



Sustainability Report 2025

April 2024 - March 2025

Protecting and **recovering** the world's **finite resources**



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CEO Foreword



Sustainability is core to our business. We solve our customers' environmental challenges, transforming waste into valuable products, delivering sustainable outcomes every day.

Roger McDermott, CEO

Enva has delivered sustainable solutions for customers since the outset, and we continue to develop new solutions that improve sustainability outcomes across all our operations. Our Approach to Sustainability, Sustainability Policy, Sustainability Roadmap, and now this report lay a strong foundation for developing our long-term sustainability strategy, focused on delivering sustainable results for our customers.

This report reflects our continued commitment to doing business in a way that works for us and our customers, not just for today but for the future. It provides a clear view of what sustainability means at Enva, the targets we're working towards, and our progress towards them.

Enva is a diverse business, with 42 sites across the UK and Ireland. We help our customers manage a wide range of materials. This report reflects this diversity by discussing sustainability at Enva in the context of our two distinct divisions, Specialist and Recycling.

Our Specialist division delivers high-integrity environmental services that support customers in managing complex waste streams safely, responsibly, and in full compliance with environmental standards. Our Recycling division provides recycling and resource-recovery services that help communities and businesses reduce landfill use and support the transition to a more circular economy.

Many people across Enva have contributed to this publication. It is a vital update on our progress against our ambitious targets and represents a step change in how we will communicate our progress from now on.

As we look ahead, we will continue to expand our capability to transparently disclose the impact we have and the environmental and social problems we are helping to solve. What is measured can be improved.

At a Glance



Circularity, Decarbonisation, Sustainable Solutions and **Communities** are the four key ways Enva delivers sustainable outcomes for our customers across the Specialist and Recycling divisions. This report provides an update on each, outlining progress against our commitments and highlighting examples that demonstrate the environmental and social benefits we deliver.

Archie Lasseter, Head of Sustainability



Circularity

Definition

Protecting the world's finite resources by recovering more materials from waste.

Goal:

By 2035, recycle 68% of materials, limit landfill to 10%, and recover 22%.

Progress

Significant reduction in landfill, **from 20% in 2019 to 7.7% in 2025**. Achieving our landfill target, 10 years ahead of schedule.

Spotlight:

Our recent acquisition of Walshestown Restoration Limited in Ireland exemplifies Enva's commitment to circularity centres on achieving sustainable outcomes for customers' materials- recycling more, sending less to landfill, and innovating to manage challenging waste streams.



Decarbonisation

Definition

Reducing our carbon footprint so our customer's footprints are also smaller.

Goal:

Net zero by 2050, with interim targets every 5 years, aligned to the Paris Agreement.

Progress

Scope 1 & 2 **emissions have decreased 11.7% since 2019**.

Spotlight:

Solar panels at our Toomebridge site are playing their part in our drive to decarbonise the business and associated services (SDA) for our customers.



Sustainable Solutions

Definition

Understanding and exceeding customers' expectations for the environmental and social benefits our products and services deliver.

Goal

Develop metrics to quantify non-financial benefits like avoided carbon emissions.

Progress

We have helped customers potentially avoid an estimated **1.7 million tCO₂e in 2025**. Estimated Potential Avoided Carbon represents customer-enabled, non-financial impact delivered through Enva's products and services. It is reported separately from Enva's Scope 1, 2 and 3 greenhouse gas emissions.

Spotlight:

We have helped Insignia increase the proportion of recycled plastic they use, avoiding almost 3,500 tCO₂e.



Communities

Definition

Improving the inclusion, diversity and equality of our communities and protecting and improving our local natural environments.

Goal

To track and **improve the wellbeing of all our people**.

Progress

We have updated our core values, **placing the safety of our people at the centre** Enva.

Spotlight:

Our Leadership Development Programme is one of the ways we're supporting future leaders to thrive and make a real impact. The programme is helping our teams grow, develop new skills, and build strong connections.



At Enva, we protect and recover the world's finite resources by tackling our customers' environmental challenges and transforming hard-to-handle materials into valuable, sustainable products. This is our Mission every day. We do this through the Values we live by (our "how"). These are:

Our **VALUES**

How we behave everyday...

Our Vision is for
Enva to enable a
world where every
business sustainably
manages its
product's life cycle.

SAFETY FIRST  <p>Nothing matters more than going home safe and well. We plan safe work, stop and challenge when it's not safe, and look out for each other.</p>	TEAMWORK  <p>We solve problems together, with respect, straight talk, and a bias toward helping.</p>	OWNERSHIP  <p>We step up, take responsibility and follow through. If it's ours, we own the outcome.</p>	EXCELLENCE  <p>We aim high, continually improve and innovate to deliver better service and results.</p>	INTEGRITY  <p>We do the right thing for our people, customers and communities, especially when it's hard.</p>
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We are uniquely positioned to mitigate the societal risk of resource depletion whilst delivering value to our customers and communities. We utilise the United Nations Sustainable Development Goals framework to help provide structure and focus in our approach. This enables us to communicate the environmental and social value we create to a wide range of stakeholders.

Core



At our **core**, Enva's circular products and services help to protect and preserve the world's finite resources, supporting Responsible Consumption and Production (**Goal 12**).

Facilitator



We achieve this through **facilitating** partnerships with customers to innovate the critical infrastructure we manage (**Goals 17 & 9**).

Outcomes



The **outcome** of this focus is that Enva delivers action on the climate crisis (**Goal 13**), improves the sustainability, health and well-being of communities (**Goal 11 & 3**), provides cleaner water (**Goal 6**) and improves life on land and sea (**Goal 14 & 15**).

Our Vision



Delivering this value is intricately linked to Enva's financial performance.

The more resources we recover, the better the overall outcomes for our business, our customers, and our stakeholders. The more efficient Enva is, i.e. the fewer resources we use to recover more materials, the more we reduce our environmental impact, improve local environments and communities, and increase Enva's profitability.

We are delivering commercial value and value for the planet by expanding the circular economy, decarbonising our operations, and helping customers reduce their footprints. Ultimately, we deliver environmental benefits several times greater than our own footprint.

We focus on four areas to deliver this broad spectrum of value, namely Circularity, Decarbonisation, Sustainable Solutions and Communities.



Circularity: Sustainable outcomes for our customer's materials i.e. **recycling more**, less to landfill, and innovating to manage challenging materials.

Decarbonisation: The **smaller our footprint**, the smaller our customer's footprint.

Sustainable Solutions: Understanding how important sustainability is to our customers to help us exceed their specific needs. **Measuring and improving** the non-financial value our products and services deliver, through metrics such as avoided carbon.

Communities: Improving the wellbeing of our **people**, particularly everyone who works for Enva and the communities local to our operations. **Safety is a core value** for us. Nothing matters more than going home safe and well. We plan safe work, stop and challenge when it's not safe, and look out for each other. We aim to ensure that the land, air, and water near our operations are protected from pollution and that **nature is enhanced for our local communities**.

Circularity



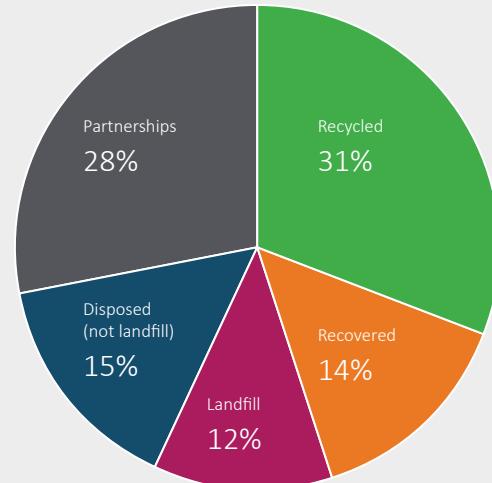
Definition

Circularity means moving more material up the waste hierarchy, i.e. recycling more of the material we handle and sending less to landfill.

Our Commitment

By 2035, at least **68%** of the material Enva handles should **be recycled**, a maximum of 10% should go to landfill, and the remaining **22% recovered**.

Specialist Division Circularity 2025

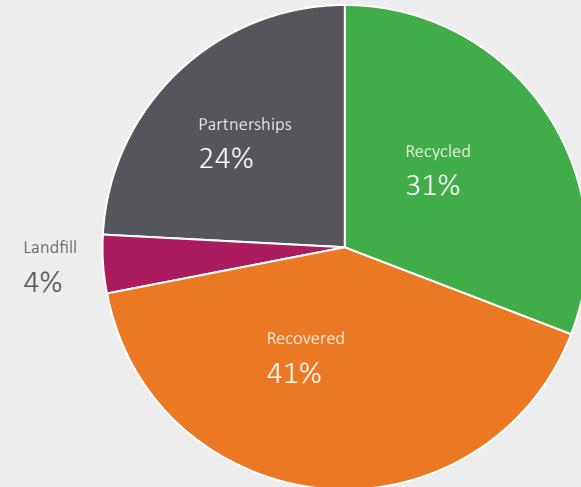


Specialist Performance

10 years ahead of schedule, the Specialist division has met the 2035 landfill target and is just over 1/3rd of the way to meeting the recycled target.

1/4 of the material was sent to Enva partners, organisations with which we collaborate to ensure our customers have a one-stop shop for their materials.

Recycling Division Circularity 2025



Recycling Performance

The Recycling division has exceeded the 2035 landfill target 10 years ahead of schedule and is just under halfway to meeting the 2035 recycling target, with a 3.7% year-on-year increase required over the next 10 years.

With only 4% of material going to landfill in 2025, this material will need to come from material currently going to EfW plants. However, if CCS meets deployment targets, EfW could prove a low-carbon measure for managing this material (albeit less circular).



When discussing this year's performance with stakeholders across the business, several themes become clear.

It is evident that these themes, operating together at varying degrees of intensity within a complex system, can positively or negatively affect performance.

Innovation

Investment in new technologies enables the total amount of materials to increase without increasing resource use, moving materials up the waste hierarchy, or developing new capabilities to manage these materials. Conversely, a lack of innovation, or simply maintenance, creates inefficiencies and hinders circularity.

M&A

More facilities can enable greater volumes and a wider range of materials, and more circular, efficient solutions for existing materials. M&A processes offer an opportunity to fast-track progress toward Enva's sustainability targets, but they also risk detracting from Enva's ability to meet them.

Demand

Demand for products and/or services naturally shifts in response to market conditions. This creates an opportunity to provide customers with a more comprehensive and competitive service, but if not anticipated, it may also detract from competitiveness.

Policy

Changes to rules set by regulators, legislators or other quangos affect where materials can go and the economics of different destinations. Policy makers also affect the composition of inbound materials, requiring adaptations to processing methods.

Environmental

Local environments affect how a site functions. Understanding how each Enva facility and material is affected by these factors enables us to deliver a sustainability strategy that creates commercial value while focusing on efficiency and derisking the business, for example, from climate-related extreme weather. Our infrastructure must adapt to increasing climate-related risks, such as high-intensity rainfall, flooding and changing local land use.

Delivering circularity for our customers is intricately linked to Enva's financial performance. The more resources we recover, the more profitable we are.

Circularity

Case Studies



Ringing the bells for Segregation

Enva has been working collaboratively with John Taylor & Company, a historic bell foundry in Loughborough, to advance sustainable waste management across the company's diverse waste streams. Aligned with the Simpler Recycling regulations, services provided include commercial waste bins, food waste bins, and skip services tailored to the foundry's needs. Following an initial waste management audit, solutions were introduced that support the foundry's specialist manufacturing processes, whilst maximising on-site segregation. The partnership aims to improve recycling rates and reduce carbon footprint, demonstrating both regulatory compliance and environmental sustainability commitments.

The resulting improved circularity examples how Enva works with customers to deliver **SDG 12** and associated environmental and social value such as reduced carbon emissions (**SDG 13**).



Advancing the circular economy: Walshestown Restoration Acquisition

Enva's commitment to circularity centres on delivering sustainable outcomes for customers' materials - recycling more, sending less to landfill, and innovating to manage challenging waste streams. In this context, circularity means moving materials up the waste hierarchy, prioritising recycling and resource recovery over disposal. This approach not only reduces environmental impact but also supports the transition to a more sustainable, low-carbon economy.

Our recent acquisition of Walshestown Restoration Limited in Ireland exemplifies this strategy. By integrating a leading restoration and recovery partner specialising in the sustainable treatment of soils and the recovery of sand and gravel from recycled materials, we have expanded our capacity to process both hazardous and non-hazardous soils. This acquisition enables the production of certified recycled aggregates, offering a sustainable alternative to virgin materials and further embedding circularity in our operations and customer offering, supporting our customers' decarbonisation objectives.

This exemplifies our approach to sustainability. These sustainable solutions support responsible consumption and production (**SDG 12**) whilst delivering action on climate (**SDG 13**) and improve life on land by avoiding the harmful impacts of extracting virgin soils, sands and gravel.



A Simpler Approach to Circularity

The introduction of the Simpler Recycling Regulations in England on 31st March 2025 marked a significant shift in policy on how businesses are required to manage their waste. Companies with 10 or more employees are now required to separate dry recyclables and food waste from general waste, designed to simplify recycling, increase recycling rates, and reduce contamination, ensuring that recycling processes are consistent whether at home or at work.

Recognising the operational and compliance challenges these regulatory changes present, Enva adopted a proactive approach to support its customers with clear, flexible solutions to help businesses transition smoothly. This included providing guidance on container options and compliance requirements through a dedicated webinar, delivered in conjunction with the ESA, an industry body.

The expert-led Insights webinar was designed to explain the new regulations, share best practices, and answer questions about implementation. This customer-centric strategy is part of Enva's broader commitment to circularity, helping customers not only meet legal obligations but also ensure they are well-informed and confident in adapting to the new circularity landscape, reinforcing our role as a trusted partner in sustainable waste management.

Working in partnership across the industry to deliver sustainable solutions like these for our customers and partners is core to how we work. It facilitates our approach to sustainability (**SDG 17**) and shows how important effective partnering is to deliver broad environmental and social benefits.





Definition

The smaller our carbon footprint, the smaller our customer's footprint.

The more capable we are of meeting and exceeding customer needs.

Decarbonising Enva also presents opportunities to grow the business, improve efficiency, and reduce risk.

Our Commitment

In line with the latest science and guidance from the Intergovernmental Panel on Climate and the UK Climate Change Committee.

Enva will **reduce** our scope 1, 2 and 3 emissions by **42% by 2030, 57% by 2035, 71% by 2040, 85.5% by 2045**, and reach **net zero by 2050**, relative to a 2022 baseline.

Historic emissions performance is shown from 2019 to illustrate long-term trends, while Enva's formal decarbonisation targets are set against a 2022 baseline.

These targets align with the Paris Agreement aim of limiting global average temperature increases to well below 2°C and pursuing efforts to limit warming to 1.5°C above pre-industrial levels.

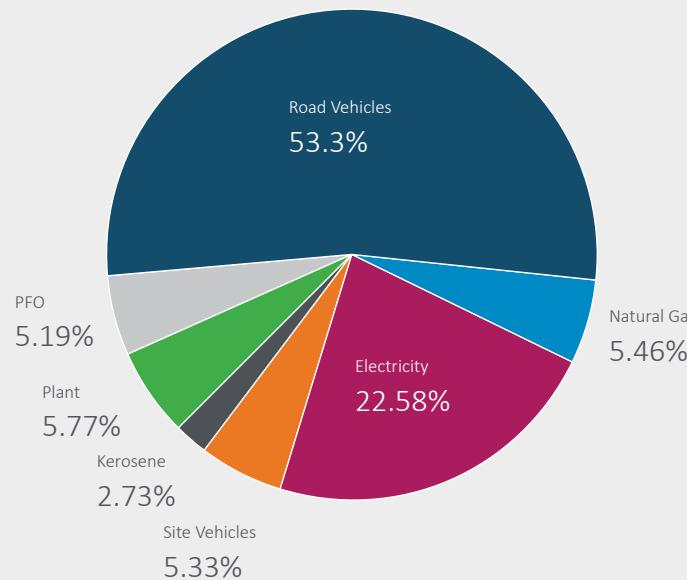
Decarbonisation



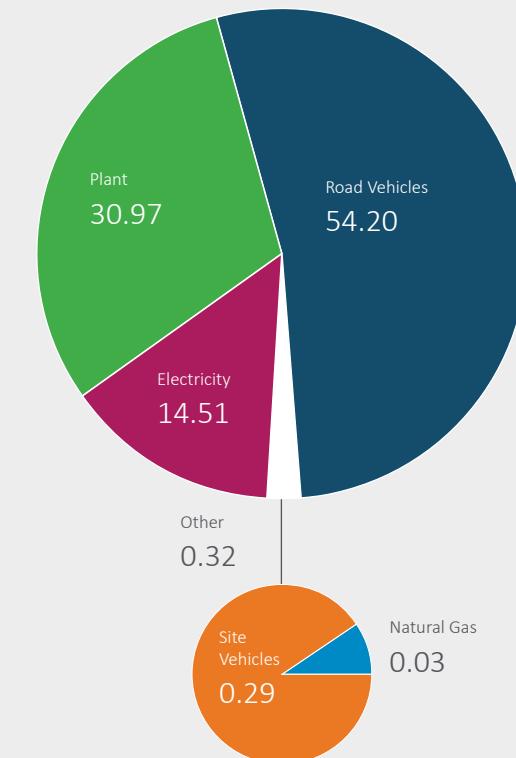
Our Performance

- In 2025 it was 35,974 tCO₂e. This is comparable with 2019 levels and is 2.1% above the 2022 baseline.
- Most emissions in 2025 came from our road fleet, and this was consistent across both divisions, Specialist and Recycling.
- For the Recycling division, plant machinery and electricity were the other significant emission sources.
- The Recycling division's total emissions have fallen by 7% relative to the baseline. The annual decrease over the next 5 years needs to double compared with the last 3 years to meet the interim 2030 target.
- The Specialist division's total emissions have increased 14% relative to baseline. For the Specialist division, electricity was the other significant emission source.

Specialist Division Carbon Footprint 2025



Recycling Division Carbon Footprint 2025



Decarbonisation



Emissions are a factor of the total amount of material processed.

This is especially true for fleet emissions, where the more tonnage processed, the more transport is required. This will be reviewed in future reports.

Carbon Footprint 2025

Division	Scope 1 tCO ₂ e	Scope 2 tCO ₂ e	Total tCO ₂ e	Target
Specialist	13,237	3,860	17,097	12,616
Recycling	16,138	2,739	18,877	17,002

Despite some challenges, our carbon footprint is decoupling from financial growth. Whilst Enva's carbon footprint remains at 2019 levels, the business has grown significantly. Accordingly, the business's carbon intensity has fallen from 157.1 tCO₂e/£1m revenue in 2019 to 92.3 tCO₂e/£1m revenue. This adds nuance to the gross emission increases seen above, as it normalises for considerable M&A activity between 2019 and 2025. This shows that M&A decisions are aligned and, to an extent, support Enva's decarbonisation targets.

When engaging with stakeholders across the business, it becomes clear that several themes, operating together at varying degrees of intensity within a complex system, can positively or negatively affect our carbon footprint.

Growth

...in that energy consumption increases correspond to an increase in throughput due to greater demand for services. For example, increased demand for material shredding at our Bilsthorpe and Colwick DMR facilities correlates with higher energy consumption.

Innovation

...in that a new technology that increases circularity tends to confer a competitive edge, generating demand. For example, Grantham's more efficient management of gases associated with fridge recycling results in higher throughput.

Efficiencies

...for example, Portlaoise, which is continuously improving under ISO 50001; Manchester, which has invested in a more energy-efficient shredder; Linwood, with its vehicle idle monitoring; and Colwick, with its electrification of plant.

Wider themes are evident across other sites, where general variability in demand due to market conditions, plant downtime and M&A activity has led to both increases and decreases in emissions.

Decarbonisation Case Studies



Whilst Enva's carbon footprint remains at 2019 levels, **the business has grown significantly.**



Solar Panels Installed at Toomebridge Facility, Northern Ireland

This 300kW installation is projected to meet around 1/5th of the site's annual electricity needs, **avoiding an estimated 77tCO₂e/year**, equivalent to the carbon footprint of driving almost 2.3 million km in the average car. This goes a long way towards our Toomebridge site playing its part in our drive to decarbonise the business and associated services (SDA) for our customers. It shows that we are committed to acting on the climate crisis in support of **SDG 13**.

The learnings from this project are invaluable as we look to develop a roadmap and deliver more solar across the business. Solar is a prime example of environmental and financial benefits aligning creating a win-win. With electricity accounting for 1/5th of our scope 1 & 2 carbon footprint this technology is central to our decarbonisation strategy and to achieve our net zero targets and help our customers achieve theirs.



Recycling England Fleet HVO

Enva is committed to decarbonising its fleet. In our Recycling England business, **24% of the fleet runs on HVO**, a renewable diesel alternative. This includes skip, roro & trade waste trucks, plant equipment and shredders/conveyor systems. This initiative not only reduces Enva's own greenhouse gas emissions- by 80% for every litre of diesel replaced with HVO- but also helps lower customers' carbon footprints.

*"HVO plays a key role in our decarbonisation programme. It helps us decarbonise in the short term whilst we adopt longer term solutions such as electric vehicles. Transition fuels are a vital step to achieving our decarbonisation targets, supporting **SDG 13** and helping our customers to reduce their carbon footprints".*

Archie Lasseter, Head of Sustainability





Definition

Sustainable solutions is any product or service that **helps our customers achieve their sustainability goals**.

Our Commitment

We are committed to understanding how important sustainability is to our customers to exceed their specific needs and measuring and improving the value our products and services deliver through non-financial benefits like avoided carbon.

Our Performance

Enva delivers a wide variety of sustainable outcomes for our customers. For every material we manage, there is a counterfactual; if we didn't recycle it, turn it into products or recover other properties, it could have had a detrimental environmental impact. Estimated Potential Avoided Carbon (EPAC) is an indicator of the potential environmental benefits delivered to customers through Enva's circular products and services. These impacts are not included within Enva's operational greenhouse gas inventory and should not be interpreted as offsets or reductions of Enva's own Scope 1, 2 or 3 emissions.

'Diverted from landfill' is part of this potential avoided impact. There is a general assumption that materials with destinations above landfill/disposal on the waste hierarchy have potentially avoided the negative environmental impacts associated with landfilling. Similarly, when a recycled material is used, demand for the equivalent material made from virgin resources is reduced. There is a general assumption that recycled materials have much smaller environmental and social impacts than their virgin alternatives.

The availability of industry-specific carbon emission factors from the Department of Energy and Net Zero (DESNZ) enables estimation of the potential carbon emissions avoided by recycling or recovering materials rather than landfilling. Additionally, a mix of DESNZ emission factors and those from our proprietary life-

cycle analyses of our End of Waste products enables estimation of the potential carbon emissions avoided when an Enva-recycled product is consumed instead of a virgin equivalent.

In this report, these metrics are defined as:

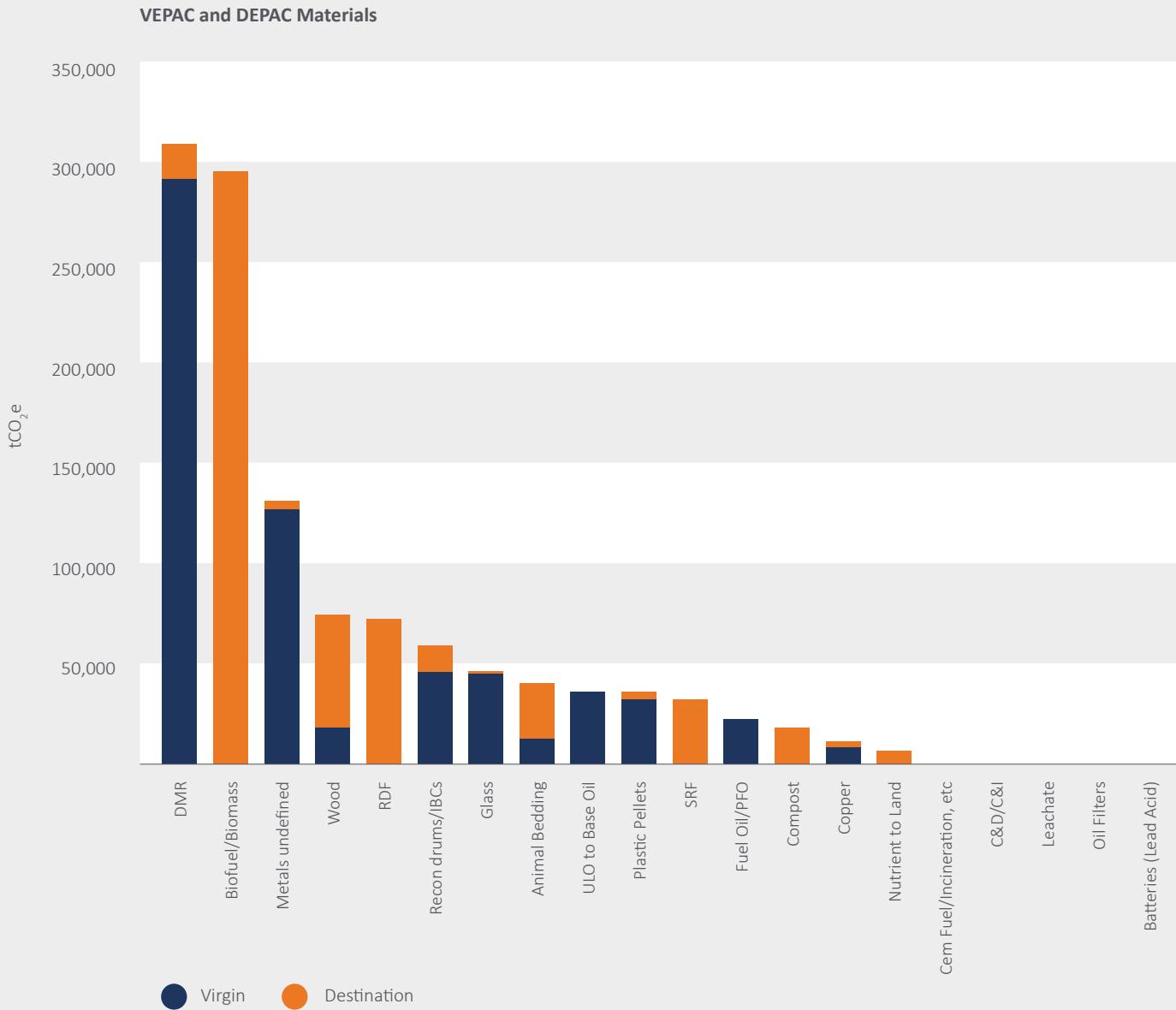
- **Destination Estimated Potential Avoided Carbon (DEPAC):** avoided carbon footprint associated with using an alternative destination to landfill.
- **Virgin Estimated Potential Avoided Carbon (VEPAC):** avoided carbon footprint associated with using a recycled of Enva EoW product instead of a virgin equivalent.
 - In 2025, Enva's EPAC was 1.7 million tCO₂e. This is 47 times Enva's scope 1 & 2 emissions.
 - Around 2/3rds came from virgin EPAC, 1/3rd from destination EPAC.
 - The Specialist division produced around 1/3rd of total EPAC and the Recycling division 2/3rds.
 - The majority of EPAC for the Specialist division came from virgin avoidance. This division produces most of Enva's End of Waste materials.
 - The Recycling division was evenly split between destination EPAC and virgin EPAC.

Sustainable Solutions



Continued...

- Across the 21 material categories, excluding where the material is undefined, 46% of virgin EPAC came from post-consumer recyclates produced by Enva dry mixed recycling process. A further 20% by recycling for assorted metals, plastics 9%, reconditioning IBS and oil drums 7%, glass 7%, hydrocarbons 6%, wood 2%, and a further 3% split across animal bedding, copper, and compost.
- For destination EPAC, the majority (67%) was produced via Enva's wood business. Production of material for biofuel/biomass production accounted for 51%, recycling of wood a further 10% and the production of animal bedding from waste wood another 6%. RDF, SRF and DMR accounted for another 19%, and reconditioning of IBC and oil drums 2%. The remainder was produced across 11 different categories.



Sustainable Solutions

Case Study

enva



Insignia Manufacturing and Enva:

Leading the Way in Sustainable Cabinet Support Systems

Strategic Sustainability Partnership

Since 2019, Insignia Manufacturing has partnered with Enva to integrate recycled polymers into its cabinet support systems. This collaboration is central to both companies' commitment to advancing the circular economy and delivering commercial and environmental benefits. By using recycled materials, Insignia reduces its carbon footprint while maintaining the high product quality its customers expect.

Manufacturing Excellence and Innovation

Insignia is the UK's leading manufacturer of cabinet support systems, offering a comprehensive and continually developing range of products for the kitchen, bedroom, bathroom, and office sectors. This family-run business, based in Northamptonshire, operates 18 injection moulding machines to manufacture over 10 million plastic components each month. These components are assembled, packed, and distributed to customers around the world.

The company's in-house design, production, and tooling capabilities enable it to increase capacity on existing products and collaborate with customers to design, tool, and manufacture new plastic injection-moulded components from concept to viable commercial product.



Insignia's production facility is certified to high levels of industry-leading standards, including the ISO 9001:2015 quality standard. Their products are further tested to industry-leading standards by FIRA (The Furniture Research Association), the independent testing organisation SATRA in the UK, and LGA in Germany.

Realising the Benefits of Recycled Materials

Enva's recycled polymer facility in Bourne, Lincolnshire, supplies Insignia with high-quality compounds, including ABS and PP, used in a wide range of products.

ABSRP001 - Acrylonitrile Butadiene Styrene (ABS): A highly sought-after polymer for its durability, chemical resistance, low melting point, and overall strength. Its lightweight nature and ability to be injection moulded make it suitable for a wide range of products, from furniture supports to automotive components and toys.

PPRP004 - Recycled Polypropylene (PP): A flexible, cost-effective general-purpose plastic compound with a wide range of applications. It has excellent physical properties, including flexibility and a softer finish, retaining shape and structure while providing good insulation. It is especially useful in manufacturing products such as storage containers and car parts.

Through this partnership, Insignia can offer **products that help customers lower their environmental impact** without compromising on quality or cost.

Enva's materials meet strict safety and compliance standards, reinforcing both companies' leadership in sustainable manufacturing and their shared commitment to responsible resource use.

Sustainable Solutions

Case Study



“Working with Enva enables us to **manufacture products** that are **comprised of 99.9% recycled material**, sourced entirely from within the UK.

The consistent supply of high-quality polymers and compounds ensures we can meet demand at all times while conforming to all relevant industry testing standards. This, combined with the fact that these products actively help our customers reduce their carbon footprint, gives us a competitive advantage and helps us maintain our market-leading position.”

Nick Kingdom, Insignia



Sustainable Development Goals Spotlight

Using Enva's plastics derived from recycled material avoids the use of virgin equivalent. This aligns with Enva's core approach to help protect and recover the world's finite resources, and support **SDG 12**, Responsible Consumption and Production.

In partnership with Insignia, we are growing the circular economy, embedding recycled plastic into innovative products, showing our support for both **SDG 9 & 17**. The outcome of using recycled plastic delivers numerous social and environmental benefits.

They help reduce localised pollution, improving the health, wellbeing and sustainability of our communities (**SDG 3 & 11**), they help protect nature on land and at sea through pollution reduction (**SDG 6, 14, 15**), and reduced the need for fossil fuels associated with the production of virgin plastics (**SDG 13**).



Carbon Avoidance Spotlight

For every tonne of Enva's recycled plastic, 1 tonne of plastic has potentially not been sent to landfill, and 1 tonne of virgin plastic has potentially not been made.

- **ABS product:** Enva estimate this avoids 2.7 tCO₂e from potentially avoiding the consumption of the virgin equivalent, and 4.3 tCO₂e from landfill avoidance.
- **PP product:** Enva estimate this avoids 2.1 tCO₂e from potentially avoiding the consumption of the virgin equivalent, and 4.3 tCO₂e from landfill avoidance.

Between April 2024–October 2025, Insignia used 525 tonnes of ABS and 25 tonnes of PP, **potentially avoiding an estimated 3,673 tCO₂e**

This is equivalent to the carbon footprint associated with driving the length of the UK in the average passenger car, Land's End to John O'Groats, and back over 8000 times.

From Enva's internal LCA. Produced using Ecochain® v4.3.1 to the ISO 14044, ISO 14040 and EN 15084 standards

Communities



Enva is focussed on delivering social value through a focus on the wellbeing of Enva staff and the communities that live in the areas we operate in by focusing on improving their inclusion, diversity and equality and protecting and improving local environments.

We approach this by focusing on three key areas, **people, safety** and **nature**.

Enva	Gender Pay Gap		Bonus Gap		Receiving Bonus	
	Mean	Median	Mean	Median	Male	Female
2024	-8.8%	-2.18%	-22.0%	-72.4%	100%	100%
2023	-3.5%	0.4%	-65.4%	-211.1%	93.3%	95.7
2022	-7.2%	-5.9%	0.5%	42.3%	57.9%	62.7%

People

When we talk about people, we mean the direct and indirect staff at Enva and those from the local communities in which we operate. We are committed to delivering value for these groups and aligning with **SDGs 3 & 11**.



We currently measure several key statistics at Enva and are committed to rolling out a Human Resources Information System, aiming to have it implemented in 2027. This will enable us to more comprehensively track and analyse the social value we deliver and to identify both challenges and opportunities in scaling this.

Enva currently has a wide variety of role titles and is conducting a period of consolidation and standardisation to ensure consistency and equity. This consolidation will help us address the most pervasive challenges related to equal pay.

We acknowledge that achieving gender and racial pay equity requires action across society as well as within our own business. Pay gaps can arise when people in the same role are not rewarded equally and when different groups are concentrated in different roles of equal value. We are committed to promoting fairness on both fronts.



The introduction of our new HRIS will give us better insight into our workforce and help us address any structural barriers.

This will allow us to examine whether our frontline and salaried teams reflect the communities we serve, and whether aspects such as contract type, shift patterns or the nature of roles contribute to unequal representation.

Beyond pay, there are wider areas we must address. This starts with identifying what needs to be addressed. Mainly, these are how our facilities are organised and used, how we train and develop people, how we work with our value chain workers to tackle issues such as modern slavery, and how we improve the local environment for our neighbours.

We have already taken measures to address these challenges, most notably by updating our values (see Our Vision). This renews the focus on what matters most to Enva and develops a culture we can all be proud of.

Facilities

We will assess and upgrade facilities across our estate to ensure they meet diverse needs, including those for gender inclusion and accessibility.

Training & Development

Moving forward, we are committed to developing into a learning organisation with a growth mindset. We want to ensure our people are recognised as standard bearers for the industry.

One of the biggest issues facing the waste and resource management industry is waste crime. We actively support regulators and industry initiatives to combat waste crime across the sector and apply strict due diligence in our own operations and value chain.

Value Chain Workers

We have a modern slavery policy and ensure people have the information readily available to help spot this pernicious problem. We have also conducted work alongside our customers to ensure a preventative approach.

Communities

We are moving to a model of 'investing' in local communities. We have good examples of individuals supporting our local communities, through industry related issues such as raising awareness of recycling needs, and in less related but equally valuable activities, e.g. charitable fundraising.

"We are committed to developing our people. By investing in the development of our leaders we invest in the growth of the wider Enva team, supporting the continued growth of Enva."

Roger McDermott, Chief Operating Officer

Communities

Case Studies



Investing in Our People

Our Leadership Development Programme is one of the ways we're supporting future leaders to thrive and make a real impact. The programme is helping our teams grow, develop new skills, and build strong connections.

Leaders from our Ireland business recently completed the programme, in partnership with Carlow Kilkenny Skillnet and Angie Ruane Coaching. The programme consisted of three phases, including coaching and workshops, Action Learning Projects, and individual development plans. Each participant was awarded an independent qualification from the Learning Development Institute of Ireland, recognising and supporting their work throughout the programme.



Volunteering Day at Lodging House Mission

Our amazing Enva Scotland team rolled up their sleeves to take part in an Enva Employee Volunteering Day at The Lodging House Mission in Glasgow - an incredible charity that has been supporting the vulnerable and homeless for over 100 years. Volunteers sorted donations and spruced up the garden, creating a welcoming space for all visitors. While there, they also had the opportunity to connect with service users and gain insights into the impact of this vital support.

"We are so grateful to the Enva team for coming along and spending the day with us. Everyone was willing to help wherever needed and they were an absolute pleasure to have. We really value the time that they gave to us and hope that the experience for them was memorable and enjoyable. If they ever wanted to come back.... We would be very happy to have them!"

Lodging House Mission



Enva unites with The Carpenter's Arms to fight addiction through football

The power of sport to change lives was recognised through Enva's recent sponsorship of addiction recovery charity The Carpenter's Arms, signing on as the charity's football team's shirt sponsor for the 2025-26 season.

The Carpenter's Arms is a Leicestershire-based charity that supports men who are challenged by issues with drugs, alcohol or other forms of addiction. Its residential programme includes support sessions, group work, employability support and leisure activities. The team, made up of current and former residents, volunteers and staff members.

"Enva and Fanatics Supplies' generosity comes at the perfect time for the team as we secured back-to-back promotion last night, this time to Division 1 of the Power Play League. We're proud of our League table performance but more than that, how our men tackle playing sports competitively, sober and with respect. The team are thrilled with the new kit and are looking forward to wearing it with pride."

Richard Spence, CEO of The Carpenter's Arms



Safety First at Enva. It is a core value and a **non-negotiable**.

Nothing matters more than everyone going home safe and well. We plan safe work, stop and challenge when it's not safe, and look out for each other. Nothing exemplifies this more than our Safety First principles and strategy.

As part of our central focus on safety, we ensure people are supported in obtaining the appropriate permits to work, recognising this as a collaboration between personal development opportunities and risk mitigation.



Safety First

Case Study



By putting Safety First, we protect our people, strengthen operational resilience, and build trust with our stakeholders.

In practice, this means **prioritising people over shortcuts** and promoting a culture where **caution, care, and responsibility** take precedence over convenience.

Safety First Strategic Principles

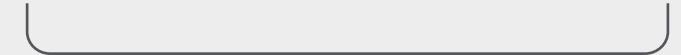
Our Safety First Strategy is based on six core principles that ensure safety is integrated into daily operations. These are:

- Operational Principles & Routines
- Communication
- Systems & Procedures
- Reporting
- Safety by Design
- Leadership Coaching

We build a strong safety culture by establishing clear principles and routines, communicating openly, using effective systems to manage risks, and learning from safety data. Leaders are equipped to promote safety throughout the organisation and encouraged to design out risk.

Our priorities for Safety First

- **Increase our near miss reporting**
Please make it part of your daily routine to record any hazard, unsafe act, or near miss you see in Assure. It's one of the simplest and most effective ways to prevent harm.
- **Remember to follow our Work Safe Policy**
Each of us is empowered to stop work if it's unsafe. That's not just permitted, it's expected.



Safety is everyone's responsibility. We commit to these principles and behaviours. Every Enva employee speaks up, intervenes, and acts whenever safety is at risk. Together, we ensure every colleague goes home safely.

Safety First. Always.

As part of our Safety First approach, Enva currently reports Lost Time Incident Frequency Rate (Ltifr) internally, defined as time lost to injury per 1,000,000 hours worked. Enva is committed to achieving a minimum standard of an LTIFR of no more than 5 in FY 26. Baseline LTIFR performance for FY25 is currently being validated and will be disclosed alongside performance against these targets in the 2026 Sustainability Report. Longer term, Enva commits to achieving an LTIFR of 3.5 by 2030, if not before.



Enva operates **42 permitted sites** and **facilities** across the **UK** and **Ireland**, each regulated to control potential impacts on land, air and water.

We are committed to maintaining full compliance with these requirements and continually strengthening our environmental performance. We are also working proactively to enhance the local environments around our operations and to support and protect biodiversity.

In FY25, Enva operated in full compliance with the conditions of our permits and licences, with no significant non-compliance events recorded.

From Waste to Wildlife:

Enva's Northfleet Revival

Enva completed the second stage of development of the Northfleet site in early 2025, having taken occupation in 2021. The site borders Botany and Swanscombe Marshes, a Site of Special Scientific Interest (SSSI), which has significant ecological value and includes grazing marsh, reedbeds, mudflats, saltmarsh, and open mosaic habitats.

Prior to Enva taking over the site, it had been used as a tar works and for dumping hazardous waste such as tyres and asbestos. Strict procedures were followed to ensure construction work didn't adversely affect the neighbouring marshlands.

The works included the removal and appropriate disposal of approx. 100 tonnes of asbestos contaminated materials, over 2,000 tonnes of other contaminated spoil, approx. 1M litres of contaminated groundwater and two large bitumen-filled tanks that were buried underground.

The northern area of site, that borders the marshlands, was landscaped and planted to reflect the local fauna and provide areas of habitat for small wildlife such as newts, snakes, birds and insects. These efforts to restore nature whilst delivering sustainable solutions for customers shows our support and commitment to **SDG 14 & 15** in particular.



Quarry to Community:

Walshestown's Sustainable Transformation

Enva Walshestown is recognised as one of Ireland's most advanced EPA Licensed construction and demolition (C&D) waste facilities, playing a pivotal role in supporting Ireland's Waste Action Plan for a circular economy. Established in 2016, the facility is licensed to accept non-hazardous C&D waste, including soils from brownfield sites and other inert materials for recovery and landfilling. Its operations enable the full restoration of a former quarry to its original contours, with up to 3.5 million tonnes of material processed over a decade, ultimately returning the land to grassland.

Significant investment is currently underway at Walshestown to install a state-of-the-art soil washing plant, which will allow the recovery of up to 250,000 tonnes of aggregates annually from incoming waste streams. These aggregates will be tested to meet End of Waste criteria before being sold to customers, further advancing the site's commitment to sustainable resource recovery. The restoration process is visually evident, with Cell 1 fully capped and returned to grassland, Cell 2 under construction, and the Punchestown race track visible in the background.

The facility's planning permission is closely linked with Punchestown Racing Ltd, permitting the construction of a racetrack extension into former quarry lands using natural aggregates sourced from within the landfill area. This extension, currently under construction, will create a unique one-mile "Straight" track for flat racing, integrating the restored site into the broader equestrian sporting facility. Ultimately, the entire Walshestown site is expected to be incorporated into Punchestown, exemplifying how environmental restoration and sustainable waste management can deliver both ecological and community benefits, supporting **SDG 11, 14 & 15**.

Next Steps



Our sustainability journey has achieved several important milestones.

We launched our Approach to Sustainability and published our Sustainability Policy, providing clear direction on how we deliver sustainable value for customers and stakeholders.

The publication of this 2025 Sustainability Report marks another key step, introducing a comprehensive update on progress toward our targets and the delivery of sustainable solutions. Producing this report enables us to continuously improve our systems which underpin our efforts to deliver against our environmental and social KPIs.

Looking ahead, we plan to publish our long-term Sustainability Strategy, which will drive a step change in our support for customers implementing circular solutions. The development of our 2030-2035 five year sustainability plan will further ensure consistent and maximised value creation for our planet and communities. Our ultimate goal is to achieve net zero by 2050, reinforcing our commitment to a sustainable future.

Sustainability Roadmap



12 RESPONSIBLE CONSUMPTION AND PRODUCTION
∞

Facilitator



Outcomes



At our **core**, Enva's circular products and services help to protect and preserve the world's finite resources, supporting Responsible Consumption and Production (**Goal 12**).

We achieve this through **facilitating** partnerships with customers to innovate the critical infrastructure we manage (**Goals 17 & 9**).

The **outcome** of this focus is that Enva delivers action on the climate crisis (**Goal 13**), improves the sustainability, health and well-being of communities (**Goal 11 & 3**), provides cleaner water (**Goal 6**) and improves life on land and sea (**Goal 14 & 15**).

Our Approach is guided by three main concepts...



1. Continuous Improvement

Sustainability is a journey. It is about continuously improving towards long-term goals. Enva is just getting started. We think our current goals are big enough to make a difference, but also realistic and fair. Yet, we keep checking and updating our goals to make sure they stay balanced and follow the latest expert advice and are adapted as Enva continues to learn more.



2. Reporting

The sustainability team manages systems that help every part of Enva regularly report on its circularity, decarbonisation, sustainable solutions performance, and communities. This means everyone is accountable whilst making sure the very different parts of Enva have the flexibility to find the best ways to meet their targets.



3. Partnering

The sustainability team work with every part of Enva to provide frameworks, develop tailored solutions, and help manage projects that deliver the targets. This collaborative and partnership approach responds to the broad range of services and products Enva offers, giving each part of the company the opportunity to find the best way to deliver the targets.

Launch Approach to Sustainability & Sustainability Policy

Providing focus and clarity on how we deliver sustainable value for customers and stakeholders.

Publish our 2025 Sustainability Report

Through the process of the Sustainability Report 2025, develop and launch a reporting system that will provide detailed progress on our targets and delivery of sustainable solutions for customers, whilst embedding a framework of continuous improvement. This holistic reporting system will include environmental and social KPIs.

Publish our Long-Term Sustainability Strategy

Creating a step change in supporting customers to deliver circular solutions.



Mid-Term

2026 > 2030

Develop the 2030-2035 five-year sustainability plan, ensuring consistent and maximised value creation for our planet and our communities.

Complete delivery of current five-year plan



Circularity

- At least 50% of received materials recycled.
- Sending less than 4% to landfill.



Communities

- Protect our people and local environments through exemplary safety & environmental records and a strong portfolio of licenses & permits.



Sustainable Solutions

- Innovate for circularity through creative engineering. Develop a network of long-term strong & stable trading relationships with embedded contracts and high ratings from customers.



Decarbonisation

- A carbon footprint 42% lower than its 2022 baseline.

Long-Term

2031 > 2050



2050

NET ZERO



2045

85.5%



2040

71%



2035

57%



2030

42%

A carbon footprint 42% lower than its 2022 baseline.

Appendix:



Estimated Potential Avoided Carbon Methodology

This method applies principles first developed in 2019 by the World Resources Institute under the Greenhouse Gas Protocol for estimating and reporting the comparative emissions impacts of products. More commonly and recently this is referred to as Scope 4 and or avoided emissions. These results should be used with caution. There are assumptions made during the calculation process and embedded with the 3rd party emission factors used. Nevertheless, they provide an indication of how Enva is delivering a sustainable future for its customers.

These estimates are intended to support transparency on customer-enabled outcomes and should be interpreted as directional rather than absolute measures of impact.

There are two key assumptions made:

Potential: It is impossible to be certain whether the material had not been recycled or turned into a product it would have been landfilled, or if the consumption of a recycled product truly reduced demand for the virgin equivalent. Hence the potential nature of the avoided impact.

Estimate: The emission factors are applied on a basis of “best fit”, especially for when industry average ones are used. This uncertainty improves a degree when using Enva LCA based emission factors but are still considered estimates.

VEPAC:

1. The annual tonnage for 22 material categories is collected.
2. Each material tonnage is multiplied separately by three emission factors (EF):
 - a. The highest possible EF associated with producing a recycled version of this material.
 - b. The lowest possible EF associated with producing a recycled version of this material.
 - c. The EF associated with producing this material from virgin resources.
3. The virgin resource version is subtracted from the highest and lowest, providing a range of avoided carbon. The midpoint of this range is taken as the VEPAC.

Where possible, EFs from Enva propriety LCAs are used. Where this is not possible, industry average EFs are used.

DEPAC:

4. The annual tonnage for 22 material categories is collected
5. Each material tonnage is multiplied separately by three emission factors (EF):
 - a. The highest possible EF associated with this material and its destination on the waste hierarchy.
 - b. The lowest possible EF associated with this material and its destination on the waste hierarchy.
 - c. The EF associated with landfilling this material.
6. The landfill result is subtracted from the highest and lowest, providing a range of avoided carbon. The midpoint of this range is taken as the DEPAC.

In all situations, industry average emissions factors have been applied.

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environment matters