

 RiverRidge

2025 ESG
Report

Forever Forward



Contents

- We are RiverRidge
- Our ESG Strategy
- 2025 Highlights
- The Three Pillars of our ESG Strategy
 - Environment
 - Social
 - Governance
- Appendices

About this Report

This report provides a concise update on our ESG performance for 2025, focusing on the most material areas of progress across our Environmental, Social and Governance pillars.

Each pillar includes a brief update and a supporting case study, alongside a dedicated section on our Full Circle Generation initiative. A full set of performance metrics is provided in the appendix.

This report includes data collated from across the organisation in line with relevant reporting guidelines, including the GRI and SBTi. Data for sustainability KPIs is monitored throughout the year and reviewed by the Board of Directors.

We remain committed to transparent reporting and continuous improvement in line with best practice. If you would like to contact us regarding this report, please use the email address below.

 info@riverridge.co.uk



Welcome from CEO, Brett Ross



“ In January, a fire at our Craigmore facility brought real disruption and difficulty to our people, our operations, and our communities. I am immensely proud of how every member of the RiverRidge team responded – with resilience, professionalism, and an unwavering commitment to one another and to the communities we serve. ”

We are releasing our third ESG report into what has been, without question, our most challenging and defining year to date. The broader political and economic landscape continues to shift – with pressure on environmental commitments from governments globally – while closer to home, 2025 tested us in ways we could not have anticipated.

In January, a fire at our Craigmore facility brought real disruption and difficulty to our people, our operations, and our communities. I am immensely proud of how every member of the RiverRidge team responded – with resilience, professionalism, and an unwavering commitment to one another and to the communities we serve. That moment reminded us of what we are truly made of as a business.

As a company, we remain driven by the same core ambitions: working towards a cleaner, lower-carbon future, building resilient communities, and ensuring our business remains financially strong and sustainable for the long term. Those priorities did not waver in 2025, even when circumstances made them harder to pursue.

Our rebranding this year – including a new logo, website, a refreshed identity, and our new slogan Forever Forward – reflects exactly that spirit. It is not a departure from who we are, but a reaffirmation of the direction we are headed, however difficult the path may be at times.

The 2025 highlights speak for themselves. We reduced our average CO₂e per bin by 5.7% from 2024. Our carbon footprint across Scope 1 and 2 has fallen by 25.7% since 2021. Thirty-seven percent of electricity consumed on-site is now from renewable sources, and we contributed over £20,000 to charity and direct community investment. We also funded 12 significant projects through the RiverRidge Environmental Trust

These are not small achievements – particularly in a year that demanded so much of us.

The Relentless Pursuit of a Sustainable World is more than a statement of intent; it is the lens through which every decision we make is measured. 2025 has only deepened our commitment to it. We faced our hardest year as a business, and we moved forward anyway – stronger, more focused, and more united than ever. That is the RiverRidge way, and it is what Forever Forward truly means.

A handwritten signature of Brett Ross in green ink. The signature is stylized and cursive, with the first name 'Brett' clearly legible and the last name 'Ross' written in a more fluid, connected script.

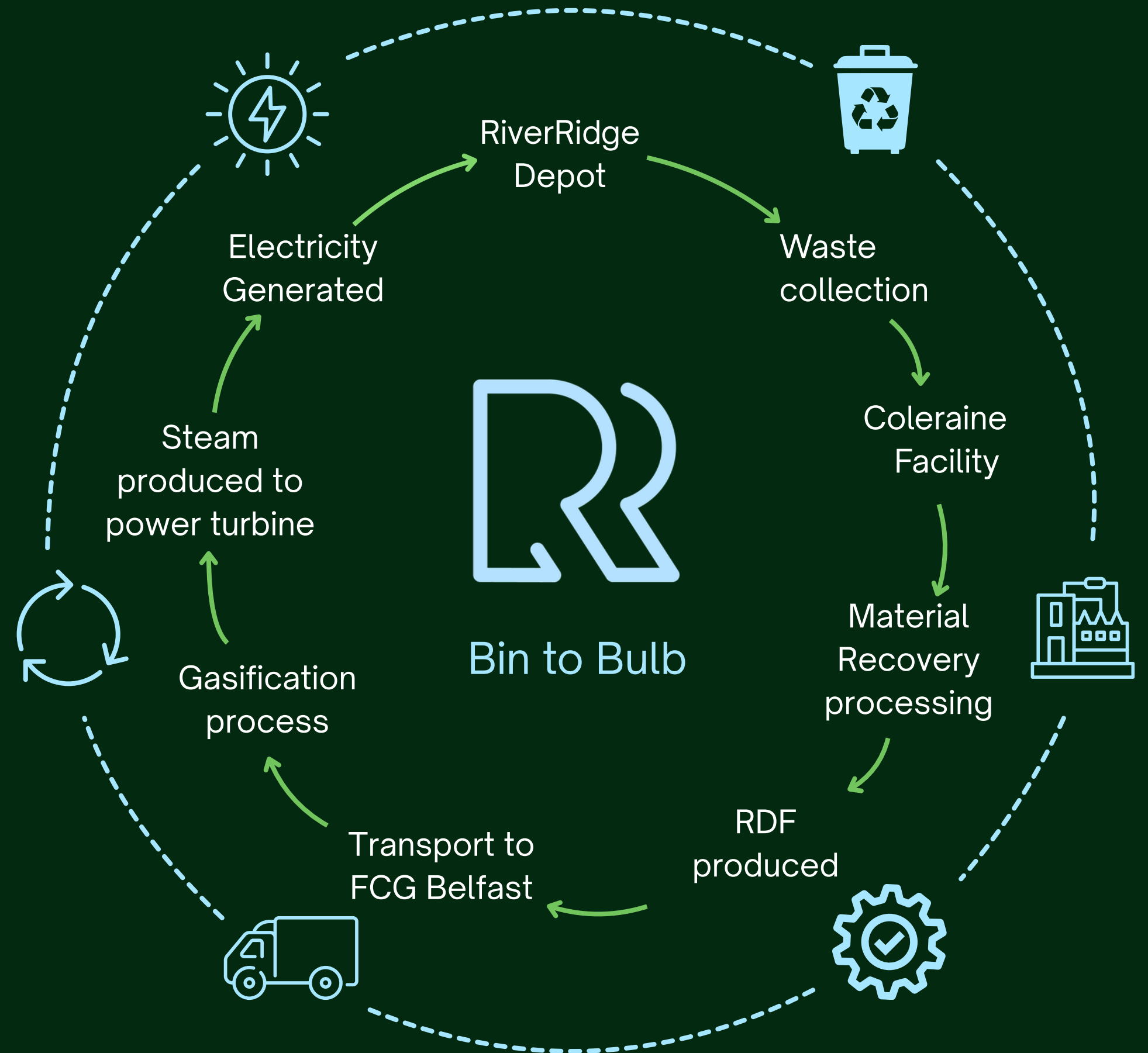
Brett Ross
CEO, RiverRidge

We are RiverRidge

RiverRidge is an established leader in waste management. When we first started in 2011, we were a single site operator. Since then, we have diversified and grown into a fully integrated waste management provider, driven by a passion for innovation and a commitment to sustainability.

Today, we operate some of the most sophisticated facilities in the UK across five different sites. We innovate to find environmentally sensitive solutions to processing over 300,000 metric tonnes of waste per year on behalf of our local council partners and business customers.

Our team of more than 290 employees helps households and organisations of all shapes and sizes manage their waste sustainably. Our vision is to treat waste as a valuable resource, and in doing so, ensure a positive outcome for our planet and communities. Everything we do at RiverRidge is linked to our vision as a company. It guides our decision-making and ensures we are conscious of the long-term effects of our business for all our stakeholders.



12 PROJECTS FUNDED THROUGH  RiverRidge Environmental Trust

LOST TIME INCIDENTS DECREASED BY

6.1%
COMPARED TO 2023

♀ 35.9%

OF MANAGEMENT, TECHNICAL, & ADMINISTRATION POSITIONS OCCUPIED BY WOMEN

 **5.7%**

Average CO2E PER BIN REDUCED BY FROM 2024

★★★★★
90%

CUSTOMER SATISFACTION

 **25.7%**

DECREASE IN CARBON FOOTPRINT (SCOPE 1 & 2) FROM 2021

 **68%**

OF WASTE DIVERTED FROM LANDFILL



DONATED TO CHARITY FUNDRAISING, EMPLOYEE-MATCHED GIVING, AND DIRECT COMMUNITY INVESTMENT



REGULATORY ENFORCEMENT NOTICES

 **37%**

OF ELECTRICITY CONSUMED ON-SITE RENEWABLE

£20K+

2025 Highlights

The Three Pillars of our Strategy

Environment

Protecting the environment and driving the circular economy through innovation.



Reduce the carbon cost of collecting waste by 90% by 2035

Invest over £50m to develop new waste treatment technologies by 2030

Converting our operational sites to 70% renewable power by 2030

Monitoring & ultimately reducing our carbon footprint (scope 1 & 2) by 50% by 2030.

Environmental Commitments

While the primary goal of treating waste is to divert it from landfill and reduce emissions, certain stages of the process can be carbon intensive. To minimise the resulting carbon footprint and enhance the environmental impact of our waste treatment operations, we are committed to:

- 01 Reducing the carbon cost of collecting waste by **90% by 2035**
- 02 Investing over **£50m** to develop new waste treatment technologies that are less carbon intensive than the current methods **by 2030**
- 03 Converting our operational sites to **70%** renewable power **by 2030**
- 04 Monitoring and ultimately reducing our carbon footprint (scope 1 & 2) by **50% by 2030**

Environmental Highlights



5.7%

Average CO2E PER BIN REDUCED BY FROM 2024



68%

OF WASTE DIVERTED FROM LANDFILL

ROUTE DENSITY ENHANCED BY

2.1%

FROM 2024



6.5%

REDUCTION IN FUEL USED PER BIN COLLECTED (LITRES) FROM 2024

12 ENVIRONMENTAL PROJECTS FUNDED THROUGH



RiverRidge Environmental Trust

25.7%



DECREASE IN CARBON FOOTPRINT (SCOPE 1 & 2) FROM 2021

Whilst carbon reduction and headline environmental objectives are vital in reducing our environmental impact, RiverRidge also believe in focusing on smaller yet meaningful initiatives that can be carried out in our local communities. In 2025 we committed, and carried out, litter picks and beach clean activities, as well as collecting the waste from the annual river clean-up day. Carrying out these events in partnerships with our stakeholders, allowed us to build on our existing relationships.



CASE STUDY



£1,532	50+	5+	140+
Funding	New Volunteers	Activites	Beneficiaries

Supporting local environmental initiatives

The RiverRidge Environmental Trust was established in Q4 2024 to fund and support grassroots environmental initiatives across Northern Ireland.

In 2025, RiverRidge awarded £14,000 to twelve organisations delivering projects focused on environmental enhancement, sustainability, and biodiversity, benefiting local communities across the region.

Funded initiatives included river water quality monitoring, beekeeping projects, curlew nest protection, red squirrel habitat conservation, invasive species management, and native species planting.

What the Funding Enabled:

- Woodland restoration & invasive species removal
- River water quality monitoring
- Native tree nursery development
- Wildflower meadow management
- Outdoor learning with local schools

Measured Impact:

- Habitat restoration mapped using GIS
- Volunteer time and impact recorded
- Data shared with environmental authorities
- Improved wellbeing and nature connection

Community & Environmental Value:

Funding has supported the restoration of key habitats at Cave Hill, improved access to nature, and enabled safer, more effective volunteering through upgraded equipment.

“ A regular volunteer with Asperger’s has experienced improved wellbeing through time spent in nature. The programme provides social connection, purpose, and a meaningful way to support the environment. ”



The Three Pillars of our Strategy

Social

Looking after our people, our customers, and the communities we work in.



Recognised as an employer of choice in Northern Ireland

Building a robust employee strategy to support our ESG ambitions.

Leading the sector in occupational health and safety

Support for local communities by doubling our investment over the next 10 years

Social Commitments

Looking after our people, customers, and the communities we operate in is at the heart of our ESG strategy. This is why we are committed to:

- 05 Being recognised as an employer of choice in Northern Ireland
- 06 Building a robust employee strategy focused on succession planning, talent retention, career development, and training to support our ESG ambitions
- 07 Leading the sector in occupational health and safety
- 08 Strengthening our support for local communities by doubling investment over the next 10 years

Social Highlights

£20k+



DONATED ACROSS ALL CHARITY & SPONSORSHIP ACTIVITIES

£2K



DONATED THROUGH THE EMPLOYEE-MATCHED GIVING FUND, SUPPORTING OUR EMPLOYEES FUNDRAISING EFFORTS



LOST TIME INCIDENTS DECREASED BY

6.1%

COMPARED TO 2023



RIDDOR (PER 100,000 HOURS) decreased by

5.3%

COMPARED TO 2023



DECREASE IN VEHICLE INCIDENT FREQUENCY RATE

84.7%

COMPARED TO 2022

DIRECT BENEFICIARIES



1,567

INDIVIDUALS EXPECTED TO DIRECTLY BENEFIT FROM THE RIVERRIDGE ENVIRONMENTAL TRUST PROJECTS

Waste management businesses play a crucial role in the communities they serve, not only by ensuring responsible waste disposal; and recycling but also by influencing local economies, employment, and environmental quality. At RiverRidge, we recognise the impact of our operations and are committed to driving positive change.

Supporting Our Communities

At RiverRidge, we are committed to supporting the communities where we operate through volunteering, fundraising, and targeted local investment.

In 2025, employees participated in initiatives such as the Macmillan Mighty Hike and a North Coast beach clean-up, strengthening both community impact and team engagement.

Through the RiverRidge Community Fund, we supported organisations including Appletree Childcare, enhancing inclusive play and learning; the Cancer Research Coleraine Committee, delivering a community Christmas event for local families; and St Joseph's Primary School, developing a sustainable vegetable garden to promote environmental education and healthy living.

These initiatives reflect our commitment to supporting our people, customers, and local communities.

CASE STUDY



MACMILLAN CANCER SUPPORT

£7,638 Raised

What we did:

- Employee team completed the Mighty Hike
- Fundraised for Macmillan Cancer Support
- Voluntary, employee-led initiative

Employee Matched Giving Fund:

- RiverRidge further supported this initiative through its Employee Matched Giving Fund, contributing an additional £1,375 to match employee fundraising efforts and maximise overall impact

Impact:

- Supporting individuals and families affected by cancer
- Strengthened team connection and morale
- Positive contribution to local communities

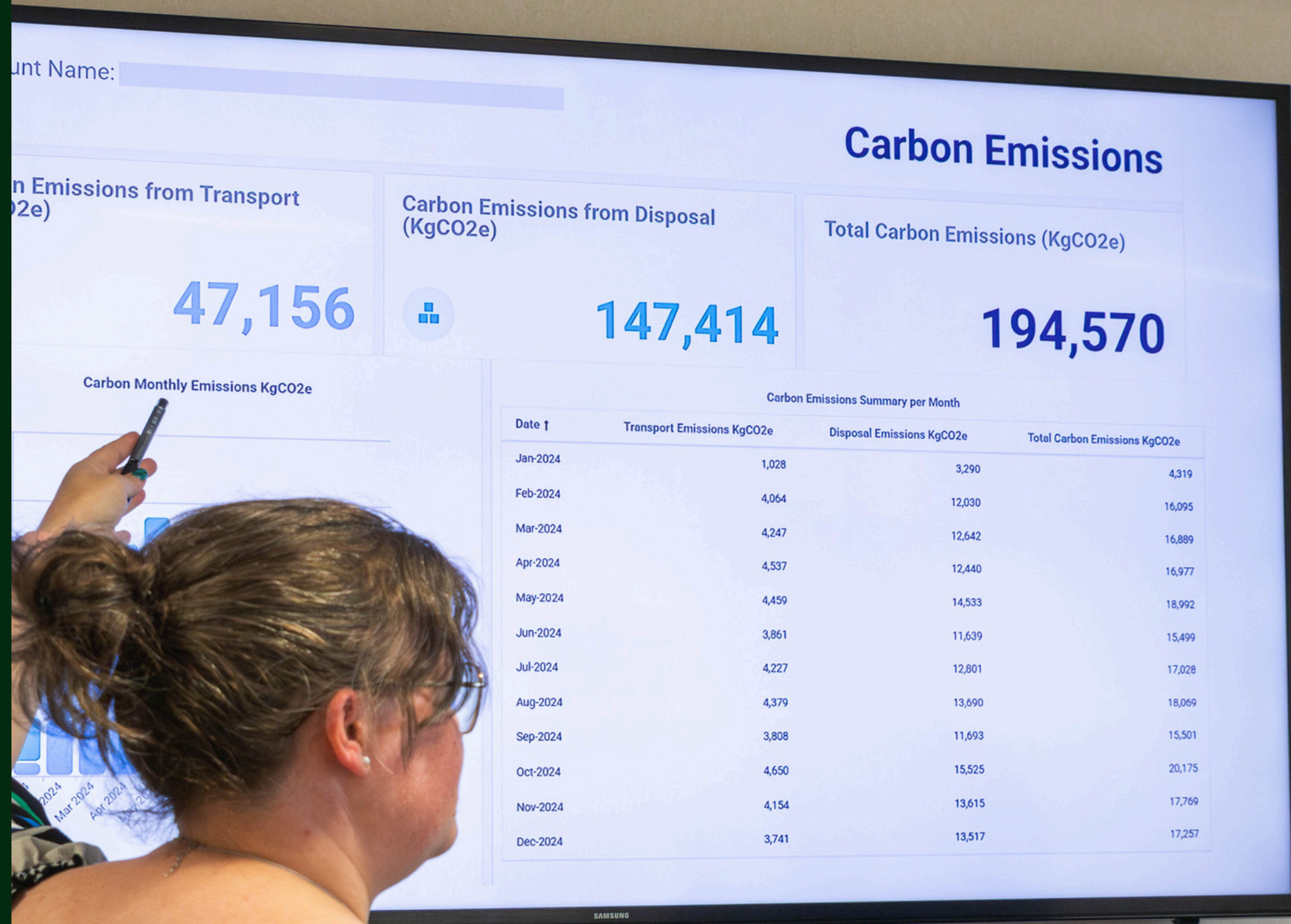
“Bringing people together for a shared cause strengthens wellbeing while making a real difference beyond the workplace.”



The Three Pillars of our Strategy

Governance

Leading the way as a responsible and sustainable business.



Developing a responsible supply chain to minimise our environmental impact

Empower our suppliers, customers, staff, and local communities with an understanding of the circular economy

Establishing a strong governance structure that ensures full transparency for all stakeholders

Recognised as a truly diverse and inclusive company, fostering innovation and equal opportunities

Governance

RiverRidge is committed to leading the way as a responsible and sustainable business because we recognise the vital role, we play in shaping a greener, more ethical future. By embedding sustainability and accountability into every aspect of our operations, we can drive meaningful change while ensuring long-term resilience and success.

To achieve this, we are committed to:

- 09 Developing a green supply chain to minimise our environmental impact
- 10 Empower our suppliers, customers, staff, and local communities with understanding of the circular economy
- 11 Establishing a strong governance structure that ensures full transparency for all stakeholders
- 12 Being recognised as a truly diverse and inclusive company, fostering innovation and equal opportunities

Governance Highlights



RESPONSIBLE SUPPLY CHAIN PROJECT UNDERWAY



100%

CUSTOMER ONBOARDING SUCCESS RATE (FOR OPTED-IN CLIENTS)



46.4%

OF TECHNICAL & ADMINISTRATION POSITIONS OCCUPIED BY WOMEN

3

EMPLOYEES SUCCESSFULLY COMPLETED THEIR ENGINEERING APPRENTICESHIPS



4K+

SITES ACROSS NORTHERN IRELAND REPORTING THROUGH ANALYTICS

1/5th



OF ALL MANAGEMENT/DIRECTOR POSITIONS OCCUPIED BY WOMEN

Good governance is fundamental to how RiverRidge operates. We place strong emphasis on doing business the right way—through clear oversight, responsible leadership, and a culture built on integrity. By maintaining robust controls and embedding accountability across our operations, we ensure decisions are made with long-term impact in mind, supporting sustainable growth and building trust with our stakeholders.



CASE STUDY

RiverRidge Analytics

Driving Transparency Through Data

At RiverRidge, we recognise that strong governance relies on clear, accurate, and accessible data. In 2025, we enhanced this capability through the development of our RiverRidge Analytics platform, providing customers with real-time insight into their waste performance and environmental impact.

The platform enables businesses to track waste generation, monitor diversion from landfill, and understand the carbon impact associated with transport and disposal. By turning complex data into actionable insight, it supports more informed decision-making and strengthens accountability across the value chain.

RiverRidge Analytics also plays an important role in educating customers on the benefits of the circular economy, helping them to improve resource efficiency and adopt more sustainable, long-term practices.

100%

CUSTOMER ONBOARDING SUCCESS RATE (FOR OPTED-IN CLIENTS)

4,000+

SITES ACROSS NORTHERN IRELAND REPORTING THROUGH ANALYTICS

3.5m

KG CO2E REPORTED IN TRANSPORT & DISPOSAL EMISSIONS REPORTED TO CUSTOMERS

Platform Overview:

RiverRidge Analytics is a customer-facing digital platform providing a centralised view of waste, recycling, and carbon data. Fully delivered in 2024 and scaled throughout 2025, it enables customers to track performance across collections, diversion, and emissions in one accessible workspace.

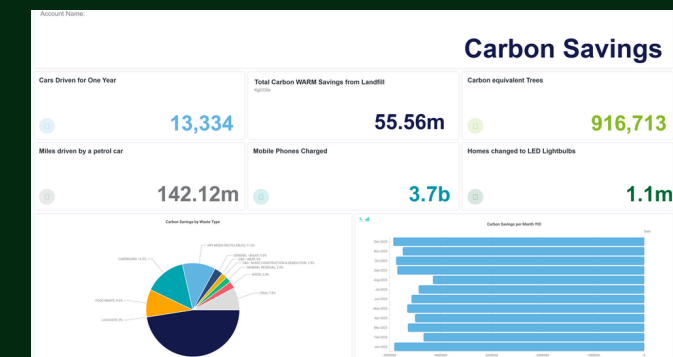
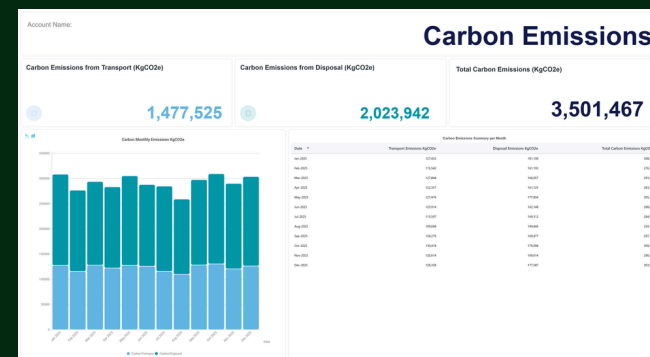
Customer Adoption & Reach:

A phased rollout approach ensured strong engagement and smooth onboarding. By 2025, all customers who opted into the platform were successfully onboarded, with adoption spanning a wide range of sectors and over 4,000 individual sites.

Governance & Data Integrity

The platform is underpinned by recognised methodologies, including government emissions conversion factors and WRAP carbon metrics. Monthly data updates, robust access controls, and site-level visibility ensure accuracy, consistency, and secure data governance.

“By providing clear, standardised reporting on waste and carbon impacts, RiverRidge Analytics empowers customers to make informed decisions and strengthen their own ESG performance. The platform supports greater transparency and accountability across the supply chain.”

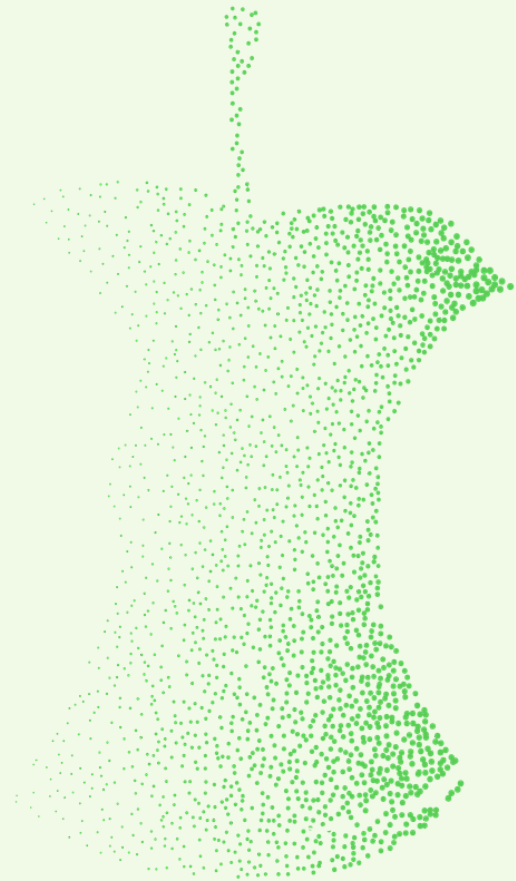


Appendix



Appendix

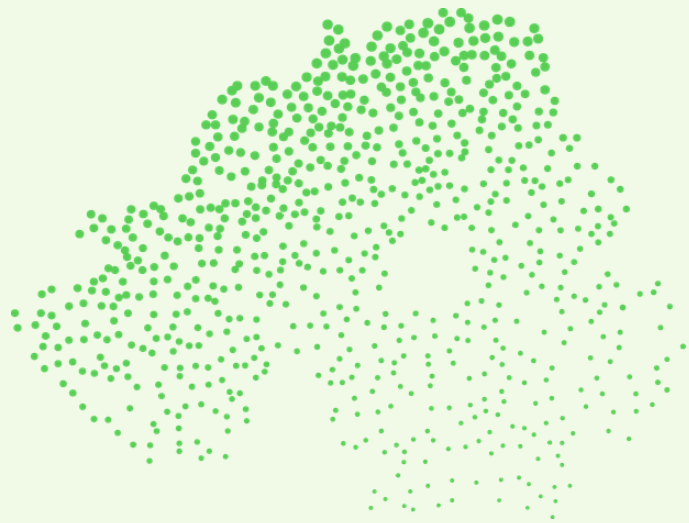
Environmental metrics table



Topic	Baseline Year	2024	2025	Target	Variance % 2024-25
Total Carbon Footprint (Scope 1 & 2 Tonnes CO2e)	2021: 10,709.87	7,386.50	7,953.90	Reduce by 50% by 2030	-7.7%
Carbon Footprint for each £1m of Revenue (Tonnes CO2e)	2021: 202.7	116.6	114		-2.2%
Average Kg CO2e per bin lifted	2022: 3.34	1.05	0.99	Reduce carbon cost of collection by 90%	6.1%
% of Fleet Electrified	2019: 0%	6%	6%	2029: 50% of fleet powered by renewables 2035: 75% of fleet powered by renewables	0.0%
Transport Related Carbon Footprint (Tonnes CO2e)		3849.76	4017.08	Emission Savings: 2026: 32% 2027: 39% 2028: 47% 2029: 53% 2030: 65% 2035: 75%	4.4%
Fuel Used Per Bin Collected (Litres)	2022: 2.49	0.46	0.43		-6.5%
Route Density (bins per mile)	2022: 2.09	1.93	1.97	2028: 10% increase	2.1%
Waste Diverted from Landfill * across all waste streams	2019: 61%	71%	68%	2030: 95% waste diversion	-4.2%
Percentage Recycled / Composted	2019: 26%	24%	16%	2024-30: 46.5%	-33.3%
Percentage Recovered	2019: 21%	37%	42%	2024-30: 48.5%	13.5%
Green Tarriff Electricity Consumed as a % of Total Electricity Consumed	NA	12%	8%	2024: 10% 2025: 20% 2027: 100%	-33.3%
Renewable Energy Used as a Proportion of Total Energy Consumed	NA	11%	7%	70% renewable power 2030	-36.4%
Renewable Electricity Used as Proportion of Total Electricity Consumed	NA	57%	37%	70% renewable power 2030	-35.1%

Appendix

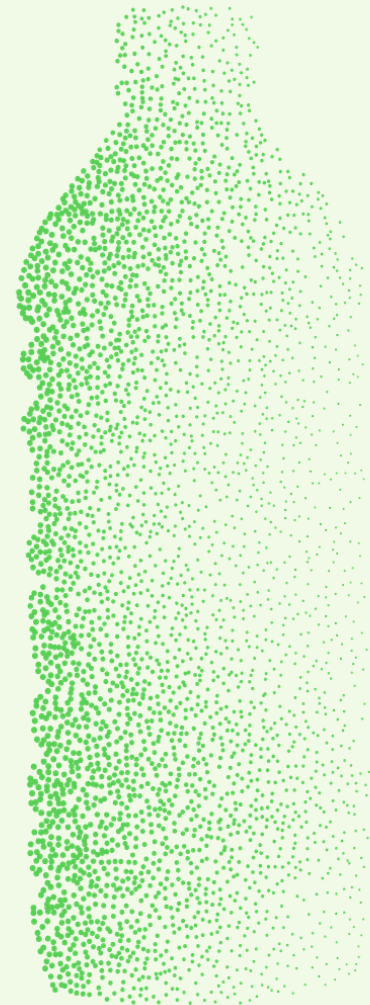
Social metrics table



Topic	Baseline Year	2024	2025	Target	Variance % 2024-25
Training Days per Employee	2022: 2.45	1.98	1.4	2028: 6 training days per employee	-29.3%
Lost Time Incidents	2022: 2.83	1.93	2.33	2.01	-13.7%
RIDDOR (per 100,000 hours)	2022: 1.77	1.4	1.8	1.3	28.6%
Regulatory Enforcements	0	0	0	0	0.0
Vehicle Incident Frequency Rate	2022: 1.44	0.87	0.22	0.8	-74.7%
Community Investment	NA	£26,000	£14000 + £2000 (community fund) +2000 (employee matched)	2033: Donated a total of £1,000,000	
Employee Volunteer Days	NA	1	2	2026: 10	100%
Employee Matched Giving Fund	NA	£250	£2,000	2030: £15,000 per annum	700%
Hybrid Working (Number of Employees)	2022: 0	29	30		
Employee Engagement	NA	54%	*Employee Survey to be completed in 2026/7	52%	
Overall Employee Satisfaction	NA	69%	*Employee Survey to be completed in 2026/7	3% improvement by 2024	
First Touch Resolution	2022: 70%	62%	65%	70%	4.9%
Customer Churn (C&I Only)	2022: 0.83%	0.65%	0.60%	<1%	-7.7%
Customer Satisfaction Score	NA	90%	*Customer Satisfaction Survey to be completed in 2026/7	Sector leader in customer satisfaction & churn	

Appendix

Governance metrics table



Topic	Baseline Year	2024	2025	Target	Variance % 2024-25
Gender Diversity	2021: Women 13.4% Men 56.6%	Women 13.5% Men 86.5%	Women 12.2% Men 87.8%	Recognised as a truly diverse company	-9.6% reduction in female workforce
Gender Diversity: Operational Activities	NA	Women 1% Men 96.96%	Women 1.5% Men 98.5%	Work with similar industries and public bodies to encourage more gender diversity in traditionally male dominated operational activities within the company	50% increase in female workforce
Gender Profile: Management and Administration	NA	Women 39% Men 61%	Women 46.4% Men 53.6%	2030: Women 50% Men 50%	19% increase in female workforce
Gender Profile: Senior Supervisors, Managers, & Directors	2022: Women 24% Men 76%	Women 20.5% Men 79.5%	Women 19.5% Men 80.5%	2030: Women 48% Men 52%	-4.9% reduction in female workforce



RiverRidge