



## Simpler Recycling Requirements (England)

From 31 March 2025 all workplaces in England have a legal duty to present the following wastes separated in accordance with the arrangements with their waste collector:

- Dry Recyclable Materials - Plastic, metal, glass, paper and card
- Food waste
- Black bin waste (Residual waste) .

You need to separate paper and card from other dry recyclables (plastic, metal and glass), unless your waste collector collects them together.

Waste collectors may also choose to collect other dry recyclable materials separately, like glass. You should discuss how your dry recyclable waste will be collected with your chosen waste collector.

You must always separate dry recyclable waste, food waste and black bin waste from each other.

Similar arrangements are required for Scotland and Wales. Please see attached Frequently asked questions document for further guidance.



Safe by  
choice



Safe by  
design



Safe  
lives



Safe  
places



Safe  
relationships

REFERENCE	ISSUED	DISPLAY UNTIL
SHE -REM-2025_010	March 2025	June 2025



## Simpler Recycling Frequently Asked Questions

### What is Simpler Recycling?

Simpler Recycling is a term used to describe some new legislation that comes into force in England on 31st March 2025 that requires businesses to separate 'Household like' recyclable waste into its different waste streams. Similar legislation is already in place in Scotland and Wales, and for the purposes of clarity the below FAQs will clarify the position in all UK countries in which we operate.

#### • Does Simpler Recycling apply across all areas of our business?

Yes, the requirements to separate and dispose of our waste in separate waste streams applies to our offices, any waste generated in our site accommodation facilities (project offices, canteens, welfare facilities) and any 'household like' waste produced by our construction operations (Cardboard packaging for example).

#### • What streams do I need to separate my waste into?

How waste needs to be presented for collection (separated) differs in all UK countries. The table details each country's requirements.

	England	Wales	Scotland
What waste stream does each legislation identify?	<ul style="list-style-type: none"> <li>• Glass</li> <li>• Metal</li> <li>• Plastic</li> <li>• Paper and card</li> <li>• Food Waste</li> <li>• Residual Waste</li> </ul>	<ul style="list-style-type: none"> <li>• Glass</li> <li>• Cartons, metal and plastic</li> <li>• Paper and card</li> <li>• Food waste</li> <li>• Residual Waste</li> </ul>	<ul style="list-style-type: none"> <li>• Glass</li> <li>• Metals</li> <li>• Plastics</li> <li>• Paper; or Card (including cardboard)</li> <li>• Residual Waste</li> </ul>
Which of the above wastes can I combine into one mixed recyclables waste stream?	<ul style="list-style-type: none"> <li>• Glass**</li> <li>• Metal</li> <li>• Plastic</li> <li>• Paper and card**</li> </ul>	None. In Wales, all waste streams must be presented separately.	<ul style="list-style-type: none"> <li>• Glass**</li> <li>• Metals</li> <li>• Plastics</li> <li>• Paper**</li> <li>• Card** (including cardboard)</li> </ul>
Which of the above wastes must always be presented and collected separately?	<ul style="list-style-type: none"> <li>• Food waste</li> <li>• Residual Waste</li> </ul>	<ul style="list-style-type: none"> <li>• Glass</li> <li>• Cartons, metal and plastic</li> <li>• Paper and card</li> <li>• Food waste</li> <li>• Residual Waste</li> </ul>	<ul style="list-style-type: none"> <li>• Residual Waste</li> </ul>
**Small quantities of glass, paper and card may be able to be combined with other dry recyclables provided this is agreed with your waste provider.			



## Simpler Recycling Frequently Asked Questions

• **Does this mean I have to have separate waste bins inside offices and project accommodation?**

Yes, as a minimum, each project and office must have the minimum bins as per the table, based on the country in which they reside.

As mentioned previously, small quantities of glass, paper and card may also need a separate bin if your waste provider cannot accept these combined with dry recyclables.

• **What about waste which doesn't fit into any of these waste streams (for example crisp packets, coffee cups etc)?**

These can be disposed of as mixed municipal (residual) waste as we do currently. You will need a separate container and collection service for this also.

• **I notice there is no requirement for separating food waste in Scotland, why is this?**

The Scottish waste legislation only requires businesses that process, prepare or distribute food for sale to separate food waste into a separate stream.

This will largely not be the case for our offices or projects, however if we have a large project that operates a canteen, this would be a requirement and would need consideration.

• **Can I collect food waste in regular bin bags for placement into the waste providers container?**

No. Only 100% compostable bin liners can be used to move food waste from our bin to the waste provider's container. These are available from Greenham and Lyreco.

	England	Wales	Scotland
Minimum number of bins to be provided?	Mixed Dry Recyclables <ul style="list-style-type: none"> <li>• Glass**</li> <li>• Metal</li> <li>• Plastic</li> </ul> Paper and card**  Food Waste  Residual Waste	Glass  Cartons, metal and plastic  Paper and card  Food waste  Residual Waste	Dry Mixed Recyclables <ul style="list-style-type: none"> <li>• Glass**</li> <li>• Metals</li> <li>• Plastics</li> <li>• Paper**</li> <li>• Card** (including cardboard)</li> </ul> Residual Waste
** Where paper and card are produced in sufficient quantity to warrant a separate collection a dedicated bin must be provided for these also.			



## Simpler Recycling Frequently Asked Questions

- **Are subcontractors who have their own office facilities at our projects required to do this?**

Yes, subcontractors will need to separate waste within their accommodation so it can be placed in the correct collection bins that we provide.

- **Have we engaged with our waste providers regarding the services we can provide?**

Yes, all our waste providers have been contacted, and they all have solutions for providing the bins you require to comply with these requirements. This may include different sized bins and different collection frequencies based on the quantity of wastes you're likely to produce. If they have not already contacted you, please contact them to discuss arrangements.

- **I'm an office manager, and our landlord provides our collection bins. What do I need to do?**

Ultimately, it's the landlord's responsibility to provide collection bins and the service required to collect our waste separately. We only need to provide separate bins internally as per the table above. Please liaise with your landlord to ensure they are aware of these new requirements.

- **What else do I need to do to ensure compliance?**

Ensure all those working at your location understand that they are now required to split waste into the separate containers. This can be through ensuring signage is clear, discussing the requirements at inductions, toolbox talks, briefings, and by ensuring cleaners understand how and where to dispose of bins.