Compliance Documentation

Specialist GB (Scotland)

Rev 1, October 26



environment matters

enva

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Compliance Pack Introduction

At Enva, compliance is fundamental to how we operate and to the trust our customers place in us. It underpins safe, responsible and consistent service delivery and provides assurance that the materials entrusted to us are managed with care, integrity and full accountability.

This Compliance Pack brings together key information on Enva Specialist GB (Scotland), including our licences, permits, certifications and management systems. It is designed to provide customers with clear, accessible evidence of the standards underpinning our operations and our commitment to quality, environmental protection, health and safety, and continuous improvement.

Our responsibilities extend beyond meeting regulatory requirements. We aim to be a proactive and dependable partner, helping our customers manage risk, maintain compliance and achieve more sustainable outcomes. With experienced people, robust processes and transparent reporting, we provide confidence that every service is delivered safely, legally and responsibly.

We remain committed to maintaining the highest standards across our business and continually strengthening the systems, skills and practices that support our customers. Thank you for choosing Enva as your specialist waste partner.

Karen Miller
Head of Compliance (North)

Compliance Contacts

Compliance Contacts	Email	Phone
Karen Miller Head of Compliance (North)	Karen.Miller@enva.com	07961 800 651
Colin Stevenson Health & Safety Manager	Colin.Stevenson@enva.com	07708 992 100
Cheryl Liddell Environmental Advisor	Cheryl.Liddell@enva.com	07394 356 635

Enva Specialist GB (Scotland) | Compliance Pack
60 Murray Street, Paisley, PA3 1QG

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Enva Overview

Enva is a leading provider of recycling and resource recovery solutions.

With sustainability at the forefront of our proposition, we recover a broad range of hazardous and non-hazardous waste materials for re-use in manufacturing and energy conversion. We also provide a complete portfolio of industrial, water and wastewater services.

We support the life cycle of waste products to provide either a second life, such as the production of energy or, in many cases, closed-loop recycling solutions.

Our dedication to developing new and innovative products and solutions and extending the life cycle of the world's resources is driving our business forward.



Our Vision

Our vision of the future world where Enva operates.

"A world where every business sustainably manages its product's life cycle"

Our Mission

Enva's current purpose and primary objective.

"To protect and recover the world's finite resources by tackling our customers' environmental challenges and transforming hard to handle materials into valuable and sustainable products."

Our Values



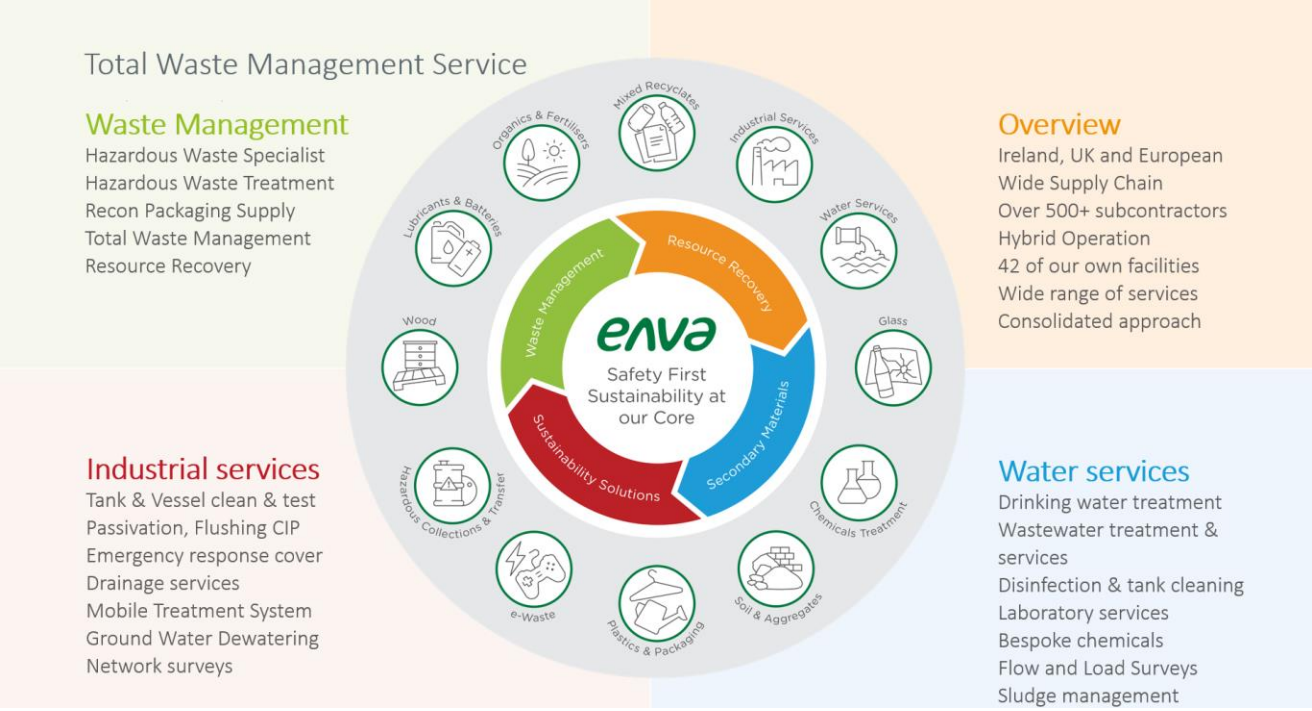
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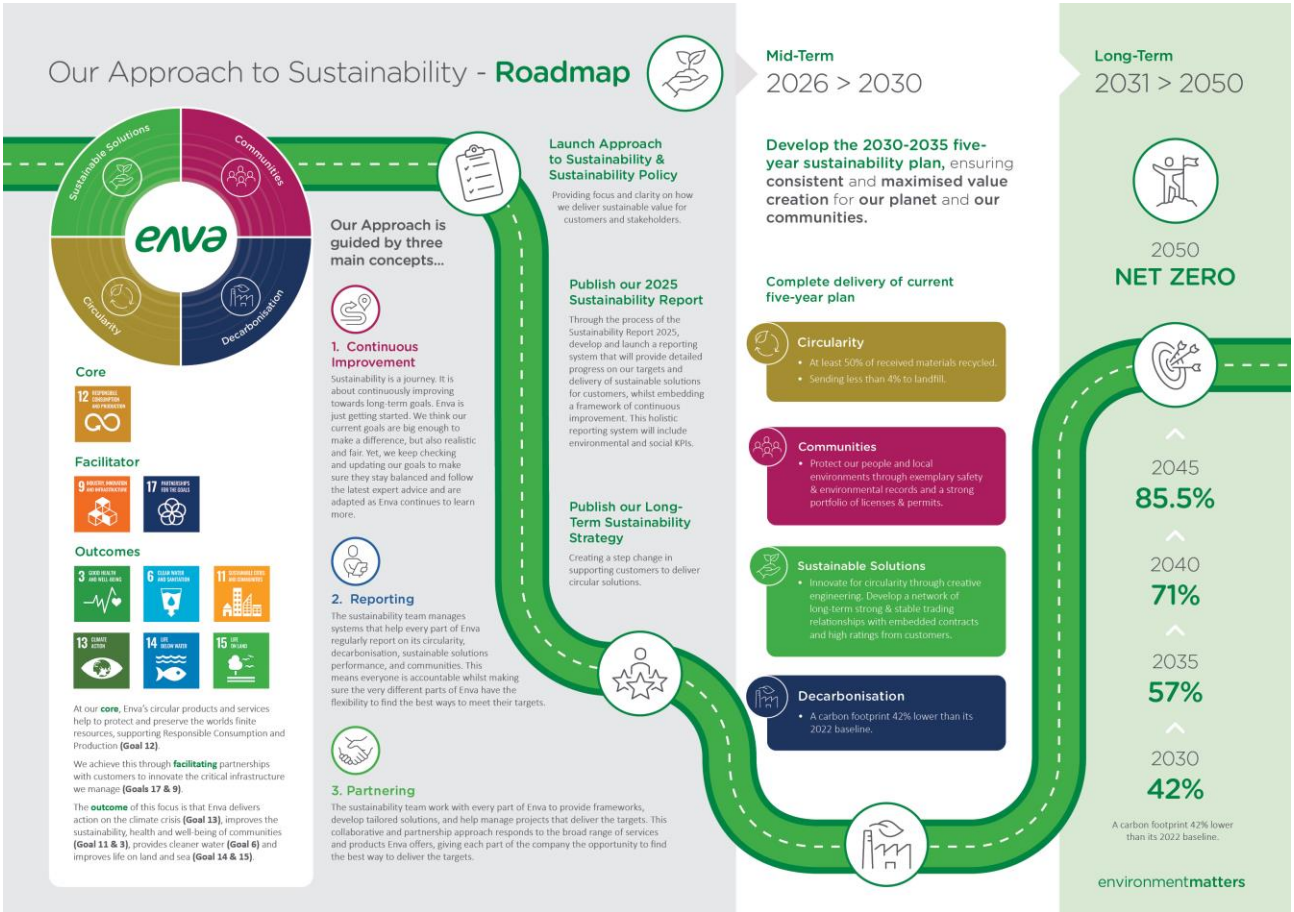
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Our Services and Approach to Sustainability





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Our Values


Our
VALUES
How we behave everyday...
SAFETY FIRST
SAFETY FIRST
Taking care of myself, my colleagues and our environment are the core conditions of my work.
"We look out for ourselves, each other and the environment – because nothing matters more."
TEAMWORK
I invest in collaboration with customers and colleagues to build great solutions.
"We work respectfully together to achieve great things. Collaboration is how we build lasting partnerships."
OWNERSHIP
I strive to exceed the expectations of customers at every opportunity by owning the day.
"We take pride in what we do. We step up, take responsibility, and follow through."
EXCELLENCE
I seek opportunities to grow and improve or innovate my ways of working every day to create a sustainable world.
"We aim high – always looking to improve, innovate and raise the bar."
INTEGRITY
I build trust and credibility through honesty, respect and fairness in all interactions.
"We do the right thing - even when no one is looking."
environment matters
enva.com

EASR Registration Reference EAS/R/6100923



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Grant of Registration

In exercise of its powers under Regulations 17 and 18, and Schedule 1 Paragraph 9 of the Environmental Authorisations (Scotland) Regulations 2018 (the "Regulations"), the Scottish Environment Protection Agency ("SEPA") grants this registration with effect from the effective date outlined in Table A.

This registration ceases to have effect on the end date specified in Table A.

Terms used in this registration, unless otherwise specified, have the same meaning as in the Regulations.

Table A: General details

Field	Details
EASR Registration reference	EAS/R/6100923
Previous Registration reference	N/A
Authorised person	ENVA SPECIALIST GB LIMITED Company Number: SC883652 60 Murray Street, Paisley, PA3 1QG
Effective date	1 June 2026
End date	1 June 2029
Date of this notice	1 June 2026

Table B: Authorised activity 1 details

Field	Details
Authorised activity	Acting as a broker or dealer of waste
Authorised place	Scotland
Conditions to which this activity is subject	The standard conditions with the following reference, as revised from time to time and published on SEPA's website: EASR-SC-036

Table C: Authorised activity 2 details

Field	Details
Authorised activity	Transporting waste
Authorised place	Scotland
Conditions to which this activity is subject	The standard conditions with the following reference, as revised from time to time and published on SEPA's website: EASR-SC-035

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Public Liability Insurance

Willis Towers Watson

27 November 2025

Website www.willistowerswatson.com

Direct Line +44 1473 222825
E-mail phil.curtis@willistowerswatson.com

To Whom it May Concern

As Insurance Brokers to Enva Topco Limited and/or Enva Ireland Limited and Subsidiaries Companies we are writing to confirm that our client holds the following policies:

Public & Products Liability

Insurer:	Chubb European Group SE
Policy Number:	UKCAID54716
Period:	1 December 2025 to 30 November 2026 both dates inclusive Local Standard Time.
Limit of Indemnity:	GBP 10,000,000 any one Occurrence and in the aggregate for Products.

This letter is provided as a courtesy to our client as a matter of information only and confers no rights on the holder. Our duties in relation to this insurance are to our client and we accept no duty of care or responsibility to you or any other third party and any liability to you or any third party is excluded. This letter does not amend, extend or alter the coverage afforded by the policies, nor does it purport to set out all of the policies' terms, conditions and exclusions. The policy terms, conditions, limits and exclusions may alter after the date of this document or the insurance may terminate or be cancelled, and the limits shown may be reduced by paid claims. We have no obligation to advise you of any changes which may be made to the policies or to advise you of their cancellation or termination.

Signed on behalf of WILLIS LIMITED

Authorised Signatory

Willis Limited
51 Lime Street
London
EC3M 7DQ

T +44 (0) 20 3124 6000
W willistowerswatson.com

Willis Limited, Registered number: 181116 England and Wales. Registered address: 51 Lime Street, London, EC3M 7DQ. A Lloyd's Broker. Authorised and regulated by the Financial Conduct Authority

Employers Liability Insurance

Willis Towers Watson

27 November 2025

Website www.willistowerswatson.com

Direct Line +44 1473 222825
E-mail phil.curtis@willistowerswatson.com

To Whom it May Concern

As Insurance Brokers to Enva Topco Limited and Subsidiaries we are writing to confirm that our client holds the following policies:

Employers Liability

Insurer:	Chubb European Group SE
Policy Number:	UKCAND54714
Period:	1 December 2025 to 30 November 2026 both days inclusive Local Standard Time.
Limit of Indemnity:	GBP 10,000,000 any one Occurrence

This letter is provided as a courtesy to our client as a matter of information only and confers no rights on the holder. Our duties in relation to this insurance are to our client and we accept no duty of care or responsibility to you or any other third party and any liability to you or any third party is excluded. This letter does not amend, extend or alter the coverage afforded by the policies, nor does it purport to set out all of the policies' terms, conditions and exclusions. The policy terms, conditions, limits and exclusions may alter after the date of this document or the insurance may terminate or be cancelled, and the limits shown may be reduced by paid claims. We have no obligation to advise you of any changes which may be made to the policies or to advise you of their cancellation or termination.

Signed on behalf of WILLIS LIMITED

Authorised Signatory

Willis Limited
51 Lime Street
London
EC3M 7DQ

T +44 (0) 20 3124 6000
W willistowerswatson.com

Willis Limited, Registered number: 181116 England and Wales. Registered address: 51 Lime Street, London, EC3M 7DQ. A Lloyd's Broker. Authorised and regulated by the Financial Conduct Authority

Hired-In Equipment Insurance

Evidence of Coverage

April 2, 2026

To Whom It May Concern

We act as insurance brokers for the insured below and at their request confirm the existence and currency of the following insurance:

Class of Insurance	
Insured	All Risks of Direct Physical Loss or Damage Insurance Enva Topco Ltd including Enva Wood And/or any other subsidiary companies as were, are or may be constituted or acquired and/or affiliated and/or associated and/or controlled entity for which any Original Insured had, has or may have responsibility for purchasing insurance.
Insurer	Starr International (Europe) Ltd
Period of Insurance	March 31, 2026-March 31, 2027 12:01 a.m. at the location of the assets insured.
Policy Number(s)	United Kingdom – PROP-2026-StarrUK; Republic of Ireland – PROP-2026-StarrROI
Property Insured	Hired-In Equipment – Sub-Limit GBP 1,500,000. Any amounts in excess of GBP 1,500,000 to be declared to insurers
Interest Insured	"All Risks" Accidental Damage to the Property Insured used by the Insured at the Premises during the Period of Insurance. This includes damage by Fire, Lightening, Aircraft, Explosion, Earthquake, Riots, Malicious Damage, Storm, Tempest, Flood, Escape of Water, Impact, Subsidence and Accidental Damage.
Situation/Premises	Republic of Ireland, Northern Ireland, United Kingdom including Channel Islands and the Isle of Man
Conditions	As per the quoting slips and wording sent to markets. All subject to the information provided during the renewal process. All subject to no new claims/losses different to the ones informed during the renewal process.

1

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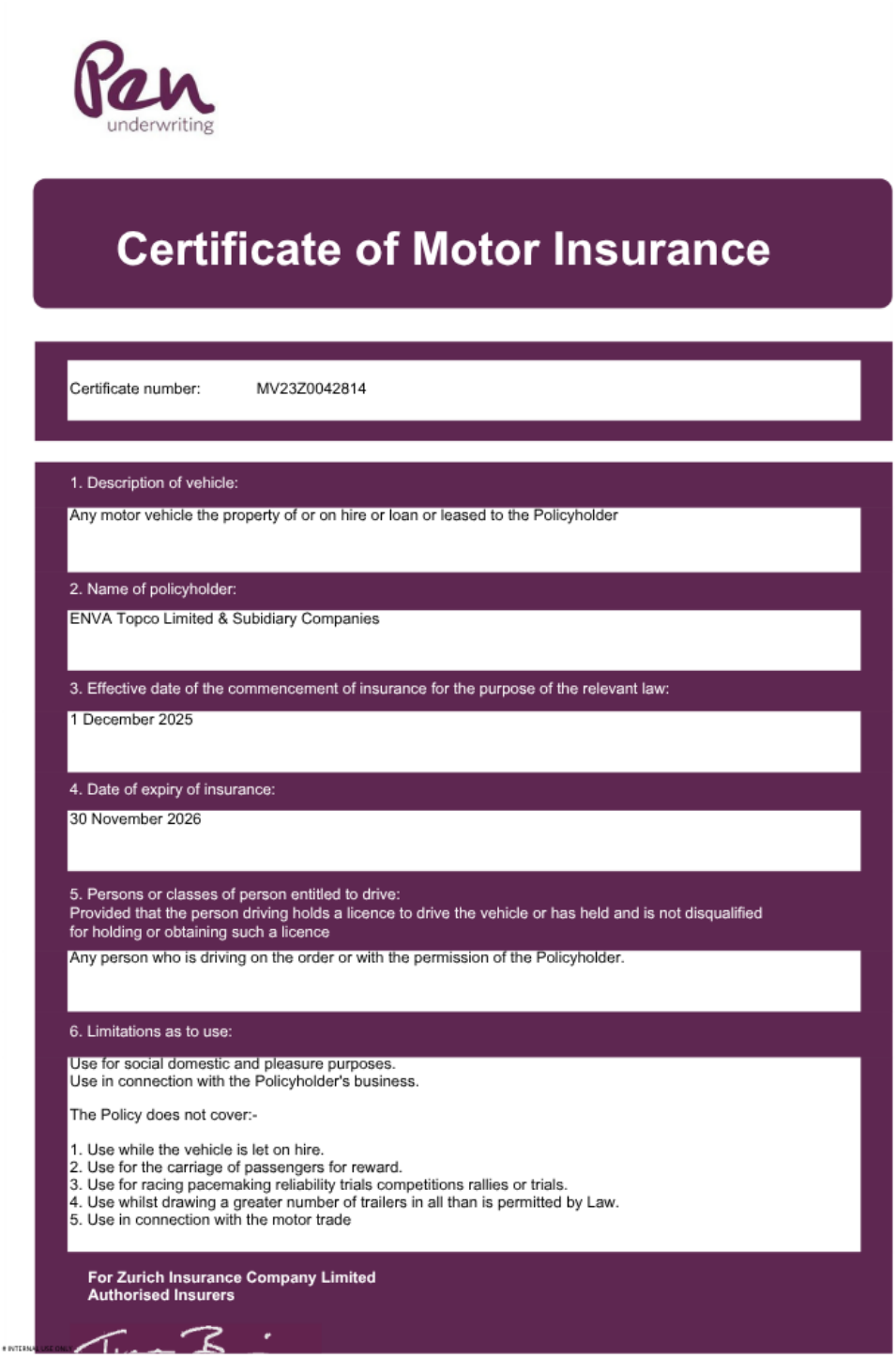
This evidence of coverage is intended solely for informational purposes only. All terms, conditions and exclusions apply to this coverage will be governed by the provisions of the general conditions and contained in the policy. This evidence of coverage does not modify, extend, or replace in any way the content of the conditions, guarantees and extensions to the policies. This evidence of coverage is issued at the request of the interested party, on April 2, 2026.

Darla Mensik

Darla Mensik
Director – Natural Resources
(713) 419-8906
darla.mensik@wtwco.com

Willis Towers Watson Insurance Services West, Inc.
811 Louisiana Street, Suite 2200
Houston, TX 77002

Motor Insurance



Pen underwriting

Certificate of Motor Insurance

Certificate number: MV23Z0042814

1. Description of vehicle:

Any motor vehicle the property of or on hire or loan or leased to the Policyholder

2. Name of policyholder:

ENVA Topco Limited & Subidiary Companies

3. Effective date of the commencement of insurance for the purpose of the relevant law:

1 December 2025

4. Date of expiry of insurance:

30 November 2026

5. Persons or classes of person entitled to drive:
Provided that the person driving holds a licence to drive the vehicle or has held and is not disqualified for holding or obtaining such a licence

Any person who is driving on the order or with the permission of the Policyholder.

6. Limitations as to use:

Use for social domestic and pleasure purposes.
Use in connection with the Policyholder's business.

The Policy does not cover:-

1. Use while the vehicle is let on hire.
2. Use for the carriage of passengers for reward.
3. Use for racing pacemaking reliability trials competitions rallies or trials.
4. Use whilst drawing a greater number of trailers in all than is permitted by Law.
5. Use in connection with the motor trade

For Zurich Insurance Company Limited
Authorised Insurers

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Tim Bailey
Chief Executive Officer of Zurich Insurance Company Limited, UK Branch

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We hereby certify that the policy to which this Certificate relates satisfies the requirements of the relevant law applicable in Great Britain, Northern Ireland, the Isle of Man, the island of Guernsey, the island of Jersey and the island of Alderney.
Note: For full details of the insurance cover reference should be made to the Policy.

Advice to Third Parties: Nothing contained in this Certificate affects your right as a Third Party to make a claim.

This Policy applies in respect of events occurring in Great Britain, Northern Ireland, the Isle of Man and the Channel Islands, all member countries of the European Union, Iceland, Norway, Switzerland, Serbia, Andorra and Bosnia & Herzegovina.

La présente politique s'applique aux événements survenant en Grande-Bretagne, en Irlande du Nord, sur l'île de Man et les îles Anglo-Normandes, dans tous les pays membres de l'Union européenne, en Islande, en Norvège, en Suisse, en Serbie, en Andorre et en Bosnie-Herzégovine.

Diese Versicherung gilt für Schadenereignisse, die in Großbritannien, Nordirland, der Isle of Man und den Kanalinseln, allen Mitgliedstaaten der Europäischen Union, Island, Norwegen, der Schweiz, Serbien, Andorra und Bosnien-Herzegowina eintreten.

La presente Politica si applica a eventi che si verificano in Gran Bretagna, Irlanda del Nord, Isola di Man e Isole del Canale, tutti i paesi membri dell'Unione europea, Islanda, Norvegia, Svizzera, Serbia, Andorra e Bosnia-Erzegovina.

La presente Política es aplicable al respecto de los hechos que tienen lugar en Gran Bretaña, Irlanda del Norte, la Isla de Man y las Islas del Canal, todos los países miembros de la Unión Europea, Islandia, Noruega, Suiza, Serbia, Andorra y Bosnia y Herzegovina.

Instructions in the event of an accident
You SHOULD

1 take names and addresses of all witnesses;
2 report the accident to the office issuing this Certificate (see overleaf) or if this is not practicable, to the nearest office (see Telephone Directory) quoting the Certificate Number;
3 if your policy is comprehensive put us in touch with your garage; if your vehicle is in use tell us when and where you intend taking it for repair;
4 send all communications you receive relating to claims or proceedings against you, unanswered, to the office

IMPORTANT

The Law requires:

1 unless names and addresses, including those of the vehicle owner, together with the registration mark of the vehicle are exchanged at the time of the accident the driver must report it to the Police as soon as possible and in any case within 24 hours;

2 if anyone was injured and the Certificate of Insurance was not produced to the Police at the time of the accident, the driver must report the matter to the Police as soon as possible and in any case within 24 hours and produce the Certificate (or arrange to produce it within 5 days of the accident).

You SHOULD NOT

1 admit any liability;

2 negotiate or make any agreement with anyone regarding your responsibility for the accident;

3 make or offer any payment whatsoever to any Third Party, if in doubt – consult us;

4 repudiate a claim without our agreement; this may result in Court Action against you by the other party.

Pen Underwriting Limited is authorised and regulated by the Financial Conduct Authority (FCA number 314493). Registered Office: The Walbrook Building, 25 Walbrook, London EC4N 8AW. Registered in England and Wales. Company Number: 5172311. www.penunderwriting.co.uk

INTERNAL USE ONLY

UVDB Certificate of Membership



UVDB
Powered by Achilles

Certificate of Membership

This is to certify that

Enva Specialist GB Ltd

are now fully registered as a supplier on the Community.

UVDB

AchillesID: 00277582

Subscription expiry date: 20 May 2027
Questionnaire last updated: 20 October 2026
Questionnaire expiry date: 20 October 2027

Date certificate generated: 26 October 2026

Craig Rodgerson
Interim Chief Executive Officer
Achilles

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Product and Service Code Summary

Supplier Name: Enva Specialist GB Ltd

AchillesID: 00277582

2.5.6.0 Hazardous Material Handling/Treatment/Disposal Services (incl. Asbestos)

Enva Specialist GB (Scotland) | Compliance Pack
60 Murray Street, Paisley, PA3 1QG

Registered in Scotland | Company No. SC057052

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Achilles Certificate of Membership



Achilles

Certificate of Membership

This is to certify that

Enva Specialist GB Ltd

are now fully registered as a supplier on the Network

BuildingConfidence

AchillesID: 00277582

Subscription expiry date: 20 May 2027
Questionnaire last updated: 20 October 2026
Questionnaire expiry date: 20 October 2027

Date certificate generated: 26 October 2026

Craig Rodgerson
Interim Chief Executive Officer
Achilles

Achilles
BUILDINGCONFIDENCE
GOLD CAS SITE AUDIT
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Product and Service Code Summary

Supplier Name: Enva Specialist GB Ltd
AchillesID: 00277582

1.2.8 Toxic/hazardous material removal

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60 Murray Street, Paisley, PA3 1QG

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Certificate of Incorporation

CERTIFICATE OF INCORPORATION
OFA
PRIVATE LIMITED COMPANY

Company Number **883652**

The Registrar of Companies for Scotland, hereby certifiaets th

ENVA SPECIALIST GB LIMITED

is this day incorporated under the Companies Act 2006 asvateprci ompany, that the company is limited by shares, and the situation of its regreisdt office is in Scotland.

Given at Companies House, Edinburgh, ~~24th~~ *24th March 2026*.

The above information was communicated by electronic meaanndsauthenticated by the Registrar of Companies under section 1115 of the Companciet 2s0A06

Companies House

REGISTRAR OF COMPANIES FOR SCOTLAND
THE OFFICIAL SEAL OF THE REGISTRAR OF COMPANIES

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Permit PPC/A/1038376 - Blantyre

SCOTTISH ENVIRONMENT PROTECTION AGENCY

Pollution Prevention and Control Act 1999

Pollution Prevention and Control (Scotland) Regulations 2000
("the Regulations")

PERMIT TO OPERATE A 'PART A' INSTALLATION

Permit Number: PPC/A/1038376

Operator: GP Plantscape Ltd

The Scottish Environment Protection Agency ("SEPA"), in accordance with Regulation 7 of the Regulations, hereby grants a permit to GP Plantscape Ltd, company registration number SC092307, having its registered office at The Pleasance, Kirkfieldbank, Lanark, ML11 9TG ("the Operator") to operate an installation, more particularly described in Schedule 1 of this permit, on a site at Blantyre Muir, Newhousemill Road, Blantyre, G74 2LF more particularly described in said Schedule 1, subject to the requirements of the Regulations and to the conditions contained in the Schedules to this Permit.

Signed.....
Authorised to sign on behalf of the
Scottish Environment Protection Agency

Date: 22 November 2010

Right of Appeal

Under Regulation 22 of the Regulations you are entitled to appeal to the Scottish Ministers against any condition or conditions of this Permit within six months of the date of this Permit, except where SEPA has granted this Permit in implementation of a direction to SEPA of the Scottish Ministers. The bringing of an appeal will not have the effect of suspending the operation of the said condition or conditions. The procedures for the making of an appeal are set out in Schedule 8 of the Regulations.

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Our Ref: PPC/A/1017028
Your Ref:

William Tracey Ltd
Burnbrae Road
Linwood Industrial Estate
Linwood
Renfrewshire
PA3 3BD

FAO: Dr Doug Nobel

5 September 2007

Dear Sirs

POLLUTION PREVENTION AND CONTROL ACT 1999
POLLUTION PREVENTION AND CONTROL (SCOTLAND) REGULATIONS 2000 ("the Regulations")
APPLICATION BY: WILLIAM TRACEY LTD
SITE: DUNNIFLATS DEPOT, LUGTON, EAST AYRSHIRE
PERMIT REFERENCE NUMBER: PPC/A/1017028

Further to your application for a permit under regulation 7 of the Regulations, I enclose your Permit.

Should you be unhappy with any of the conditions attached you have the right to appeal to the Scottish Ministers providing the conditions have not been applied as a result of a Direction to SEPA from Scottish Ministers. The procedures to be followed in the event of any appeal are set out in Regulation 22 and Schedule 8 to the Regulations Your appeal must be made in writing to the Scottish Ministers no later than 5 March 2008 in accordance with the procedures specified in Schedule 8 of the above Regulations. A guidance note is attached to this letter for your assistance.

Particular attention should also be paid to the Explanatory Notes attached to the Permit.

If you have any queries relating to this letter please contact Richard Birch at the Ayr office, telephone number 01292 294000.

Yours faithfully

C. McDermott

Catriona McDermott
Senior Registry Offices

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Waste Management Licence

▸ Environmental Protection Act 1990 (as amended)

Waste Management Licensing Regulations 1994 (as amended)

Name and Address of Licence Holder	WILLIAM TRACEY LTD 49 BURNBRAE ROAD LINWOOD RENFREWSHIRE PA3 3BD
Site	MIDDLETON QUARRY LANDFILL SITE LOCHLIBO ROAD LUGTON BEITH AYRSHIRE
Licence No	WML/W/22028
O.S. Grid Ref	NS 400 528

authorising the keeping and treating of controlled waste of the types and quantities specified in the attached conditions, in or on the site above specified.

This Licence is granted subject to the conditions contained in the Schedule of Conditions attached and signed as relative hereto and effective from the date hereof.

Signed .....

Director of Operations
(or a person authorised to sign on his behalf)

Date 19 August 2003

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Permit PPC/A/1016807 - Paisley

SCOTTISH ENVIRONMENT PROTECTION AGENCY

Pollution Prevention and Control Act 1999

Pollution Prevention and Control (Scotland) Regulations 2000

("the Regulations")

PERMIT TO OPERATE A 'PART A' INSTALLATION

Permit Number: PPC/A/1016807

Operator: Enva Scotland Ltd
49 Burnbrae Road
Linwood
Paisley
PA3 3BD

The Scottish Environment Protection Agency ("SEPA"), in accordance with Regulation 7 of the Regulations, hereby grants a permit to Enva Scotland Ltd, company registration number SCO57052, having its registered office at 49 Burnbrae Road, Linwood Industrial Estate, Linwood, Renfrewshire, PA3 3BD ("the Operator") to operate an installation, more particularly described in Schedule 1 of this Permit, on a site at 60 Murray Street, Paisley, Renfrewshire, PA3 1QH, more particularly described in said Schedule 1, subject to the requirements of the Regulations and to the conditions contained in the Schedules to this Permit.

Signed ..... Date: 26 October 2007
Authorised to sign on behalf of the
Scottish Environment Protection Agency

Right of Appeal

Under Regulation 22 of the Regulations, you are entitled to appeal to the Scottish Ministers against any condition or conditions of this Permit within 6 months of the date of this Permit, except where SEPA has granted this Permit in implementation of a direction to SEPA of the Scottish Ministers. The bringing of an appeal will not have the effect of suspending the operation of the said condition or conditions. The procedures for the making of an appeal are set out in Schedule 8 of the Regulations.

Notice of Transfer PPC/A/1016807

V1.1

Notice Reference: TN-01-30/07/2026

Date of this notice: 30 July 2026

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Notice of Transfer

The Scottish Environment Protection Agency ("SEPA") has authorised the carrying on of the regulated activity or activities set out in the authorisation specified in Table 1 (the "Authorisation"), at the authorised place and subject to the conditions specified in the Authorisation. For the avoidance of doubt, the Authorisation includes any variations made to the Authorisation.

In exercise of its powers under Regulation 27 of the Environmental Authorisations (Scotland) Regulations 2018 (the "Regulations") SEPA grants the transfer of the Authorisation from the transferor specified in Table 2 to the transferee specified in Table 3 to the extent, and on the effective date of transfer, outlined in Table 1.

Terms used in this Notice, unless otherwise specified (including in the Authorisation), have the same meaning as in the Regulations.

Table 1: Details of the transfer

Field	Details
Authorisation type	Permit
Authorisation reference	**PPC/A/1016807**
Extent of transfer	Full transfer

Field	Details
Effective date of transfer	30 July 2026
Date of this Notice	30 July 2026

Table 2: Transfer from ("transferor") details

Field	Details
Authorised person	Enva Scotland Limited Company number: SC057052 49 Burnbrae Road Linwood Paisley Renfrewshire PA3 3BD

Table 3: Transfer to ("transferee") details

Field	Details
Authorised person	Enva Specialist GB Limited Company number: SC883652 60 Murray Street Paisley Renfrewshire PA3 1QG

Notice of Transfer PPC/A/1017028

V1.1

Notice Reference: TN-01-30/07/2026

Date of this notice: 30 July 2026

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Notice of Transfer

The Scottish Environment Protection Agency ("SEPA") has authorised the carrying on of the regulated activity or activities set out in the authorisation specified in Table 1 (the "Authorisation"), at the authorised place and subject to the conditions specified in the Authorisation. For the avoidance of doubt, the Authorisation includes any variations made to the Authorisation.

In exercise of its powers under Regulation 27 of the Environmental Authorisations (Scotland) Regulations 2018 (the "Regulations") SEPA grants the transfer of the Authorisation from the transferor specified in Table 2 to the transferee specified in Table 3 to the extent, and on the effective date of transfer, outlined in Table 1.

Terms used in this Notice, unless otherwise specified (including in the Authorisation), have the same meaning as in the Regulations.

Table 1: Details of the transfer

Field	Details
Authorisation type	Permit
Authorisation reference	**PPC/A/1017028**
Extent of transfer	Full transfer

Enva Specialist GB (Scotland) | Compliance Pack
60 Murray Street, Paisley, PA3 1QG

Registered in Scotland | Company No. SC057052

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Field	Details
Effective date of transfer	30 July 2026
Date of this Notice	30 July 2026

Table 2: Transfer from ("transferor") details

Field	Details
Authorised person	Enva Scotland Limited Company number: SC057052 49 Burnbrae Road Linwood Paisley Renfrewshire PA3 3BD

Table 3: Transfer to ("transferee") details

Field	Details
Authorised person	Enva Specialist GB Limited Company number: SC883652 60 Murray Street Paisley Renfrewshire PA3 1QG

Notice of Transfer WML/W/22028

V1.1

Scottish Environment Protection Agency
Buidheann Dìon Àrainneachd na h-Alba

Notice Reference: TN-01-30/07/2026
Date of this notice: 30 July 2026

If you would like this document in an accessible format, such as large print, audio recording or braille, please contact SEPA by emailing equalities@sepa.org.uk

Notice of Transfer

The Scottish Environment Protection Agency ("SEPA") has authorised the carrying on of the regulated activity or activities set out in the authorisation specified in Table 1 (the "Authorisation"), at the authorised place and subject to the conditions specified in the Authorisation. For the avoidance of doubt, the Authorisation includes any variations made to the Authorisation.

In exercise of its powers under Regulation 27 of the Environmental Authorisations (Scotland) Regulations 2018 (the "Regulations") SEPA grants the transfer of the Authorisation from the transferor specified in Table 2 to the transferee specified in Table 3 to the extent, and on the effective date of transfer, outlined in Table 1.

Terms used in this Notice, unless otherwise specified (including in the Authorisation), have the same meaning as in the Regulations.

Table 1: Details of the transfer

Field	Details
Authorisation type	Permit
Authorisation reference	WML/W/22028
Extent of transfer	Full transfer
Effective date of transfer	30/07/2026
Date of this Notice	30/07/2026

sepa OFFICIAL Page **1** of **2**

Enva Specialist GB (Scotland) | Compliance Pack
60 Murray Street, Paisley, PA3 1QG

Registered in Scotland | Company No. SC057052

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Table 2: Transfer from ("transferor") details

Field	Details
Authorised person	Enva Scotland Limited Company number: SC057052 49 Burnbrae Road Linwood Paisley PA3 3BD

Table 3: Transfer to ("transferee") details

Field	Details
Authorised person	Enva Specialist GB Limited Company number: SC883652 60 Murray Street Paisley PA3 1QG

Enforcement

Please note that Regulation 69 of the Regulations outlines certain criminal offences, including under Regulation 69(1) (e), that it is an offence to fail to comply with or contravene a condition of the Authorisation. SEPA may take enforcement action for any non-compliance in line with its Enforcement Policy and Guidance (copies of which are available on SEPA's website). This includes potential prosecution which is punishable on conviction by a fine or imprisonment, or both.

Please note that, directors, managers, partners and other individuals involved in a body corporate, partnership or other unincorporated association (or an individual purporting to act in any such capacity) may be held personally liable for offences under the Regulations.

BSI ISO 9001:2015 FS 94628

Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that:

Enva SpecialistGBLtd
60 MurrayStreet
Paisley
PA3 1QG
United Kingdom

Holds Certificate Number: FS 94628

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

Hazardous and non-hazardous waste collection, treatment and disposal. Oil recovery services. The manufacture of industrial chemical products to own and customer specifications. Third-party storage and re-packaging of non-waste materials.

For and on behalf of BSI:

Matt Page, Senior Vice President, EMEA Assurance

Original Registration Date:2005-03-09
Latest Revision Date:2026-10-13

Effective Date:2026-11-02
Expiry Date:2029-09-30

Page: 1 of 2

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Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at Seventh and Eighth Floors, The Acre, 90 Long Acre, London, WC2E 9RA, UK.
A Member of the BSI Group of Companies.

Certificate No: FS 94628
Location

Location	Registered Activities
Enva Specialist GB Ltd 60 Murray Street Paisley PA3 1QG United Kingdom	Hazardous and non-hazardous waste collection, treatment and disposal. Oil recovery services. The manufacture of industrial chemical products to own and customer specifications. Third-party storage and re-packaging of non-waste materials.
Enva Specialist GB Ltd Dunniflats Depot Lugton Kilmarnock KA3 4EA United Kingdom	Hazardous and non-hazardous waste collection, treatment and disposal. Oil recovery services. Third-party storage and re-packaging of non-waste materials.
Enva Specialist GB Ltd Middleton Depot Lochlibo Road Lugton, Burnhouse Beith KA15 1LL United Kingdom	Non-hazardous waste collection, treatment and disposal

Original Registration Date:2005-03-09
Latest Revision Date:2026-10-13

Effective Date:2026-11-02
Expiry Date:2029-09-30

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BSI ISO 45001:2018 OHS530397

Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that:

Enva SpecialistGBLtd
60 MurrayStreet
Paisley
PA3 1QG
United Kingdom

Holds Certificate Number: OHS 530397

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

Hazardous and non-hazardous waste collection, treatment and disposal. Oil recovery services. The manufacture of industrial chemical products to own and customer specifications. Third-party storage and re-packaging of non-waste materials.

[Previously certified to BS OHSAS 18001:2007 since 2009-01-28]

For and on behalf of BSI:

Matt Page, Senior Vice President, EMEA Assurance

Original Registration Date:2019-10-24
Latest Revision Date:2026-10-13

Effective Date:2026-11-02
Expiry Date:2029-11-01

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Certificate No: OHS 530397

Location	Registered Activities
Enva Specialist GB Ltd 60 Murray Street Paisley PA3 1QG United Kingdom	Hazardous and non-hazardous waste collection, treatment and disposal. Oil recovery services. The manufacture of industrial chemical products to own and customer specifications. Third-party storage and re-packaging of non-waste materials.
Enva Specialist GB Ltd Dunniflats Depot Lugton Kilmarnock KA3 4EA United Kingdom	Hazardous and non-hazardous waste collection, treatment and disposal. Oil recovery services. Third-party storage and re-packaging of non-waste materials.
Enva Specialist GB Ltd Middleton Depot Lochlibo Road Lugton, Burnhouse Beith KA15 1LL United Kingdom	Non-hazardous waste collection, treatment and disposal

Original Registration Date:2019-10-24
Latest Revision Date:2026-10-13

Effective Date:2026-11-02
Expiry Date:2029-11-01

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BSI ISO 14001:2015 EMS94629

Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that:

Enva SpecialistGBLtd
60 MurrayStreet
Paisley
PA3 1QG
United Kingdom

Holds Certificate Number: EMS 94629

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

Hazardous and non-hazardous waste collection, treatment and disposal. Oil recovery services. The manufacture of industrial chemical products to own and customer specifications. Third-party storage and re-packaging of non-waste materials.

For and on behalf of BSI:

Matt Page, Senior Vice President, EMEA Assurance

Original Registration Date:2005-03-09
Latest Revision Date:2026-10-13

Effective Date:2026-11-02
Expiry Date:2029-04-14

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Enva Specialist GB Ltd 60 Murray Street Paisley PA3 1QG United Kingdom	Hazardous and non-hazardous waste collection, treatment and disposal. Oil recovery services. The manufacture of industrial chemical products to own and customer specifications. Third-party storage and re-packaging of non-waste materials.
Enva Specialist GB Ltd Dunniflats Depot Lugton Kilmarnock KA3 4EA United Kingdom	Hazardous and non-hazardous waste collection, treatment and disposal. Oil recovery services. Third-party storage and re-packaging of non-waste materials.
Enva Specialist GB Ltd Middleton Depot Lochlibo Road Lugton, Burnhouse Beith KA15 1LL United Kingdom	Non-hazardous waste collection, treatment and disposal.

Original Registration Date:2005-03-09
Latest Revision Date:2026-10-13

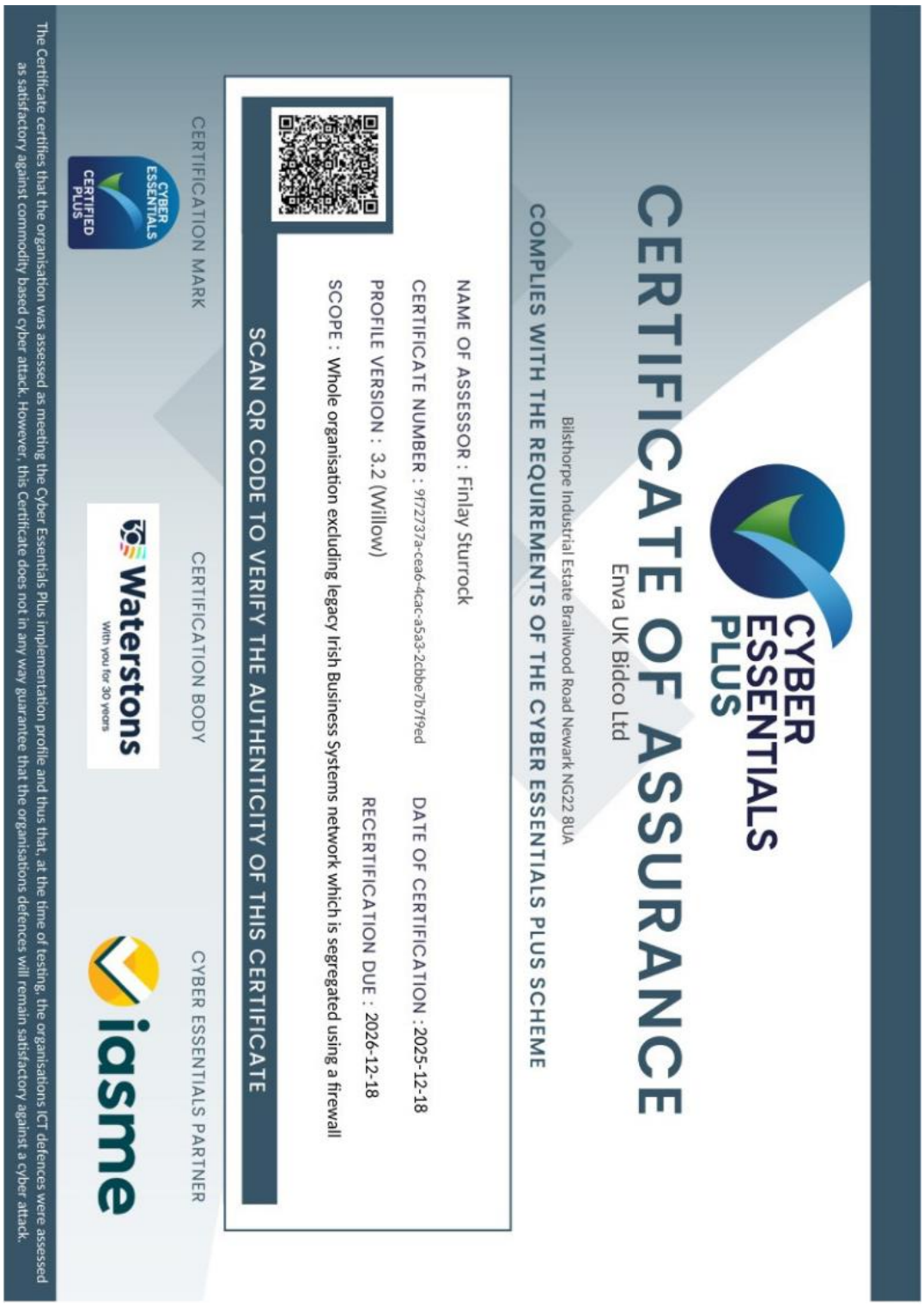
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Cyber Essentials Certificate



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NSF Certificate of Conformity



NSF Certificate of Conformity

Membership Number
PR460

Enva Organics Recycling Ltd
Newhousemill Road
Blantyre
G74 2LE

Certificate Valid From:
7th February 2026

Issue Date:
18th December 2025

Expiry Date:
6th February 2027

Certificate Issue Number: 1

Has satisfied the requirements of the:

PAS 100 PRODUCT SCOTLAND

Compost Certification Scheme

Publicly Available Specification for Composted Materials
(PAS 100:2018)

Compost Resource Framework: 2025, CQP: 2012

For the following process:

Process Type:
Open air, turned windrows

Compost Grades:
Soil Conditioner 0-20mm, Certification Code: EOR-NHR-0020
Soil Conditioner 0-10mm, Certification Code: EOR-NHR-0010
Soil Conditioner 10-20mm, Certification Code: EOR-NHR-1020

Signed on behalf of
NSF Certification UK Ltd

Sarah Krol
Vice President, Food Supply Chain

NSF Certification UK Ltd.
Hanborough Business Park, Long Hanborough OX29 8SJ, UK

This certificate remains the property of NSF Certification UK Ltd. and must be returned immediately on request.

To check its validity write to NSF Certification UK Ltd, Hanborough Business Park, Long Hanborough, Oxon, OX29 8SJ UK. E: certificationuk@nsf.org

SHEQ Policy

Safety, Health, Environment & Quality Policy Statement

Enva Specialist GB Ltd

Enva Specialist GB Ltd is committed to conducting its activities in a manner that protects the health, safety and wellbeing of our employees, contractors, customers, visitors and the communities in which we operate. We are equally committed to protecting the environment, delivering high-quality services to our customers, meeting our compliance obligations and continually improving our business and management systems.

Our Integrated Management System supports the provision of waste management, collection, transport, treatment and transfer activities, together with associated support functions, and is certificated to ISO 9001 Quality Management Systems, ISO 14001 Environmental Management Systems and ISO 45001 Occupational Health and Safety Management Systems.

Our approach is guided by the Enva Values of Safety First, Teamwork, Ownership, Excellence and Integrity. These values underpin the decisions we make, the way we work together and our commitment to customers, colleagues and other interested parties.

To achieve our objectives, we are committed to:

- Providing safe and healthy working conditions to prevent work-related injury and ill health.
- Eliminating hazards and reducing occupational health and safety risks through effective risk management and operational controls.
- Protecting the environment, preventing pollution and supporting the sustainable use of resources.
- Understanding customer needs and delivering services that meet or exceed their expectations.
- Compliance with all applicable legal, regulatory and other requirements relevant to our activities.
- Consulting with, engaging and encouraging the participation of employees and their representatives in matters affecting health, safety, environmental performance and quality.
- Developing the competence, awareness and capability of our employees and contractors through training, communication and ongoing development.
- Maintaining effective processes to identify and manage risks and opportunities that may affect the business, our customers, our people and the environment.
- Providing the resources, infrastructure, technology and support necessary to achieve our objectives and maintain an effective Integrated Management System.
- Monitoring, measuring, auditing and reviewing our activities and performance to ensure continual improvement.
- Working collaboratively with customers, contractors, suppliers, regulators and other interested parties to promote safe, compliant and sustainable operations.
- Maintaining secure and resilient operations that protect our employees, assets, information and reputation.

Management at all levels are responsible for implementing this policy and for demonstrating visible leadership in Safety, Health, Environment and Quality. Every employee and contractor has a responsibility to work in accordance with company procedures, take ownership of their actions and contribute to the continual improvement of our business.

This policy forms the framework for establishing and reviewing objectives and will be reviewed periodically to ensure that it remains relevant to the organisation, its strategic direction and the needs of interested parties.

SafetyFirst | Teamwork | Ownership | Excellence | Integrity

Michael Sneath
Managing Director

James Marsden
Managing Director

8 September 2026

environment matters

Enva Anti Bribery Corruption Policy



Policy Statement

Anti-Corruption and Bribery Policy

Introduction

It is our policy to conduct all our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery and corruption.

We will uphold all laws relevant to countering bribery and corruption. We remain bound by UK laws, including the Bribery Act 2010 and the Republic of Ireland Anti-Corruption and Bribery Act of 2018, in respect of our conduct both at home and abroad.

Purpose

The purpose of this policy is to:

- set out our responsibilities, and of those working for and on our behalf, in observing and upholding our position on bribery and corruption; and
- provide information and guidance to those working for and on our behalf on how to recognise and deal with bribery and corruption issues.

It is a criminal offence to offer, promise, give, request, or accept a bribe. Individuals found guilty can be punished by up to ten years' imprisonment and/or a fine. As an employer if we fail to prevent bribery, we can face an unlimited fine, exclusion from tendering for public contracts, and damage to our reputation. We therefore take our legal responsibilities very seriously.

In this policy, "third party" means any individual or organisation you encounter during your work for us, and includes actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisers, and government and public bodies, including their advisors, representatives and officials, politicians and political parties.



compliance matters

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Policy Statement

Policy

WhoMust Comply With this Policy?

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners, sponsors, or any other person associated with us, wherever located.

Who Is Responsible for the Policy?

The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The compliance department has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering bribery and corruption.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it.

Employees of Enva must read, understand and comply with this policy. Employees follow procedures (including HR, procurement, and financial procedures) to minimise the risk of actual or perceived bribery or corruption by employees or third parties.

What Are Bribery and Corruption?

"Bribery" is offering, promising, giving or accepting any financial or other advantage, to induce the recipient or any other person to act improperly in the performance of their functions, or to reward them for acting improperly, or where the recipient would act improperly by accepting the advantage.

An "advantage" includes money, gifts, loans, fees, hospitality, services, discounts, the award of a contract or anything else of value.

A person acts "improperly" where they act illegally, unethically, or contrary to an expectation of good faith or impartiality, or where they abuse a position of trust. The improper acts may be in relation to any business or professional activities, public functions, acts in the course of employment, or other activities by or on behalf of any organisation of any kind.

Policy Statement

"Corruption" is the abuse of entrusted power or position for private gain.

What You Must Not Do

It is not acceptable for you (or someone on your behalf) to:

- give, promise to give, or offer, a payment, gift or hospitality with the expectation or hope that a business advantage will be received, or to reward a business advantage already given;
- give or accept a gift or hospitality during any commercial negotiations or tender process, if this could be perceived as intended or likely to influence the outcome;
- accept a payment, gift or hospitality from a third party that you know or suspect is offered with the expectation that it will provide a business advantage for them or anyone else in return;
- accept hospitality from a third party that is unduly lavish or extravagant under the circumstances.
  offer or accept a gift to or from government officials or representatives, or politicians or political parties;
- threaten or retaliate against another individual who has refused to commit a bribery offence or /who has raised concerns under this policy; or
- engage in any other activity that might lead to a breach of this policy.

Facilitation Payments and Kickbacks

We do not make, and will not accept, facilitation payments or "kickbacks" of any kind.

"Facilitation payments", also known as "back-handers" or "grease payments", are typically small, unofficial payments made to secure or expedite a routine or necessary action (for example by a government official). They are not common in the UK, but are common in some other jurisdictions in which may we operate.

"Kickbacks" are typically payments made in return for a business favour or advantage.

You must avoid any activity that might lead to a facilitation payment or kickback being made or accepted by us or on our behalf, or that might suggest that such a payment will be made or accepted. If you are asked to make a payment on our behalf, you should always be mindful of what the payment is for and whether the amount requested is proportionate to the goods or services provided. You should always ask for a receipt which details the reason for the payment. If you have any suspicions, concerns or queries regarding a payment, you should raise these with the compliance department.

Gifts, Hospitality and Expenses

This policy does not prohibit normal and appropriate gifts, entertainment and hospitality, both received and given, from and to third parties. Routine and inexpensive activities such as business breakfasts/lunches and

Policy Statement

small items of promotional material such as Enva branded marketing items remain appropriate to what we do. However, any other type of gifts, hospitality or entertainment is subject to the following rules:

- they are appropriate to the circumstances and there is no risk that they could be perceived as improperly influencing the recipient;
- they are for the purpose of establishing or maintaining good and ethical business relationships;
- they improve the image or reputation of Enva and is arranged in good faith
- any gifts hospitality or entertainment is not offered promised or accepted to secure an advantage for the company or any of it's employees, or to influence the impartiality of the recipient;

Enva has procedures for accepting or providing gifts, hospitality or entertainment. In general, this should be with the full and open knowledge of your manager and, where possible, in advance. As a rule, the acceptable level of acceptance of Christmas gifts and the like should equate to a maximum of £50/€50, if it is any higher than this it should be politely refused. For employee gifting the expenses system should be used to record any such spending or arrangements.

If you answer yes to any of the following questions about any exchanges, you must discuss the issue with your manager:

1. Is it intended to influence a third party, gain or retain advantage;
2. Is the gift/hospitality in your individual name rather than Enva's name;
3. Is any part of it cash or cash equivalent;
4. Is any part of the transaction secretive;
5. Is it in breach of any local law;

Report to your manager or any other manager any suspected or actual bribery, or any concerns that other employees or associated persons may be linked with bribery. Enva will investigate any allegations or suspected bribery, this includes use of the disciplinary processes and referral of information/investigations to relevant enforcing authorities.

Donations, sponsorship and political contributions

Sponsorship and charitable donations by any business must be expressly approved in advance by the Divisional Managing Director, COO or CEO of the business. Detailed records must be kept of any sponsorship or charitable donations made.

Any political contribution by a Group business must be expressly approved in advance by the relevant Divisional Managing Director, COO or CEO. Detailed records must be kept of any political contribution made.

Policy Statement

Requests for sponsorship made by Group employees, to customers, suppliers or other third parties may be viewed as inappropriate in some circumstances and so need to be made with caution and with the approval of the Divisional Managing Director, COO or CEO.

Conflicts of Interest

This is a situation in which personal interest of an employee or representative conflicts with the interests of the business. It can be financial, professional, family or other interests. The Conflict of Interest Policy and associated documentation is available on the employee portal, it is within the Policies & Guidelines section under Group HR.

Please report any such conflicts, or perceived possible conflicts, to your manager so they can support you in managing the situation and process.

Doing business in high-risk countries

Some countries suffer from widespread bribery and corruption, both within the public and private sectors. We need to be particularly careful where we do business in high-risk countries or deal with parties, such as suppliers or customers, who are based in one of these countries.

Among the steps that we may need to take before doing business with a party in a high- risk jurisdiction are:

- Carry out a background check to see if they have previously been involved in bribery, corruption or other illegal or improper practices.
- Check what policies and procedures they have in place to prevent bribery and corruption within their own organisation.
- Include suitable clauses in any contract that is put in place.
- Look out for danger signs such as payments that have no clear purpose, connections with government or inappropriate hospitality.
- Companies within the Group that regularly do business with parties in high-risk countries must maintain more detailed policies and procedures on those transactions.

Intermediaries, Suppliers, Agents and Service Providers

Employees of Enva exercise due diligence to prevent bribes being offered or given by intermediaries, suppliers, agents or service providers. Third parties are expected to abide to similar zero tolerance approach to bribery and corruption. Agreements entered into should provide for their termination in the event of actual or perceived corruption or bribery by the third party with any concerns immediately being raised with your manager or any other manager.

compliance matters

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Policy Statement

Record-keeping

We must keep financial records and have appropriate internal controls in place which will evidence the business reason for making payments to third parties.

You must declare and keep a written record of all hospitality or gifts given or received, which will be subject to managerial review.

You must submit all expenses claims relating to hospitality, gifts or payments to third parties in accordance with our expenses policy and record the reason for expenditure.

All accounts, invoices, and other records relating to dealings with third parties including suppliers and customers should be prepared with strict accuracy and completeness. Accounts must not be kept "off-book" to facilitate or conceal improper payments.

Your Responsibilities

You must ensure that you read, understand, and comply with this policy.

The prevention, detection and reporting of bribery and other forms of corruption are the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future. For example, if a client or potential client offers you something to gain a business advantage with us or indicates to you that a gift or payment is required to secure their business.

How to Raise a Concern

You are encouraged to raise concerns about any issue or suspicion of bribery or corruption at the earliest possible stage.

If you are offered a bribe, or are asked to make one, or if you believe or suspect that any bribery, corruption or other breach of this policy has occurred or may occur, you must notify your manager or report it in accordance with our Whistleblowing Policy as soon as possible.

Policy Statement

Ifyou are unsure about whether a particular act constitutes bribery or corruption, raise it with your manager.

Protection

Individuals who refuse to accept or offer a bribe, or who raise concerns or report another's wrongdoing, are sometimes worried about possible repercussions. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

We are committed to ensuring no one suffers any detrimental treatment as a result of refusing to take part in bribery or corruption, or because of reporting in good faith their suspicion that an actual or potential bribery or other corruption offence has taken place or may take place in the future. Detrimental treatment includes dismissal, disciplinary action, threats, or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the compliance department immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure.

Training and Communication

Training on this policy forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

Our zero-tolerance approach to bribery and corruption must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and as appropriate thereafter.

Breaches of this Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Potential Risk Scenarios: "Red Flags"

The following is a list of possible red flags that may arise during you working for us and which may raise concerns under various anti-bribery and anti-corruption laws. The list is not intended to be exhaustive and is for illustrative purposes only.

Policy Statement

If you encounter any of these red flags while working for us, you must report them promptly to your manager or using the procedure set out in the whistleblowing policy:

- you become aware that a third party engages in, or has been accused of engaging in, improper business practices;
- you learn that a third party has a reputation for paying bribes, or requiring that bribes are paid to them, or has a reputation for having a "special relationship" with foreign government officials;
- a third party insists on receiving a commission or fee payment before committing to sign up to a contract with us, or carrying out a government function or process for us;
- a third party requests payment in cash and/or refuses to sign a formal commission or fee agreement, or to provide an invoice or receipt for a payment made;
- a third party requests that payment is made to a country or geographic location different from where the third party resides or conducts business;
- a third party requests an unexpected additional fee or commission to "facilitate" a service;
- a third party demands lavish entertainment or gifts before commencing or continuing contractual negotiations or provision of services;
- a third party requests that a payment is made to "overlook" potential legal violations;
- a third party requests that you provide employment or some other advantage to a friend or relative;
- you receive an invoice from a third party that appears to be non-standard or customised;
- a third party insists on the use of side letters or refuses to put terms agreed in writing;
- you notice that we have been invoiced for a commission or fee payment that appears large given the service stated to have been provided;
- a third party requests or requires the use of an agent, intermediary, consultant, distributor or supplier that is not typically used by or known to us; or
- you are offered an unusually generous gift or offered lavish hospitality by a third party.

Signed, for and on behalf of Enva:

Roger McDermott
Chief Executive Officer

compliance matters

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60 Murray Street, Paisley, PA3 1QG

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Enva Modern Slavery Statement



Policy Statement

Modern Slavery

Introduction

This statement is issued by Enva in compliance with section 54 of the UK Modern Slavery Act 2015. Enva is established under the laws of England and Wales. Enva is a full-service and leading provider of recycling and resource recovery solutions. With sustainability at the forefront of its proposition, Enva recovers a broad range of hazardous and non-hazardous waste materials for re-use in manufacturing and for energy conversion, as well as providing a complete portfolio of water and waste-water services.

Enva is opposed to slavery and human trafficking in any part of our business or our supply chain. We are therefore committed to ensuring that we have adequate procedures in place to identify and prevent these practices.

As of February 28th, 2025, Enva had a headcount of 2,000 employees across UK and Ireland. The range of employees cover from initial waste collection to professional roles. The risk of modern slavery would predominantly arise in our initial waste collection roles most specifically roles we utilise on a temporary or agency basis i.e. not on our payroll.

Purpose

This statement covers the following businesses within the Enva Group:

- Enva Topco Ltd
- Enva England Specialist Waste Ltd
- Enva Battery Recycling Ltd
- Enva Organics Ltd
- Enva Wood Recycling Ltd
- Enva England Ltd
- Enva Northern Ireland Ltd
- Enva Ireland Ltd
- Enva Plastics Ltd
- Enva Scotland Ltd

Seasonal work is not a feature of the industry in which we operate. More detailed information on our business is available at enva.com.

compliance matters

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SAFETY FIRST

Policy Statement

Policy

OurSupply Chains

Enva did not support nor knowingly deal with any business involved in modern slavery or human trafficking and did not work with any party suspected to be connected to any such activity.

In the past year we have not been made aware of any incidents of modern slavery or human trafficking in our supply chain. In the event that this would occur, Enva would immediately seek to influence the supplier to address any adverse impact.

Procedures on Slavery and Human Trafficking

As part of our compliance referred to above, we have taken the following steps:

- Assessed potential risk areas in our supply chains via a supplier approval process.
- Mitigated the risk of slavery and human trafficking occurring in our supply chains, including conducting reviews, where necessary, of the controls our suppliers have in place and carrying out other suitable checks.
- Monitored potential risk areas in our supply chains when required.
- In additional we have internal whistleblowing procedures to ensure there are clear and independent reporting lines available to report any concerns.

Employees

Our recruitment processes are thorough and transparent, we have robust procedures in place to vet new employees, including background checks. Identity is checked for every employee; more extensive background checks are conducted as required by HireRight – a specialised screening organisation. These processes are capable of capturing the existence of any forced labour or human trafficking.

We also have a Pay Policy to ensure compliance with human rights and local employment laws, all staff are remunerated fairly, as such we are satisfied that employees are not exploited.

Training

To ensure a suitable level of understanding of the risks of modern slavery, and human trafficking, in our business, and our supply chains, relevant directors and employees participated in appropriate training workshops. An online Learning Management System has been introduced, where training will be conducted

Policy Statement

annually for all with IT access, the modules will also be delivered via classroom for those that do not.

Assurance and Key Performance Indicators

We will review this statement on an annual basis, reviewing annual key performance indicators, ie training & no. of issues reported, to measure compliance.

Responsibility for ensuring that our procedures are adequate and are adhered to in all of our activity's rests with the Managing Directors of each business within Enva.

Approval

This modern slavery statement has been approved by the Enva board of directors and signed by the Chief Executive Office on behalf of the board in June 2025.

Signed, for and on behalf of Enva:

Roger McDermott
Chief Executive Officer