



# Thalia

Waste Management



Energy wheels in motion





We are **Thalia Waste Management**

“Thalia Waste Management is the blueprint of a modern circular economy company, ideally positioned to benefit from the trends of innovation. We continually develop and improve our UK-wide infrastructure, technology, services and people, in helping to shape the energy transition”

Paco Hevia, CEO Thalia Waste Management

At Thalia Waste Management we can drive the future of waste, turn it into power, while encouraging households, businesses and the Government to invest in reduce, reuse, recycle and recover.





# How do you see the future of waste? Questions for the CEO



Paco Hevia  
CEO, Thalia Waste Management

**What does Thalia promise their people?** Our people are the source of our value. They are asked to take responsibility for their actions and encouraged to develop their ambitions. We look for people with the will to succeed, who are resilient and can thrive on a diverse and inclusive environment. We think differently. We offer everyone the chance to contribute to our operation, one that values innovation. We believe that we will succeed through differentiation, and our people drive that push for change. Thalia is helping to shape the way we manage waste now and for the future – that is an exciting challenge for us; and for it we aim to give our people the means of putting fresh ideas into practice, empowering everyone.

**Your main aim is all about health, safety, and wellbeing but what does that mean?** Working with waste is dangerous but we want everyone to come to work every day with the opportunity to have a positive and safe experience while feeling looked after. We do not operate in a risk-free environment, so our safety rules underpin everything we do, and we're committed to making sure everyone follows these - it's our Thalia Code. Working with waste also comes with strict guidelines, especially towards the environment, that's why we strive to be a responsible operator, at the forefront of regulatory compliance.



**How innovative are you operationally?** Innovation and collaboration are areas we pride ourselves on. Collaboration helps to shape us as one team and enables our ability to innovate. Everyone in Thalia takes accountability to improve and succeed. We invest in technology that is efficient and user-friendly, supporting us in our renewable energy aims. Our goal is to be efficient through continuous change, and our people propel us forward with their pursue of innovative solutions. Together we are Thalia Waste Management, and we are focused, ambitious and inclusive, aiming to respond to our people's, our customers' and our communities' needs.



## Our focus, our journey, our strategic priorities:

- ✓ **Health, Safety, the environment and wellbeing:** We'll maintain focus and performance at operational level
- ✓ **People:** Retain, recognise and appreciate talent - with focus on our people's growth, communications and engagement
- ✓ **Operational focus:** Deliver site improvement programmes to maximise production of assets, achieve maturity and consistent performance
- ✓ **Financial results:** One team, all with accountability, building an efficient, effective and financially sustainable business

# “Our mission is ambitious; we want to transform today's waste into tomorrow's energy”

Paco Hevia, CEO  
Thalia Waste Management



4

Locations



c600

Employees



800k+

Tonnes of waste  
treated yearly

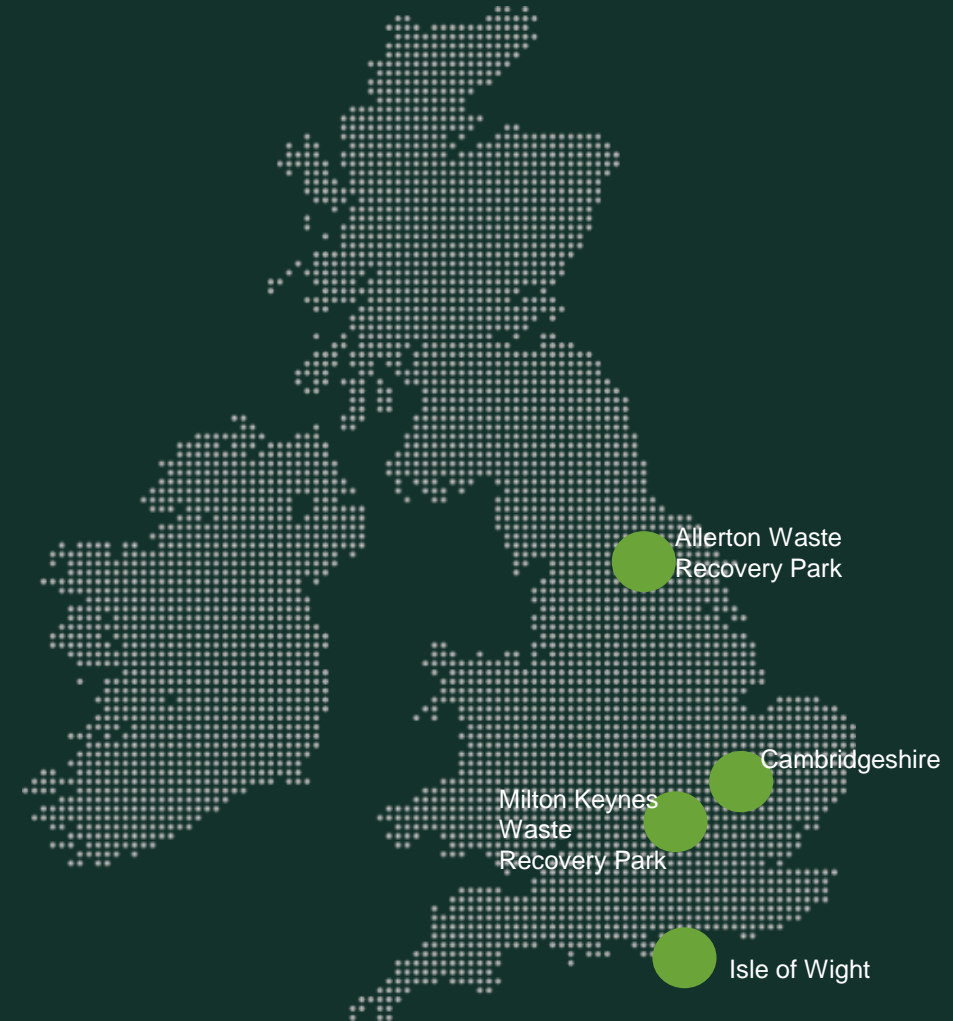
## One focus...

We want to be a trusted and inspirational leader  
in innovative waste and energy solutions

## With four values

Inclusive  
Ambitious

Collaborative  
Responsible





We are designing the future  
of waste management, with  
**c600 employees who are  
all making history**

Our people are  
discoverers, driven  
by our values



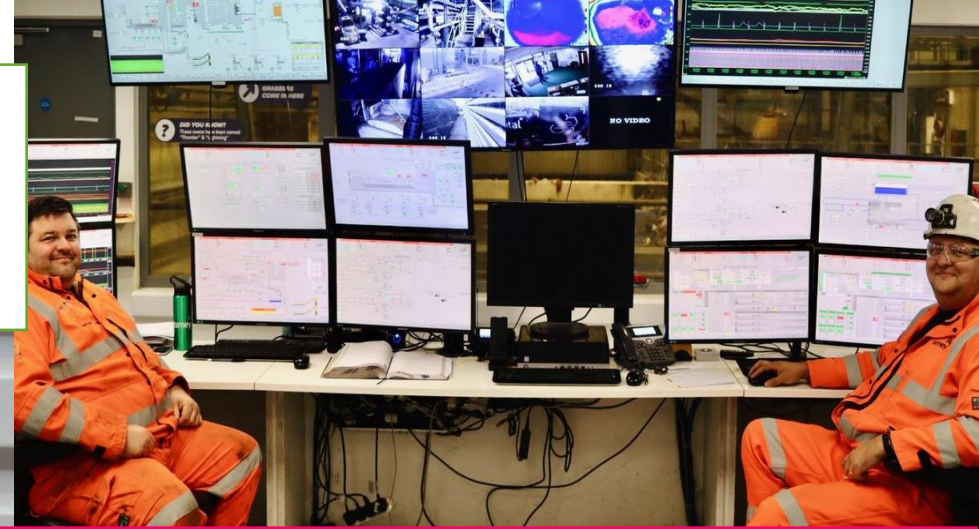




## Ambitious

"We'll show strong motivation, focus and determination to not just succeed but to go above and beyond"

# Our values Thalia Waste Management



## Collaborative

"We'll work together, listening, sharing knowledge and ideas to allow us to achieve individually and as teams across Thalia"



## Inclusive

"We'll be inclusive to others, harnessing ideas, skills and knowledge to achieve common goals. We honour diversity and difference in Thalia"



## Responsible

"We'll have a strong sense of responsibility, and are accountable for everything that's in our power"





Reduce



Reuse



Recycle



Recover



**Thalia**  
Waste Management



Inclusive



Ambitious



Collaborative



Responsible



Health, safety,  
Environment and  
Wellbeing



People



Operational  
Focus



Financial results

At Thalia Waste Management, we are creating a future to be proud of. We think differently, questioning everything, enabling us to develop progressive waste into energy solutions and services. Being motivated, tackling problems together, inspiring others to take responsibility, making a difference, being ambitious and contributing value.

THANK YOU



**Thalia**  
Waste Management

Any aspect of this document may  
be amended at any time at the  
company's discretion.