

Our Commitment to a Sustainable Future

TRADEBE UK



TRADEBE

A low-angle photograph of two large industrial storage tanks. The sun is positioned between the tanks, creating a bright, multi-colored lens flare that radiates across the image. The sky is a clear, pale blue. The tanks are dark and metallic, with visible structural details like ladders and railings. The overall composition is dramatic and industrial.

“Tradebe UK will continue to deliver and lead the way in our commitment to being a responsible and sustainable business, incorporating CSR initiatives into our everyday decisions.”

Rob Molenaar
CEO, Tradebe UK

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"It is essential that our Sustainability Report evolves with the changing requirements of our stakeholders. We must continually review materiality, canvassing the opinions of all our stakeholders', both external and internal, on the relevance of our sustainability measures to them. Future inclusion becomes a matter of discussion and joint decision."

Chris Barnes

Marketing and Logistics Director

CEO Statement



Rob Molenaar
CEO, Tradebe UK

As our mission statement details, Tradebe's purpose is to deliver high quality environmental solutions that contribute to sustainable development and provide value to our stakeholders in a responsible way. It is a great privilege to work in an industry that is directly positioned to have a significant positive influence on the future of the planet. Our second Corporate Sustainability Report covers the details of the activities and initiatives that demonstrate that sustainability is at the heart of everything we do.

Throughout 2016, the UK management team and I have communicated and implemented our corporate strategy for the UK business. We have focussed on delivering a number of key elements;

- Generating increased organic growth
- Achieving new heights of operational excellence
- Driving innovation
- Introducing a flatter, more cost efficient and responsive management structure

These initiatives have the overall objective of positively positioning our company for both the current and future business challenges.

In addition, Health and Safety is and will always be our top priority. As a company, we are committed to conducting our business in a safe and responsible manner, and protecting people in and around our places of work. We actively promote our safety culture through campaigns such as PROUD: Pause, Reflect, Outline, Understand and Do. Developed in 2015 and implemented throughout 2016, our PROUD campaign supports the 'Stay Safe, Stay PROUD' safety ethos we have embedded into every aspect of our company. In 2016, 96% of our workforce signed a PROUD pledge of agreement to actively participate in this safety philosophy.

We fully understand, however, that growth and financial sustainability need to be balanced with social and environmental factors to ensure the viable longevity of our business. This is why we extend and firmly root sustainability

across every area and every department of our business.

In late 2015, and early 2016, we worked with our customers and suppliers to improve the specification of our SLF product, reducing the peak, and average, chlorine levels. This removed over 100,000 kg of organic chlorine from the product sold. Our business is an energy intensive one; however our SLF product helped us to recover approaching three times the energy we used. This is an excellent example of how Tradebe UK is contributing to the circular economy, and how we are focussing on creating greater value for all our stakeholders through the effective promotion of sustainability. We are establishing long-term CSR strategies based on our stakeholders interests and requirements that create direction and define our future targets to ensure we continually raise the bar.

I am also delighted that in early 2017 Tradebe obtained the world's first green syndicate term loan. Tradebe has been certified as a "GREEN" instrument by Sustainalytics, an independent global provider of environmental, social and governance (ESG) research and ratings. Sustainalytics' review confirmed, under a strict sustainable criteria, that a substantial portion of Tradebe's sources of income (i.e. recycling and energy recovery activities) have a positive environmental impact. This multicurrency financing will be Tradebe's main source of corporate funding and it provides us with the ability to comfortably fund general corporate needs together with our future mid-term growth plan, combining organic growth with selective acquisitions.

I am proud of the progress we have made in aligning our corporate strategy with our commitment to being a responsible and sustainable business. I firmly believe that when we combine our business goals with our desire to positively impact the world, we can achieve great things for both our company and our environment.

Thank you for your interest in our company.

Rob Molenaar - CEO, Tradebe UK

Our **MISSION**

Our purpose

At Tradebe, we work internationally to offer high quality, innovative environmental services that contribute to sustainable development and provide value to our customers, employees and stakeholders.

Our **VALUES**

The means to pursue our mission

CUSTOMER ORIENTATED

We solve our customers' needs by offering quality, and innovative services.

RESULTS ORIENTATED

We quickly make decisions aimed at achieving results.

COMMITMENT TO PEOPLE

We contribute to the personal and professional development of our employees.

ENVIRONMENTALLY FRIENDLY

We conduct our activities by applying sustainability criteria.



Mission and Values



Introduction

Welcome to this, our second annual Corporate Sustainability Report, covering the calendar operating year 2016. This report builds upon the foundations that were laid down twelve months ago, of openness, disclosure and transparency in our reporting and provides detail of the sustainability approach, measures and progress of Tradebe in the UK. We focus on the four core pillars of our sustainability program: health and safety, environment, people and communities.

At Tradebe, sustainability is intrinsic to every part of our business: it is cemented in our company mission statement, and promoted through our core values of being customer oriented, results oriented, committed to people and environmentally friendly. It is led by our UK Executive Committee and realised in all of our UK operations through our Integrated Management Systems. Our operations are certified to OHAS18001:2007, ISO14001:2015 and ISO9001:2015.

Last year we determined that our Sustainability Report should complement, not replace, our longer-standing Global Annual Report, and that we would keep traditional measures of performance, such as revenue and productivity out of this report. This principle still holds as we continue to believe that a separate Sustainability Report is important to demonstrate our values and progress in this area. However, it is notable that integration is increasingly occurring in the opposite direction, with more detail of our sustainability agenda being included in the Annual Report.

This integration, of course, is indicative of our business overall. Our approach to sustainable issues and our actions in this arena are of ever

greater importance to our customers, and so increasingly central in our business dialogue. And it is this that gives us the challenge, and therefore sets the agenda, for our sustainability reporting for the next few years. To maintain the relevance of this report, it is essential that it evolves with the changing requirements of our stakeholders. To this end, in 2017 we are focussing on materiality. Future inclusion and focus becomes a matter of discussion and joint decision: we are canvassing the opinions of our stakeholders', both external and internal, on the relevance of our sustainability measures to them. From this analysis we will be able to determine our future sustainability direction and goals, and ultimately this will shape our future reports.

We are in the early stages of this journey, however the difference made in the last twelve months since our previous report is tangible. The hard work carried out to put in place the necessary reporting tools across our operating divisions and processing facilities has paid dividends. We believe this report is more mature than the last, reflecting a greater understanding of, and involvement in the sustainability management system, at all operational levels in the company.

Tradebe remains committed to our sustainability vision. Through our insight, scale and expertise as an environmental management company, we can influence and minimise any negative impact from our activities on our environment, and help to build a brighter, more sustainable future for all.

We hope you find this report informative.

We welcome your feedback and suggestions. Please email: uk.marketing@tradebe.com



Chris Barnes

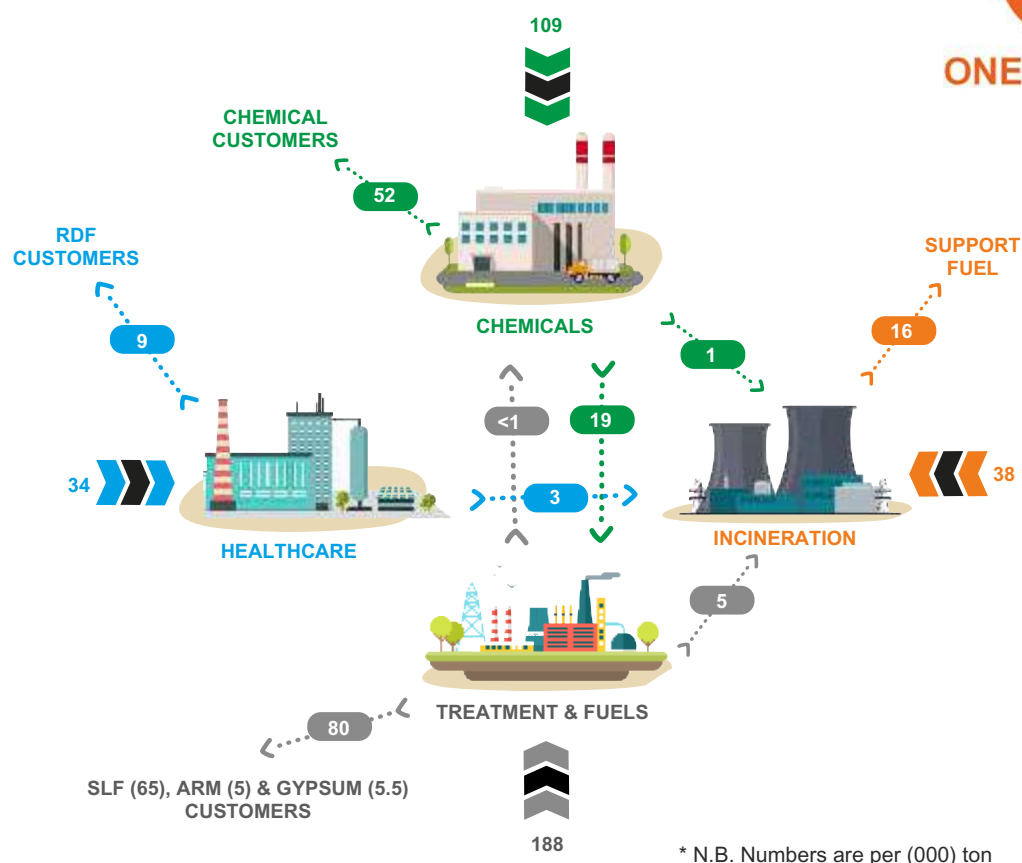
Marketing and
Logistics Director



Andrew Crowther

SHEQ Director

Material Interconnectivity



Key:

- >.....> **CHEMICAL**
- >.....> **HEALTHCARE**
- >.....> **INCINERATION**
- >.....> **TREATMENT & FUELS**

Definitions:

SLF: Secondary Liquid Fuel
 ARM: Alternative Raw Material
 RDF: Refuse Derived Fuel



"We aspire to apply sustainability principles to all parts of our business. From the way we recruit, develop and nurture a ONETRADEBE culture with our employees, to the principles that guide how we do business with our customers and suppliers, through to the way we run our manufacturing. It is not just for one part of our business, but all."

Robin Randell

CFO, TRADEBE UK

About Tradebe Global

Established in 1983, Tradebe has grown to become an international waste management leader in Europe and the United States. With more than 2,150 employees at 77 permanent facilities across Europe (Spain, France and the UK) and the United States and the Middle East (Oman), we are one of the largest global companies in the environmental sector.

Our experienced team, combined with our advanced technology, enables us to provide innovative waste treatment and recycling solutions.

We use a variety of technical processes to minimise the environmental impact of waste that cannot be directly reused at the point of production, these include chemical, physio-chemical and biological treatment, fuel blending, distillation, neutralisation, stabilisation, incineration and thermal desorption.

Treatments are provided at our own facilities, but can also be implemented at our customers' premises. The small percentage of waste that cannot be recovered or eliminated is sent for final secure disposal.

Our growth model is based on the expansion of our waste management business into new countries, both developed and developing. Since November 2015, we have been operating in Oman, based on a five-year contract with Petroleum Development Oman (PDO).

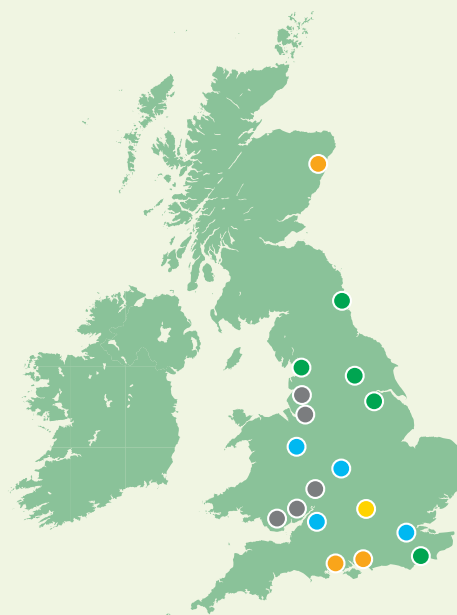
In addition, our growth model also includes the creation of new business lines such as the construction and management of our hydrocarbon storage terminal in the Port of Barcelona in 2013.

We are committed to the Waste Hierarchy, and so all of our efforts are focused on the 3 R's; reducing, recycling and recovering the waste we treat.

About Tradebe UK

In the UK, Tradebe specialises in environmental solutions through waste minimisation, recycling, recovery, treatment and responsible disposal of predominantly hazardous materials.

We minimise the environmental impact of waste by providing expertise, personalised services and innovative plants, equipment and treatment processes. With our network of treatment facilities, transfer stations and fleet vehicles, we provide nationwide coverage.



Global Sites:
77



Employees:
2,150+



INCINERATION & RADIOACTIVES

Aberdeen (Scotoil)
Fawley Incineration
Winfrith (Inutec)



HEALTHCARE

Avonmouth Alternative Treatment
Redditch Incinerator
Rochester Alternative Treatment
Wrexham Incineration & Alternative Treatment



TRADEBE CHEMICALS

Doncaster (Solvents with Safety)
Knottingley
Rye
Sunderland



TREATMENT & FUELS

Bridgend Water Treatment
Cheshire Transfer Station
Hereford Water Treatment
Heysham Fuel Blending
Kirkby Minerals Recycling
Newport Treatment & Transfer Station



HEAD OFFICE
Marlow

Services



Chemical Services

Tradebe Chemicals is a specialist producer of quality-approved fine and speciality chemicals, offering a complete service for our customers' chemical requirements.

Tradebe Chemicals offers the global sourcing of chemicals, innovative development of new and/or existing products, process optimisation, flexible chemical processing to a high specification (standard, complex and multi-step) and the safe delivery of chemicals through our established delivery network. In addition, ancillary services include storage, filling, packaging and labelling.

Healthcare Waste Management Services

Tradebe Healthcare provides the collection, transport, treatment and final disposal of clinical waste, as well as ancillary services such as training and compliance. This division serves a spectrum of companies from across the healthcare sector; from public to private companies, large and small.

Tradebe Healthcare accepts all types of typical complex clinical waste streams including infectious, offensive, sharps, pharmaceutical and radioactive. We offer treatment processing and disposal solutions at our facilities, which include alternative treatment through heat disinfection and incineration.



Treatment Services

Tradebe treatment sites safely and securely eliminate the hazardous elements of complex wastes. Our processing sites offer flexible options and environmentally friendly, cost effective solutions for the treatment of hazardous, and non-hazardous liquid wastes. Waste treatments include neutralisation, metals precipitation and recovery, redox treatment and oil removal.



Fuel Blending

Wastes that contain an energetic calorific value are blended in our dedicated facilities to produce a secondary liquid fuel (SLF). This alternative fuel is produced to a high specification that is used as a partial replacement for fossil fuels by our partners in the cement industry. Tradebe is the largest SLF producer in the UK.



Incineration

Waste that cannot be viably processed through recovery or elimination is sent for final destruction at our high temperature incineration facilities based in Fawley, Hampshire. Tradebe owns one of the largest high temperature incineration facilities in the UK, with the capability to handle all hazardous wastes including liquids, solids and the unique ability to incinerate gaseous wastes.

Transfer Services

Tradebe owns and operates a network of treatment sites and waste transfer stations across the UK. Our transfer stations are the key to effectively sorting, routing and treating waste in compliance with the UK Waste Strategy. Our transfer stations are critical for our new HazBox service launched in the first quarter of 2016 (more information can be found within the Case Study).

Operating at high temperatures guarantees the complete destruction of the hazardous or sensitive nature of the waste converting it into ashes and filter cakes with a typical volume reduction factor of 80%.



Radioactives

Tradebe Inutec is a leading provider of low level radioactive waste treatment and disposal services in the UK. Working from Nuclear Licensed premises and in conjunction with our incineration facility, Tradebe Inutec provides turnkey solutions to complex waste issues. Services include analysis, characterisation, supercompaction, encapsulation, de-tritiation and incineration.

NORM Services (Oil & Gas)

Tradebe Scotoil provides industrial services to the oil and gas industry, including Natural Occurring Radioactive Materials (NORM) equipment decontamination, on and offshore Radioactive Protection Supervisor (RPS) services, radiological instrument calibration, sales, and hire, NORM awareness training, project management and final waste disposal.



“Our customers are more and more aware of the different treatment options they have and are increasingly asking for higher levels of recycling. At Tradebe, we are focusing on getting ahead of the curve by offering them the tools for their own CSR needs, such as carbon footprinting, percentage of material recycled and treatment options that enhance their value chain.”

Oscar Creixell

Divisional Director Chemicals



+healthcare

Case Study:

Tradebe Completes Buy Out and Dissolution of Clinical Waste Joint Venture with the Recycling and Recovery UK Division of SUEZ

In 2013, Tradebe and SUEZ entered into a clinical waste management joint venture to become one of the UK's leading service providers. The company combined the strengths of providing both high temperature incineration and alternative process treatment to offer enhanced customer solutions.

In September 2016, Tradebe acquired the remaining 25% stake in the clinical waste joint venture with SUEZ transferring the ownership to Tradebe Healthcare. This acquisition of the minority stake is a natural progression for Tradebe to increase its footprint within the UK and the clinical waste industry.

Lynne King, Tradebe Healthcare Director said: "Firstly, we would like to thank SUEZ for their valuable support and input over the last few years. The experience we have gained has firmly placed Tradebe on the map and provided us with a platform on which to grow.

"Tradebe UK as a whole is driving forward our 'ONETRADEBE' ethos, which focuses on consolidation and advancing from our internal synergies at a high level.

"I will oversee the continual integration and harmonisation of the Healthcare division to ensure an efficient, high quality and compliant service to all our healthcare customers. Although my main focus will be Healthcare, my knowledge of Tradebe's UK services will contribute to becoming a more cross functional company, maximising the synergies between our hazardous and healthcare operations."

Lynne King became Tradebe Healthcare's Divisional Director in June 2016.

Additional Information:

www.Tradebe.co.uk/news/article/Tradebe-and-sita-uk-form-new-joint-venture

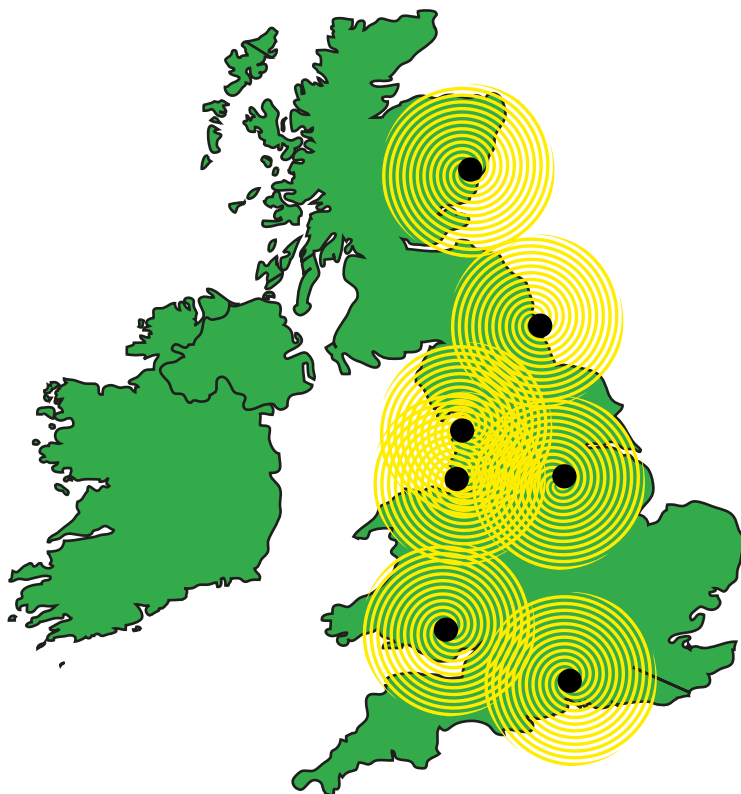


"It is vital that as an industry we provide technological innovation to ensure sustainability, health & safety and compliance are at the forefront of any progression. The Healthcare industry faces a real challenge as the production of offensive waste increases and the available disposal routes decrease, with costs escalating. Landfill is the current predominant solution which is no longer sustainable.

It is vital that Tradebe remain at the forefront in pursuit of alternative technologies to meet this increasing demand."

Lynne King

Healthcare Director



UK Waste Transfer Station Network

Case Study:

Tradebe Launches the HazBox

In 2016, Tradebe launched the HazBox collection service for small mixed hazardous wastes, such as light bulbs, aerosols, ink cartridges, batteries, and adhesives. Under Hazardous Waste Regulations, organisations must ensure that their hazardous waste is segregated from general dry waste and disposed of appropriately.

The boxes have been designed to provide safe storage, segregation and transportation of small hazardous waste quantities. Our HazBox offers a cost effective service for businesses, providing them with a simple solution that enables them to segregate and stay legally compliant.

Tradebe's waste transfer station network across the UK, is effectively managing the collection, storage and final disposal of the HazBox service collections. The key to the success of the service has been to build up a customer base within the local geographical region of our transfer sites.

The HazBox has the capacity to store up to 55 litres / 20kg of mixed hazardous wastes that are not suitable for general waste. Made from durable, heavy duty plastic, our reusable boxes provide a safe waste storage solution for any working environment. The HazBox is clean, compact and easy to manoeuvre for efficient collection.

Across our transfer station network, HazBox waste is inspected, categorised and segregated prior to recycling, re-use, treatment and/or disposal. All of our waste is treated in the most economical and environmentally friendly way, in accordance with the EU Waste Hierarchy



"By our very purpose, Tradebe seeks to make a more sustainable future. We reduce the carbon footprint of our customers and move waste streams up the hierarchy wherever possible. Most of the contracts we win are as a result of meeting or improving customers' corporate sustainability targets."

Brian Mulholland

Treatment, Transfer & Fuels Director

A close-up photograph of a worker wearing a red safety vest with reflective silver stripes and a bright orange hard hat. The worker is holding a white work glove. The background is blurred, showing an industrial or construction site. The top of the image features a large orange graphic element with white curved lines.

HEALTH & SAFETY

The safety of our employees and any other people who interact with our activities is our highest priority, and as such health and safety is embedded at the very core of our corporate strategy. Tradebe recognise the prime importance of both occupational health and process safety, and the management of risk from major accident hazard scenarios.

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Safety, Health, Environment and Quality

Integrated Management Systems (IMS)

Since our introduction to the UK market in 2003, Tradebe UK has rapidly expanded its operations through a combination of strategic acquisitions and organic growth. Acquisitions frequently mean that the business inherits existing management systems, which has been the case for Tradebe UK, many of which are already well established and effectively implemented.

An effective IMS integrates multiple aspects of the organisation's systems and processes into one complete framework that enables the business to meet the requirements of one or more management system standards. This is an ongoing challenge we relish, and will continue to do so as Tradebe's UK business continues to grow in the coming years along with our ONETRADEBE ethos.

Tradebe UK has three management system standard certifications; ISO9001:2015 (Quality) ISO14001:2015 (Environment) and BS OHSAS18001:2007 (Occupational Health and Safety).

All Tradebe UK businesses operate in line with these standards and our IMS is regularly audited by our certification body SGS. Tradebe Inutec has also achieved UKAS Accreditation to ISO/IEC 17025:2005 (Competence of testing and calibration laboratories).

We firmly believe that certification to the management system standards is an effective means of improving business efficiency and performance. We set Safety, Health, Environment and Quality targets annually and progress against performance indicators, which is monitored at management reviews.

The effective implementation of the IMS is regularly reviewed at all levels of our business and ultimately by the UK Executive Committee. We conduct audits of our policies, processes and procedures and pursue a programme of continuous improvement in all aspects of our activities.

Tradebe partners with SGS, the world's leading inspection, verification, testing and certification company. They are recognised as the global benchmark for quality and integrity. With more than 90,000 employees, they operate a network of more than 2,000 offices and laboratories around the world.

In 2016, we successfully completed our recertification audit, during which we were assessed against OHSAS 18001:2007 and the latest ISO 9001:2015, ISO 14001:2015 standards that were published in September 2015.

In September 2016, when we commenced our recertification audit, fewer than 3.2% of SGS's UK clients had successfully undergone the transition to 9001:2015 and 14001:2015.

Our IMS is structured in line with the framework of the ISO Annex SL framework, the international standard for management systems. Therefore, we eagerly await the publication of the ISO 45001 standard that is expected to be released at the end of 2017 and will replace the current OHSAS 18001:2007 standard. Our intention is to make the transition to ISO 45001 at the earliest opportunity after publication.

In 2016, we began preparing for the implementation of the Centre for Chemical Process Safety (CCPS) best practice model for Process Safety Management (PSM) and we will aim to align this to our IMS during 2017.

As we continue to implement our strategic plan, we will utilise the framework of our IMS to improve efficiencies. We aim to extend certification of our IMS to include ISO50001 (Energy Management), ISO22301 (Business Continuity) and ISO27001 (Information Security Management).

What safety means to us

The safety of our employees and any other people who interact with our activities is our highest priority, and as such, health and safety is embedded at the very core of our corporate strategy.

At Tradebe, we are committed to conducting our business in a safe and responsible manner, and protecting people in and around our places of work. This means that in addition to recognising the importance of Occupational Safety (the management of personal safety issues), Tradebe UK recognises the importance in our business areas of Process Safety and managing the risk from major accident hazard scenarios.

All accidents and hazardous occurrences are preventable if safety is actively managed. We have developed, and continue to build upon, a strong company ethos that expects every employee to embrace the ONETRADEBE attitude and take responsibility for their own safety and of the health and safety of those around them. We want our sites to be places where people feel safe to work and where customers want to do business.

We believe that:

- Nothing is worth getting injured over
- All accidents and hazardous occurrences are preventable
- Safety must be actively managed by everyone

Employees Health and Well-being

We seek reassurance that our processes are adequately managed to prevent ill health from our activities, and we utilise the expertise of independent occupational health service providers to conduct regular health surveillance programmes. In addition to monitoring the health of our employees', the programme includes the provision of advice to employees and managers, ensuring appropriate controls are identified to prevent any detrimental impact on any existing health conditions.

Our Commitment

Our commitment is to prevent injury and ill health, satisfy our stakeholders' expectations, as well as comply with applicable legislative and contractual obligations.

Our recognition and acceptance of these commitments is demonstrated by embedding within our business activities our core principles:

- Undertake risk assessments of all appropriate activities, and to specify and implement resultant control measures in order to eliminate or control risk
- Provide and maintain plant, equipment and systems of work that are safe and without undue risk to health
- Provide health and safety training instruction and information to ensure that people are competent to safely undertake the tasks and duties assigned
- Ensure emergency response procedures are effective to prevent personal injury and damage from potential incidents



Our Vision

It is our vision to be the industry leader in health and safety in all business sectors in which we operate. We will achieve this through taking a proactive approach to managing safety in our workplace in a ONETRADEBE company-wide manner, and through preventing any illness, injury, damage or loss arising from our activities and operations.

We want to achieve:

- Industry leading standards in managing Safety, Health, Environment and Quality
- Zero injuries and zero major incidents
- Sites where our employees are safe to work and where our customers want to do business
- Continuous improvement in all aspects of health and safety

Our Standards and Expectations

We have implemented a number of internal policies which extend above and beyond the statutory regulatory and contractual obligations of our industry.

These policies dictate the standards to which we operate.

Our standards are regularly reviewed by our regulators and customers typically through site audits, which we welcome.

In addition, we subscribe to independent verification schemes, including Safety Systems in Procurement (SSIP) certification, Utilities Vendor Database (UVDB) and First Point Assessment (FPAL).

Tradebe demands that health and safety is integrated into all strategic decision making and that all employees demonstrate:

- Health and safety integrated into all strategic decision making
- Leadership by example
- Ownership of health and safety issues
- A reporting culture
- The courage to challenge

Case Study:

Tradebe Inutec Receive RoSPA Occupational Health and Safety Gold Award for the 13th Consecutive Year

In 2016, Tradebe Inutec received the internationally recognised Occupational Health and Safety Gold Award from the Royal Society for the Prevention of Accidents (RoSPA) for the 13th consecutive year.

Dr Andrew Hampson, Safety, Health, Environment and Quality Manager at Tradebe Inutec, said: "Achieving the President's award for consistent Gold standard performance puts Tradebe Inutec in the top 25% of companies receiving Gold awards across all industries, and puts us up with the world's largest nuclear waste producers in our industry. This is certainly a safety record of which we can all be PROUD. Maintaining safety performance is about making the right choices day in, day out and we should not rest on our laurels."



Left: Michael Wellman (Trade Union Safety Representative), Peter Thompson (Health and Safety Advisor), Michaela Nash (Project Safety Advisor)

ROSPA: The Royal Society for the Prevention of Accidents



As the UK's foremost safety charity, RoSPA's mission is to save lives and reduce injuries covering all ages and stages of life. In support of this mission, the RoSPA Awards recognise commitment to continuous improvement in accident and ill health prevention at work. Through the scheme, which is open to businesses and organisations of all types and sizes from across the UK and overseas, judges consider entrants' overarching occupational health and safety management systems, including practices such as leadership and workforce involvement.

For more information please visit:
www.rospace.com



"At Tradebe, occupational health and process safety will always take precedence. Nothing is worth getting injured over, and all accidents and hazardous occurrences are preventable, if we are proactive at managing safety. Our company-wide PROUD campaign has been developed to support this philosophy and promote the safety ethos 'Stay Safe, Stay PROUD'".

Andrew Crowther

SHEQ Director

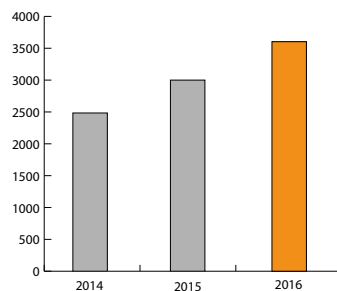
Our Safety Culture

We promote a positive safety culture and encourage our employees to report any unsafe conditions via our near-miss reporting system. Near-miss reporting enables us to identify hazards and deal with them before an incident occurs.

Our ongoing efforts to improve our reporting culture are reflected in the increase in the number of near-misses reported.

In 2016, our employees submitted over 600 more near-miss reports than in 2015.

Near misses reported:



Total near misses per week:

Total near misses

2016 - 69



2014 - 48



2015 - 58



Rob Molenaar, UK CEO is passionate about becoming the industry leader in our approach to Safety, Health, Environment and Quality (SHEQ). This vision is supported by our UK Executive Committee and PROUD, in addition to our ONETRADEBE ethos.

PROUD – Pause, Reflect, Outline, Understand, Do

In 2016, the safety ethos 'Stay Safe, Stay PROUD' was launched across all the sites in the UK to support the philosophy and promote the safety and ONETRADEBE culture embedded throughout the company. PROUD is a mnemonic that represents the key elements in ensuring a safe working environment:

PAUSE - Take a moment, don't rush in, assess.

REFLECT - What needs to be done, the safest way with minimal impact.

OUTLINE - Develop a plan to get the job done.

UNDERSTAND - Ensure that the hazards/risks are understood by everyone and controls are in place.

DO - Do what you say you are going to do and do it safely.

The PROUD campaign contains a wealth of supporting documentation including our 'Ten Core Standards' and 'Life Saving Rules'. We have developed internal marketing literature including an employee booklet, posters, on-site score boards for the recording of safety statistics, as well as presentations. PROUD champions at our sites also lead and support the campaign.

In 2016, all UK employees were issued with our Ten Core Standards booklet that contains a 'Pledge of Agreement' to actively participate in the Tradebe PROUD philosophy and promote the 'Ten Core Standards'.

The pledge was signed by 96% of our employees in 2016.

From our 'Ten Core Standards', we have identified twelve overall safety performance indicators. To date, we have conducted two UK-wide site audits to self-measure our performance against these standards.

Meeting the core standards will assist us with achieving our overall objective of zero injuries and no major incidents. We recognise that values, attitudes, competencies and behaviours together make up our culture, all of which are embedded within our PROUD ethos.

Process Safety – PROUD

Tradebe UK has made a commitment to focus on both occupational health and process safety. Throughout 2017, Tradebe will extend the internal safety PROUD campaign to include process safety for all UK employees.

Tradebe will offer three types of training to cover the requirements of all Tradebe employees. The first is a nationally accredited **Process Safety Leadership (PSL)** course, which is available for employees who have a corporate governance responsibility towards Process Safety. The second is **Process Safety Management for Operations (PSMO)** training which is designed for employees that have a direct managerial and operational responsibility for Process Safety. Finally, **Process Safety Awareness (PSA)** training will provide an overall awareness to all our employees.





Tradebe's 7 Life Saving Rules (LSR) cover activities of the highest safety risk and apply to employees and contractors alike.

Compliance is mandatory conduct for all Tradebe employees and contractors while carrying out work for Tradebe. Non-compliance will result in disciplinary or contractual action.

CONFINED SPACE ENTRY

Never enter a confined space unless authorised to do so and only after being fully assessed and controlled.

FIRE & EXPLOSION

Never smoke or carry ignition sources in flammable areas.

WORKING AT HEIGHT

Never carry out work at height unless fully assessed and controlled.

ENERGY HAZARDS

Never defeat machine guards or carry out intrusive maintenance work without the required isolations in place.

PERMIT TO WORK

Never carry out work without a valid permit to work, when it is required.

PHONE / RADIO

Never use handheld phones or radios whilst driving, using mobile equipment or working with machinery.

INCIDENT REPORTING

Failure to report any incident makes you accountable. Always report events as soon as possible.



Health and Safety Education

Health and safety education has a place for everyone in Tradebe from day one. Relevant health and safety training is given periodically to all employees across the business.

The type of training package given to employees is tailored to the individual and matches their role responsibilities. The types of training available vary significantly and can include in-house, mentoring, job shadowing, open courses, distance learning and academic education.

E-Learning

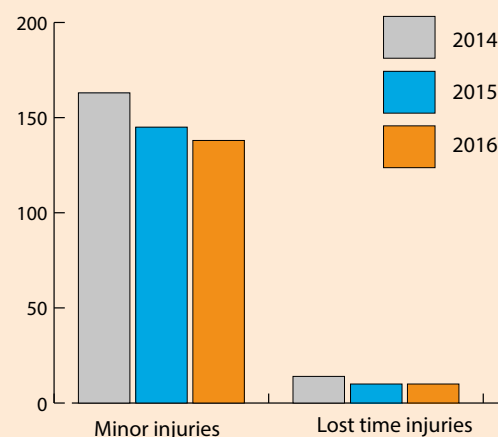
Tradebe utilises the e-learning platform "Safety Media" for health and safety training. Many of the relevant health and safety programmes provided are approved by the Royal Society for the Prevention of Accidents (RoSPA), and all courses are CPD certified. Safety Media are recognised by the Learning and Performance Institute as an Accredited Learning Provider.

Our Safety Performance

We continuously review our safety performance to ensure that the improvements we implement are effective.

Our ultimate goal is Zero Injuries and No Major Accidents.

From 2014 to 2016, we have reduced the number of accidents at our UK sites.

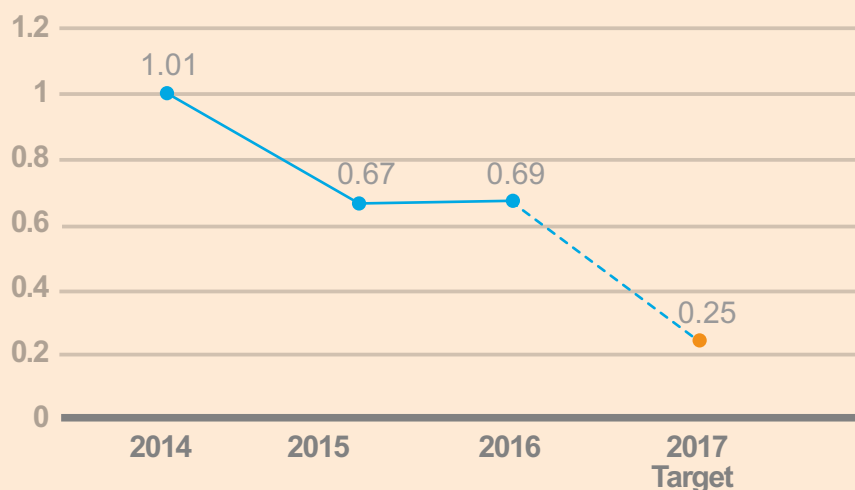


When analysing our Lost Time Injury (LTI) frequency, we utilise the standard calculation:

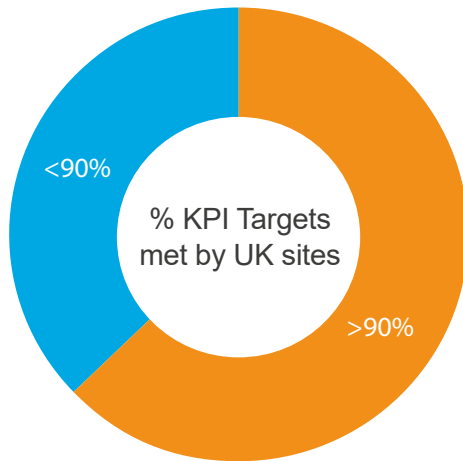
$$\frac{\text{Number of LTIs}}{\text{Man Hours Worked}} \times 100,000$$

We multiply by 100,000 (the average number of hours an employee works in a 50 year career) to estimate the probability an employee will be exposed to an event in a 50 year career.

From the graph below, it is clear we have had a significant reduction in our LTI frequency rate from 2014; however we recognise that we still have a long way to go to achieve our ambitious LTI target of 0.25. Throughout 2016, we introduced a safety framework, with new systems and processes. We would expect to see a positive effect on our LTI frequency as this framework becomes well established in the company. Improving our LTI frequency will be a major focus throughout 2017.

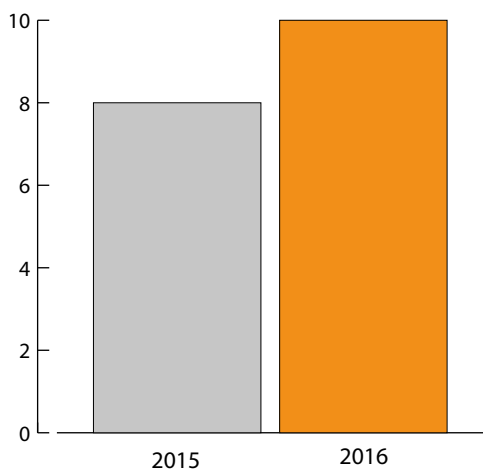


LTI Frequency Rates



We have identified 12 measures as our overall safety performance indicators, with the ultimate goal that all business units and sites achieve 100%. Performance against these KPIs is reported monthly to the UK Executive Committee.

Number of sites that achieved 100% of their KPI Targets



In 2016, 13 of our sites met over 90% of their KPI Targets with 10 of these achieving 100%.

The ONETRADEBE Health and Safety Award recognises the UK site with the best Health and Safety performance of the year.

Our Rye site was the recipient of this prestigious honour for 2016, which recognises the hard work and effort undertaken by all of the sites employees in ensuring a safe working environment.

Ray Palmer, Site Manager, and Darren Joyce, SHEQ Manager, accepted the award at the annual Tradebe UK Conference on behalf of the site's employees



Best Health and Safety Performance: Rye Site. From left: Darren Joyce, SHEQ Manager, Ray Palmer, Site Manager and Rob Molenaar, UK CEO



OUR ENVIRONMENT

“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

Bruntland Report for the World Commission
on Environment and Development (1992)

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Environment

Sustainability is now seen worldwide as an essential part of every business. As a leading environmental services provider we are devoted to reducing waste and the impact it has on our environment.

Waste Minimisation & Elimination

A circular economy is one that exchanges the typical linear flow of manufacture, use and dispose, in favour of re-using and recycling as much possible. The longer materials and resources are in use, the more value we can extract from them. At Tradebe, we are committed to our role within the circular economy. Through our in-depth knowledge of the waste industry, along with our innovative treatment facilities and processes, we are able to identify and implement the most environmentally sound solutions for our customers' waste, thereby enabling us to process one customer's waste into another customer's resource.

Protecting the environment is at the heart of Tradebe's operations. We conform to the Waste Hierarchy, as defined by the European Union's Waste Framework Directive 2008/98/EC. The Hierarchy outlines the importance of adopting the preferred options of waste prevention, preparation for reuse, recycling, and recovery, before landfill.

Our policy statement outlines our environmental commitment:

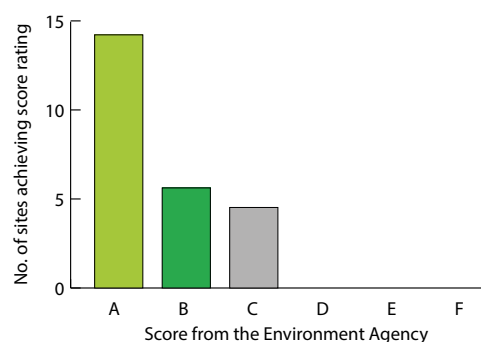
- Identify significant aspects of all appropriate activities, and specify and implement resultant control measures to eliminate or minimise the potential for pollution and environmental impact
- Ensure appropriate assessment, treatment and elimination of wastes in accordance with the European Waste Hierarchy
- Identify opportunities to optimise energy and fuel consumption
- Provide environmental awareness training which empowers our employees to contribute in improving our environmental performance

Environmental Permits

All of our operational facilities have environmental permits issued by the Environment Agency, Natural Resources Wales or the Scottish Environment Protection Agency, with the majority regulated by the Environment Agency in England.

The Environment Agency assesses operator performance against permit conditions as part of their routine inspections. Operator performance is a mechanism by which the Environment Agency scores our management system, the procedures we use to keep to our permit limits, and any action taken by the Environment Agency over the period. The last tranche of information released by the Environment Agency covered the calendar year 2015 and is scored on a scale of A – F with A being the highest score.

In 2015, 14 Tradebe sites in England were rated with a score of A, 6 sites with a score of B and 4 sites with a score of C. No Tradebe sites scored in the lower half of the operator performance range (D-F).



Environmental Management Framework

Our environmental management system forms part of our integrated management system and meets the requirements of ISO 14001:2015.

Legislation updates

To ensure that we fully meet the compliance requirements within the current environmental management system standards, we subscribe to a third-party legislation update service. This provides us with a bespoke legal register which identifies and determines the environmental compliance obligations relevant to our business and informs us of any new or amended legislation.



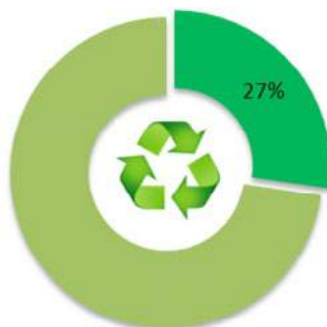
Environmental Waste Performance 2016

In 2016, we managed over 397,000 tonnes of waste, of which 288,000 tonnes was hazardous and 109,000 tonnes was non-hazardous.

At our UK sites, we operate a wide range of treatment capabilities. We recovered, recycled, treated or incinerated 375,000 tonnes through the operations detailed below. We provided efficient and sustainable waste management solutions with our network of approved partners for 10,000 tonnes of other waste streams.

Chemical Products Recycling

In the first instance, we always look to recycle used chemicals. Recycled chemicals can be either returned to the original user (in a Toll Recovery process) or repackaged for resale in small quantities (containers, drums or IBCs) or large quantities (distributed in tankers).



■ Chemical Products Recycling

Our facilities at Sunderland (Hendon Dock and North Tyne), Knottingley, Heysham, and Rye, recycle waste chemicals by fractional and simple distillation techniques. In 2016, these sites received over 100,000 tonnes of waste chemicals for processing, of this 64% was recycled to high quality chemicals and 20% was shipped for subsequent processing into secondary liquid fuel (see below), giving an overall recycle / recovery percentage of 84%. The remainder is largely made up of non-hazardous waste water that was sent offsite for treatment at third-party effluent treatment plants.

Recovery of Fuels

Wherever recycling of chemicals is not technically or economically feasible, we will, in compliance with the waste hierarchy, recover the calorific value of the material through the manufacture of a recovered fuel.

Secondary Liquid Fuel (SLF) – At our facilities in Heysham and Dinnington, we manufactured 65,000 tonnes of SLF. This is a chemical based alternative cement kiln fuel that is produced from the residues that remain after chemical recycling or organic chemical waste that cannot be recovered or economically recycled.



■ Recovery of fuels

Previously, this organic waste would have been sent to landfill or would have required incineration, but it is now used to reduce the reliance of fossil fuels in the firing of cement kilns.

This alternative cement kiln fuel is created by innovatively processing and blending organic wastes to a strict protocol, which ensures that these replacement fuels burn cleaner than the coal they replace.

In late 2015, and early 2016, we worked with our customers and suppliers to make a significant improvement in the specification of our SLF product, reducing the peak, and average, chlorine levels. This removed over 100,000 kg of organic chlorine from the product sold, which contributes positively to the environment.

In addition to these inputs, our Fawley and Healthcare sites enabled the thermal recovery of the below waste streams. These tonnages arise from the waste inputs to waste treatment processes described below.

Support Fuel – Our incinerator sites at Fawley and Redditch recovered over 16,000 tonnes of waste for use as an alternative energy source. The energy recovered at Fawley is used to fuel the auxiliary burner on site, directly offsetting the need to use fossil fuels.

Refuse-Derived Fuel (RDF) – We produced over 9,000 tonnes of RDF flock at our healthcare alternative treatment sites. The waste is shredded and sterilised using heat and chemical technology. It is then dehydrated to produce flock waste that is utilised by third-party industrial processors as 'waste-to-fuel' energy.

In 2016, we produced over 500 tonnes more RDF flock and over 2,500 tonnes more support fuel than in 2015.

Inorganic Recycling

Tradebe Minerals Recycling helps customers' solve their inorganic waste disposal problems through the recycling of materials that can be used by the cement industry and agriculture.



Through our waste recycling facility at Kirkby, we offer plasterboard and gypsum recycling into a form of gypsum that can be used in cement manufacture by a number of leading cement companies in the UK. In 2016, we produced over 5,500 tonnes of recovered gypsum.

At Kirkby, we also recycle many other inorganic wastes by utilising them as alternative raw materials (ARMs) in the manufacture of cement. Many inorganic wastes closely mimic the naturally occurring raw materials used in cement manufacture e.g. foundry sands, which are chemically very similar to the sand that is used in cement manufacture. In these instances, the wastes can be sometimes sent directly to the kilns themselves. Wastes rich in silica, calcium, aluminium or iron rich tend to be the types of waste which fall into this category. In 2016, we sent 5,000 tonnes of ARMs directly to cement kilns.

Offsite Recycling

In 2016, we additionally sourced specialist third party services for 10,000 tonnes of waste not suitable for processing in our own facilities. This included metals, paper, wood, cardboard and other wastes such as batteries and fluorescent tubes that require specialist recycling processes.



A portion of the waste material we received does not have any recoverable value. This waste is responsibly treated or incinerated to destroy or significantly reduce its hazardous properties.

Waste Treatment

In 2016 our South Wales treatment facility processed in excess of 70,000 tonnes of industrial aqueous wastes. The process to remove hazardous or undesirable components enabled 63,000 tonnes of cleaned waste water to be safely dealt with by conventional offsite waste water treatment works.



Our Healthcare / Clinical Waste Division safely disinfected over 13,500 tonnes of waste through the following processes.

Heat Disinfection Treatment

Tradebe offers treatment for orange bagged clinical waste through thermal disinfection processes including heat disinfection units and autoclave.

The flock waste produced from this treatment can be utilised as Waste to Energy (RDF mentioned in the Recovery of Fuels section), diverting this waste stream from landfill.

Incineration

High temperature incineration provides the highest level of secure and reliable disposal for hazardous organic wastes. Our incinerators comply with all European legal and environmental requirements and are cost effective means of securely disposing of our customers' combustible waste.



Operating at high temperatures guarantees the complete destruction of the hazardous or sensitive nature of the waste converting it into ashes and filter cakes, with a typical volume reduction factor of 80%.

Our incinerators operate to the highest environmental standards. Our largest high temperature incineration facility at Fawley is classified as an upper tier COMAH site, processing difficult chemical and industrial waste streams not suitable for recovering, alternative treatment or disposal options.

Licensed to dispose of all types of hazardous and non-hazardous waste, as defined by the Hazardous Waste Catalogue 2011, the site also has a RSR ERP10 permit for accumulation and disposal of low-level radioactive wastes.

Our commercial incinerators based at Fawley, Wrexham and Redditch received over 62,000 tonnes of hazardous waste. Of this, over 16,000 tonnes of waste at our Fawley and Redditch sites was incinerated specifically for its energy content, providing useful heat for industrial processes.

Tradebe Scotoil

Scotoil provides NORM (Naturally Occurring Radioactive Material) scale removal and disposal services to the North Sea oil and gas industry. We are also FPAL, UK Oil and Gas, Decom North Sea, Green Business Network and Aberdeen and Grampian Chamber of Commerce members.

In 2016, Scotoil received 3,500 tonnes of wastes, including NORM waste for treatment.

Decontamination is achieved using high pressure water jetting to remove NORM scale before it is disposed of in accordance with current legislation and the site environmental permit.

All equipment is cleaned and decontaminated to natural background radiation levels, before being returned to our customers. This allows for the reuse of many high valued, critical pieces of equipment.

Tradebe Inutec

Tradebe Inutec provides a full range of services for low level and intermediate level radioactive waste management and decommissioning. Situated on a Nuclear Licensed site, Inutec is unique in terms of its technology, facilities and its radioactive discharge authorisations. In 2016 Inutec received over 400 tonnes of radioactive waste to process.



Case Study:

Energy Saving Success at Fawley High Temperature Incineration Facilities



Our Tradebe Fawley site safely treats approximately 45,000 tonnes of hazardous industrial waste per annum. Most of the equipment on site is powered by electric motors, resulting in a combined annual consumption of approximately 1.1MW. In late 2014, the site engineering team started a review of the electricity consumption on site.

PROJECT ONE: Two fans on the site's cooling tower were assessed, due to their significant electricity consumption of 80kW each. It was concluded that the fans would be fitted with variable speed drives, with their speed reduced to around 60% in winter and 80% in summer. The savings in 2016 alone were estimated to be 450MWh and 185 tonnes of CO₂.

PROJECT TWO: A large 120kW motor was in place that drove our scrubber pump, with the water flow controlled by a large valve. A review highlighted that the motor was working much harder than required and again a variable speed drive would deliver large savings both financially and in terms of CO₂ emissions. This was installed in 2015, with annual savings of approximately 180MWh and 74 tonnes of CO₂.

PROJECT THREE: The site air compressors consumed an average of about 140kW. A power monitor with data logging showed the compressors spent 40% of the time unloaded, which was due to the compressors design, but represented a major inefficiency. Discussions with suppliers indicated that variable speed air compressors are now financially attractive and would match their speed to the air demand much more efficiently. The new variable speed air compressor will be commissioned in February 2017, and will save approximately 516MWh each year, corresponding to 213 tonnes of CO₂.

Together, these three projects will reduce the electricity consumption of the site by about 13%.

NOTE: Government figures for 2016 are that each kWh of electricity is equivalent to 0.412kg CO₂e per kWh. Source: UK Department for Environment, Food, and Rural Affairs / Department for Business, Energy and Industrial Strategy greenhouse gas reporting conversion factors for 2016; updated annually. We have used CO₂e factors, which also account for the emissions of other greenhouse gases alongside carbon, 'converted' into carbon. <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2016>



"At Tradebe, we believe in continuous improvement to achieve a more sustainable global community. The Circular Economy is the next big challenge that we all face together and we are determined to play a significant role through operational excellence, research and providing innovation sustainable solutions to our customers."

Jorge Torrens

Operations and R&D Director

Energy Performance 2016

In 2016, we recovered 399% more energy from all of the waste that we processed, than the total used across all our UK businesses and transport fleet.

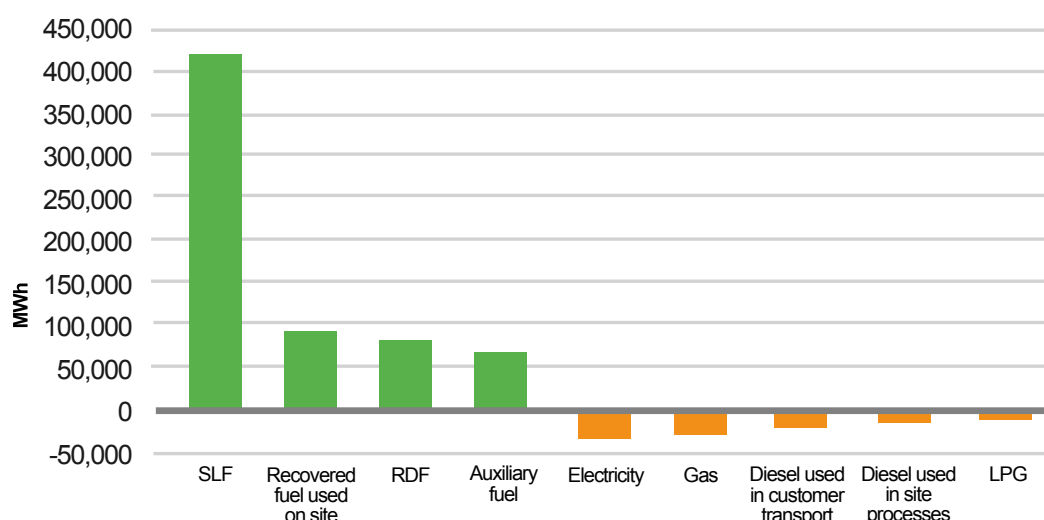
In 2016, our net energy consumption for all our UK sites and transport operations was 167,194MWh*, whilst the net waste-to-energy equivalent was 666,677 MWh, resulting in an overall positive net energy of 499,483 MWh from our UK activities.

Net Energy Consumption (167,194MWh) - Net Waste-to-Energy (666,677MWh)

= Net Energy (- 499,483MWh)

In addition, the use of our recycled chemical products by our customers and toll recycling partners provides a significant carbon reduction. Using an ISO 14044 life cycle assessment method, we have been able to show that the energy and carbon intensity of a recycled solvent is typically, in the order of magnitude, lower than that of its direct equivalent "virgin" chemical (manufactured largely from fossil fuels). One customer alone has demonstrated carbon savings in excess of 30,000 tonnes CO₂ equivalent, by substituting virgin chemicals purchased with our high quality recycled product.

Tradebe 2016 Energy Recovery & Usage



*estimate used for gas & diesel used in site processes at the closed Dinnington site

Energy Supply & Usage

In 2016, we consolidated our energy supply to a single provider that now manages the supply to all our UK sites and offices. This provides more effective management, monitoring, and control of our energy usage. The electricity supplied to Tradebe UK sites is sourced from a number of different fuels. Notably, 52% of the energy comes from renewable sources. This figure is more than twice the UK average.

Electricity supplied from the following fuels	Percentage of electricity supplied	Average for the UK (for comparison)
Coal	12%	17%
Natural Gas	22%	32.3%
Nuclear	9%	23.7%
Renewable	52%	24.3%
Other	5%	2.7%

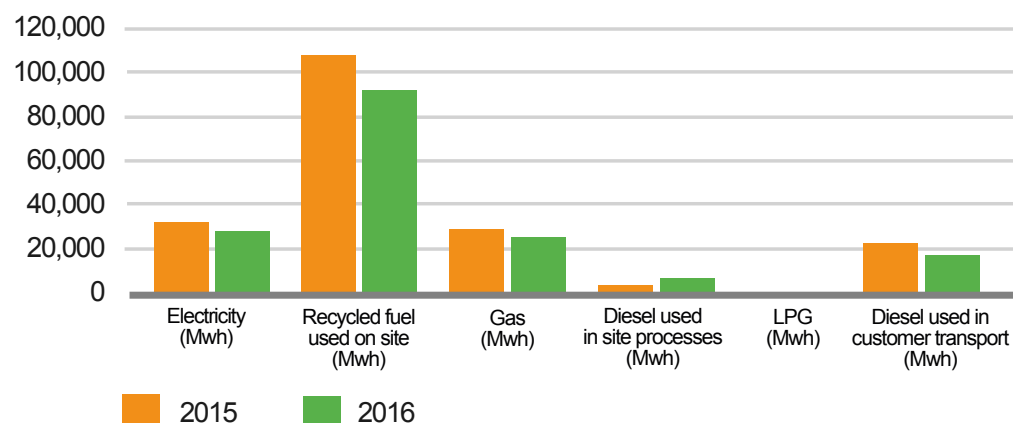
From 2015, we saw a 15% reduction in our energy usage across our UK sites. This reduction was significantly contributed to by our efficiency savings following our site consolidation exercise together with our successful energy reduction campaigns, such as our Fawley project (described in the Case Study). Furthermore, our Tradebe Chemicals division has managed a business shift from high volume, low energy demanding

processing to low volume, but of relatively higher energy demanding recovery processes.

Energy Usage (Like for Like)

2015	2016
198,097 Mwh	167,194 Mwh

Energy Usage Comparison



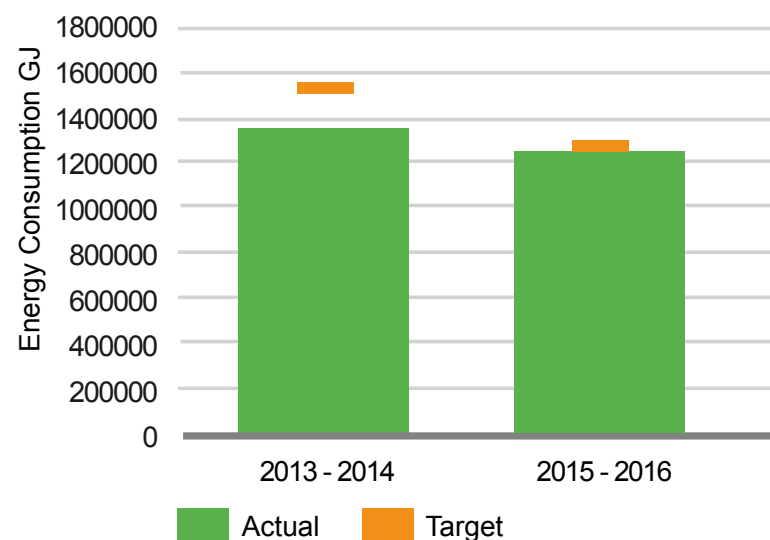
Climate Change Agreement

We are committed to reducing our impact on the environment and therefore we have entered our eligible UK sites into a Climate Change Agreement (CCA). CCAs are voluntary agreements made between UK industry and the Environment Agency to reduce energy use and carbon dioxide emissions. CCAs provide a formal and incentivised structure to improve energy efficiency, by agreeing to

challenging targets and financial penalties for non-compliance. The agreement runs from 2013 – 2023 and we report our energy use against our agreed targets over four, two-year target periods.

In March 2017 we submitted our energy data for 2015 – 2016 and achieved our target. Since joining the scheme in 2013, we have been below our overall target in each period.

*target reduced due to Dinnington site closer



Energy Resource Usage

– Vehicles

Transportation is an important part of the service that Tradebe UK provides to its customers.

In 2016, Tradebe UK transport operations totalled over 4,933,660 Km and consumed 1.5 million litres of diesel equating to 15,586 MWh of energy.

For our bulk tanker fleet the data is:

Km driven	Litres diesel consumed	Fuel efficiency (mpg)
1,442,522	539,119	7.6

The UK average for articulated HGVs over 33 tonne is 7.9 mpg*. Our drivers are trained in motor efficiency and are monitored to ensure that vehicles are driven in the most efficient way possible by a system called SupaTrak. Measures to reduce emissions include GPS navigation optimisation, vehicle evaluation, driver performance and mileage reporting.

*TSGB0304 Dept. for Transport Statistics

For our Healthcare fleet the data is:

Km driven	Litres diesel consumed	Fuel efficiency (mpg)
3,491,139	926,209	10.71

The higher fuel efficiency in healthcare is due to the mixed size of the fleet. We operate different vehicles to satisfy different customers' needs, from 3.5 tonne vans up to 26 tonne articulated lorries that can carry over 40 wheelie bins. Our bulk tanker fleet by comparison consists entirely of 26 tonne articulated tankers. In addition, Healthcare waste is typically less dense which results in much lower average payload weights than for our bulk movements. These factors are offset by the short journeys and the stop start nature of the waste collections in this market.

In 2016, we successfully implemented the Tradebe Healthcare's Vehicle Replacement Programme; an initiative introduced to replace the department's ageing fleet. This resulted in the average mpg of the fleet increasing from 8.15 in 2015 to 10.71 in 2016.

Average mpg of transport fleet



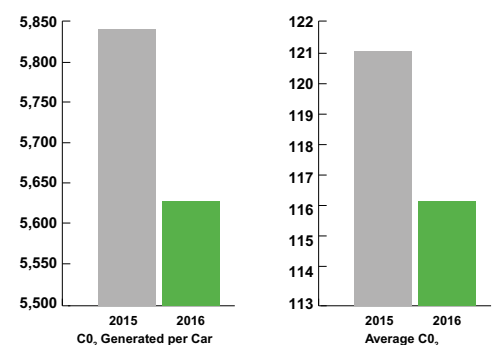
The new Tradebe Healthcare fleet complies with the Euro 6 emissions standards, a set of regulations in place to control vehicle exhaust emissions of NO_x and other pollutants. That means that the new fleet is more environmentally friendly, enabling Tradebe to reduce our own, as well as our customers', exhaust emissions.

Vehicles – Employee Travel

Tradebe promotes the use of video conferencing and other technologies to avoid unnecessary travel. All employees have access to computer conferencing software and telephone conference call lines. We also encourage car sharing, wherever possible.

At the end of 2016, the UK company car fleet totalled 55 vehicles.

Tradebe UK Company Car Fleet



We have been working with our fleet provider to promote more fuel efficient and alternative fuel vehicles. The average CO₂ generated per car in 2016 has decreased 4% from 2015.

Tradebe UK is proud to have been involved in the Cycle2work scheme. With bikes being a carbon-neutral form of transport, the scheme enables us to further reduce our carbon footprint, whilst allowing our employees the opportunity to improve or maintain their health and well-being. By cycling to work, an employee could reduce their carbon footprint by around 600kg of CO₂ each year*.

By the end 2016, 298 employees had taken advantage of this scheme.

*Data from www.cycle2work.info

Case Study:

Making a Safer, Smarter and Greener Business with FORS Accreditation

The Fleet Operator Recognition Scheme (FORS) is a voluntary accreditation scheme that promotes best practice for commercial vehicle operators. FORS encompasses all aspects of safety, efficiency, and environmental protection by encouraging and training fleet operators to measure, monitor and improve performance. The FORS accreditation recognises hauliers who demonstrate the highest levels of fleet management, with special emphasis placed on the safety of other road users.

Tradebe Healthcare Rochester has successfully been FORS Bronze accredited since 2014. Rochester is a site that operates within the M25, London Orbital Motorway, which is renowned for congestion. The FORS accreditation demonstrates that our Rochester site vehicles operate to best practices.

The UK is trying to limit and manage congestion within its cities and reduce CO₂ emissions. This is resulting in more UK cities signing up to the FORS standards and understandably customers within these cities are expecting operators to comply.

Tradebe Healthcare has shown great improvements within the transport sector, in both systems and compliance. In 2017, we will bring the whole Healthcare fleet of 59 vehicles under the FORS accreditation, and also include our Fawley site small collections fleet, due to similar policies and requirements in that area of our business.

This will be a great step forward for Tradebe and will demonstrate to our customers that we are a compliant operator and that we are committed to strive for continuous improvement in all aspects of our business, including transport.



Case Study:

New Tradebe ISO Tanks



Tradebe UK, in conjunction with one of our transport partners have made a significant investment in 34 new ISO tank and trailer combinations to replace an existing fleet of 37 general-purpose tankers employed on one of our large customer contracts. Operational from November 2016, the new tank/trailer combinations deliver improved operational efficiency and greater health and safety control, and will provide the same service capacity, but with 3 fewer tankers.

The bespoke tank/trailer combinations have been designed to include a number of features which reduce health and safety risk, including ground level valve operation, top-mounted large sample points, and bolted down hatches to prevent accidental spillage. The loading valve and vent lines connections are mounted on a low-level trailer assembly to prevent the need to climb onto the trailer to make connections, sight-glasses are fitted for simple level inspection and all tanks are complete with integral spray balls for cleaning without the need to open the man lids.

The increased payload of the tank/trailer combinations will save in excess of 130 movements per annum providing a significant CO₂ saving, in addition to the reduced collection times, cost and administrative burden of those journeys. While the newly designed separate chassis and tanks prevent stress fractures on the tank shell – a common problem when standard tanker trailers are frequently coupled and uncoupled from tractor units.

The tanks were built and branded in China, while the compatible trailer sections were manufactured by a company local to our Heysham site. The photo sent by our suppliers displays the first tank that came off the production line in China.

Emissions Performance

To Air

There are strict limits in place for our operational facilities that release emissions into the air. Tradebe hold all necessary environmental permits covering our specific operations and these permits, which can be found on our website, are issued by the relevant environmental agency.

Where appropriate, our operational sites clean and treat emissions before they are released into the environment. As part of our continuous improvement culture, we look to reduce our air emissions through the optimisation of our facilities and processes.

Volatile Organic Compounds (VOCs)

VOCs from our organic chemical processing facilities (chemical sites and our main secondary liquid fuels manufacturing site) are routinely monitored and calculated. Our discharges to the air from the point sources on site are controlled and permitted by the Environment Agency (EA) and monitored closely by ourselves.

In 2016, our UK facilities released 45 tonnes of direct VOCs from point sources, equating to a VOC release of 0.28kg per tonne of waste treated.

On a like for like basis, this is 3.5% lower than 2015.

2015	2016
Direct VOCs per tonnes of waste processed	Direct VOCs per tonnes of waste processed
0.29kg	0.28kg

Direct VOCs Emissions per tonne of waste processed

NO_x, CO₂ and Heavy Metal Emissions

The main source of air emissions are combustion products (CO₂, CO, NO_x, SO₂ etc.) resulting from steam raising boilers at our thermal treatment sites. These emissions are directly related to the combustion of fuels.

There are strict limits in place for our thermal treatment operational facilities; Fawley, Wrexham and Redditch that release emissions into the air. Tradebe UK holds the necessary permits that contain the air pollution standards and limit values covering our specific operations. These permits are issued by the relevant environmental agencies, which can be found on our website.

In 2016, our facilities at Fawley, Redditch and Wrexham emitted 59 tonnes of NO_x, 65 Kg of heavy metals and 60,183 tonnes of CO₂ (calculated by combining both CO₂ emission from the combustion process and total electricity utilised).

Emissions to Water

The best summary measure to indicate the level of organic compounds in the water discharged from our sites is Chemical Oxygen Demand (COD). This is a measure of the level of oxygen needed to oxidise organic substances present in water.

Our discharges to the environment, be it river or sea, are permitted by the relevant environment agency and closely controlled by ourselves.

COD and Heavy Metals

Most of our UK sites transport or pipe their waste water to local effluent treatment / disposal sites. Only 4 sites discharge directly to water courses. A significant proportion of water emissions at these sites come from rain water falling onto the sites, which can nevertheless pick up trace contamination of chemicals, therefore we still record the COD.

The total COD that was discharged directly to water courses from our UK sites in 2016 was 81 tonnes and the total heavy metal emissions discharged directly to water courses was 94 kg. This equates to 0.65kg of COD released per tonnes of waste processed.

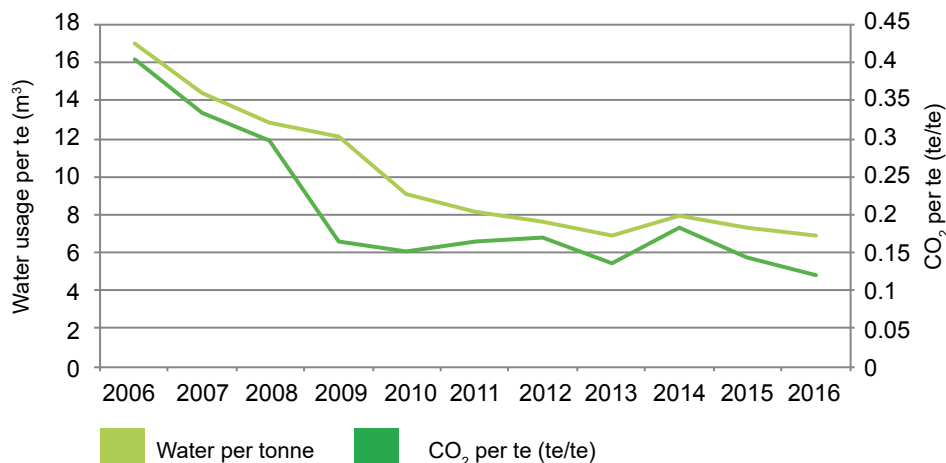
Water

In 2016, across all our UK sites, we consumed 486,703 m³* of potable water. *excludes the closed sites Dinnington and Rossington

Our high temperature incinerator at Fawley is responsible for 63% of our total potable water usage in the UK. Tradebe UK Fawley has set ambitious targets for both water usage and CO₂ reduction and has achieved significant reductions in both over the past 10 years.



Fawley: Water & CO₂* per tonne of Waste Processed



*CO₂ from Primary energy only

Carbon Footprint

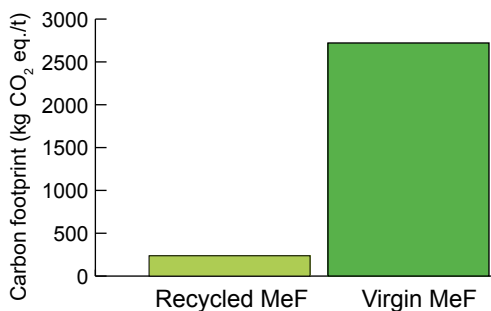
Recycling solvents can save 46% – 92% greenhouse emissions compared to virgin solvents.

A University of Manchester based consultancy (ETHOS Research) was commissioned to produce an ISO 14044 compliant carbon footprinting study to assess the carbon footprint of six recycled solvents produced by European Solvent Recyclers, represented by the European Solvent Recycler Group (ESRG). This included Tradebe UK's full support and participation. The ESRG members' data was analysed using the CCalC Life Cycle assessment tool and the findings concluded that the recycling of these solvents leads to significant savings of greenhouse gas emissions, ranging from 46% to 92%, when compared to using virgin solvents.

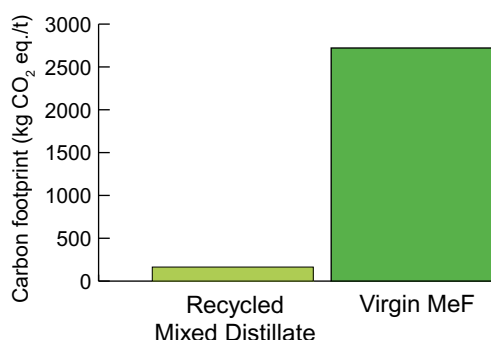
benefited from a saving of 30,000 tonne CO₂ equivalent, by using our recycled MeF, and a saving of 6,000 tonne CO₂ equivalent, by using our recycled mixed distillate, as opposed to virgin solvents.

Going forward, we propose to complete more carbon footprinting studies in conjunction with our customers, as this is a valuable tool to help understand and reduce carbon emissions.

Carbon Footprint Recycled MeF vs Virgin MeF



Carbon Footprint Recycled Mixed Distillate Vs Virgin Solvent



In 2016, Tradebe used the CCalC tool to complete a study into the waste streams for one of our customers. This customer uses our toll recovery service for two of their significant solvent streams, Mixed Distillate and Methyl Formate (MeF). MeF is a common solvent that has zero ozone depletion potential and zero global warming potential.

This study revealed that these recycled solvents have 91-96% lower carbon footprint compared to virgin solvent.

When taking into account the waste tonnage processed for this customer, it was discovered that over a one year period the customer



OUR PEOPLE

As a service provider, and a company with a strong entrepreneurial spirit, our employees are critical to our success; they are the heart of our business and our foremost ambassadors. We understand the need for employees with the right skill sets, motivation and enthusiasm to deliver our business strategy, which ultimately determines our current and future success and competitiveness.

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Office for National Statistics:

www.ons.gov.uk/people-populationandcommunity/culturalidentity/ethnicity/articles/ethnicityandnationalidentityinenglandand-wales/2012-12-11

698
Number
of UK
Employees
in 2016

8.94
years average
Tradebe
service of UK
Workforce in
2016

Philosophy

Tradebe's philosophy is to attract the right people, engage our employees and help them to achieve their full personal and professional goals, in a targeted manner. Our people are at the core of our success, and we ensure they feel valued, empowered and respected.

Commitment to our Employees

Our commitment to our employees is underpinned by our company's Mission, Culture and Values. We invest the right amount of time and resources to ensure that the correct support and engagement is given to our employees for them to develop and prosper in their professional lives.

Our Approach

Tradebe takes a global strategic approach to talent management, with local implementation. We are committed to the recruitment, development and retention of talent. Our strategic efforts support our overarching business objectives, with focus on talent and leadership development, high performance work units, functional excellence and succession planning with the aim of forging a strong talent pipeline that will support our intended business growth.

In our industry, we want to be the preferred employer for both current and future employees.

Workforce Diversity and Inclusion

A diverse workforce is not only a reflection of our multicultural environment, but it is also beneficial for our business. We celebrate the diversity of our talented workforce, which we believe enables greater innovation, an essential element in driving our ever evolving industry forward.

Tradebe is a global company with over 2,150 employees based in Europe (Spain, France and the UK), the United States and the Middle East (Oman). Although our employees are oceans apart, technological advances allow us to collaborate, share thoughts, ideas and strategies, enabling us to take advantage of the synergistic benefits this brings to our company. We nurture a ONETRADEBE ethos that encourages our UK employees to reach out to each other and their global counterparts. For example, we hold a global meeting with our top 50 managers every two years.

UK Ethnicity Data 2016

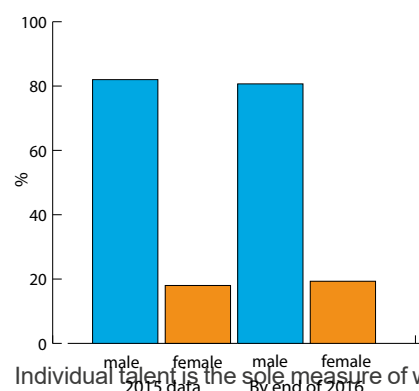
In 2016, we conducted an employee ethnicity survey, which was completed by 75% of UK employees. This is the first survey of this type. We understand that the ethnicity of our workforce is highly determined by the communities in which our UK sites are based. We recognise that further investigation at a local level is required for a suitable comparison.

Ethnic Groups	Tradebe UK	Census 2011 (England, Wales)
White	95.5	86
Mixed/Multiple ethnic groups	0.5	2.2
Asian/Asian British	1.1	7.5
Black African/Caribbean/British	0.9	3.3
Other ethnic groups	0	1
Prefer not to say	1.8	N/A

UK Gender Data 2016

There are more women working in waste than ever before, however the industry is still male dominated, and Tradebe's 2016 workforce reflects that overall UK position.

Total UK Workforce by Gender



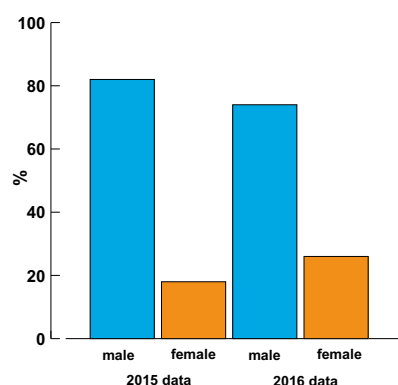
Individual talent is the sole measure of whether a candidate is correct for a role within Tradebe, without exception. Through providing equal opportunities and support for employees, we attract, develop and retain the right skilled employees regardless of any discriminatory factors. We expect the balance of our workforce to become more representative of the UK working population over time.

28.8%

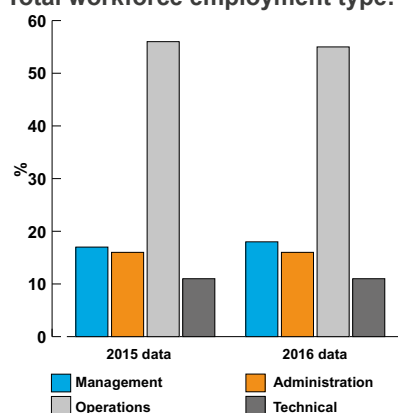
Percentage
of Vacancies
Internally Filled
in 2016

UK Other Data 2016

Hires by gender:



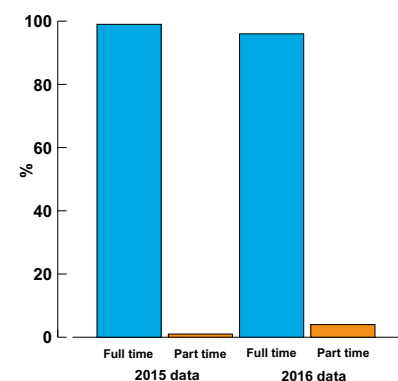
Total workforce employment type:



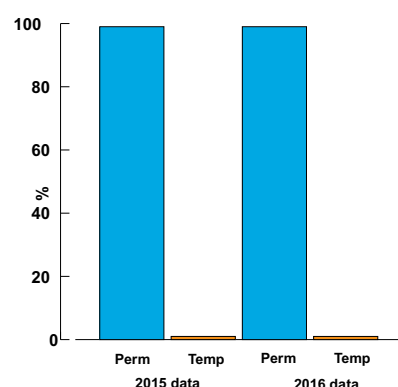
Labour turnover rates - Xpert HR:

www.xperthr.co.uk/survey-analysis/labour-turnover-rates-2016/161450/

Total workforce full time / part time split:



Total workforce permanent/temporary split:



Recruitment & Equal Opportunities

Tradebe is an equal opportunities employer and offers career opportunities without discrimination. Job opportunities are given fairly and equally, and in all cases a 'best fit for the role' policy applies. Candidates are given positions based on their skills, qualifications, career aspirations and the ability to perform the job in question to the highest possible standard.

- In 2016, we advertised 202 vacancies. 71.3% filled externally and 28.8% filled internally.

Wherever possible it is our policy to recruit from within our current workforce. We retain and develop our best people, while enabling our employees to achieve their career aspirations within Tradebe.

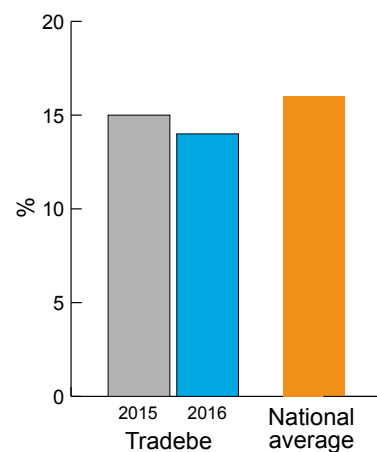
- 28.8% Vacancies filled through internal appointment in 2016. Increase of 8.7% from 2015.

Our personnel management model aims to recruit people who display five basic competencies:

- Orientation towards results
- Agility in decision-making
- Adaptability to change
- Ability to work as part of a team
- Clear client-focus

Voluntary Employee Turnover

Employee turnover calculated on the basis of employees who left Tradebe of their own accord, remains consistent with 2015 figures and the UK's national average of 16% in 2015 (Xpert HR, 2016)



We will continue to focus on maintaining and developing our best talent. Employee retention is a key tool in maintaining our exemplary safety record.

Employee Engagement

Consistently engaged employees are happier, healthier and more fulfilled. This can have a positive impact on productivity, innovation and customer satisfaction, a recipe for successful business growth. Tradebe develops and nurtures engagement through effective two-way communication channels, employee empowerment and a collaborative leadership relationship with employees.

Listening to our Employees

Taking the time to listen to our employees is critical. We provide many formal and informal communication channels to encourage our employees to express themselves and provide valuable feedback.

We often conduct employee satisfaction surveys, 'Voice of The People'. This is a major opportunity for Tradebe employees to voice their opinions. Our employees know they can express themselves positively and negatively in regards to their experience of working at Tradebe. Employees also make suggestions that contribute to the direction of the company. The survey is voluntary, anonymous and completely confidential.

The last survey took place in 2013. UK participation was the highest as a percentage of number of employees of the three major worldwide areas: UK, Spain, USA.

Communicating with our Employees

Strong and effective internal communication is essential for incorporating and reinforcing our company's principles and values. Throughout 2016, we improved the effectiveness of our communication channels to ensure that our employees continue to be well informed about what is happening throughout our organisation.

These projects included:

- Quarterly Business Briefings. By making use of our online meeting technology, the UK CEO and Executive Committee hold companywide meetings to communicate company updates, performance, strategy, targets and successes. The meeting is open to all UK Managers. A UK conference is held face-to-face every two years'.

- Bi-monthly 'News Snippets' email. This newsletter is distributed via email to all UK employees and provides the latest details about our organisation, industry and workforce.
- Intranet Development. The company intranet has been developed to be more intuitive and 'user-friendly', and to showcase the latest company news.
- Enjoy - Company Magazine. The global company magazine integrates business and social activities from across the company. It now features a dedicated UK section. Digital and printed copies are distributed to all UK employees.
- Internal Announcements (email) – Internal announcements were formalised across the globe to ensure consistency when showcasing the latest company news.

Ethical Standards in the Workplace

The personal dignity of every employee must be respected. Our Equal Opportunities commitment clearly states our beliefs:

Our Commitment

Tradebe ensures that all employees are able to achieve their full potential and that employment decisions are taken without reference to irrelevant or discriminatory criteria (whether directly or indirectly discriminatory).

This commitment ensures that valuable talent and employee potential are not wasted. When discrimination, harassment, bullying or victimisation occurs in the workplace they create a climate of fear, insecurity and poor work performance. Not only is this unlawful, it affects profitability and morale. It is therefore vital that every employee understands his or her responsibilities.

We are proud to be an equal opportunities employer, and as such take these issues very seriously. Wilful failure to apply the policy, or evidence of discrimination, harassment, bullying or victimisation, will result in disciplinary action which may include dismissal.



"As a leading environmental company in the waste management sector, it is our duty to transmit and communicate to society our work and commitment to the environment. We must reinforce at all levels the importance of recycling and reuse in order to optimise and maximise the value and utilisation of natural resources and raw materials in a transition into a more sustainable and circular economic model"

Adriana Blasco
Global Communications



Tradebe - Modern Slavery Act:

www.tradebe.co.uk/modern-slavery-act-2015

Tradebe commits to:

- Create an environment in which individual differences and the contribution of all our staff are recognised and valued
- Ensure every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- Training, development and progression opportunities are available to all staff
- Promote equality in the workplace. We believe this is a good management practice and makes sound business sense
- Review all our employment practices and procedures to ensure fairness to all
- Breaches of our equality policy will be regarded as misconduct and will lead to disciplinary or dismissal

Modern Slavery Act

Modern slavery and human trafficking have no place in the world. Tradebe acknowledges its responsibilities under the Modern Slavery Act 2015 and is committed to its role in combatting the global issue of modern slavery and human trafficking.

We expect our suppliers to adhere to the highest standards of ethics, and to provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Failure to meet these important standards precludes inclusion on our UK approved supplier list. In 2016, all UK suppliers were notified of our zero tolerance stance in regards to modern slavery and human trafficking. All new suppliers must comply with our policy.

Company Mission and Value

Tradebe's mission and core values are the pillars on which we continue to build our company. These values underpin our management model and are the reference point for the entire organisation. Furthermore, our values are a fundamental expression of our commitment to our customers, shareholders, employees and ultimately, society as a whole.

- **Customer Oriented** – We solve our customers' needs by offering high quality, innovative services.
- **Results Oriented** – We quickly make informed decisions which achieve quality results.

- **Commitment to People** – We fully support the personal and professional development of our employees.
- **Respect for the Environment** – We apply sustainability criteria to everything we do.

Our Culture, Values and Behaviours – ONETRADEBE

Our culture is ever evolving and is shaped by our corporate values. Within the working environment, we expect our employees to operate by our values; using them to inform their behaviours and incorporate them into their day-to-day business decision making.

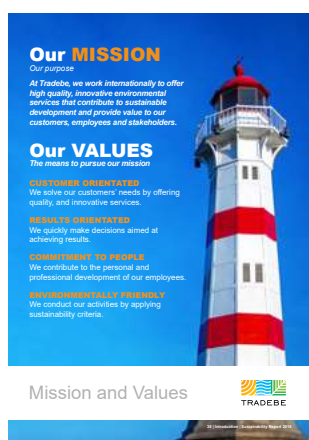
Our values and beliefs allow us to strengthen our service performance and elevate our company safety standards. We depend on the engagement of our employees with our company values and we focus our management to embed these values into our workforce through leading by example and recognising and rewarding employees for their commitment. This dedication drives forward our corporate culture.

Our UK workforce has grown significantly through acquisition. This has brought together a diverse workforce from a range of backgrounds and a variety of different company cultures. Our ONETRADEBE campaign, launched in the UK, focuses on projects that bring together the workforce and aims to develop and unite our culture under one umbrella. Combining our diverse capabilities and building synergies has formed a stronger Tradebe that will help us to achieve our company objectives.

Tradebe Code of Conduct

Our Code of Conduct maintains and develops our corporate integrity in a formalised manner and is applicable to the parent company and all subsidiaries. It outlines our core values and establishes our standards of ethical business conduct, and the fundamental shared values and principles that guide employees' behaviours, attitudes and decision making while in the workplace. It also provides a broad overview of the corporate culture, which the management team have the role of embedding within the organisation.

The Code of Conduct was re-issued to all employees both digitally and through print in March 2016 and has been made available to our employees through the intranet and can be found on our website. All new starters are given the Code of Conduct and time to familiarise themselves with the booklet during their induction period.



Case Study:

ONETRADEBE – Culture Shift

The UK senior management team took part in a ONETRADEBE culture shift workshop during the UK Conference 2016 that focused on translating our company values into tangible, observable and measurable employee actions and behaviours.

The teams were tasked with identifying the desired employee behaviours that would deliver our four core values and then inversely, the behaviours that would detract from them.

Each member of our senior management team signed a Corporate Values Pledge and identified one aspect of a corporate value/behaviour that they would roll out to their Tradebe teams.

A campaign to deliver these behaviours into the business was launched in 2016 and will continue throughout 2017. The aim of this ONETRADEBE campaign is to embed the desired behaviours into the business through implementation, assessment and improvement.

We will continue to roll-out the campaign's framework and key initiatives and continue to integrate them into all aspects of business practice.

Recognition and Rewards

Our employees are our most valuable asset; they are the key element that gives us the competitive advantage that enables us to meet our business goals. Great employees deserve recognition and rewards.

We offer fair, competitive salaries that are both internally justifiable and comparable with other companies in our industry. The average entry level wage at Tradebe in 2016 was 150% of the National Minimum Wage. Performance related pay is also available and tied to company and/or individual performance.

We are dedicated to improving the working lives of all our employees, and as such provide a comprehensive and generous range of entitlements to help through life changes such as maternity, sickness or retirement. We achieve a supportive workplace culture that balances the demands of our employees' roles and their personal lifestyle. These exceed the statutory allowance in terms of length and pay.

We understand there is more than financial compensation to reward and recognise outstanding employee performance. We annually reward people through non-financial means who have clearly demonstrated that their contributions have gone above and beyond normal expectations. This includes showcasing employees' performance at our ONETRADEBE Annual Awards ceremony and encouraging the sharing of performance achievements in our internal company magazine, Enjoy.

Long Service Recognition Awards

We appreciate the loyalty of our employees and recognise and reward their time with Tradebe through Long Service Recognition Awards. We understand that many of our employees have joined us through company acquisitions, which is taken into account when presenting these awards.

Within the UK, Tradebe has employees who demonstrate up to 40 years of service loyalty, a feat we recognise, celebrate and share with all.



Liz Hoyland

"Our employees are vital to the success of our business at Tradebe. Commitment to people is one of the key values which we live and breath, and demonstrate in everything we do. Our culture in Tradebe is that of ONETRADEBE. ONETRADEBE to us means that every employee, in every position and from every part of the business, will work together as one team towards achieving our business goals."

Liz Hoyland

HR Manager - Chemicals, T & F

&

Yvonne Worth

HR Manager - Healthcare, Incineration & Radioactives



Yvonne Worth

8,162

Hours of training arranged for our UK employees in 2016 increase of 24% on 2015

63.5%

UK employees received training in 2016

11.69

Hours of training received per UK employee in 2016, increase of 18%

147

Number of individual external training courses arranged in 2016, increase of 213% on 2015

Learning and Talent Development

The dedication to our corporate core value 'commitment to people' is embodied through our learning and development strategy. The continuous development of our employees' skills is critical for the performance of our company. As such, learning and development is a key aspect of our management function.

Learning and development has many benefits for both our company and our employees. As a company, by expanding our knowledge, capabilities and organisational performance, we remain competitive and able to deliver sustainable and profitable market growth. It prepares employees for managerial and leadership positions and enables us to better serve our customers, improve employee retention, motivate our staff and become a more attractive employer. We nurture a working environment that empowers employees and allows them to work to achieving their full potential.

We understand that everyone learns new skills in different ways, and as such we offer bespoke learning and development opportunities in a number of settings including in-house, mentoring, job shadowing, open courses, distance learning and academic education.

Leadership and a Sustainable Talent Pipeline

Tradebe is focused on building a sustainable and strong leadership and talent pipeline for today, tomorrow and the future. Talent identification and succession planning is a critical aspect to ensure we are ready to support our business growth agenda.

Talent management is an integral part of our core business process. Our Human Resource (HR) team and our business leaders jointly own the talent management of our employees. Working together they assess, identify and develop employees with high potential to become our future leaders. We motivate and grow our employees' skill sets to accelerate their progression for promotion to leadership positions.

The HR team are focused on talent acquisition at point of entry to the company. Throughout 2017 and onwards, the team will focus on building our Tradebe Employer Branding model that will reach out to young, talented people, with fresh ideas and are aligned with our business culture and values.

Apprenticeship Levy 2017

From the 6th April 2017, companies with an annual wage bill of over £3M must pay the Apprenticeship Levy at a rate of 0.5%. Employers can spend their levy funds on apprentice training for either upskilling existing employees or taking on new apprentices.

Tradebe has been preparing employee development plans to utilise these funds effectively when they come into effect early next year.

Health and Wellness

Healthy employees are the cornerstone of a resilient workforce that boosts productivity and maintains a strong sustainable business. Tradebe UK offers a number of schemes that aim to improve the health and wellness of our employees.

Cycle2Work

We encourage our employees to experience the benefits of regular exercise through cycling. In 2012, we launched our Cycle2work scheme, which allows employees to hire a bicycle from Tradebe, interest free, over a 12 month period. After the hire period, employees are entitled to take ownership of the bike for a small fee.

By the end of 2016, a combined total of 298 employees had taken advantage of this scheme.

Retirement Planning

Tradebe works with LaterLife, an organisation that provides pre-retirement planning courses, to help our employees plan the transition from full-time work to retirement. The planning provides advice on topics such as "Making the Most of your Money", "Keeping Fit Physically and Mentally", and "Increasing Social Contact".

Occupational Employee Health Screenings

Tradebe provides occupational health screenings to employees who require a certain level of health and wellbeing to do their roles. These are completed by an external provider who evaluates the employees' health and identifies any potential risk factors which may contribute to future poor health.

Employee Assistance Service

Tradebe provides an employee assistance support service covering both personal and work related issues. These issues can manifest themselves in a variety of mental health problems including anxiety, depression and stress which could affect work performance. Our Employee Assistance Programme offers free and confidential 24 hour support, anytime of the year, from specialist call handlers and counsellors who are able to assist our employees.

Flexible Work-Life Balance

We understand the importance of creating the right work-life balance and that all our employees' requirements are different. All employees can request flexible working hours and conditions. Tradebe will grant these requests when and where it is feasible to do so.

Case Study - ONETRADEBE Awards 2016



ONETRADEBE Awards 2016

ONETRADEBE is an internal campaign that focuses on bringing together all Tradebe UK employees to unite them with common goals, beliefs and standards.

The annual company awards recognise and celebrate the outstanding work of four employees, either as individuals or on a team basis, who have gone the extra mile to bring ONETRADEBE to life in our workplace.

The ONETRADEBE awards were presented by Rob Molenaar.



Best Health and Safety Performance: Rye Site. Received by Darren Joyce, SHEQ Manager and Ray Palmer, Site Manager.



Best Financial Performance: Fawley Site. Received by Mike Barker, Site Manager.



Customer Service: Lynne Burns, Customer Service Team Leader and Gary Goodall, Transport Team Leader.



Customer Service: Chris Macey, National Accounts Manager, Oil & Gas.



The Above and Beyond Award: Chris Brown, Operations Director, Treatment & Fuels. Brian Mulholland, Divisional Director received on his behalf.



ONETRADEBE Award: Linda Humphreys, Customer Services Manager



"Within Tradebe we put our customers first and value working in partnership. This approach allows us to really understand the needs of our customers and work with them to ensure we have a structured plan through investment, technology, infrastructure and our skill base ensuring a sustainable and progressive partnership for the future."

Brendan Pope

National Accounts Director



COMMUNITIES - Our Approach

As an employer, a business partner and a neighbour, Tradebe plays an active and positive role in the communities in which we operate. As a significant employer we provide jobs, prosperity and local investment and ensure that we actively contribute to our local areas, as well as acting as a responsible and conscientious neighbour.

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Charitable Giving and Community Activities

Tradebe makes positive contributions through working with charitable organisations and volunteer services. Our committee have identified three categories that we believe would make the greatest impact on our communities and are supportive of our corporate objectives.

These categories are;

- The Environment
- Health
- Young People

Our social commitment is driven by our active employees who participate in charity fundraising events and local community activities, using their expertise, time and dedication. These included beach cleans, litter picks and cake bakes, among many other initiatives in 2016. Tradebe is pleased to support these initiatives through financial means and staff volunteering.

We offer personal donations to employees who take part in events outside of the company, which have included charity runs, swims and cycles. The stories of our employees' altruistic endeavours are shared through our fortnightly internal email newsletter, in our quarterly internal Enjoy magazine and on our website.

Supporting Young People in Education

Tradebe encourage and support employees who want to get out in the community and inspire younger generations to get involved with science initiatives. This is achieved through taking part in careers events, industry days and workshops and giving talks to local educational establishments.

Case Studies: Chemistry with Cabbage

In 2016, Tradebe partnered with the award-winning educational initiative 'Chemistry with Cabbage', which provides interactive chemistry workshops for over 200 primary schools and 6,000 pupils in years 5 and 6, every year.

Established in 1999, the initiative was developed to inspire the younger generation to study chemistry and consider a future career in the science industry. The workshops

are designed to capture the imagination of young minds by making chemistry exciting, logical and accessible to all.



The company has won a variety of awards from the Royal Society of Chemistry, the Chemical Business Association and Women in Science and Engineering. In addition, The University of Manchester, the University of Chester and the British Science Association have made Chemistry with Cabbage Honorary Fellows. More information can be found at: www.loreillywilson.co.uk

Inspiring our younger generations to consider a future career in chemistry is important to Tradebe, as our company's future is dependent on the talents of this generation in the chemical industry. Not only does this sponsorship support young people within our communities, but it also supports our HR strategy.

We have provided financial support to Chemistry with Cabbage to deliver a number of workshops throughout 2017. These will be reported in our next CSR report.

Young People Case Study: Imperial College Student Site Tour

Tradebe Fawley hosted 23 students from Imperial College's Environmental Technology's Masters course on the 14th March 2016. The visit was part of the University's program to provide students with an insight into environmental management in action.



Case Study: My Work Experience by Wouter de Klerk Wolters



"Let me introduce myself; my name is Wouter de Klerk Wolters and I'm from the Netherlands. In November last year, I got the opportunity to do work experience abroad, at Tradebe UK in Marlow. Not only did I learn a lot of things about working in general, I also learned many things about Tradebe as a company and met loads of nice people and had a lot of fun.

"I would like to thank Human Resources. They organised all my work experience. From making all the arrangements before my placement and arranging lots of meetings with many different and interesting people from across Tradebe. Everything ran very smoothly and fluently and I had a great time during my stay at Tradebe.

"I met many people and talked with them about their areas of expertise. I learned about the financials of the company from Purchase Ledger, Credit Control, Payroll and Management Accountants. I even got to visit the Fawley site where waste is being disposed of at an enormous scale into one of the largest combustion ovens in the world. Whilst there I met a variety of people and learned a lot of different things about engineering, maintenance and working in the laboratory.

"To me, Tradebe is a great company with a very pleasant environment. Everyone I met tried their best to help me and to make my experience the best it could be. Another thing I like about the company is how they are involved with making the world a better place, as they dispose of hazardous substances in the most sustainable way.

"Hopefully in the future I would be welcomed back to Tradebe, because if I got the opportunity to visit again and find out even more things about this company and the business world in general, I wouldn't turn it down!"

Environmental Causes

At Tradebe, we are proud to participate in activities that have a positive environmental contribution to the local areas around our facilities.

Tradebe Sunderland Great British Beach Clean

Tradebe did the Marine Conservation Society's Great British Beach Clean, which took place all over the UK during Sept 2016. Employees from our Sunderland sites (Tradebe Ocean Terminal and Hendon Dock), pulled together and took to the area's beaches on Friday the 23rd of September.

The team did their part in making the Hendon Promenade a cleaner and safer environment for the local community by picking up litter and removing dangerous objects from the beach, such as glass and metal. The rubbish collected from the beaches was recycled wherever possible.



Community Clean Up Day – Clean for the Queen Campaign - March 2016

For the second year running, our employees took part in the annual nationwide Community Clean Up Day. On Saturday 5th March, Hythe and Dibden Parish Council ran a "Clean for the Queen" event that formed part of a national community clean-up campaign for Her Majesty the Queen's 90th birthday.

The event, organised by the local councillor Peter Armstrong, was a 2 hour litter picking morning to help clean up the local community. Several Tradebe staff from our local Fawley site attended and volunteered their time to help the cause. Tradebe also provided the group with gloves and hi-vis jackets.

Health Community Activities

At Tradebe we are proud to participate in activities that have a positive contribution to the health of people in our local and national communities.

Health Case Study: Macmillan Cancer Support 2016



Annual charity fundraising events are held across our UK sites to raise money for Macmillan Cancer Support. We choose to support this charity again this year, as requested by our employees.

2016 was the second year of holding a companywide Macmillan Coffee Morning. Tradebe sites hosted Macmillan Coffee Mornings; selling cakes, pies and biscuits made by our employees. In addition, we centrally sold tickets for a company-wide charity raffle, with prizes donated by Tradebe. Collectively, our employees raised £1,864.46 for this worthwhile cause.

Health Case Study: Movember – One Month, One'Tache, ONETRADEBE

In 2016 our employees created a Tradebe UK team and took part in the 2016 Annual Movember charity campaign organised by Prostate Cancer UK. The Tradebe Movember team raised £1,113 for this great cause, as well as increasing the awareness of prostate and testicular cancer amongst our employees.



Health Case Study: Global Annual Christmas

Each year Tradebe holds a global annual Christmas Charity Event where employees make tax free donations to a selected charity directly from their wages.

The chosen charity for the Christmas campaign is selected each year by our employees from an initial list of popular charities. Every donation made by our employees is then fund matched by Tradebe, giving an extra financial boost to our employees fund raising efforts.

During 2016, the UK total donations of £1,160 were made to The British Heart Foundation and Cancer Research UK.

Business within our Communities

We have a responsibility to be a good neighbour and safeguard our communities from our operations by ensuring that our plants operate to the highest standards with minimal impact on the local area.

Throughout the year, we engaged with our communities in numerous ways tailored to each local area. These include educational initiatives, community meetings, site tours, direct mailing and scenario role plays with the local emergency services.

Case Study: Winfrith Community Meetings

Tradebe Inutec are members of the Winfrith Site Stakeholders Group, which is attended by members of the public, representatives from county, district and local councils, Natural England, and the regulators Environment Agency and Office for Nuclear Regulation.

The group hold biannual meetings at the local village hall to discuss future long term plans for operations on the Winfrith site.

In 2016, Tradebe Inutec delivered presentations at both of the meetings covering topics such as the excellent progress we are making on securing our own Nuclear Site Licence.



Appendix

Tradebe UK Head Office

Atlas House
3rd Avenue
Globe Park
Marlow
Buckinghamshire
SL7 1EY

Sales Contact Details

Tradebe UK Waste Sales Enquiries

0845 603 2893
ukcustomerinfo@tradebe.com

Tradebe UK Clinical Waste Sales Enquiries

0844 693 2033

Tradebe Chemicals

Tradebe Knottingley

Knottingley Process Site
and Offices
Weeland Road
Knottingley
West Yorkshire
WF11 8DZ

Tradebe Rye

Rye Process Site and
Offices
Lime Kiln Works
Rye Harbour Road
Rye
East Sussex
TN31 7TE

Tradebe Sunderland - Hendon Dock

Sunderland Process Site
and Offices
Hendon Dock
Sunderland
Tyne and Wear
SR1 2ES

Tradebe Sunderland - Ocean Terminal

Ocean Terminal
Hendon Dock
Sunderland
Tyne and Wear
SR1 2ES

Tradebe North Tyne

North Tyne Site
Hayhole Road
North Shields
Tyne and Wear
NE29 6DY

Tradebe Solvents With Safety

Units 1-4, Plumtree Farm
Industrial Estate
Harworth nr. Doncaster
South Yorkshire
DN11 8EW

Tradebe Treatment and Fuels

Tradebe Heysham

Heysham Process Site
and Offices
Middleton Road
Morecambe
LA3 3JW

Tradebe Cheshire

Cheshire Waste
Management Centre
Innospec Manufacturing
Park
Oil Sites Road
Ellesmere Port
Cheshire
CH65 4EY

Tradebe Gwent

Gwent Waste
Management Centre
Corporation Road
Newport
Gwent
NP19 4RD

Tradebe Bridgend

Bridgend Process Site
Factory Lane
Pencoed
Bridgend
CF35 5BQ

Tradebe Hereford

Eign Sewage Treatment
Works
Eign Road
Hereford
HR1 1TG

Tradebe Kirkby

Image Business Park
Acornfield Road
Knowsley Industrial Estate
Liverpool
L33 7UF

Tradebe Healthcare Division

Tradebe Avonmouth Treatment Facility

Units C+D
203 Burcott Road
Avonmouth
BS11 8AP

Tradebe Redditch Waste to Energy Plant

Alexander Hospital
Redditch
Worcestershire
B98 7UB

Tradebe Rochester Treatment Plant

Enterprise Close
Medway City Estate
Rochester
Kent
ME2 4LY

Tradebe Wrexham Thermal Treatment Plant

Marlborough Road
Wrexham Industrial Estate
Wrexham
LL13 9RJ

Tradebe Incineration & Radioactives Division

Tradebe Fawley

Fawley Thermal
Treatment Centre
Charleston Road
Hardley
Hythe
Southampton
SO45 3NX

Tradebe Inutec

B44 Winfrith
Dorchester
Dorset
DT2 8WQ

Tradebe Scotoil Services

Davidson House
Miller Street
Aberdeen
AB11 5AN





ONETRADEBE