

# Employee Engagement & Behaviour Change

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# Education and Awareness

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- For all levels of staff – from top to bottom
- Management buy-in is essential
- Tell them what changes are necessary and why
- Greater understanding helps to gain compliance with new systems

# Recovering value from waste



Landfill



Methane



Electricity



# Recovering value from waste



Waste to Energy



Combined Heat and  
Power - CHP



District Heating



Electricity



# Is this sustainable?



investing  
in your future  
European Regional Development Fund  
European Union



**International Synergies**  
industrial ecology solutions

# Segregated materials have a higher resource value

Waste	Value per tonne*
Mixed papers	£35 - 50 per tonne
White Paper	£160 per tonne
Wood	-£60 - 0 per tonne
Glass	-£10 – 23 per tonne
Mixed bottles (plastic)	£65 - 105 per tonne
Ferrous metals	£60 - 160 per tonne
Non Ferrous metals	£250 - £3100 per tonne

**\*values will change: February 2015**



# Waste associated with products

Waste is generated in the production of....



Wuppertal Institute



# Waste associated with products - 2

Waste is generated in the production of....



1.5kg



75kg



1500kg

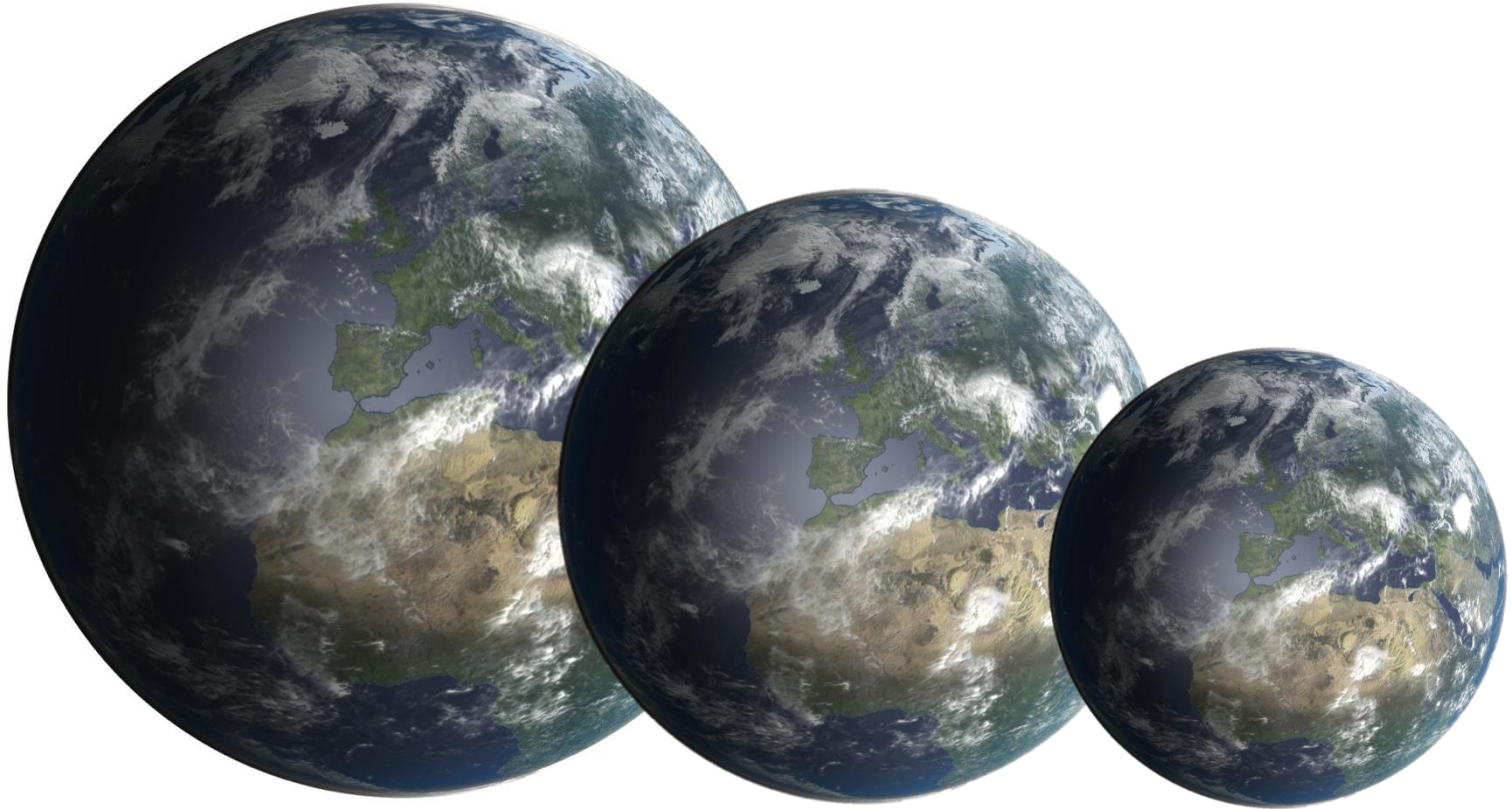




# Resource use



# Resource use





# Environmental impacts of resource use



# The true cost of waste

- 5 – 10 times **higher** than disposal cost
- Up to 3 – 4% of turnover
- 1% of turnover can be saved

# Staff Input to Solutions

- What would enable staff to adopt new procedures – better locations? More effective labelling?
- Ask them for ideas – they often have a better idea of how savings can be made

# Ways to improve resource efficiency





# Information

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- If you want people to continue with something new they need to know whether or not it's working
- If they can see the benefit they are more likely to continue without detailed supervision

# Incentives

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- Do you need incentive schemes?
- Comparison between departments can be effective such as % of energy/waste reduced

# Celebrate Success

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- The whole team has created the success – reward them
- Even a ‘thank you’ makes a difference

# Contact

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