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# WORKPLACE RECYCLING IN ENGLAND IS ABOUT TO CHANGE

## Is your business ready?

A guide to new legislation, benefits of better recycling and where to start

# THE CLOCK IS TICKING

## New recycling laws are on their way, are you ready?

From March 2025, new legislation will come into effect that will change the way businesses in England with more than 10 full-time employees are required to recycle their waste.

The new rules will mean businesses will need to separate "recycling relevant waste", including dry recyclables and food waste, from general waste on site prior to collection. Failure to comply with the new laws could lead to hefty fines.



## WHAT DO YOU NEED TO DO?

All too often legislation can be complex, confusing even, and with the new rules coming in soon, making sure you understand your legal requirements when it comes to commercial waste is essential.

Our guide is here to help you...



**Understand  
your legal  
obligations**



**See how better  
recycling can help  
you cut costs**



**Choose recycling  
stations for everywhere  
in your facility**



**Get started  
today**

# WHAT DO THE NEW RULES MEAN FOR YOU?

## An overview of what your business must do to comply

From 31st March 2025 onwards, commercial facilities in England - including healthcare establishments and academic institutions - with more than 10 full-time employees must ensure they offer multi-stream recyclable waste at the point of collection for processing. This overview provides easy-to-follow guidance to support your business with complying with these legal requirements.

## IMPORTANT PROCESS CONSIDERATIONS

- Businesses will be responsible for the waste collected on and transported from their premises.
- Once collected, multi-stream waste is kept separate in order to protect it from contamination so that the largest majority of it can be recycled.
- The earlier the multi-stream splitting of waste occurs in the process, the less need there is for work splitting waste at a facility, prior to collection for processing.

### DRY RECYCLABLE MATERIALS

(except plastic film) from 31 March 2025 (from 31 March 2027 for businesses with fewer than 10 full-time employees)

|   |                  |   |
|---|------------------|---|
|  | <b>Glass</b>     | such as drinks bottles and rinsed empty food jars |
|  | <b>Metal</b>     | such as drinks cans and food tins                 |
|  | <b>Plastic</b>   | such as rinsed empty food containers and bottles  |
|  | <b>Paper</b>     | such as old newspapers and envelopes              |
|  | <b>Cardboard</b> | such as delivery boxes and packaging              |

### FOOD

such as leftovers or waste generated by food preparation from 31 March 2025 (from 31 March 2027 for businesses with fewer than 10 full-time employees)

### PLASTIC FILM

from 31 March 2027 (all businesses)

### Separation requirements

The new regulations will mean that “recycling relevant waste” from businesses cannot be sent for disposal unless it can be shown to have gone through a treatment process. Dry recyclables (which can be grouped together), food waste, and general waste must be separated on site, prior to collection.

From March 2025, **businesses will not be able to use food waste disposal equipment (for example macerators) or other forms of food waste treatment equipment (for example dewatering or enzyme digesters) to discharge food waste or liquid derived from food waste to a drain or sewer.**

### Possibility of future changes

In the future, as in Wales, the Secretary of State may add to the materials to be collected in each recyclable waste stream, once there is confidence that the materials can be recycled. With that in mind, modular solutions are the perfect way to future-proof your waste management system. Investing in modular solutions allows you to simply add new containers for additional waste streams without having to start again, reducing waste and protecting budgets.

# RECYCLE THE RIGHT WAY

## How to choose the right systems for each area of your facility

With multiple types of waste to be separated and different areas of your facility generating different waste, it can be a challenge to know what to look for when choosing recycling systems.

Here are our top tips:

### Modularity

Choosing modular systems allows you to separate waste into the appropriate streams easily and minimises the risk of costly cross-contamination. You can tailor your solutions to each area of your facility, implementing the streams you need in the areas you need them. This consistency will help you maximise correct recycling by your users. Modular systems are also typically easier to maintain and clean versus 'all in one' systems.



### Visible signage and colour coding

Signposting the correct waste stream with striking, clear and colour-coded signage helps users to quickly understand what type of waste can be recycled and where, reducing cross-contamination and allowing for optimal waste separation.



### Different solutions for different areas

Different areas of your business have different needs, so a one-bin-fits-all approach isn't going to work. Throughout your facility, you'll require a variety of bins, from robust containers back-of-house for handling large volumes, to sleek bins front-of-house designed with aesthetics in mind, and slim containers that don't interfere with operations for tight spaces such as kitchens and small offices.



### Durable containers and warranties

Investing in waste and recycling containers that last longer means you buy better and waste less, helping you to support sustainability targets and cut costs. Prioritising durability when selecting your bins could see you cut their environmental impact by 72% and commercial costs by 1/3.\*

\*RCP Love Sustainability insights report: Why product longevity is a powerful first step to improving commercial sustainability



All of our waste and recycling containers are manufactured to stand the test of time and come with up to 10 year warranties to provide you with added peace of mind.

# RECYCLING PRODUCT SOLUTIONS

RCP has a broad range of containers & trucks to support your business with internal waste collection and movement, maximising recycling and minimising contamination.



All of our waste and recycling containers are manufactured to stand the test of time and come with up to 10 year warranties to provide you with added peace of mind.

## WASTE DISPOSAL

Where waste is created, it must also be collected. Our product solutions help to centralise the accumulation of waste.

1

FRONT OF HOUSE



SLIM JIM  
RECYCLING  
STATION

CONFIGURE



SLIM JIM  
STEP-ON

### DECORATIVE RECYCLING

Modular, colour-coded solutions for collecting and recycling multiple waste streams at any facility.

### STEP-ON CONTAINERS

Sealed lid containers that isolate germs and odours with risk-reducing foot operation to reduce contamination touchpoints.

2

BACK OF HOUSE



SLIM JIM  
VENTED



BRUTE

### SLIM JIM CONTAINERS

High capacity back-of-house containers that collect waste where it accumulates with a bag cinch system.

### WASTE STORAGE

Durable units designed to store waste from multiple points around a facility prior to being moved elsewhere.

3

WASTE MOVEMENT

## WASTE MANAGEMENT

Once waste has accumulated, it must be aggregated and moved to collection points ready to be taken off-site.

### HIGH CAPACITY TRUCKS

Large volume, mobile containers that move collected waste from back of house storage to collection points for off-site processing.



MEGA BRUTE

CUBE TRUCK

TILT TRUCK

# GETTING STARTED



## Where to start your journey to better – and compliant – recycling

At Rubbermaid Commercial Products, we're committed to informing and educating our customers to support them to achieve their sustainability goals. We've created a series of free resources and tools to help you start your journey to better recycling.



## Conduct your own online waste audit

Use our [free online audit tool](#) to find indicative waste and cost savings in just 90 seconds.

Answer 6 simple questions to get an estimate for your business.



## Cultivate a culture of recycling

Our four interactive [online recycling training modules](#) will help your team understand the importance of recycling, how it works and how it can be improved. [Download thought-provoking poster prompts](#) to promote better recycling and embed a culture of best practice and compliance within your business.



## Request a 'waste walk'

To request an in-person audit of your current recycling products and processes by one of our waste and recycling experts, click [here](#).



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