We are committed to the Circular Economy and the Waste Hierarchy, and so all of our efforts are focused on the 3 R’s; reuse, reduce & recycle the waste we manage.
You have in your hands the Annual Report that includes the main figures of Tradebe in 2017, as well as a description of the main and most important areas of activity.

This document is our cover letter, and we put it at your disposal with the conviction that we have done things right and convinced that we are already working to continue improving.

We work every day to provide sustainable, innovative and quality solutions that contribute to improving the world we live in.

We hope that the information we provide will be of interest to you.

Victor Creixell
CEO Environmental Services
## CONTENT

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRADEBE IN SUMMARY</td>
<td>6</td>
</tr>
<tr>
<td>VISION, MISSION AND VALUES</td>
<td>8</td>
</tr>
<tr>
<td>OUR BUSINESS</td>
<td>10</td>
</tr>
<tr>
<td>HEALTH &amp; SAFETY</td>
<td>22</td>
</tr>
<tr>
<td>RECYCLING PERFORMANCE</td>
<td>24</td>
</tr>
<tr>
<td>RESEARCH DEVELOPMENT &amp; INNOVATION</td>
<td>26</td>
</tr>
<tr>
<td>OUR TEAM</td>
<td>30</td>
</tr>
<tr>
<td>SOCIAL INITIATIVES &amp; COMMUNITIES</td>
<td>36</td>
</tr>
<tr>
<td>AWARDS AND RECOGNITIONS</td>
<td>41</td>
</tr>
</tbody>
</table>
“We are committed to the Circular Economy and the Waste Hierarchy, and so all of our efforts are focused on the **3 R’s; reuse, reduce & recycle** the waste we manage.”

We work internationally to offer high quality, and innovative environmental services that contribute to sustainable development.

The safety of our employees, customers and suppliers is our top priority, and as such, health and safety is embedded at the very core of our corporate strategy.

As a leading environmental services provider we are devoted to reducing waste generation and its impact on our environment.

Our experienced team, combined with our advanced technologies, enable us to provide high quality & innovative waste treatment and recycling solutions.
TRADEBE IN SUMMARY

465M€
REVENUES

+80
WORLDWIDE SITES

+2,100
EMPLOYEES

USA

Europe | UK | France | Spain

Middle East | Oman
OUR COMPANY
Facts and figures

RECYCLING SERVICES
- Solvents
- Fuel Oil
- Metal
- Light Weight Aggregate production

TECHNICAL SERVICES
- Transfer stations
- Treatment Sites

DISPOSAL
- High Temperature Incineration
- Landfill

FIELD SERVICES
- Tank and equipment cleaning
- Emergency Response
- Total Waste Management
- Soil Remediation

INDUSTRIAL SERVICES
- Deep sea, shores and fluvial environmental impact assessments
- Environmental Inspection and monitoring

ENVIRONMENTAL CONSULTING
- Deep sea, shores and fluvial environmental impact assessments
- Environmental Inspection and monitoring

WORLD’S 1ST GREEN SYNDICATED FINANCING IN TERM LOAN FORMAT
IN EXCESS OF 20 MILLIONS EUROS IN CAPITAL EXPENDITURES
COOPERATED WITH + 35 NON PROFIT ORGANIZATIONS
Tradebe’s ultimate goal is to build a sustainable business which provides innovative and high-quality solutions.

Our mission and core values are the pillars on which we continue to build the company.

These values underpin our management model and are the reference points for our whole organization.

Furthermore, our values are a fundamental expression of our commitment to our customers, shareholders, employees and ultimately, society as a whole.
Our Mission | We work to provide sustainable, innovative and quality solutions that contribute to improve our environment and serve our stakeholders.

Our Values

**HEALTH & SAFETY**
We possess an unwavering commitment to providing and promoting a healthy and safe work environment.

**RESULTS**
We work diligently to achieve our goals, exceed customer expectations, and hold each other accountable for delivering results.

**GROWTH**
We promote an entrepreneurial spirit amongst our employees that encourages innovation and growth as differential factors for success.

**TALENT DEVELOPMENT**
Our greatest asset is our employees, we are committed to attracting, developing and retaining the right talent for our company.

**ENVIRONMENTAL SUSTAINABILITY**
Our processes prioritize recycling and recovery of materials wherever possible, contributing to a sustainable economy.

**CUSTOMER SERVICE**
We foster a proactive and transparent relationship with our customers to ensure that we help them to solve their short and long-term needs.
Our goal is to recycle as much as possible, or to create alternative fuels to reduce fossil fuel utilization.

In line with the Circular Economy and the Waste Hierarchy, our goal is to recycle as much as possible, or to create alternative fuels to reduce fossil fuel utilization.

Whatever cannot be recycled or used as an energy source is then treated through a variety of technologies, with landfill being the last disposal option.

In addition, we provide industrial cleaning services at our customers’ sites, hence being able to provide a total and comprehensive waste management service to our customers.

We serve a wide range of industries, including chemicals, petrochemicals, agrochemicals, refineries, oil & gas production and exploration, utilities and energy production, transportation, mining, and cement production among others.
OUR BUSINESS

RECYCLING & ENERGY RECOVERY

Recycling | Recycling of waste is defined as any recovery operation by which waste materials are reprocessed into products, materials or substances whether for the original or other purposes.

Energy Recovery | The activity of Recovery or energy recovery involves processing, preparing and conditioning the waste to use it differently, usually to generate electricity or as alternative fuel using the calorific value of the waste (energy recovery or fuel blending). The cement industry is the main destination, also interested in reducing the consumption of CO2 emission.

TECHNICAL SERVICES

Waste treatment refers to the activities required to ensure that waste has the least practicable impact on the environment. And they are divided between Treatment Services and Disposal Services.

Treatment Services | Waste treatment services are carried out principally in transfer stations and treatment plants.

Transfer Stations. The transfer stations are logistic centers in which the different types of waste are segregated and grouped/classified for their subsequent transport to recycling, energy recovery, treatment or final disposal plants.

Treatment Plants. These permitted facilities are equipped with the infrastructures, technologies and equipment necessary to treat the waste correctly. Waste treatment services consist of treating hazardous waste to reduce or neutralize these characteristics, along with weight and volume, through physical-chemical treatments, thermal, biological, etc. which require different technologies, facilities and a very specialized knowledge and know-how.

Disposal | The activity of Final Disposal consists of the final disposition of waste through landfills and incineration (without an Energy Recovery element).

FIELD SERVICES

Field Services
Field Services consist of environmental services that are provided at the client’s facilities.

Industrial Services | Industrial services correspond to; Industrial Cleaning, Emergency Response, Remediation and integral services of waste management (Total Waste Management).

Environmental Consultancy | Environmental consultancy (provided under Tecnoambiente brand) specialized in the marine environment both offshore and onshore projects. Our subsidiary TECNOAMBIENTE has experience in international projects in Europe, Africa, Asia and America carrying out geophysical, hydrographic and baseline campaigns for clients in the oil and gas, renewable energy, submarine cables and ports sectors. The service offering is complemented with 3 accredited laboratories.
OUR BUSINESS

Tradebe Chemicals is a specialist recycler and producer of quality-approved chemicals, offering a complete service for our customers’ chemical requirement.

RECYCLING & ENERGY RECOVERY

- CHEMICALS & SOLVENTS MANUFACTURING
- METAL RECYCLING
- MARPOL SERVICES
- FUEL BLENDING

CHEMICALS & SOLVENTS MANUFACTURING

Tradebe Chemicals is a specialist recycler and producer of quality-approved chemicals, offering a complete service for our customers’ chemical requirements.

Tradebe Chemicals offers the global sourcing of chemicals, innovative development of new and/or existing products, process optimisation, flexible chemical processing to a high specification (standard, complex and multi-step) and the safe delivery of chemicals through our established delivery network. In addition, ancillary services include storage, filling, packaging and labelling.

Whether we are purifying solvents, creating solvent blends or identifying suitable disposal routes, our final products and services are specifically tailored to the needs of our clients.

In the first instance, we always try to recycle used solvents. In many cases, recycled solvents can be used as an alternative to virgin materials.

METAL RECYCLING

Our main activity is the shredding and recycling of ELVs and metals. We offer a wide range of services related to the recycling, decontamination and destruction of all types of vehicle that have reached the end of their useful life (end-of-life vehicles or ELVs).

To ensure adequate treatment and decontamination of the vehicles, an essential step before the subsequent crushing, we have vehicle treatment plants (dismantling centers or CAT centers) in our facilities in Spain. Our plants have 4000CV and 3200CV crushing mills located in Vallbona d’Anoia (Barcelona) and Amorebieta (Bilbao) with capacity to process more than 350,000 MT per year (equivalent to approximately 100 vehicles per hour).

These plants have been designed specifically for the decontamination and elimination of hazardous waste of the ELVs, complying with the decontamination requirements found in the European Directive CE 200/53. Once the decontamination is complete, the ELV is shredded for metals recycling. The Certificate of Destruction (COD) is issued and final recordkeeping related to the permanent scrapping of the vehicle is processed.

We recover and recycle different types of scrap and other metals using various latest-generation machines, which enable us to classify waste into products suitable for use in steel mills and aluminium foundries.
MARPOL SERVICES
Marpol I - Prevention of Oil Pollution from ships

Marpol Annex I covers the prevention of oil pollution from operational processes as well as from accidental discharges; the 1992 amendments to Annex I made it mandatory for new oil tankers to have double hulls and brought in a phase-in schedule for existing tankers to fit double hulls, which was subsequently revised in 2001 and 2003.

Different Marpol I oily residues come from vessels:

- A TYPE: crude oil cargo residues from oil tanker vessels, and ballast waters affected with crude oil.
- B TYPE: hydrocarbons cargo oily residues from oil tanker vessels, different from crude oil, whose density is below 1.
- C TYPE: sludge, bilge waters and oily residues from vessels engine rooms, fuel purification equipment, and engine oils.

Our treatment and recycling facilities can process more than 100,000 tonnes per year (Annex I,II,IV-VI).

We have a number of treatment lines for hydrocarbon waste operating on a continuous basis.

The hydrocarbon recycling process allows us to obtain a high specification product suitable for its use as a clean fuel (enhanced fuel oil).

FUEL BLENDING

For approximately 25 years, Tradebe has processed hazardous waste into fuel for cement kilns.

All cement kilns serviced by Tradebe meet the Maximum Achievable Control Technology (MACT) combustion standards. The combustion of organic hazardous wastes at high temperatures in cement kilns is the Best Demonstrated Available Technology (BDAT) for treating high BTU (British Thermal Unit) hazardous wastes.

Tradebe’s Subsidiary, Norlite Corporation, operates two high-temperature rotary kilns that use recycled fuels and other recoverable products to produce a lightweight aggregate that is used in bridges, buildings, specialized fill, and growing media for green roofs. Norlite achieves 99.9995% destruction removal efficiency on the most difficult to incinerate organic materials.
OUR BUSINESS

In the UK we have strong working partnerships with NHS Clinical Commissioning Groups and GP practices providing private medical services, delivering tailored waste management solutions that are cost effective.

TECHNICAL SERVICES

- CLINICAL WASTE
- LOW LEVEL RADIOACTIVE
- WASTE WATER TREATMENT
- HIGH TEMPERATURE INCINERATION
- NORM SERVICES

CLINICAL AND HEALTHCARE WASTE SERVICES

Tradebe Healthcare works with customers from across the healthcare sector to manage all their clinical waste management requirements, providing the collection, transport, treatment and final disposal of clinical waste.

The division serves a spectrum of companies from across the healthcare sector; from public to private companies, large and small.

Our Healthcare division operates the main healthcare waste disposal routes in-house, and both our alternative treatment and high temperature incineration facilities can provide a total waste solution for all types of healthcare waste.

Our dedicated treatment facilities ensure that our customers get priority disposal every time and our network provides contingency services for the essential continuity of our services.

All clinical waste is dealt with in an efficient, cost-effective and environmentally responsible way, while we also collect non-hazardous healthcare (non-clinical) and other hazardous waste streams, as a dedicated or regular collection services.

We provide cost-effective, legally compliant and low carbon environmentally sustainable waste management services to private and public NHS hospitals, including specialist consultancy, training/workshops, consumables, collection, treatment and final disposal at one of our treatment facilities, and offering both incineration and alternative treatment facilities for the treatment of healthcare waste.

We offer treatment processing and disposal solutions at our facilities, which include alternative treatment through heat disinfection and incineration. From NHS hospitals to high street pharmacies or tattoo parlours, we manage clinical waste throughout its entire lifecycle from collection to final disposal at one of our treatment facilities.

Handling the entire process, from collection right through to treatment and final disposal, Tradebe Healthcare provides efficient, bespoke waste management services to the full spectrum of industries across the healthcare sector.

Our individualized service approach results in financial savings for our clients, together with an improved carbon footprint and a better environment for patients.
OUR BUSINESS

Tradebe Inutec is a leading provider of low and intermediate level radioactive waste treatment and disposal services in the UK.

LOW LEVEL RADIOACTIVE WASTE SERVICES

Tradebe Inutec is a leading provider of low and intermediate level radioactive waste treatment and disposal services in the UK.

Working from Nuclear Licensed premises and in conjunction with our incineration facility, Tradebe Inutec provides turnkey solutions to complex waste issues. Services include analysis, characterisation, cementation, supercompaction, encapsulation, detritiation and incineration.

We have a broad experience of local UK regulatory requirements, including the NDA, RWMD LoC, specifications and disposal concepts, safety requirements for a nuclear licensed site, and environmental regulations and legislation.

TRADEBE WASTE WATER TREATMENT SERVICES

We are able to provide a wide array of technologies to recycle as much water as possible, from filtration to biological treatment and chemical neutralisation. We can separate metals or other chemicals for safe and compliant treatment.

Tradebe employs state-of-the-art technologies that cost-effectively remove metals, organic compounds and other contaminants from water.

These specialized processes require a high level of expertise and constant monitoring to ensure the quality of our effluent. We can handle any wastewater need:

• Industrial Process Wastewater
• Oil/Water Separator Waste & Sludge
• Food Processing Waste
• Petroleum Contaminated Waste
• Textile Runoff
• Chemical Wastes
• Remediation Waste
• Other Waste Liquids
OUR BUSINESS

Tradebe owns and operates one of the only two commercial high temperature incinerators in the UK for industrial waste.

**HIGH TEMPERATURE INCINERATION**

Tradebe owns and operates the Commercial High Temperature Incinerator in Fawley (UK). This enables us to offer disposal of wastes that cannot be viably recovered and must be categorised for final destruction.

**Our Fawley incinerator is one of the largest high temperature incineration facilities in the UK, with the capability to handle all hazardous wastes including liquids, solids and the unique ability to incinerate gaseous wastes.**

Operating at high temperatures guarantees the complete destruction of the hazardous or sensitive nature of the waste converting it into ashes and filter cakes with a typical volume reduction factor of 80%.

At a temperature of 1,100ºC, we are able to guarantee complete destruction of hazardous waste resulting in inert residues and significant volume reduction. This service provides peace of mind to utilities companies, chemical, pharmaceutical and manufacturing industries, academic and research institutes and the oil and gas industry, including blue chip companies that require final destruction of their waste products.

Our rotary kiln incinerator operates to the highest environmental standards. It is classified as a higher tier COMAH site, processing difficult chemical and industrial waste streams not suitable for alternative treatment or other disposal options.

Following changes in legislation and focus on producer responsibility, High Temperature Incineration is viewed as the most secure and reliable disposal option for the incineration of hazardous waste. Licensed to dispose of all types of hazardous and non-hazardous waste as defined by the Hazardous Waste Regulations 2005 and 2011, the site also has a RSR ERP10 permit for accumulation and disposal of low-level radioactive wastes.

Our Fawley high temperature incinerator currently deals with a wide variety of waste streams, including controlled drugs, solvent based adhesives & sealants, flammable & non-flammable resins, toxic waste, heavy fuel oil, NORM waste and more.
Leading provider of sustainable environmental solutions for the oil and gas industry, solving Naturally Occurring Radioactive Material (NORM) liabilities for over 35 years.

NORM SERVICES

Tradebe Scotoil is a leading provider of sustainable environmental solutions, principally for the oil and gas industry, solving Naturally Occurring Radioactive Material (NORM).

Equipment Decontamination

Tradebe Scotoil has operated Scotland’s premier onshore facility authorised for the removal and disposal of NORM scale. Equipment is decontaminated using high-pressure water jetting to remove the NORM scale, which is then disposed of in accordance with current legislation. Equipment is then cleaned and decontaminated to natural background radiation levels, before being returned to clients, allowing for reuse of many high-valued, critical pieces of equipment.

Onshore & Offshore RPS

Tradebe Scotoil has extensive experience in both onshore and offshore Radiological Protection Supervision (RPS). We provide our clients with a range of RPS services to suit their needs, including the supply of all necessary Personal Protective Equipment and consumables. We offer training courses on NORM awareness, which can be held at our premises for optimum benefit.

Radiological Instrumentation

We provide an efficient and professional service for the repair, testing, and calibration of gamma dose rate and alpha/beta contamination monitors, including a typical turn-around of 3 days on inspection and calibration, an express service available on request and calibration of contamination monitors against a range of isotopes.

NORM Analysis

Following a full refurbishment and expansion of our analysis laboratory we are now able to offer externally a full and comprehensive range of sampling, analysis and characterisation services to companies in the Oil & Gas industry as well as the wider waste sector. Our Aberdeen location enables us to offer very fast analytical turnaround times for any urgent projects, particularly important for clients who have very limited deck space or who need to avoid costly downtime on other works. We use the recognised knowledge and experience of our staff to provide more than just results: we will work with clients to make sense of their data and to integrate the results into wider waste management and treatment/recycling/disposal processes.

NORM Treatment and Incineration

As a Tradebe company, Scotoil Services has full access to our high temperature incineration plant in Fawley.

The Fawley Thermal Treatment Centre is leading the way in providing a sustainable solution for the treatment and disposal of waste from NORM industrial activities. Our incinerator complies with all European legal and environmental requirements and is a cost-effective route of securely disposing of waste from NORM industrial activities.
OUR BUSINESS

We work worldwide with many major international oil, petrochemical, storage terminal and energy companies on a regular and recurring basis.

FIELD SERVICES

• SOIL REMEDIATION
• INDUSTRIAL CLEANING
• INDUSTRIAL & REFINERY SERVICES
• ENVIRONMENTAL CONSULTANCY

SOIL REMEDIATION

We offer a wide range of soil management services, such as: assessment of soil and subterranean waters quality, location of the origin of the contamination, risk analysis, remediation proposals, quantification of environmental liabilities, hydro-geological studies and control of landfills. We have our own equipment for this activity, and also rely on a wide range of affiliates who provide auxiliary services on each job.

We provide a wide range of services related to soil management:

• Soil quality and underground water quality diagnostics
• Location of the source of contamination
• Risk analysis and remediation proposal
• Quantification of environmental liability
• Hydro geological studies and monitoring of landfills

INDUSTRIAL CLEANING SERVICES

We provide complete industrial cleaning services on both, a maintenance and spot project basis, to a wide variety of industries.

From inspection, planning, and cleaning, through to final recovery, treatment and/or disposal of waste, we pride ourselves on our strategic approach to every cleaning project.

Our detailed planning and project management not only ensures the strictest safety procedures are in place, but also serve to minimize potential disruptions to our customers’ day to day operations.

Within our array of services we are able to provide unique automated and remote entry technology for tank cleaning, which makes us the partner of choice for the refinery and petrochemical industries.

We provide industrial cleaning services at multiple locations. These services include high pressure cleaning and vacuum pumping, hydroblasting, tank cleaning, and decontamination of equipment and installations.
OUR BUSINESS

Tradebe has operated on-site sludge treatment plants in different countries for major oil companies.

We have completed numerous tank cleaning projects for major refineries using proprietary robotic equipment to minimize tank entry, recovering extracted tank bottoms through centrifugation and recycling the recovered oil back to the client. Our team has also mobilized after truck and rail spills to respond to incidents and complete cleanup and disposal of the generated waste.

Experienced personnel, trucks and equipment work daily at customers’ sites all around, to clean industrial installations, remove waste, and pump liquids, sludge and solids using specialized equipment.

INDUSTRIAL & REFINERY SERVICES

We work worldwide with many major international and state owned oil, petrochemical, storage terminal and energy companies on a regular and repeat basis. Tradebe has operated on-site sludge treatment plants in different countries for major oil companies.

The sedimented sludges built up in tanks, pits, lagoons and separators present the industry with significant Health and Safety and Environmental issues. Tradebe Refinery Services excel in providing best practice solutions to difficult problems. Using our highly experienced team we develop services and products which are designed to improve Health and Safety and Environmental performance for both Client and Contractor. We always deliver a cost effective outcome.

We process hazardous waste through physiochemical, biological or thermal processes, such as centrifuging, evaporation, fixation, distillation, filtration, neutralization or thermal desorption.

We have many years of experience in on/out site thermal desorption units.

If a facility regularly generates large quantities of bio-sludge, slops or tank bottoms, the solution may well be a fixed centrifuge plant that can continuously process the incoming sludges. This can lead to the recovery of significant amounts of oil that can be re-processed via the refinery and minimize waste streams.

For smaller quantities of sludge, or for a one-off lagoon or pit clean, a solution may be to install a temporary or semi-fixed centrifuge plant.

This can operate for a specific period of time to process the required amount of sludge.

As a part of our service to refineries, we can provide thermal desorption, centrifugation and filter press technologies.
OUR BUSINESS

Tecnoambiente works with clients to find bespoke optimal solutions to the environmental challenges faced by the oil & gas, renewable energy, cable and pipelines, ports and navigation, coastal management, and fisheries sectors.

ENVIRONMENTAL CONSULTANCY

Based in Barcelona, Tecnoambiente is Tradebe’s marine survey and consultancy company, with experience in Europe, North & West Africa, the Middle East and South & Central America.

Tecnoambiente works with clients to find bespoke optimal solutions to the environmental challenges faced by the oil & gas, renewable energy, cable and pipelines, ports and navigation, coastal management, and fisheries sectors.

Since its foundation in 1980, Tecnoambiente’s highly qualified, multidisciplinary team has developed countless projects and studies, providing nearshore and offshore solutions worldwide.

Our highly skilled team of professionals has the unmatched combination of technical knowledge, environmental background and proven hydrographical and geophysical experience, Tecnoambiente’s unique advantage is the capacity for fully integrated projects and solutions, including carrying out any necessary survey works and implementing all required environmental measures and assessments.

ACCREDITED BY ENAC

As a Test Laboratory according to UNE-EN-ISO/IEC 17025. Accreditation num.: 479/LE1035
As an Inspection Entity according to UNE-EN-ISO/IEC 17020. Accreditation num.: 29/EI432

CERTIFIED ACCORDING TO

Certificate num.: 44 104 117217
Certificate num.: 44 100 11721
HEALTH & SAFETY

TRADEBE has three Management System Standard Certifications: ISO9001 (Quality), ISO14001 (Environment), and BS OHSAS18001 (Occupational Health and Safety)
We want our sites to be places where people feel safe and secure to work and where customers want to do business. We pursue a programme of continuous improvement in all areas of activity.

At Tradebe, we are committed to conducting our business in a safe and responsible manner. We emphasize the importance of providing a secure and safe working environment, protecting people in and around our workplaces. Consequently, health, safety, quality and environmental goals are established annually; progress is measured against performance indicators and are closely monitored at management reviews.

All Tradebe businesses operate based on a range of best practice management and system standards, while our Integrated Information Management System (IMS) enables us to manage all activities efficiently while meeting the requirements of a world-class health and safety organization.

Maintaining our certifications by meeting these management system standards is recognized as an effective approach for ensuring business efficiency and performance.

With that end in mind, our IMS is regularly audited by our certification body SGS and its effective use is regularly reviewed at all levels of our business.

We routinely conduct policy, process and procedure audits, reviewing and updating them along with our emergency and crisis management plans.

We want our sites to be places where people feel safe to work and where customers want to do business, and we pursue a programme of continuous improvement in all areas of activity.

In addition to recognizing the importance of occupational safety, and the management of personal safety issues, Tradebe recognizes that process safety and the management of hazardous scenarios is equally critical.

Accidents and hazardous occurrences are preventable when safety is actively managed. We have developed, and continue to build upon, a strong company ethos that encourages every employee to take responsibility for their own safety and the health and safety of those around them.

From an oversight perspective, we regularly monitor the health and safety of our employees, eliminating all avoidable risks and taking measures to minimize those that remain.

Tradebe’s overriding objective is to obtain and strengthen the trust of our employees, our clients, and relevant authorities. We work to achieve high standards in all areas on a daily basis, aiming to be acknowledged as a safe and reliable organization.

This is an ongoing challenge and one that we will continue to meet as Tradebe’s business sees further growth in the coming years.
RECYCLING PERFORMANCE

TOTAL TONNES PROCESSED BY COUNTRY

- Spain: 48%
- UK: 24%
- US: 17%
- Oman: 11%

TOTAL TONNES RECYCLED BY COUNTRY

- Spain: 38%
- UK: 24%
- US: 22%
- Oman: 16%

TOTAL WASTE WATER TONNES PROCESSED BY COUNTRY

- Spain: 50%
- UK: 28%
- US: 6%
- Oman: 16%
OUR VOLUMES
In facts and numbers

2.5 MILLIONS TONNES OF WASTE PROCESSED

60% RECYCLED

SAVING OF 500,000 TONNES OF CO₂ EQUIVALENT, BY USING OUR RECYCLED FUELS

TONNES OF RECYCLED PRODUCTS SOLD

<table>
<thead>
<tr>
<th>Material</th>
<th>Tonnage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Metals</td>
<td>150,000T</td>
</tr>
<tr>
<td>Chemicals</td>
<td>120,000T</td>
</tr>
<tr>
<td>Lightweight Aggregate</td>
<td>230,000T</td>
</tr>
<tr>
<td>Alternative Fuel &amp; Marpol Fuel</td>
<td>165,000T</td>
</tr>
</tbody>
</table>
Tradebe invests in R&D projects to continuously improve our recycling technologies.
These projects are intended to add value to our services by minimizing waste generation and the resulting environmental impacts as well as increasing our recycling capabilities.

INNOVATION

Tradebe invests in R&D projects to continuously improve our recycling technologies through innovation.

These projects are intended to add value to our services by minimizing waste generation and the resulting environmental impacts as well as increasing recycling capabilities.

Tradebe’s R&D Innovation Committee was founded in 2011 to plan, develop and assess potential improvement projects.

This multidisciplinary team of more than 20 people, led by the senior operational managers of each country and coordinated by a corporate team, is responsible for the international implementation of these projects.

The Committee ensures that the technologies developed are shared and implemented throughout Tradebe’s global network.
Water reuse is a key management strategy for the conservation of water resources, bearing in mind the growing problems of scarcity.

**R+D PROJECTS & INITIATIVES**

**LIFE WIRE PROJECT**

LIFE WIRE is a European demonstration project that seeks to promote the reuse of reclaimed water in industry. The project involves assessment of the technical and economic viability of treatments based on membrane processes and adsorption for the production of quality water a la carte.

Water reuse is a key management strategy for the conservation of water resources, bearing in mind the growing problems of scarcity. In applications with high water consumption, such as agriculture and industry, reuse plays a crucial role in reducing water stress.

The need to promote water reuse in industry gave rise to the LIFE WIRE project. The total budget is €1,721,875 of which around 50% is funded by the European Commission. It is expected that results will be extrapolated and that LIFE WIRE will serve as a demonstration encouraging industries in the same sector, or even other sectors, to consider the reuse of water in their processes.

**METAL RECOVERY FROM ACID WASTE**

This project is focused on the reuse of acid waste (spent hydrochloric acid containing zinc and iron) by recovering the zinc and acid. This is a 3-step process: liquid-liquid extraction for zinc separation, zinc electrodeposition for metal recovery, and acid recovery (FeCl₃) for water treatment.

The strategic benefits of the project are:
- Obtaining commercial zinc to be sold.
- Obtaining a better quality FeCl₃ (with a lower zinc content) that allows both the substitution of prime quality acids if the recovered acid is used for water treatment, and the reduction in waste volumes going to landfill if the recovered acid is used for neutralization.

**FROM WASTE TO PRODUCT: THE CIRCULAR ECONOMY IN MARITIME TRANSPORT**

Maritime transport is one of the main causes of pollution of our seas and oceans. As part of its daily activity, a vessel will generate a range of different wastes including those resulting from the cargo, domestic waste, wastewater and even oily mixtures.

Consequently, in the vanguard of the International Maritime Organization's international efforts to protect the marine environment are measures such as the Marpol 73/78 Convention, seeking to minimize the environmental impact of waste materials and the degradation of the marine ecosystem. The Convention does so by promoting optimization of the consumption of resources and controlling the dumping of potentially polluting substances, paying special attention to contamination of the marine environment by fuels or pollutants resulting from their use.
We have designed a new process to extract high quality fuel from maritime transport waste hydrocarbons (Marpol I). The objective is to use this recycled fuel in the same ships, creating a closed loop for maritime fuels.

At Tradebe, we firmly believe that the problems of tomorrow can be solved today. That is why, since 2015, we have been researching improvements in the transformation process of hydrocarbon waste fractions for their subsequent reuse as fuel.

We have achieved results that demonstrate that a circular process is achievable, turning fuel waste into a high-quality product with performance comparable to the original fuel, while also complying with the parameters required of any maritime fuel as laid down by the International Maritime Organization.

This research process has culminated in the development of technology (patent pending) through which TGF (Tradebe Green Fuel) is obtained: an innovative, high-quality marine fuel produced from mixtures of heterogeneous oil waste, reducing by 50% the energy consumption of traditional recovery processes, while contributing to the reduction of CO2 emissions in terms of exploitation of traditional fossil fuels.

The treatment proposed by Tradebe is a revolutionary alternative to traditional methods of recovery, solving the potential shortage of marine fuel production and reducing waste generation to a minimum.

**IMPROVING QUALITY OF RECOVERED FUEL**

Implemented during 2017, this project’s main purpose was to design a new process to extract high quality fuel from maritime transport waste hydrocarbons (Marpol I).

The goal is that the recycled fuel will be reused in the same ships, creating a closed loop for maritime fuels.
OUR TEAM

Tradebe is committed to attracting and recruiting the right people, engaging them and supporting them in achieving their professional goals.
As a service provider and a company with a strong entrepreneurial spirit, our employees are critical to our success; they are the heart of our business and our most important asset.

At Tradebe, we understand that that in order to attract an enthusiastic, committed and innovative workforce, we need motivated, satisfied employees, who will drive productivity and deliver high quality services.

As a service provider and a company with a strong entrepreneurial spirit, our employees are critical to our success; they are the heart of our business and our most important asset.

A key element in helping our people achieve their full potential is training. Therefore, we invest a great deal of resources in employee development.

We believe that a person's skills, experience and attitude are the most important identifiers when placing people in the right roles.

We know that providing equal opportunities means that valuable talent and potential are not wasted. At Tradebe there is no room for unfair discrimination, harassment, bullying or victimization, nor for the climate of fear, insecurity and poor work performance that these practices cause.

Tradebe's policy is taken very seriously by the company and every employee has a responsibility in this arena. Willful failure to apply the policies, or evidence of discrimination, harassment, bullying or victimization is not tolerated.

At Tradebe, we know that a diverse workforce is not only a reflection of our multicultural environment, but also beneficial for our business, encouraging innovation and more.

“I’ve been with the company for almost eighteen years, first as Pollution Control Industries, then as Tradebe. Within that time frame, I’ve had the ability to move through many positions, learning new skillsets and honing existing ones. Tradebe is, as an employer, who I’ve always wanted to work for – a company that is expanding and allowing for its internal talent to be utilized to its fullest potential as part of that growth. I feel valued as an employee and recognized as an asset to the company.”

Dana Sulcer
Business Relationship Manager (US)
Our values and behaviours help us to strengthen our service performance and elevate our company safety.

Our human resources policies position us as a competitive company in the market, with leading approaches to compensation and benefits, professional career plans, and international mobility.

Opportunities and positions are always allocated according to a ‘best fit for the role’ policy, based on the individual’s skills, qualifications, career aspirations and their ability to do the job in question.

We recruit from within our existing workforce whenever possible. This ensures that we retain, develop and continue to motivate our employees to achieve their career aspirations within the company.

CULTURE

Tradebe routinely evaluates the alignment between roles, performance and the company’s objectives. This ensures we continue to be flexible and are able to adapt to the changing demands of the market.

Our culture is ever-evolving and is shaped by our corporate values.

Our team incorporates these values into our daily operations and decision-making, thereby strengthening our service performance.

Our values and behaviours help us to strengthen our service performance and elevate our company safety.

Tradebe understands that our company values are only as good as the people who believe in and put them into action.

Our values and behaviours help us to strengthen our service performance and elevate our company safety.

“Tradebe is a wonderful work environment, the company culture provides all associates with the tools necessary to grow professionally and advance within the organization.

Tradebe’s best assets are the people we have in the organization, we have the best of industry leaders and experts caring for our internal and external customers and I am proud to be part of the Tradebe Team”.

James Check
National Accounts Manager
Tradebe Environmental Services, LLC (US)

We depend on our management team to instill these values in our culture by setting the example, engaging our employees, and recognizing and rewarding our people for their commitment.

We provide many formal and informal communication channels to encourage our employees to express themselves and provide valuable feedback which will help us to improve the working environment.
OUR PEOPLE IN FIGURES

**EMPLOYEES**

+2,100

**DIVERSITY**

73% Male  
27% Female

**TOTAL TRAINING HOURS**

24,000

**NET JOB CREATION**

441

**DEVELOPMENT SKILLS PROGRAMS**

118 courses
As part of our people strategy to Attract, Recruit and Retain the best people for Tradebe, we are developing many new programmes to ensure that we are an employer of choice in the market place.

We understand that the talent and abilities of all our people are key to our success. However, we are also aware that within our industry we are potentially about to face a major skills shortage.

That is why as part of our people strategy to Attract, Recruit and Retain the best people for Tradebe, we are developing many new programmes to ensure that we are an employer of choice in the market place.

We want to be able to show people entering the workplace that Tradebe is an employer who lives by its core values and does what it intends in terms of talent development at all levels.

As a business this starts at the attraction stages of recruitment and works in a cycle through to how people grow and develop within our organisation.

We want to embrace multiple routes to employment from a broad range of backgrounds, but key to building a workforce of the future is working with strategic partners to develop an apprenticeship offering both in the key areas of electrical, mechanical and chemical skills but also degree apprenticeships using the UK Apprenticeship Levy to ensure that we can offer an alternative to the traditional degree routes.

We also want to build into our offering a graduate programme across the business to ensure that we have a workforce which is broad in its understanding and skills to take the business forward.

MANAGEMENT SKILLS AND OTHER PROGRAMS

As a business we recognise that there is a real opportunity to develop our leadership capability to support our desire for an engaged and high-performing workforce to deliver our strategic business goals.

We also recognise the importance of having competent and effective managers and supervisors who will be able to use a consistent approach to managing behaviours and situations.

Through the programme we aim to not only refresh skills but also to provide employees with an opportunity to learn about current thinking and research with regard to the role of the manager and to revisit key leadership and management principles including performance management, motivation, discipline.
Tradebe is firmly committed to environmental protection, the circular economy and people. This is why we promote the development of our local communities in which we live and work.
In 2017, we cooperated with more than 35 non for profit organizations in our communities.

Tradebe plays an active and positive role within the local communities in which we operate. We recognize the importance of building stable, two-way relationships with our employees and our neighbourhoods, maintaining open communications with our local communities.

With this in mind, we are involved and take part in meetings, forums and events organized in the communities near our sites.

We also organize and promote different social initiatives and charities.

We consider it important to maintain a genuine dialogue with all employees and we work to extend this dialogue to the people who live in the communities near Tradebe sites.

Tradebe is firmly committed to environmental protection, the circular economy and people. This is why we promote the development of our local communities in which we live and work.

For us, environmental protection and the creation of a healthy and sustainable environment for future generations is a clear priority.

Tradebe’s management team encourages social and solidarity-based events - as our employees are actively participating around the world in various charity campaigns.
At Tradebe, we play an active and positive role within the local communities in which we live and work.

HELPING COMMUNITIES THROUGH DIFFERENT INITIATIVES

Tradebe is firmly committed to environmental protection, the circular economy and people. This is why we promote the development of our local communities in which we live and work.

For us, environmental protection and the creation of a healthy and sustainable environment for future generations is a clear priority.

Tradebe’s management team encourages social and solidarity-based events - as our employees are actively participating around the world in various charity campaigns.

For years, Tradebe has organized an annual ‘Christmas Charity Campaign’, which is an international initiative where employees make a voluntary contribution to an organization of their choice. After the campaign ends, Tradebe then matches the total contributions made by the employees - doubling the amount raised.

In the UK, we raised money, which went to Help for Heroes UK. This organization provides support for military veterans via five key strategies for recovery (medicine, mind, body, spirit and family) with a national support network for financial assistance, recovery services and specialist personnel.

In Spain, money was raised for UNICEF. The Spanish UNICEF Committee is one of 36 national committees which contribute to the work of the United Nations Children’s Fund. UNICEF’s aim is to ensure that children’s rights to health, education and protection are complied with throughout the world.

The donation we made will be used to provide Plumpy’nut (a peanut-based paste in a plastic wrapper for treatment of severe acute malnutrition) to help 1,200 children suffering from acute malnutrition.

In the United States, donations went to Feeding America, an organization whose mission is to distribute food via a national network of food banks in the fight against hunger.
COMMUNITIES

Our workers promote social and solidarity-based actions within our local communities.

MACMILLAN CANCER SUPPORT

Tradebe UK sites take part in the World’s Biggest Coffee Morning in support of the cancer charity Macmillan. Employees raised funds by hosting coffee mornings at Tradebe sites and buying tickets for a UK company raffle.

Macmillan Cancer Support is a charity that is very personal to many Tradebe employees. Many people know or have known someone with cancer, whether a colleague, family, friend or acquaintance.

Tradebe employees decorated our sites with balloons, banners and flags and made cakes for everyone to try in exchange for a donation.

Across Tradebe UK, employees collectively baked over 100 different cakes and pastries! In addition, a total of 1,320 tickets were purchased for the company raffle nationwide.

MASTODON CHALLENGE

The Mastodon Challenge, consisting of a kids’ race, 5K and 15K, has helped raise money for local residents in need including children and the elderly for more than 5 years now.

The field of runners has now more than doubled since it began - with over 400 runners taking place in the most recent event.

Why the “Mastodon” Challenge? In 1866, the remains of a mastodon were found at the base of the Cohoes Falls on the Mohawk River, hence both the name, The Mastodon Challenge, and the slogan: ‘Can you survive? They didn’t.’

The funds raised will support a number of activities, including transport for people to visit doctors, subsidized lunches for elderly people at the Cohoes Multi Service Senior Center, and to give access to books and other educational material for the Cohoes Universal Pre-Kindergarten.
2017 was the 8th year of Tradebe’s commitment to recycling Nespresso capsules and the 5th year of a joint project with the Spanish Food Banks Federation.

**TRADEBE, NESPRESSO AND THE SPANISH FOOD BANK FEDERATION**

2017 was the 8th year of Tradebe’s commitment to recycling Nespresso capsules and the 5th year of a joint project with the Spanish Food Banks Federation.

The Nespresso coffee capsule recycling system at our Jorba composting facility receives capsules from more than 1,000 collection points across Spain and Andorra.

The capsules are collected and sent to our facility, where the aluminium and coffee are separated. The aluminium, which is 100% recyclable, is put through a melting process so that it can be reused.

The coffee grounds are used to make compost, which is then used to fertilize the rice fields in the Ebro Delta.

The fields belong to the Cámara Arrocera del Montsià (Rice Production Cooperative), with the coordination and help of the Federació de Cooperatives Agràries de Catalunya (Federation of Catalan Agricultural Cooperatives).

Since the launch of this solidarity project in 2011 providing coffee as compost for the rice fields of the Ebro Delta, the number of hectares involved has tripled and this year stands at 33 hectares, (80+ acres).

These 33 hectares produce no less than 100 tonnes of rice! This rice is donated to the Spanish Federation of Food Banks, which then distributes it among the 55 food banks who most need it.
AWARDS & RECOGNITIONS

TRADEBE SIGNS THE WORLD’S FIRST “GREEN” SYNDICATED TERM LOAN

The facility has been certified as a “GREEN” instrument by Sustainalytics, an independent global provider of environmental, social and governance (ESG) research and ratings. Sustainalytics’ review confirmed, under a strict sustainable criteria, that a substantial portion of Tradebe’s sources of income (i.e. recycling and energy recovery activities) has a positive environmental impact.

INUTEC: THE ONLY UK NUCLEAR WASTE MANAGEMENT COMPANY WITH A ROSPA ORDER OF DISTINCTION (15 CONSECUTIVE GOLDS)

This outstanding Award is in recognition of Inutec’s momentous achievement of securing 15 Consecutive years of Rospa Gold Awards, recognises of our ongoing commitment to improving health & Safety and minimising accidents in the workplace.

WE RANK HIGH ON ENR’S 2017 LIST OF TOP 200 ENVIRONMENTAL FIRMS IN THE US

ENR has ranked TRADEBE at No. 29 based on total global revenue in environmental services, and at No. 9 among the Top 10 firms in the hazardous waste management and remediation category.