

EC SAFETY SOLUTIONS NEWSLETTER



Topic of the Month – New Legislation - Simpler Recycling

February 2025

Welcome

In this month's edition of the EC Safety Solutions Newsletter, we're focusing on an important topic for all businesses: Simpler Recycling. With the government introducing new guidance on workplace recycling in England, now is the perfect time to ensure your business is aligned with these updates.

What Is The New Simpler Recycling Initiative?

The UK government's [Simpler Recycling](#) guidance aims to improve consistency in how waste is recycled across England. The goal is to ensure businesses contribute effectively to national recycling targets while promoting a more sustainable future. Under this initiative, businesses in England will need to:

- Separate recyclable materials (paper, card, glass, metal, and plastic) from general waste.
- Introduce food waste recycling if your business produces any food waste (including employee's lunch leftovers)
- To comply with the new legislation, business's must implement the new waste requirements, including storage and collection processes, by 31 March 2025.

Why Does This Matter?

Recycling in workplaces plays a key role in reducing waste sent to landfill and supporting a circular economy. Compliance with the Simpler Recycling guidance is not only a legal requirement but also a demonstration of your business's commitment to environmental sustainability.

Simpler recycling:

Is your business ready for the new waste management legislation?



Benefits of Workplace Recycling

- **Compliance with Regulations:** Avoid potential fines or penalties for non-compliance.
- **Reduced Environmental Impact:** Diverting waste from landfill cuts emissions and conserves resources.
- **Enhanced Corporate Reputation:** Demonstrates your company's commitment to sustainability, which can resonate with clients and employees alike.

Steps to implement 'Simpler Recycling' here's how your business can prepare:

1. Assess Your Waste Streams:

- Conduct a waste audit to identify recyclable materials generated in your workplace.

2. Provide the Right Facilities:

- Introduce clearly labelled bins, including paper/cardboard, mixed recyclables (glass, plastics, metals), residual/general (non-recyclable) waste and food waste.

3. Educate Staff:

- Ensure employees are trained and instructed on how to use the recycling system effectively and display signage.

4. Work with Waste Management Providers:

- Confirm that your waste management provider offers services that align with the Simpler Recycling guidance.

5. Monitor and Improve:

- Review your recycling procedures regularly to identify areas for improvement.

Finding a waste collector: You should discuss the requirements with your waste collector and arrange separate dry recycling, food waste and black bin waste collection. The waste collector can be a private waste collector or your local authority may also provide services. If your current waste collector does not offer the full range of collection services, you will need to arrange these services from other providers. You must make sure that the company is registered on the [Public Register of Waste Carriers, Brokers and Dealers](#)

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As part of the Simpler Recycling legislation, delivery timelines have been set:

- **31 March 2025 – Non-households:** Businesses (more than ten employees) need to separate dry recyclables and food waste.
- **31 March 2026 – Households:** Local authorities must collect all dry recyclable materials and separate weekly food waste collections (which can be combined with garden waste)
- **31st March 2027 – Households and non-households:** Inclusion of plastic film packaging and plastic bags in the plastic waste stream
- **31st March 2027 – Micro-businesses:** Businesses with fewer than ten employees must recycle all specified waste streams.

Legal requirement for workplaces:

Businesses and non-domestic premises have a legal duty to apply the waste hierarchy and the duty of care in line with Simpler Recycling Guidelines. If your landlord employs a waste company, or you have a waste management contractor, this company has a legal obligation to make sure any separately collected dry recyclables are sent for recycling and that any residual waste is correctly managed.

**31ST MARCH
2025**

All businesses and non-household premises (with 10 or more full-time equivalent employees) must implement recycling practices for all recyclable waste streams.

**31ST MARCH
2027**

Micro-firms (under 10 full-time equivalent employees) must comply with the new recycling requirements (subject to final confirmation from Defra). By this date, all businesses and non-household premises must also separate recyclable plastic films.

Useful Resources:

- [Simpler recycling: workplace recycling in England](#)
- [Register of Waste Carriers](#)
- [Simpler Recycling in England: policy update](#)
- [The Separation of Waste \(England\) Regulations 2024](#)

Report non-compliance

From April 2025, the general public and other parties will be able to report workplaces that do not follow these rules to the Environment Agency.

Creating a recycling culture requires collaboration. Let's work together to make recycling simpler and more effective in your workplace!

Here's to a cleaner, greener future!



EC Safety Solutions Updates:

Since our return from the Christmas holidays EC Safety Solutions have completed the following:

- 1 x 2-Day Mental Health First Aid Course Delivered, Empowering individuals to support mental wellbeing in their workplaces.
- 2 x Emergency First Aid Courses Delivered – Equipping participants with essential life-saving skills.
- 2 x Fire Warden Courses Delivered, ensuring businesses can safely manage and evacuate in the event of a fire emergency.
- 48 x Construction Site Safety Audits Completed – Helping clients maintain safe and compliant sites.
- 1 x Annual Safety Report Produced – Providing comprehensive insights to guide our client's health and safety strategy.
- 16 Office Compliance Visits and Fire Risk Assessments Conducted – Ensuring workplace safety in diverse office environments.
- Client Meetings Held – Strengthening relationships and providing tailored support.
- Numerous Risk Assessments and COSHH Assessment completed for clients to ensure worker safety
- 1 x Accident investigation and RIDDOR report

In the News

- [Fine for Kent timber firm after worker loses three fingers](#)
- [Council fined after employees exposed to risks from vibrating tools](#)
- [Fine for company after worker fell to his death from church steeple](#)
- [Preparing for and implementing the Corporate Sustainability Due Diligence Directive](#)
- [Repeated wood dust failures lands company with fine](#)