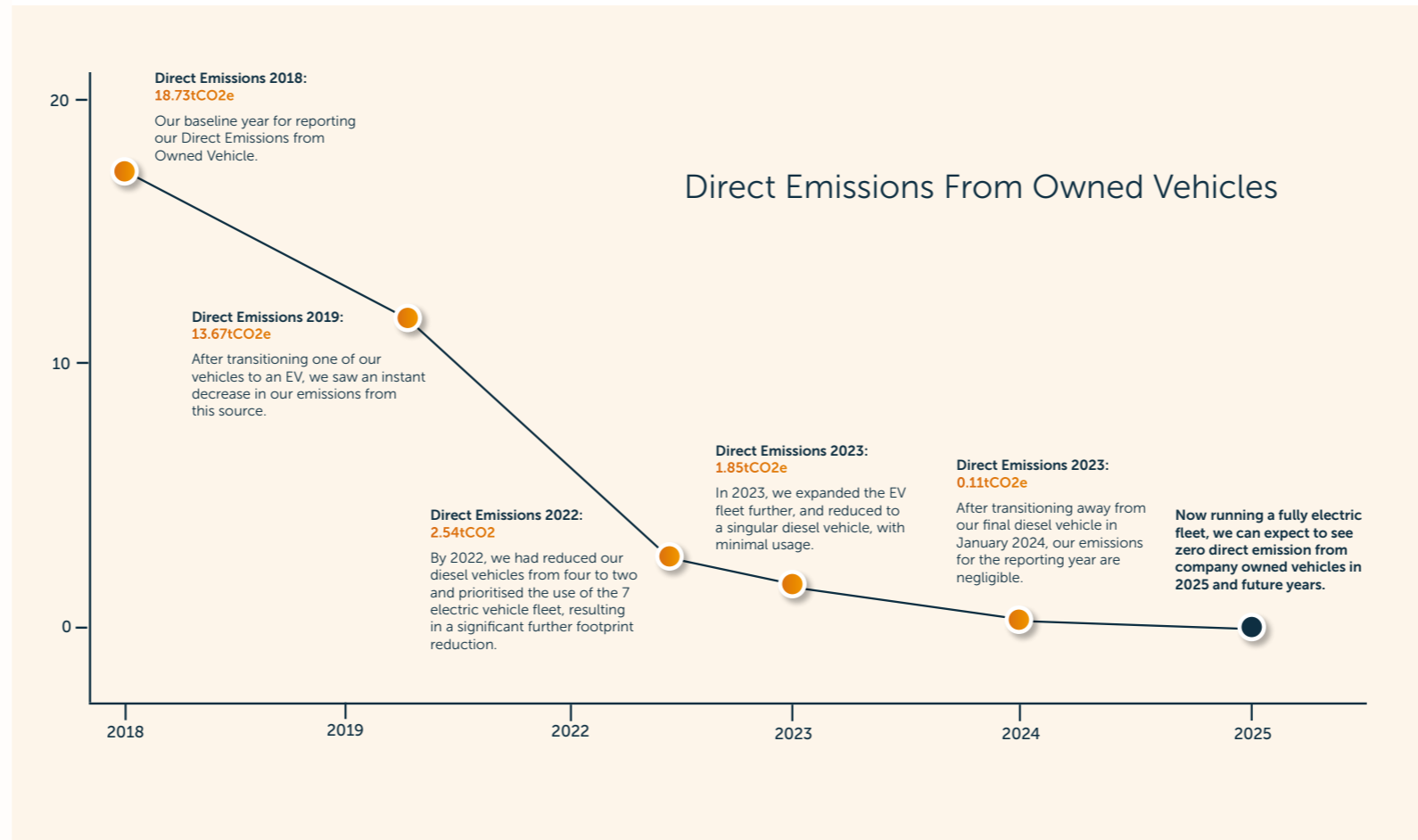


SMARTWASTE

Carbon Performance

Following our validation of Science-Based Targets in 2023, Go Green have remained committed to driving meaningful reporting and reduction activities to align with our decarbonisation objectives. Over the last 12 months, we have built on our carbon reporting processes, ensuring that whilst we maintain our quantitative reporting methods, the quality of our reporting continuously improves to drive accuracy of our carbon footprint. Whilst we have made efforts to refine our Scope 3 reporting measures; our priority is on delivering against our 2030 Near-Term Target for our Scope 1 & 2 reductions, which is our focus within this report.

Fuel and Energy Use



99.4%
Reduction in Direct Emissions from Owned Vehicles

100%
Electric Fleet

2024 marked a significant milestone in our carbon reduction efforts as we successfully transitioned our final diesel vehicle to electric, achieving a 100% fully electric fleet. Our fleet of vehicles are vital for ensuring we are able to maintain presence UK wide with both our clients and supply chain partners, carrying out compliance due diligence with regulations and best practice. Since our first investment in an electric vehicle in 2019, we aimed to transition away from diesel both as an alternative and as we increased our fleet in line with business growth. With this achievement we are proud to have eliminated direct emissions from transportation from our footprint and reduced our overall Scope 1 footprint by 85.2% from our baseline year.

In doing so, this move has temporarily had an impact on our demand for grid electric and, in result, our Scope 2 emissions. Whilst over the last five years we have invested in renewable energy at our office, the acceleration to shift to a completely electric fleet has meant the existing solar capacity we run is not sustainable for the size of fleet we now operate.

Whilst we view this as a critical step towards our long-term decarbonisation strategy, and maintain committed to purchasing 100% renewable electricity for our grid requirements, our increased Scope 2 footprint is something that is a priority for us to address.

Energy Optimisation

This year, with external support, we carried out an energy audit at our head office, and as a result are reviewing the potential for expansion of our onsite solar capacity. This will see an improved balance of the requirements we have for our electrified fleet and become more self-sufficient in the running of these vehicles. In addition to this, our comprehensive energy management reviews and tracking enable us to identify improvement measures to optimise energy usage across the entirety of our organisation, and enable us to manage our operations more efficiently.

Emissions Management

Whilst the reduction of our emissions is how we measure our performance, it is of equal importance to improve on our reporting processes, providing the highest level of qualitative data possible. Since first reporting our resource use, we have implemented comprehensive procedures for managing our Scope 1 and 2 emissions, and in more recent years, we have focused on ensuring the completeness of reporting within our Scope 3 categories.

32.9%

Annual Scope 1 Reduction

85.2%

Baseline Scope 1 Reduction

Reporting Methodology

Within our reporting we aim to provide accurate data for our activity-based carbon reporting, however, where this is not available, we have used either spend-based or average data.

Emission Source	Unit Type	Quantification Method
Stationary Combustion Biomass	Activity Based	GHG Protocol
Mobile Combustion - Diesel Fuel (Vehicle Use)	Activity Based	GHG Protocol
Stationary Combustion - Diesel Fuel	Activity Based	GHG Protocol
Purchased Electricity	Activity Based	GHG Protocol
Business Travel	Spend Based	EEIO Model
Employee Commuting	Average Data	GHG Protocol
Purchased Goods and Services	Spend Based	EEIO Model
Fuel and Energy Related Services	Activity Based	GHG Protocol
Waste	Activity Based	GHG Protocol
Water	Activity Based	GHG Protocol

Leading with Purpose

As an SME, our carbon reduction journey is not about ticking boxes, it is about leading with purpose and becoming a business that holds credence in our environmental strategy. We are already proud to have achieved targets verified by SBTi in 2023, and in 2024 we began working towards obtaining ISO14064 for our baseline year reporting methods, to ensure that both our target setting and our reporting methods have been verified by external parties. With our reporting methodology in place, we aim to achieve recognition for our reporting in May 2025, with publication of an ISO14064 approved 2018 GHG Report. For completeness of reporting and transparency in our progress, Go Green are committed to obtaining the standard periodically within our target setting timeframe.

Scope	2018	2023	2024	Annual Reduction	Baseline Reduction
1	22.30 tCO ₂ e	4.22 tCO ₂ e	3.30 tCO ₂ e	32.92%	85.2%
2	24.12 tCO ₂ e	23.05 tCO ₂ e	28.13 tCO ₂ e	+22.03%	+16.62%
1 & 2	46.42 tCO ₂ e	27.97 tCO ₂ e	31.43 tCO ₂ e	+12.37%	32.29%

Progress Against Objectives

In our 2023 Pathway Report we set a series of focused objectives to move us closer towards both our Near Term 2030 and Net Zero 2048 commitments. These objectives were designed to address both operational, reporting, and cultural elements of our decarbonisation strategy.

	Target	Achievement
2024	1. Remove the final ICE vehicle from our company fleet by Q1 to eliminate diesel for vehicle use from our emission sources.	1. Achieved in January 2024, with emissions totalling tCO2e for 2024 and zero for each year after.
	2. Improve lighting efficiency within the Go Green office by Q2 to reduce the requirement of purchased electric for our operations.	2. Although partially implemented, this did not result in a reduction of Scope 2 emissions due to other increasing factors. The remainder of the implementations will be completed within 2025.
	3. Achieve ISO14064 by Q3 to verify our reporting methods for baseline reporting year.	3. This was rescheduled to 2025 due to a mid-year reforecast with a Stage 1 audit in February 2025 and Stage 2 audit completed in May 2025.*
	4. Achieve an Ecovadis rating by Q4 to further validate our carbon reporting commitments.	4. A Silver Ecovadis Medal was obtained in August 2024, positioning us among the top 9% of all companies evaluated by the platform.

	Target	Achievement
2025	1. Introduce an Employee Commuting Strategy to reduce the footprint from this emission source and develop a holistic approach towards mitigating impact, whilst delivering against business expectations and requirements.	1. We have calculated and reviewed our employee commuting data for 2024, with a more qualitative methodology than our baseline year. We are now able to put together the strategy based on this data.
	2. Conduct an energy audit at our Head Office by Q3 to identify areas where we could improve efficiencies.	2. This was carried out in 2024, with the outcome identifying the potential of solar expansion on our roof space having the biggest reduction impact vs economic viability.**
	3. Establish environmental related objectives within employee performance appraisals by the end of Q4 to enhance the governance of our Net Zero objectives throughout the business.	3. The nature of these objectives are being strategically reviewed by our Senior Leadership Team to determine how best they can be implemented.

Looking Ahead

Alongside these objectives, the energy audit carried out within 2024 has led to an understanding to build on our existing solar infrastructure, and increase our onsite renewable capabilities. This will help to balance the rising electricity demand from fleet electrification and growing operational needs.

With progress being made against these objectives, we are confident that we are on track to meet our Near-Term 2030 SBTi target for a 50% reduction of our Scope 1 and 2 emissions and implement the correct structure that will see us work towards Net Zero by 2048.

Revised target year for 2025*
Completed ahead of schedule in 2024**



Nature First

Go Green acknowledge that nature is more than just a resource, it is the foundation of environmental sustainability, interconnecting with each environmental objective we set, and the key to a thriving future. We aim to protect nature and ensure our operations contribute positively to the environment, safeguarding our planet and creating long term value for future generations.

Water Treatment

We are proud to run an onsite water treatment plant, allowing us to process all our wastewater internally, eliminating the need to discharge water into the public sewerage system. This self-contained system enables us to filter and decontaminate water on-site and release clean water back into the River Torne, which runs parallel to our Head Office. This closed-loop system allows us to return clean water back to the environment, reduces our impact on infrastructure, and contributes to the long-term health of local natural resources.

First installed in 2015, this internal system reflects our dedication to work in harmony with the environment and maintain a strong alignment with our ethos of nature first.



Alternative Fuels

Our biomass boiler, installed in 2015 as a targeted move to eliminate the need for gas to heat our offices, plays a significant role in our commitment to nature conservation, providing us with a renewable resource for our energy requirements in order to carry out our operations.

Since first installing the boiler, we have continued to enhance the benefits it provides, including switching from woodchip to wood pellets to improve burning efficiency, sourcing the biomass from a UK based provider, and this year upgrading our biomass silo to hold a greater quantity of wood pellet. This reduces the number of deliveries to site, and has resulted in a 7.8% reduction in Scope 1 emissions from Bioenergy since our baseline year, despite the expansions of our office space between 2021-2022.

With a sustainable alternative to fossil fuels that allows us to fulfil our energy requirements, our biomass boiler is a cornerstone of our sustainability efforts.

7.8%

Reduction in Bioenergy Emissions



SOCIAL



Developing Skills

Go Green continue to put immense focus on enhancing the skills and knowledge of our team through continuous training across the organisation, bespoke to each individual. Our dedicated in-house Training and Development Co-ordinator strategically implements training modules that will see the most benefit to improving us as a business, allowing each team member to thrive in their personal development and career aspirations.

3,565

Hours of Training Delivered



CIWM

Core Training Initiatives

Recognising the ever-changing nature of the waste industry, in 2024 we prioritised ongoing learning of the sector and evolving legislation. Putting focus on fundamental areas such as waste classification, handling, and hazardous materials, allows our workforce to remain well-equipped to meet the highest standards of operational excellence. This level of knowledge assures our customer base they are being advised to the highest standard, regardless of who they liaise with in the business.

Alongside our in-house training, Go Green joined the Chartered Institute of Waste Management (CIWM) to give our team further access to industry training and resources, in line with evolving regulations and insights.

Hands-On Learning

Throughout 2024, we utilised our site inspection team to further enhance and support our office-based employees' knowledge of waste. Alongside our Site Inspection Team, employees from our Account Management departments have attended supply chain visual inspection visits to understand the comprehensive due diligence we undertake as part of our on-boarding and compliance processes. This approach aids our team in navigating real-time scenarios with clients and suppliers, and familiarises the team with site-specific processes and innovation. As well as providing a rich learning experience for our staff members, it proves invaluable to our team developing industry knowledge.

Leading from the Front

Our Team Leaders are vital in the future success of our business and ensuring that our teams are thriving within their roles. With this in mind, this year we invested in Chartered Management Institute training courses for a selection of our managers, improving their knowledge on the principles of leadership and management, to allow them to manage their own personal and professional development, whilst effectively supporting the teams that are core to our operational delivery.



I can confidently say that staff training is one of the most valuable investments a company can make. It goes beyond just improving employee skills, it empowers individuals, boosts morale, and ultimately enhances overall company success. The training we have delivered in 2024 has ensured our employees have stayed up to date with the waste industry and evolving best practices, ensuring that the company stays competitive in an ever-changing market."

Kerry Montague
Training & Development Coordinator

Protecting our People

In 2024, Go Green prioritised the training and knowledge of our team in key health and safety disciplines. We recognise a strong health and safety culture is fundamental to the overall wellbeing of our team, therefore investing in recognised training is valuable in providing a safe workplace to our employees. With increased site visits, and off-site interactions, we have reviewed the personal safety of our people who operate outside of our office environment and evolved the knowledge and support they have within these dynamic roles.

180
Hours IOSH Training



Institution of Occupational Safety and Health

This year we made meaningful progress by allocating training to all our site-based teams through completion of IOSH training, equipping them with essential knowledge to operate responsibly in higher risk environments. This has strengthened our frontline awareness and empowered our team to take ownership of their safety and the safety of others. Across the team they received a total of 180 hours of training, with 6 individuals gaining IOSH Working Safely and 8 achieving IOSH Managing Safely.

Empowering our Community Focused Teams

As social value has become a cornerstone of our operations, it is vital that our community-based teams have a robust understanding of the risks they may face within the communities we support. With guidance from our trusted consultant, the Social Value team undertook risk assessment training to ensure they have the knowledge to conduct comprehensive risk assessments for the variety of activities they carry out. In addition to this, in 2025 we will invest in safeguarding training for the team, allowing them to identify and respond to potential vulnerabilities in the communities we support, reinforcing our responsibility as a socially aware business through the diverse nature of work we carry out.

With our ongoing commitment to a strong health and safety culture, our employee driven H&S Committee continued to meet quarterly to review our current principles and spearhead improvements we can implement throughout the business. Paired with a continuous review of our policies, procedures, and training programmes to ensure they reflect regulatory requirements and the changing nature of how and where our people work, we are proud to maintain the safety of our team as a non-negotiable of how we operate.





Supporting Wellbeing

We firmly believe that a healthy and supported workforce is key to building a resilient and purpose driven business. We strive toward creating an environment where people feel empowered, valued, and happy. After fulfilling our commitment to invest in Mental Health First Aiders across the business, throughout 2024, we placed a strong emphasis on mental health awareness and destigmatisation, proactively carrying out events to support this campaign.



Mental Health Awareness Month

In May, we ran a month-long programme of activities to promote openness around mental health and encourage healthy habits. Overseen by our team of Mental Health First Aiders, we organised wellbeing walks for our entire team to join to promote physical activities and informal spaces for conversation; it was also a great opportunity to reintroduce the mental health team and normalise approaching them for support. Celebrating 'Wear it Green Day', our team raised awareness and showed solidarity throughout the business for mental health support. With a full team of Mental Health First Aiders, we are delighted to have the resource in place to support our ever-growing team to thrive.

Men's Health Week

To recognise Men's Health Week, we hosted an internal talk delivered by Andy's Man Club, creating a trusted space to discuss men's mental health and take proactive steps to improve their wellbeing.

Andy's Man Club is a men's mental health charity with the aim to end the stigma surrounding men's mental health through the power of conversation. In partnership with Andy's Man Club we hosted two different sessions, with an open invite to our whole team, to cover the importance of talking and how to access their services.

Fostering Belonging and Team Spirit

Whilst we are proud to celebrate these initiatives, our support for wellbeing goes beyond one-off events, it is a continuous effort to cultivate a workplace where people feel supported and are able to bring their full selves to work.

In a move to strengthen connection and inclusion across the business, in 2024 we launched our Go Green House Teams. This new structure groups employees into cross-departmental teams that compete and collaborate in events throughout the year, to encourage teamwork across departments, increase participation in internal events, and create healthy competition and employee engagement.

The response to this has been overwhelmingly positive with the House Teams now a central part of our employee culture.



An Inclusive Culture

In 2024, we continued to embed equality, diversity, and inclusion across the workplace. With our existing induction training delivered to the 46 new starters that joined the organisation, we have ensured that the culture of fairness and respect has remained as a constant across all teams within the business. Whilst the training we deliver has been maintained in a continuous rotation, we took time to review our procedures and policies to ensure they reflect the ethos we have introduced throughout the company.

FIR Ambassador Team

With our first team of FIR Ambassadors introduced within 2023, we made an objective to increase the FIR Ambassador presence throughout the business by adding a member of the Board of Directors into the committee. This addition has given credence to the level of importance we hold in ensuring the environment curated within Go Green is one where everyone can thrive.

Now fully established, the FIR Ambassador Team meet each quarter, to shape our policies and procedures, establish and monitor objectives relating to EDI, identify ideas to improve diversity through our workforce, and develop employee initiatives that encourage inclusive behaviours throughout the team. Since forming the committee we are proud to have been recognised as a Disability Confident Committed Employer to further improve the understanding of disability across our organisation and to attract skills from a wider talent pool.



Inclusive Recruitment

We recognise that building a diverse workforce begins with inclusive recruitment measures, where everyone has the same encouragement to apply for a role, and every opportunity to thrive in the interview process. This year we developed our Inclusive Recruitment Procedure, designed to attract, engage, and progress talent from a wide range of backgrounds. Not only does this ensure a fair and transparent hiring process for candidates, but has been a development tool for our hiring managers across the business to ensure that EDI is incorporated into further elements of their responsibilities. Having this procedure in place provides us with a strategic approach towards creating a diverse and high-performing workplace that reflects the diverse range of communities and customers we serve.



I became a FIR ambassador because I believe it is a crucial area to learn about and wanted to share my new knowledge with others; I'm eager to discuss this throughout the business to emphasise its importance. This is an opportunity to provide clarity and guidance on the matter, as society clearly continues to face challenges and confusion around this subject."

Jon Mimms
Commercial Director

FLOURISH

In 2024, we proudly launched FLOURISH, our newly established Employee Value Proposition which was designed to cultivate a workplace where our people feel supported, valued and empowered to thrive.

As our wider ESG strategy has evolved over the last few years, and our company identity has been updated to reflect that, developing a strategy that ensured our team knew our people-driven focuses, was another milestone step of being a business with social purpose.

At Go Green, it is undoubted that our success is built from the dedication of our team, and developing our EVP represents the commitment we take as an organisation to look after each individual within the company, investing in their wellbeing, professional development, and overall experience within our work environment.



Launching FLOURISH has allowed us to take a strategic approach to enhancing employee engagement, and deliver transparency to our team on the experience they can expect from us as their chosen employer. While the Employee Value Proposition is still in its infancy, we have always prioritised the wellbeing of our team, and this gives us the opportunity to build on that with our existing staff, and communicate to people considering joining us, how we give every individual the opportunity to truly FLOURISH.



- Future
- Learning
- Opportunities
- Unity
- Recognition
- Inspiration
- Support
- Harmony



My enthusiasm for FLOURISH comes from its reflection of our commitment to be a supportive, empowering workplace. It's our incredible people, and the vibrant culture they champion, that attracts new talent and showcases our dedication to individual growth and wellbeing. Witnessing our team thrive and align with our mission continues to be truly rewarding.

Bethany Foster
HR Advisor

Gender Pay Review



At our snapshot date, we reported 91 females within Go Green which saw a percentage split of 54.8% females.

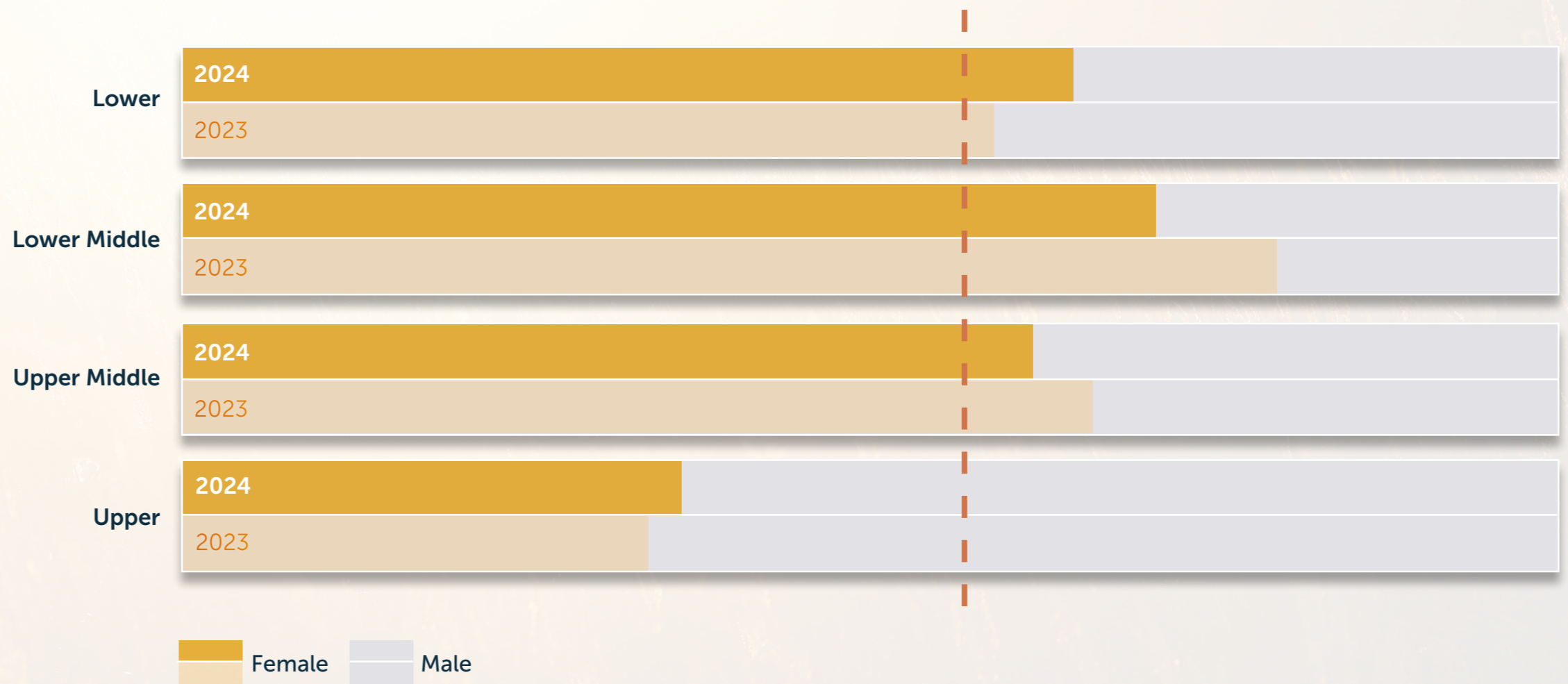
This was a shift of 2.7% less females in the company from the previous snapshot date, however it is important to note that these figures can be impacted by external influences such as unpaid leave and maternity leave.

Remuneration Breakdown

There remains a pay gap across the hourly pay measurements, though we have a robust understanding of the reasons these pay gaps exist; the implementations we have put in place through the organisation are yet to have a positive impact on our gender pay performance. Whilst there has been an increase in females within our highest paid roles, as we have grown as a company and required additional headcount within entry level roles, these vacancies have been predominately filled by women, despite being advertised to all applicants. This impacts both our mean and median hourly pay performance.

Quartile

Our Benchmark - 54.8%



Gender Pay Review

90%
Females Receiving Bonus Payments



Bonus Payments

After identifying that our sales area was where the highest bonus payments are made, due to the nature and expectations of the role, throughout the year we have worked hard to encourage females into Sales roles, and this reflects in the significant close in gap of 12.65% in the mean bonus payments.

18.08%
Mean Bonus Difference

-81.90%
Median Bonus Difference



Gender Equality Action Plan

This year we have reviewed our progress against our 2023 objectives, and amended them to be part of our Gender Equality Action Plan in line with evolving legislation.

Throughout the year we delivered valuable training across the organisation to improve the qualifications and expertise required for higher paying roles in finance. This enabled us to provide AAT Qualification training for female employees within our Accounts department who subsequently achieved new positions of Finance Manager and Assistant Management Accountant.

Our new and expectant mothers' policy, remuneration package, and return to work procedures were reviewed. Throughout the last 12 months we welcomed 83% of new mothers back to the workplace, with 80% of those returning to their previous role on a flexible contract.

As per our 2023 baseline objectives, we are reporting on our gender pay performance for the snapshot of 5th April 2024 and will continue to commit to this annually in future years.

Future Actions

Whilst this year does not yet show vast improvement in our statistics, we remain confident that the measures we have put in place for training, and enhanced remuneration structures, will see improvement in our performance within a three-year timeframe.

Social Value: Embedding Purpose

Creating meaningful social value is now fully embedded within who we are as an organisation, not as an add-on or a tick box exercise, but as a structured and strategic commitment to the communities we serve through our established GROWW Framework.

In 2024, we continued to take steps to formalise our approach utilising our GROWW framework, ensuring that our Social Value team has the same rigour as our other key business functions.

Dedicated Team

Recognising the importance of this area of our business, we appointed a Social Value Manager within our Sustainability department, responsible for overseeing our Social Value Team who plan, deliver, and measure all the social value activity we carry out. The team works in close collaboration with our customers, Account Management Teams and community and charity partners.

The investment in a Social Value Manager, and team, has allowed us to drive consistency and accountability across our commitments, increase the capacity of social value projects we can deliver, whilst building stronger and more purposeful relationships with our social value customer contacts and community stakeholders.

With this robust structure in the team, throughout 2024 we were able to deliver £168,903 of pure social value and deliver 81 customer social value commitments across 28 counties, which is a testament to the hard work and passion the social value team deliver within their roles.

Creating a Structured Approach

This year, we developed our formal Social Value Method Statement, outlining our approach to delivering and managing social value across all client contracts and communities. The statement allows us to hone the areas of social value where we have the most experience in delivering impact, whilst being transparent in our tailored approach to meet the needs of each local area.

This new document highlights the commitment and transparency we hold throughout all social value delivery, demonstrating the authenticity we possess in delivering true social impact.

By investing in people, process, and structure we have a consistent and measurable model of social value creation. We approach every opportunity, whether a new or existing contract, community partnership, or internal initiative, with clear objectives, and a focus on long-term benefit.



With the expertise and hard work of the team, we integrate social value into every aspect of our projects, ensuring that we continue to drive meaningful change and create lasting impact across the UK. We are very proud of the strides we have made in 2024, through our GROWW Framework, by collaborating with schools, community groups, and our valued customers."

Ieva Myers
Social Value Manager



Social Value: A Collaborative Approach

As part of our commitment to creating value and lasting impact, we are proud to partner with Vinci Group in a shared charity initiative. Each business division selects local charitable causes to support, ensuring their contributions align with what matters most to them. Whilst this initiative has been ongoing since 2020, we are proud that in 2024, we saw our biggest ever contribution, raising over £12,000 worth of funds within the year.

This scheme shows the power of working in partnership with companies that share values, and is a clear example of how businesses can be a force for good when purpose is integrated into commercial relationships.



For Go Green, the initiative represents more than just a donation, it is a way to actively support the employees who work for our customer as they play a key part in decision making where the profit from donation is directed. With funds being received by charities such as Devon Air Ambulance, The Mulberry Centre, and Bluebell Wood Children's Hospice, we're delighted to team up with such a trusted partner to create this incredible community impact and are excited to see the success this scheme will bring for years to come.



Case Study: Ringway, Surrey

We partnered with Ringway Surrey to deliver Corporate Social Responsibility sessions to colleges within Surrey as part of their contract with Surrey County Council. Working alongside Ringway Surrey's Community and Place Manager, we reached out to East Surrey College and Guildford College to scope out focus areas for the workshops and prepare presentations for the students based on each college focus area, this resulted in the team delivering 3 Corporate Social Responsibility and Beyond sessions across the two colleges.

Alongside the colleges, the session was also delivered to staff and students at NESCOL by our Head of Sustainability, to enlighten staff on CSR, ESG, and Social Value, and support the tutors in teaching CSR within their topic modules.





Social Value: A Collaborative Approach



Case Study: Taylor Woodrow, Northumberland Street

Since first engaging with the Social Value team in April 2024, Go Green have been involved in various events to support the Taylor Woodrow Northumberland Street project, in Newcastle, working closely in partnership with Nicole Turley, Taylor Woodrow's Social Value Co-ordinator.



In May 2024, we were delighted to be asked to be involved in enhancing a memorial garden. The Together Forever Trust is an important memorial within the local area and our team were able to support by donating and planting flowers in the garden within Newcastle College to go alongside a bench built by the college students, with materials donated by Taylor Woodrow.

With demonstrating responsibility, a fundamental part of how Taylor Woodrow operates, in July 2024, we were delighted to join forces to carry out a litter pick in Newcastle City Centre on the main shopping street. This ensured that whilst the works were being carried out to various areas of the high street, we could still have a positive environmental impact on the area, between the team we collected five bags of litter.

In October, two members of our Social Value team collaborated with Nicole, and Gail Forbes, a Stakeholder Engagement Office at Newcastle City Council, to carry out an Eco Heroes session to Year 3 students at Hawthorn Primary School. Alongside our standard session, we tailored the content to focus on biodiversity, wildlife and careers within the waste industry, to meet the requirements of the school.

After leaving the school with some drawing activities to complete, in December we returned to the school, to collect the drawings and display them within the information hub on Northumberland Street.

We were thrilled to have continuous collaboration with the community on this project, and throughout 2025 we have already planned to deliver a Corporate Social Responsibility session at Newcastle College and get involved in the burying of a time capsule beneath the newly transformed street.





Social Value: Eco Heroes

We fundamentally believe that early education on sustainability topics allows the next generation to make informed, responsible choices, and instil life-long habits. Engaging with young people plays a crucial role in our sustainability strategy, with the aim that as industry experts we can inspire future decision-makers to reduce their environmental impacts, and understand the interconnected nature of waste, climate change and the environment.

After first launching our Eco Heroes programme in 2021, in 2024 we continued our commitment to rolling out our workshops in schools across the UK, delivering our Eco Heroes programme to 982 students, across 9 schools. Tailored to KS1&2 children, we aim to make the topic of waste and sustainability engaging, finding opportunities for students to get an interactive experience and take ownership of their ideas around a sustainable future.

In 2024, we were thrilled to have partnered with more customers than ever, to deliver rich-learning experiences in schools, allowing students to understand how delivering on sustainability is a collaborative effort, and providing after-the-day activities that have a positive benefit to projects, local communities and their school environment.



Our Mascots





Social Value: Inspiring Young Minds

Case Study: RG Group

As one of the key trusted businesses within the UK's construction industry, we are proud to have worked with RG Group for the last decade, delivering an effective waste service and over more recent years, expanding this relationship into meaningful social value initiatives in the local area of their sites.

The Leeds II site is a huge champion for environmental sustainability and delivering social impact was something both RG Group and Go Green were passionate to achieve; to support with achieving that goal, we were thrilled to be able to support two schools local to the site as part of the project.

Eco Heroes

Our Eco Heroes programme was delivered to Richmond Hill Academy in April 2024, where three of our team delivered the programme to 75 Year 4 students, covering topics such as what happens to our waste, the importance of reducing waste, circular economy, and the negative impact landfill has on the environment. The workshop allows the pupils to be involved in group discussion and enable them to explore and come up with their own ideas on sustainability and the environment.



Recycled Planters

Alongside delivering Eco Heroes, we were also able to support a second local school, St Margarets C of E Primary School in Horsforth, a purpose-built unit designed to support 12 children in receipt of EHCP with complex communication needs. Whilst the school has a good outdoor space, it had little in it and minimal funding to support developing it.

With this in mind, alongside RG Group, we donated planters, made from waste wood on their project, compost and plants, and visited the school to set up the planters with fruit, vegetables, plants, and herbs. RG Group's dedicated Account Manager and Social Value Coordinator from Go Green attended, along with RG Group's After Care team, to take part. Through combined efforts we were able to:

- Donate planters, made from recycled pallets and shuttering timber, provided by numerous sub-contractors from the Leeds II site.
- Donate compost, plants, and tools in order for the students to fill the planters.

The aim of the project was twofold; firstly it was supporting our customer to deliver social engagement at a school local to their construction project in Leeds. Secondly it gave both RG Group and Go Green the opportunity to work with St Margarets, and the children there, to participate in an activity which took into consideration their different sensory processing difficulties.



I just wanted to say a massive thank you for today. It was an absolutely brilliant experience for the children, and they absolutely loved it. The children are so proud of the planters and can't wait to look after and care for them. You were all so brilliant with the children and we really appreciate your kindness and patience."

St Margarets C of E Primary School, Horsforth

GOVERNANCE

Aligning with Global Standards

Transparency, accountability, and alignment with internationally recognised standards are critical components of a credible strategy. While we continue to evolve our reporting and measurement practices, we are proud to hold several recognised standards that demonstrate sustainable leadership.

3

New Achievements

We have cultivated a strong foundation of external recognition which ensures we are benchmarking our practices against best-in-class expectations, and showing transparency in our performance. Whilst we are proud of the achievements we already hold, our growth strategy will see us continue to obtain further external acknowledgments and show continuous development of our company's sustainability performance.



Held since 2009, we are committed to demonstrating our robust systems for monitoring, managing, and minimising the environmental impacts of our operations.



Held consistently for 15 years, this reflects our commitment to consistently achieving high standards in quality, and customer satisfaction.



Achieving this rating demonstrates the in-depth system we manage and signifies that our sustainability practises are within the top 15% of companies rated by the platform.



This recognition highlights our investment in early careers and reflects our passion for upskilling individuals throughout various roles within our business.



Decarbonisation targets are a crucial part of environmental strategy; verification from SBTi allows us to evidence that our objectives are backed by climate science.



Commitment to this standard shows our dedication to fostering an inclusive workplace and supporting every individual with the opportunity to have a successful career.



Being part of the school underscores our understanding of creating sustainable supply chains and continuous learning across ESG topics.

Risks & Opportunities

Go Green have embedded ESG oversight into our core governance structures and management systems, to ensure that environmental and social factors are considered in all business decisions. Our ESG policies and procedures are reviewed at Board level with execution delegated to various functions across the organisation.

Risk Management

Environmental and social risks are approached with the same level of discipline as that of financial or operational risk. They are assessed by our full Senior Team on an ongoing basis at monthly intervals, with a full review carried out twice per year.

The key ESG risks to our business:

Risk	Description	Mitigation Measures
Supply Chain Resilience	Our organisation is reliant on a strong portfolio of supply chain partners. Utilising subcontractors without robust compliance credentials could expose us to reputational, operational, and financial risk.	Our Compliance and Supply Chain teams carry out desktop and visual audits of our entire supply chain continuously to enable them to be used on our sites. Our internal system is set up to allow us to instantly cease use of suppliers who have breached any requirements.
Talent and Culture	With prioritisation of responsible business practices being a desirable for potential employees, inability to have a purpose-led strategy could lead to loss of employee retention and attracting new talent.	We have established internal social initiatives such as a strong EDI culture, employee engagement surveys, employee driven committees, inclusive workplace policies, and most recently launched our FLOURISH Employee Value Proposition.
Climate Change	As we continue to experience climate change, we see a change of service demand due to adverse weather conditions. This risks financial performance due to fluctuation or service requirements.	We have incorporated a diversification strategy into our business model to ensure that our service offering is balanced throughout various sectors and end markets. This allows sustainable development and economic security for the business and our stakeholders.
Regulatory Non-Compliance	With increasing demand throughout the industries we work alongside for ESG reporting, non-compliance with these expectations could pose legal, financial, and reputational risk.	Whilst we aim to remain an SME, and therefore not legally required to adhere to all reporting, we budget in costings for ESG reporting and verification methods to ensure we can demonstrate our performance through external recognition.
Environmental and Carbon Impact	There is a rising focus on carbon and environmental impact from our organisation and operations, and as we are continuing to grow as a company, this impact will also advance.	We have invested in a Sustainability Team to ensure we are continuously monitoring and mitigating our environmental impact. We are accredited to ISO14001, alongside having SBTi verified Net Zero targets and are working towards ISO14064.

Risks & Opportunities

Opportunity Creation

We recognise that our ESG strategy is a source of long-term value creation and, therefore, ensure that within our objectives we identify and seize strategic opportunities. These are reviewed monthly, with responsibility given to members of our senior team to maximise opportunities.

ESG

Based Decision Making

The key ESG opportunities to our business:

Opportunity	Description	Strategic Maximisation
Supply Chain	Having built up strong relationships with our supply chain, we are able to drive innovation and ensure we can offer a service offering to our customers utilising trusted partners.	Our visual audits of suppliers allow us to build on rapport and see first-hand facility capabilities and innovation. Training account managers on visual audits provides them with a higher knowledge to pass on to customers.
Our GROWW Framework	Our GROWW Framework is a strategic approach to delivering social value and allows us to tailor the social value we offer to each customer and community, which is an increasing requirement through procurement opportunities.	We have invested in a full Social Value team in order to have enough resource to work alongside clients and make bespoke social value strategies on each project.
Consultancy Support	As environmental legislation and performance regulations continue to evolve, our on-site consultancy support enables customers to deliver best practice guidance and improve environmental performance through their waste management.	We have expanded our fleet of vehicles and Business Development roles to ensure we have strong on-site presence with our customers and can support with best practice set up. Our full team undergo waste and legislation training to ensure they have the expertise required to inform and advise customers.
PAS 402	With a more standardised approach needed within the waste industry, becoming a shareholder of PAS 402 allows us to play an influencing role in the improvement of processes and certification of waste facilities.	Our Managing Director attends monthly shareholder meetings with the PAS 402 group. We have included PAS 402 certification within our own supplier inspection procedures.

With the commitment to assess and monitor our risks and opportunities, we can stay resilient to environmental and social evolutions, and anticipate emerging ESG and market trends. With our full Senior Team involved in the continuous review process of these aspects, we respond with proactive agility and position ourselves as a business with sustainability risk and performance central to our decision making, ensuring that ESG is at the core of our business growth.

Engaging our Employees

Go Green are committed to creating a workplace that people are proud to be a part of; our team are at the core of everything we do, and we firmly believe that our long-term success depends on the wellbeing, engagement, and development of our staff.

In 2024, we introduced bi-annual Employee Engagement Surveys to gather honest and valuable feedback from our team, giving us insights to how we can continuously improve on our practices. From these surveys, we are proud to discover that 92% of employees would recommend working at Go Green to friends and family.



Taking Action

The most imperative part of these surveys is to review and take tangible action on feedback; following these surveys we have committed to carefully analysing the results within our full Senior Leadership Team, in a meeting setting dedicated to understanding employee voices and identifying actionable opportunities for improvement.

Based on our 2024 feedback, we were able to identify areas where employees felt we were able to improve on practices:

"Communication can be hit and miss; we sometimes don't get told things."

We have identified initiatives that can improve communication around the business, including training on our business objectives to each employee, and podcasts from the Senior Leaders on business changes to ensure all employees receive clear and consistent information.

"Management make decisions without talking to the people who actually do the job."

We have delivered training that includes how employees can raise improvement opportunities to management, and we aim to roll-out this further.

"There could be more training for new managers that are new at a role."

We have enhanced our training practices for managers, creating a management training matrix that aims to support our team leaders with employee led responsibilities alongside their expertise area, to encourage professional development and career growth.



Putting People First

We firmly believe that introducing changes will directly address the feedback provided whilst improving future response rates, further enabling us to measure our progress and maintain a high level of employee engagement across the business. Throughout 2024, we already witnessed a 20% increase in response rate from the first to second survey which gives testament to the measures we swiftly implemented.

Our people are our greatest asset and listening to their perspectives is central to how we lead, grow, and improve as a business.



Ethical Procurement

As a business that operates through a broker model, responsible procurement is a fundamental part of how we must embed sustainability practices throughout our value chain. Alongside our third-party waste partners, it is crucial that our head office procurement decisions reflect our sustainability ethos, ensuring that procurement, regardless of its requirement, is aligned with our mission and values. This year we took further measures to enhance transparency and consistency within our procurement and supply chain process.



Our Procurement Principles



Head Office Procurement

In 2024, we evolved our Invitation to Tender Pack to ensure further focus on subcontractor assessment for our Head Office services, not only on their commercial and technical merit, but also on their quality of environmental and social performance. Though this was always held as a desirable aspect, we had previously never documented it within our procurement process. The quality document now states clearly defined expectations from companies far beyond compliance obligations, including carbon reduction measures and community impact.

Waste Services

The relationships we build with our third-party waste suppliers are vital to ensuring ethical business practices for us, and our customers. With a dedicated supply chain team in place, in 2024 we were proud to carry out 236 visual audits within our supply chain facilities, and on-board an additional 126 new supply chain partners, all who meet the extensive criteria we hold for their waste management practises.

These procurement measures are key to bolstering our ESG performance, promoting long-term partnerships with responsible suppliers, and embedding sustainability across every layer of our operations.



Within the business, we have seen the benefits of sustainable procurement both within our head office procurement and within our portfolio of waste partners, such as greater transparency of performance and better supplier relationships. Every purchasing decision is an opportunity to support socially responsible practices with likeminded businesses, reduce our environmental impact, and influence ethical economic growth for the future.”

Elliott Woodcock
Head of Procurement

SUSTAINABLE DEVELOPMENT

Go Green Ireland

In June 2024, we were thrilled to launch Go Green Ireland with the aim to expand our customer portfolio to new businesses who have requirements for a consolidated waste service, whilst building on long-standing relationships with existing customers and supporting their project requirements beyond the UK.

With a ten-month development period, our Implementation Team worked to identify waste handlers that meet our stringent compliance requirements within the Republic of Ireland, to broaden our supply chain network. Alongside our supply chain establishment, we identified where we had existing customers with operations in the country, as well as searching for opportunities for new customers who had not yet taken a consolidated approach to their waste management, to grow new partnerships.

As part of the establishment of this Division, we launched our Go Green Ireland website to ensure we could continue our trusted brand, in keeping with our company ethos and exceptional reputation that we have built over the last two decades.

Our early success from expansion into the Republic of Ireland has demonstrated the requirement within Europe, for a compliant and consolidated waste management service, teamed with dedicated specialists and accurate data reporting.



Domestic Services

By leveraging the supply chain we established in the Republic of Ireland, we expanded our European services to cater to the domestic and small business market through a pay-upfront online platform, Hire a Skip Online. This division mirrors our UK-based WasteOnline service, offering standard waste solutions at competitive rates with rapid service turnaround. It ensures that domestic and small business waste needs are met by local providers who uphold compliant and responsible waste management practices.

42

Trading Accounts in 2024

Ecovadis

In August 2024, we were thrilled to receive our first Ecovadis rating, achieving a silver medal which places us in the top 15% of companies rated by the platform, with our overall score across our performance within the top 9% of companies. Ecovadis is a globally recognised standard, assessing companies for their complete sustainability management systems across four key areas: Environmental, Labour & Human Rights, Ethics, and Sustainable Procurement.

Attaining this rating, within three years of first establishing a holistic sustainability strategy, is testament to the commitment we have given to implementing comprehensive sustainability objectives, policies, and processes throughout the organisation, and the meaningful change we have demonstrated.

Performance Highlights

Our silver rating reflects a robust evaluation of our sustainability performance, identifying areas of key strength, alongside giving us opportunity to identify areas where we can implement further improvements. With our sustainability journey being built on proactiveness to continuously evolve, the improvements identified will allow us to build on the existing governance measures we have in place for sustainable development.



Category	Performance	Feedback	Our Actions
Environment	Top 9%	<p>The company has a comprehensive environmental policy that covers environmental issues and has set quantitative objectives on energy consumption and GHGs.</p> <p>The company has strong environmental endorsement, with SBTi verified GHG reduction targets and reporting against SDGs.</p>	<p>We aim to improve our policies specifically around air pollutants and implement supporting reporting metrics.</p>
Labour & Human Rights	Top 34%	<p>The company holds comprehensive policies for all labour and human rights issues.</p> <p>The company ensures employee wellbeing through flexible organisation of work and family friendly programmes, employee health check-ups, employee satisfaction surveys, and provision of an employee health benefits scheme.</p> <p>The company provide training on Equality, Diversity and Inclusion and forced labour, and reports on gender pay statistics.</p>	<p>Whilst we hold a comprehensive Modern Slavery policy, we aim to include more information on child labour and human trafficking, as well as implementing improved grievance mechanisms for these issues.</p> <p>We do not currently hold any endorsements such as ISO45001, however we have aligned our H&S management system to the requirements of the standard.</p>
Ethics	Top 26%	<p>The company has established a comprehensive policy that covers ethical issues including corruption, fraud, information security, money laundering, and conflict of interest.</p> <p>The company carries out awareness training for all employees on breaches of security and has mechanisms in place for security and corruption breaches.</p> <p>The company obtains stakeholder consent for use of, and sharing, personal information.</p>	<p>We will implement additional risk assessments for information security and corruption.</p> <p>We will make improvements to ethics training for our employees by carrying out training modules on corruption and bribery.</p> <p>The company does not yet report on any KPIs for ethical issues.</p>
Sustainable Procurement	Top 2%	<p>The company has created a comprehensive Sustainable Procurement policy that addresses both social and environmental factors, including quantitative objectives.</p> <p>The company carry out on-site audits of suppliers including environmental and social issues and have integrated environmental clauses into supplier contracts.</p>	<p>We have not yet carried out training for buyers on sustainable procurement, this is scheduled for 2025.</p>

Building a Partnership

At the heart of our business is building long-term, collaborative partnerships with our clients. We know that delivering real value goes beyond providing a service, it is about deeply understanding each customer's needs and goals and then tailoring our approach to help deliver success. This case study highlights how we utilise the partnership approach to create strong foundations that we can build upon.

Case Study: wienerberger & Go Green

Go Green and wienerberger began our partnership in April 2024, after securing a three-year contract through formal tender procurement. This opportunity arose due to their previous provider not meeting expectations, and they sought improvement in presence and proactiveness among site teams, alongside improved waste performance, costs, and added value.

With 13 sites UK wide, fundamental criteria of a new provider included minimal disruption to sites throughout mobilisation and nominal input from wienerberger to switch site set-up. Go Green assigned our Contract Development Manager, Luke, to the account. Introducing him to key contacts within final tender stages, allowed full visibility of SLAs and KPIs and a seamless approach to the mobilisation implementation. Luke, alongside a dedicated Account Management Team at Go Green, ensured we could immediately build personable relationships whilst giving accessibility for wienerberger contacts.



On-Site Presence

Upon understanding previous challenges, Go Green prioritised on-site presence across the 13 sites. Luke, supported by our Site Inspection Team, visited sites pre-rollout identifying service improvement opportunities.

The team carried out 16 site visits pre-rollout and 9 visits post rollout, by month six, every site had been visited twice. Since the start of the contract, a total of 37 visits were conducted, showing continuous dedication to being a proactive waste partner. Immediate improvements made through these visits included changes to container set-ups, and the introduction of recycling on sites which resulted in improved recycling figures and cost reductions, all of which has been documented within quarterly reviews.

After securing the contract, Go Green committed to a comprehensive set of KPIs, including 98% service success, 100% diversion rate, 70% recycling rate and a commitment to deliver £5,000 annual social value delivery. While already exceeding targets, Go Green are also delivering a 23% increase in recycling rate vs wienerberger's previous waste provider.

23%

Increase in Recycling Rate

37

Site Visits



The decision to move away from our current supplier was a difficult one, however, we felt the passion and drive that was reflected right throughout Go Green, along with strong ESG credentials, made them the right partner for our organisation. The rollout across our sites went smoothly, with Go Green co-ordinating the changeover of bins without disruption.

The contract is in its infancy but I am more than happy with the support and service levels that [they] have offered to date, along with financial and social value benefits. The changes have been well received throughout our operational sites and I'm looking forward to working with Go Green over the next few years. They work hard to deliver improvements and are a true partner."

Andrea Clegg
Senior Buyer, wienerberger

Building a Partnership



Supporting Our Communities

Working with organisations with a shared ethos is incredibly important, therefore Go Green felt it necessary to highlight how our company’s sustainability and community focuses aligned with wienerberger.

Go Green made a commitment to deliver £5,000 social value per annum; whilst discussing the initial proposal with wienerberger, we made it clear that the strategy would be tailored to their needs and the local communities ensuring maximum impact. This led us to focus on supporting people facing, or at risk of, homelessness within the areas local to wienerberger sites.

In October 2024, we began working with Emmaus Hull, an organisation focused on supporting those facing homelessness. As well as giving them a place to live for as long as they need it, they also provide upskilling and give individuals volunteering opportunities to help them gain work experience and employment support.

Go Green’s Social Value team organised CV Writing and Mock Interview Workshops where 11 companions were offered help in a 1:1 setting, creating personal CVs and learning valuable interview techniques carried out by members of our Management and HR Teams.



It’s been great to work with Go Green on delivering social value as part of this contract. What we especially liked was how they adapted their focus to meet the purpose of our social impact strategy – which is tackling homelessness. They shaped the activities to align to our priority area and delivered some fantastic work including supporting two of Emmaus’ companions into work via their CV workshops which will make a real, long-lasting difference.

For me, this is the best way to deliver social value – working together to address a societal need and making a true, positive impact to people’s lives beyond any box ticking.”

Sarah Nurton
Social Impact Manager, wienerberger

Looking Ahead

Our second contract year will see us implement further improvements across the sites, to meet the long term KPI of a 5% cost reduction, in addition to continued social value support. Go Green have gained a comprehensive understanding of wienerberger and through embedding ourselves into their operations we can continue delivering best practice and innovative solutions. Whilst still in its infancy, this early success shows the foundations in which long-lasting, trusted partnerships are built.

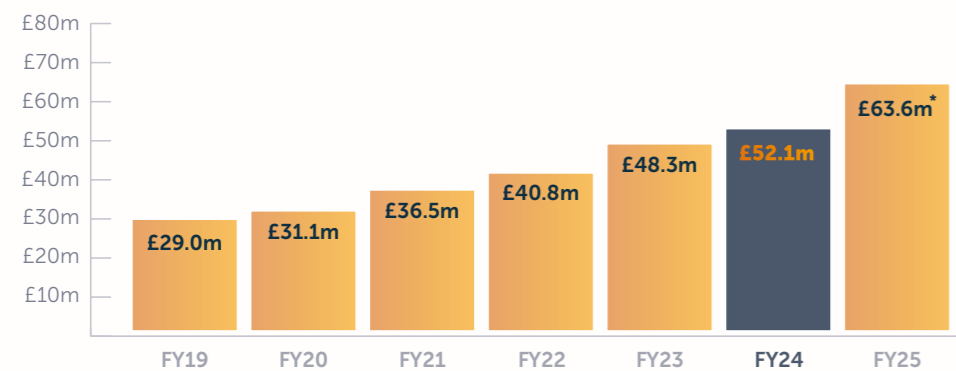


Sustainable Growth

Go Green have seen successful, and consistent, financial year-on-year growth throughout our two decades of trading. Whilst in our early years this was through customer growth and retention, in more recent years Go Green have evolved our revenue model, diversifying through a mixture of new market penetrations and diversifications.

Throughout 2024, Go Green and the industries we work alongside were impacted by the uncertainties of the mid-year election. With this in mind, the company was proud to still achieve an 8% increase in turnover compared to the previous year. Our diversification strategy, and launch into European business, significantly contributed towards this growth and we are pleased that our long-term market diversification strategy is proving to be a sustainable business model within a turbulent economic climate.

Turnover Growth



* Forecast

Investment in Sustainability

As we continue to grow as an organisation, we recognise the importance of investing in areas of our business that will enhance our environmental performance, credence, and knowledge. Throughout the year, we instigated both time and financial investment into key areas of sustainable development to ensure we can continue to meet our objectives and societal expectations.

EcoVadis

Reviewing and measuring our sustainability systems through Ecovadis enabled us to benchmark our own internal policies, metrics, and reporting against others within our industry. Investing into this verification aids in delivering continuous improvement across all aspects of our sustainability strategy.

CIWM

By joining CIWM, we are investing in the professional development of our team and contributing to the collective effort to tackle challenges facing our sector. This membership signifies our commitment to advancing professional standards in waste and resource management, alongside a network of like-minded professionals.

PAS 402

As proud shareholders of Green Compass PAS 402, we have made a significant financial investment in a company dedicated to advancing sustainable waste management practices. Our investment signifies our belief in the importance of transparency, efficiency, and environmental responsibility, contributing to the development of a circular economy.

ISO14064

In Q3 2024, we began aligning our carbon reporting systems to the expectations of ISO14064. To support us in developing this system, we invested in consultancy support from a trusted partner to ensure that we are well equipped to achieve verification from BSI in Q2 2025.

Social Value Manager

With the success we have witnessed from our GROWW Framework, and proactive social value engagement with our customers, in April 2024 we appointed a Social Value Manager within the business to support the existing Sustainability Team. The role ensures we can deliver upon the social impact objectives we have committed to, both as an organisation and within our client contracts.

Earthworks Specialists

As our Earthwork services continued to expand throughout the year, we invested in the division's expertise—both by appointing direct employees with extensive materials knowledge and by partnering with expert consultants who support our customers with bespoke testing and analysis—ensuring we deliver a tailored and compliant service



Closing Statement

As we reflect on the past twelve months, I am proud of the significant strides our company has made in advancing our environmental and social objectives, whilst expanding our services into new divisions and geographical markets. This expansion is a testament to our dedication to sustainable growth and environmental stewardship.

Our investment in PAS402 has been pivotal in demonstrating our commitment to performance excellence, not just within our own services but encouraging high standards throughout the sector, and having an influential role within this.

From first establishing objectives through components such as our carbon emissions, gender pay, and social value performance, I am delighted that we have remained committed to these areas of irrefutable importance, showing transparency and accountability in reporting our progress annually. These periodic reviews are crucial in driving continuous improvement and building trust with our stakeholders.

These achievements are integral to our overarching vision: To be the future in waste management. I am confident that over the next twelve months we will continue to be a leader in the industry, delivering exceptional value to our employees, customers, and communities, with environmental responsibility and social impact at the forefront of our operations.



Roger Wells
Managing Director



APPENDIX

