



WORKPLACE RECYCLING LAW IN WALES

Outdoor Events
8 Feb 2024

 Cymru yn ailgylchu
Wales recycles



Gweithredu ar
Hinsawdd Cymru
Climate
Action Wales

Workplace Recycling Law Wales

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What the new law covers

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Webinar housekeeping

- Please ask questions – use the Q&A button
- We will answer questions at the end
- If there are any we don't get to we will send replies after the webinar
- We will be sharing the recording of the webinar
- A copy of the slides will be available (in English and Welsh)



About WRAP

- WRAP (the Waste and Resources Action Programme) is a climate action NGO working around the globe to tackle the causes of the climate crisis and give the planet a sustainable future. We were established in the UK in 2000; we now work in 40+ countries.
 - Working around the globe with governments, businesses, and citizens, our mission is to make the world a more sustainable place. We bring people together, we act on the facts, and we drive change.
 - We are working with Welsh Government to provide support to implement the new Workplace Recycling law.
-

New Regulations - 6th April 2024*

- All workplaces such as businesses, public sector and charities will need to **separate their recyclable materials** in the same way most households already do.
- **Bans on the disposal of all food waste to sewer** from non-domestic premises.
- **Bans** on specified **separate recyclable** waste streams going to **incineration plants and landfills**.

Applies to all waste and recycling collectors and processors who manage **household-like waste** from workplaces.

**Hospitals (NHS and private) have an additional two years to comply with the separation requirements. The ban on food waste to sewer applies from 6th April 2024.*

Household-like waste

- Waste materials like those found in households
- Commonly collected by local authorities from households
- Also includes unsold small waste electricals and unsold textiles

Does not include:

- Construction waste
- Industrial waste
- Agricultural waste

Except for commonly recycled waste materials like those found in households.



Why?

- Wales is already really good at household recycling, currently 1st among the UK nations for household recycling – 65%.
- 3rd best nation in the world for household recycling.
- The aim is to ensure high recycling rates across all sectors, not only households.
- Over 70% of materials in the commercial waste stream could be recycled.



Why?

Recycling reduces carbon emissions

- 45% of carbon emissions are due to products we purchase
- 90% of biodiversity loss and water stress comes from resource extraction

Increasing recycling also:

- increases the amount and quality of recycled materials that can then be used by Welsh manufacturers and reduce the use of virgin materials;
 - supports workplaces to minimise waste and potentially save money;
 - helps the economy to create a greener Wales.
-

Why?

This will enable a consistent recycling system wherever anyone works, rests or plays.

WHO?



- Including:
- agricultural premises;
 - bars and public houses;
 - bed and breakfasts, hotels;
 - bus stations, railway stations, seaports, airports, heliports;
 - campsites and caravan parks (but not individual caravans);
 - care homes, residential care homes and nursing homes;
 - cinemas;
 - community centres and village halls;
 - construction sites;
 - educational establishments such as universities, colleges and schools;
 - entertainment and sports venues, including leisure centres;
 - factories;
 - film and television production sets;
 - garages for vehicle servicing and repair;
 - garden centres;
 - heritage buildings;
 - holiday parks and resorts;
 - hospitals;
 - libraries and museums;
 - offices;
 - outdoor markets
 - pharmacies, doctors' surgeries, dental surgeries, optometrists, opticians, podiatrists and other primary care facilities;
 - places of worship;
 - prisons;
 - restaurants and cafes;
 - service stations and petrol stations;
 - shops and shopping centres;
 - showgrounds;
 - sports grounds and stadia;
 - take aways & mobile food vendors;
 - theatres and arts venues;
 - venues for temporary events such as festivals and shows, including outdoors events;
 - warehouses; and
 - workshops.

If you mainly have an on-line presence, you will still need to comply with the changes on any premises that you use.

The new laws have three parts

1. The separation requirements
2. Incineration and landfill bans
3. A ban on the disposal of food waste to sewer



1. The separation requirements

The following materials will need to be collected separately:

- Paper and card
- Glass
- Metal, plastic, and cartons (and other similar packaging, for example coffee cups)
- Food – only for premises that produce more than 5kg of food waste a week
- Unsold small waste electrical and electronic equipment (sWEEE)
- Unsold textiles



Materials to be kept separate at point of presentation to waste collector
Separately collected recyclable materials to be kept separate and not mixed

2. Incineration and landfill bans

Incineration (separately collected materials)

- Paper and card
- Metals
- Plastic
- Glass
- Cartons
- Food
- All sWEEE
- Unsold textiles

Landfill (separately collected materials)

- Paper and card
- Metals
- Plastic
- Glass
- Cartons
- Food
- All sWEEE (includes unsold)
- All textiles (includes unsold)

Ban all wood waste from non-domestic and domestic premises to landfill

3. A ban on the disposal of food waste to sewer

- A ban on disposal of all food waste to sewer including via macerators, de-waterers or Enzyme treatment.
- This will divert waste food from disposal to Anaerobic Digestion (AD) and generate renewable energy.
- Food waste to be collected separately at source from all workplaces producing 5kg per week or more.



Enforcement of the new laws

- Natural Resources Wales (NRW) is responsible for making sure that materials are being separated and collected correctly, and that the ban on recycling going to incineration and landfill is being followed.
 - Local Authorities are responsible for making sure the ban on food waste going to sewer is followed.
 - If you do not comply with the law, it could mean a fine for your workplace.
 - Occupiers of premises are responsible and liable for the actions of their staff.
-

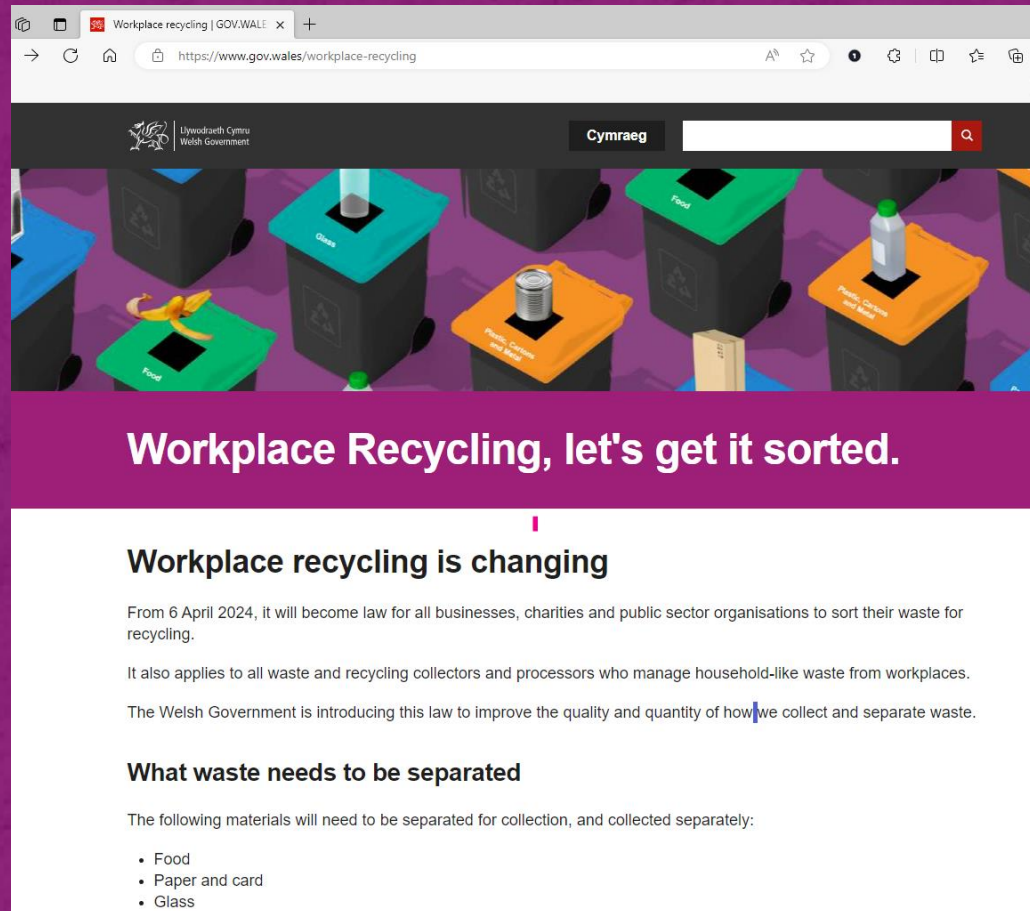
How to Get Ready

Read the Code of Practice – it contains all the detail about how to comply with the regulations

[Separate Collection of Waste Materials for Recycling: A Code of Practice for Wales | GOV.WALES](https://gov.wales/government/government-organisations/welsh-government/department-for-economic-affairs/welsh-government-department-for-economic-affairs/separate-collection-of-waste-materials-for-recycling-a-code-of-practice-for-wales)



Information available



Workplace recycling | GOV.WALES

https://www.gov.wales/workplace-recycling

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Welsh Government

Cymraeg

Workplace Recycling, let's get it sorted.

Workplace recycling is changing

From 6 April 2024, it will become law for all businesses, charities and public sector organisations to sort their waste for recycling.

It also applies to all waste and recycling collectors and processors who manage household-like waste from workplaces.

The Welsh Government is introducing this law to improve the quality and quantity of how we collect and separate waste.

What waste needs to be separated

The following materials will need to be separated for collection, and collected separately:

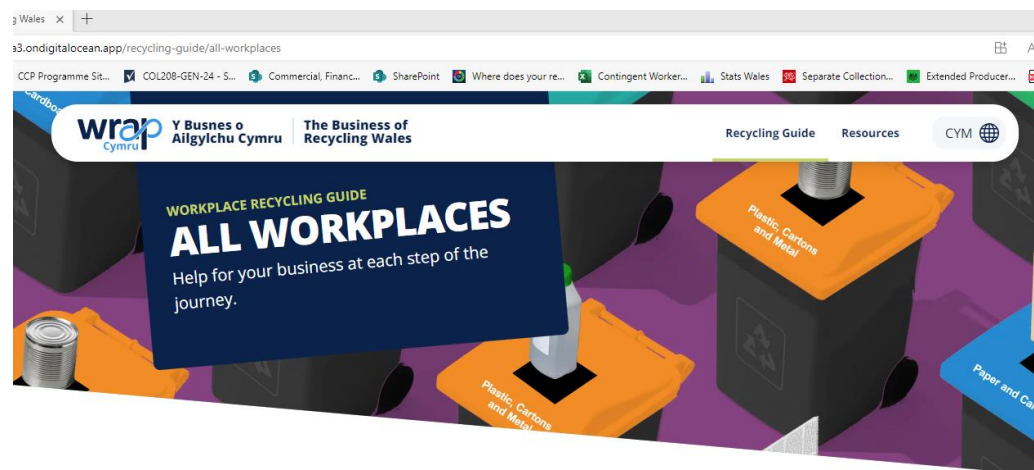
- Food
- Paper and card
- Glass

- Welsh Government webpage
- General guidance on the changes
- Code of Practice
- [Workplace recycling | GOV.WALES](https://www.gov.wales/workplace-recycling)
- gov.wales/workplacerecycling

WRAP Cymru Support



New 'Business of Recycling Wales' website



Guidance for all workplaces

The new recycling law applies to all workplaces in Wales.

This is a summary of the changes and offers tips on how you can get ready.

The law comes into effect on **6 April 2024**. It means all workplaces such as businesses, public sector and charities will need to separate their recyclable materials in the same way most households already do.

It also applies to all waste and recycling collectors and processors who manage household-like waste from workplaces.

Covered in this guide

- [What is the new law?](#)
- [How the law will be enforced](#)
- [How to get ready](#)
- [Further support and guidance](#)

businessofrecycling.wrap.org.uk

How to Get Ready

Understand your waste and recycling

Carry out a waste audit to identify what wastes are currently produced and recycling is already happening

Areas within a workplace most likely to generate waste include:

- From stall holders, exhibitors, mobile caterers, and on-site kitchens producing food (preparation waste)
- Front of house - visitors bins
- Back stage areas
- Staff room/mess room
- Office

Waste prevention

Preventing how much waste you produce will help to save money

- Providing e-tickets, electronic guides and maps for visitors;
- Stipulate the use of recyclable or recycled products in the conditions of trade for promotional materials or for food service products;
- Encouraging the use of refillable cups or glasses, set up a deposit and return scheme for reusable drinks containers;
- Providing refill stations for drinking water;
- Restricting what products visitors, suppliers, vendors or caterers can bring to the venue;
- Discourage single use items such as sauce, milk, sugar or coffee sachets and
- Encourage caterers to donate surplus or unsold stock.

Separate collections



Setting up a compliant recycling scheme

The responsibility to be compliant will fall on the business owner.

Consider the following:

- How much waste you will likely produce during the event;
- how many containers and locations you will be collecting waste and recyclables from;
- Whether you need collections at certain times in the event schedule;
- Speak to your existing waste collector about your new recycling needs.
- You could also get quotes from a range of collectors to get the best price and the most suitable service for you.

Bins

where and how you will store your waste and recycling.

Consider the following:

- are safe and accessible for people, including users with disabilities, and your waste collector;
- are checked regularly throughout the event to avoid overfilling and contamination;
- are robust and strong enough to withstand the weather and being continually used;
- are not located near food preparation or storage areas for food safety and hygiene reasons;
- are not in locations that cause an obstruction, a fire hazard or block escape routes;
- provide sufficient capacity;
- are close to where the waste and recycling is generated;
- are tidy, clean, and free from clutter or loose waste and
- are secure and do not allow waste or recycling to escape.

WRAP Cymru Support

Communication resources

- Posters, bin stickers
- Material stream icons, including new stream

Workplace Recycling: imagery for recycling signage and containers | WRAP (wrapcymru.org.uk)





plastig, cartonau a metal
plastic, cartons & metal



CARBORD A PHAPUR CARDBOARD & PAPER

✓ le plis ✓ Yes please


Cardbord
Cardboard


Papur swyddfa
Office paper


Amlenni
Envelopes


Papurau newydd
Newspapers


Llyfyrnau a chatalogau
Brochures & catalogues


Cylchgronau
Magazines

✗ Dim diolch

- ✗ Gwasttraff bwyd neu hylifau
- ✗ Bagiau Jiffy, neu amlenni gyda phadin neu swigod
- ✗ Swigod lapio
- ✗ Bagiau neu ddeunydd lapio plastig
- ✗ Cartonau bwyd neu ddiod
- ✗ Cwpanau coffi
- ✗ Hancsi neu dyweli papur

✗ No thank you

- ✗ Food waste or liquids
- ✗ Jiffy bags, padded or bubble envelopes
- ✗ Bubble wrap
- ✗ Plastic bags or wrapping
- ✗ Food or drink cartons
- ✗ Coffee cups
- ✗ Paper tissues or towels

busnesoailgylchucymru.com | businessofrecyclingwales.com

GWASTRAFF BWYD FOOD WASTE

✓ le plis ✓ Yes please


Bagiau te
Tea bags


Gwaddodion coffi
Coffee grounds


Crafion ffrwythau a llysiau
Fruit & veg peelings


Bwyd dros ben diangen
Unwanted leftovers

✗ Dim diolch

- ✗ Hylifau
- ✗ Deunydd pacio
- ✗ Bagiau neu deunydd lapio plastig
- ✗ Cwpanau coffi
- ✗ Papur cegin neu dyweli papur

✗ No thank you

- ✗ Liquids
- ✗ Packaging
- ✗ Plastic bags or wrapping
- ✗ Coffee cups
- ✗ Kitchen roll or paper towels

busnesoailgylchucymru.com | businessofrecyclingwales.com

Cymru yn ailgylchu
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Y Busnes o Ailgylchu Cymru | The Business of Recycling Wales

For office use only: 10/2023

Cymru yn ailgylchu
Wales recycles

Y Busnes o Ailgylchu Cymru | The Business of Recycling Wales

For office use only: 10/2023

Workplaces that produce and handle food waste

The law to separate and recycle food waste applies to any premises that produce over 5kg of food waste per week, such as:

- Hotels
 - Restaurants
 - Cafés
 - Takeaways
 - Catering businesses (including those at events such as food stalls and events)
 - Shopping centre food courts
 - Sports stadiums
 - Canteens
 - Pubs
 - Offices with canteens, cafes or staff kitchen facilities
 - Schools, colleges, prisons, nursing homes and hospitals and
 - Any other workplaces that serve food.
-

Food waste & hygiene

The [Food Standards Agency \(www.food.gov.uk\)](http://www.food.gov.uk) provides guidance which means you need to:

- store food waste in sealable containers which are;
 - solid, and strong enough to hold food waste;
 - in sound condition – i.e., without breakages or splits that could enable pests to access waste or cause leaks and
 - easy to clean and disinfect;
- remove food waste and other rubbish from areas as soon as possible and
- have enough waste storage facilities to store and dispose of food waste and other rubbish to keep them clean.

WRAP support for food waste reduction

WRAP provides support for food businesses to reduce food waste via:

- [The Guardians of Grub](https://guardiansofgrub.com) campaign supports Hospitality and Food Service businesses to reduce the alarming amount of food wasted every single year.
guardiansofgrub.com
- [WRAP Food Waste Reduction Roadmap Toolkit](https://wrap.org.uk/resources/tool/food-waste-reduction-roadmap-toolkit) is an industry wide roadmap and toolkit that helps food businesses take targeted action to reduce waste in their own operations, their supply chain and from consumers.
wrap.org.uk/resources/tool/food-waste-reduction-roadmap-toolkit



Staff training

- Ensure they know what can and can't be recycled to minimise contamination;
- Provide clear instructions on what they should do;
- Use orientation training to ensure new starters can recycle from day one, with regular training and reminders for all employees;
- Consider the size of containers, especially those for food waste, to reduce manual handling risks for anyone emptying containers into larger bins;
- Encourage staff to tell you how it's working throughout the event and make changes as necessary; and
- Get feedback from the staff after the event to identify and implement any improvements for future events.

WRAP Cymru Support



- User guide on how to make best use of the resources
- PowerPoint template to use in staff briefings
- FAQs
- Email – WalesRecycles@wrap.org.uk / CymruYnAilgylchu@wrap.org.uk

**The Business
of Recycling**

User Guide

wrap The Business
of Recycling

WRAP Cymru Support



Sector specific guidance, case studies and webinars, on how to comply with the new regulations for the following sectors:

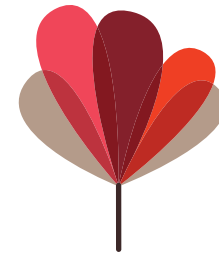
- Small and medium size businesses (SMEs) - 30 Jan 10am
- Entertainment and leisure facilities (including campsites, chalets, lodges, hotels, caravans) 31 Jan 10am
- Retail – 6 Feb 10am
- Residential settings (including care homes) - 6 Feb 2pm
- Hospitality and food services – 7 Feb 10am
- **Outdoor events - 8 Feb 2pm**
- Education settings and universities – 20 Feb 10am

Summary

- 6 April 2024
- Applies to all workplaces
- Requirement to separate for recycling
- No food waste to sewer
- Bans on certain waste streams going to incineration and landfill

Hay Festival

Andy Fryers



HAY FESTIVAL
HAY-ON-WYE

Hay Festival - Background



Hay Festival International



Direct Impacts:

Energy

Water

Transport

Procurement

Waste



Materials diverted from landfill

Material	Tonnage	Volume	Destination
Cardboard/paper	6.3 Tonnes	4 x 40cyd roros	Hereford Waste paper
Glass	5 tonnes	64 wheelie bins	PCC
Food waste	4 tonnes	2 x 40cyd skips	PCC Compost
Surplus food	30kg	60lt milk, 100kg tinned beans, 12 x boxes pitta.	Distributed to Shrewsbury Arc Homeless project, local residents
Plastic and cans	0.3 tonnes	250 wb plastic 40 x wb cans	Caepost
Tetra pack	20 kg	Approx. 11 x bags	ACE Carton recycling
Polythene film	280 kg		Wye Waste Paper
Waste oil	165 litres = 0.2 tonnes		Convert to Green fuel
Books	250kg	25 x trays	Charity book shops in Hay and local area.
Dairy crates	10kg		Returned to dairy

Bread baskets	10kg		Returned to bakery
Scrap metal	180kg		Sent for recycling
Various craft materials and banners	20kg		Children's recycling store
Textiles	10kg		OXFAM textiles recycling
Electrical equipment	10kg		Sent for WEEE Recycling
Foamex/Core x boards	20kg		Sent to Zenith - recycled
Carpet	10 tonnes	3 x 40cyd skips	Potters Waste Management
Total Recycled Tonnage	26.61 tonnes		
Landfill	9 tonnes	3 x 40cyd roros total	Quick Skips

Re-useable Coffee Cups



The Cup Scheme along with a tougher regime on waste generation in general, has led to a 25% decrease in general unrecyclable waste.

Compostable coffee cups:

- 2017 : 350 full wheelie bins (FWB) (240lt bins)
- 2018 : 25 FWB = 92% decrease.
- 2019 : 11 FWB = 56% decrease.
- 2023 : > 1FWB = 99% decrease
- 2023 : 27912 reusable coffee cups used : 23880 returned dirty cups : 4032 taken home.

Plastic and cans for recycling

- 2017 : 1000 full wheelie bins (FWB)
- 2018 : 850 FWB = 15% decrease
- 2019 : 479 FWB = 44% decrease
- 2023 : 250 FWB (plastic) 40 FWB (cans) = 71% decrease.

Summary of Ecological Footprint Results

Category	Visitor Total Ecological Footprint (gha/festival duration)	Visitor Additional Ecological Footprint (gha/festival duration)	Visitor Ecological Footprint at home ¹ (gha/festival duration)
Food and Drink	260	-340	600
Accommodation (energy use only)	1 100	190	920
Travel	2 000	1 700	250
Total	3 300	1 500	1 800

¹ Estimates are based on consumption figures for the average Cardiff resident in 2006 for the same number of days visitors spent at the festival (i.e., 300,000 – 3 per visitor) (Collins et al., 2005).
(Hay Festival data from 2012)

New for 2024

- Milk – large % remaining plastic is HDPE milk bottles – Milk dispenser.
- Investigating use of re-usable food trays.
- New Welsh Government Regulations.



Indirect Impacts of Visitors:

Transport

Accommodation



Festivals and Events as:

- research centres
- places to experiment
- drivers of change
- WHY?
- Relaxed
- Controlled
- Focused
- Not normal



Interventions and Inventions

Active use of Festivals and events as places to experiment and trial:

- social change, new concepts and ideas
- Physical experiments interventions and inventions





- Engagement with environmental, bio-diversity, indigenous and social issues through programmed events and debates.
- Hay Colombia festivals CO2 emissions partnership - tracked by PWC and off-set via Acción Verde
- Waste reduction and recycling schemes where available – ran the first ever public recycling scheme at our Maldives Festival 2010.
- Launch of the Sustainable Development Scheme – Welsh Government

The best ideas originate at parties.



Andy Fryers – Sustainability Director



andy@hayfestival.org



@AndyFryers

@hayfestival

Business Wales

Get the support you need



Llywodraeth Cymru
Welsh Government

Business Support

- Business Wales is the Welsh Government's fully-funded business support service, helping Welsh businesses and aspiring entrepreneurs to access the information, advice and support they require to start, run and grow their businesses.
- No matter where a business is in their life cycle, from start-up to growth phase, established, expanding or maturity, Business Wales has the skills, experience and knowledge to guide and assist the ambitions of business.
- The level of support is tailored according to the business need and we offer a mixture of online and face-to-face support, as well as workshops and individual advice.



What?

- General business advice
- Tendering advice
- Equality, diversity and HR advice
- International trade support
- Skills Gateway
- Business mentoring
- Decarbonisation

How?

- Online support
- Workshops & Webinars
- 121 support



Decarbonisation Support

- Energy efficiency
- Environmental Management Systems
- Emission calculations
- Carbon reduction plans
- Renewables
- Waste management
- Green Skills
- Sustainable Transport
- Legal compliance
- Green Growth Pledge



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“With the help of Business Wales, I was able to start and grow my Video Editing business. Their support has been invaluable to me.”

Brian Hedges-Webb, B C Webb Media

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Business
Wales

Get fully funded support for starting your own business by clicking on the link above



“Business Wales has been a great mentor for our business, the speed of reply is incredible and is very important for any business and entrepreneur.”

Ammar Akhtar, Finalrentals Limited

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Gareth.davies@businesswales.org

03000 6 03000

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businesswales.gov.wales



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Any questions?



Diolch Thank you

WalesRecycles@wrap.org.uk

CymruYnAilgylchu@wrap.org.uk



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