



NEWS

WINTER 23/24

Environmental Essentials accelerate growth plans
with Adams Environmental deal



WELCOME

from the Environmental Essentials team

We would like to start by wishing all our customers and contacts a very Happy New Year. As we look back on 2023 we would also like to thank our colleagues for the part they played in such a fantastic year.

2023 turned out to be a major milestone for the business. After completing the acquisition of Adams Environmental (AEL) we have spent the remainder of the year integrating the business into our Southern region with great success.

The deal also provides an opportunity to offer our collective clients a wider service offering and for leadership to utilise and adapt the best working practices and shared knowledge.

This past year has also seen us launch our own independent compliance software, OMNI. We now have 6 existing clients using the system with a further 6 in the pipeline, including previous customers of AEL. Initially providing an asbestos module with excellent functionality, we intend to add further compliance modules later this year. You can read further information relating to this within these pages.

As we look forward, we are very excited about the forthcoming calendar year. The AEL deal was the first of several planned acquisitions aimed at securing both strategic geographical footprint and diversification of services. We are really looking forward to announcing further updates in this respect in the coming months!

Finally, October 2024 will mark the business' 20th Anniversary, and so we aim to celebrate our 20th year of trading throughout the coming months. When we set out back in 2004, neither of us would have anticipated the many ups and (a few) downs of last 20 years, the house-hold names that we have come to call 'valued customers', the places we have seen and people we have met and come to call friends. There have been numerous colleagues who have been with us along the journey who we are eternally grateful to, some of which have celebrated significant milestones themselves with the business and are mentioned later in the newsletter.

So here is to a successful 20th year trading and please watch out for the celebratory and charitable events that we aim to host this year in recognition.

Best wishes

James and Richard



Ensuring people, places and spaces are safe

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CONTENTS

ENVIRONMENTAL ESSENTIALS ACCELERATE GROWTH PLANS	4
ADAMS ENVIRONMENTAL ACQUIRED BY ENVIRONMENTAL ESSENTIALS	5
2023 IN NUMBERS	6
FINANCE DIRECTOR APPOINTED TO THE BOARD / COLLEAGUE APPOINTED TO INDUSTRY TECHNICAL COMMITTEES	8
MANAGING YOUR ASBESTOS DATA	9
INTRODUCING OMNI	10
EE ASBESTOS SURVEYS IN KENYA AND BELIZE	12
FACE FIT TESTING	13
CRUMBLING CONCRETE IN SCHOOLS RAISES ASBESTOS EXPOSURE CONCERNS	14
WE CAN HELP WITH RAAC	15
EE AND MESOTHELIOMA UK PARTNERSHIP	16
EE SUPPORTS GRASSROOTS SPORTS ACROSS THE COUNTRY	17
HSE REPORT HIGHLIGHTS CONTINUED DECLINE IN MESOTHELIOMA DEATHS IN 2021	18
OPEN COURSE SCHEDULE	19
EE CELEBRATE SIGNIFICANT SERVICE MILESTONES	20



ENVIRONMENTAL ESSENTIALS ACCELERATE GROWTH PLANS

BGF – the UK and Ireland’s most active growth capital investor – has committed a further £2.4 million to support Environmental Essentials’ buy-and-build growth strategy.

Environmental Essentials, co-founded by Richard Powner & James Riley back in 2004, is now one of the UK’s leading asbestos service providers and has secured follow-on investment from BGF to support the acquisition of Adams Environmental.

Alex Sleeth joined the board of Directors back in early 2020 and has a wealth of experience in “buy and build” within the sector. Also joining the board is Martyn Crowfoot, an experienced M&A specialist who also joins the board as Financial Director.

It signals the start of an exciting growth phase for Environmental Essentials, as it looks to expand its geographical footprint and diversify its service offering. The additional equity funding has been committed to support future acquisitions.



Pictured: Alex Sleeth

Commenting on the growth plans, Sleeth said:

“This is an exciting time for the business as we look to broaden our compliance service offering and complement our existing services in Asbestos and Health & Safety Training for our high-profile customers. With additional funding secured we are confident in our ability to deliver a comprehensive growth strategy for our clients, staff and shareholders.”

Based in Stoke-on-Trent and operating from four offices throughout the UK, including Stoke-on-Trent, Glasgow, Crawley, and London, the business provides asbestos management, training and surveying to businesses, local authorities and public sector organisations. Clients include the Houses of Parliament, tier one construction companies, NHS Trusts, high street food retailers and pub operators.



Pictured: Richard Powner

Commenting on the deal, Powner said:

*“Asbestos management has been a core part of our business since we launched 19 years ago. However, we believe that **there is significant potential to expand** our offering, not just geographically but also by diversifying into complementary areas, including water hygiene and fire risk management. This will not only strengthen our proposition but **provide clients with a ‘one-stop-shop’** for key compliance services.”*

BGF investor, Jon Earl, added:

“BGF’s aim is to invest in innovative and exciting businesses that are vital to the country’s economic growth – dynamic businesses that are well positioned to seize opportunities and manage a multitude of challenges in a measured way. Environmental Essentials is an excellent example of this, and we’re delighted to be supporting them with their growth strategy”

About BGF:

BGF was set up in 2011 and has invested £3 billion in nearly 500 companies, making it the most active investor in the UK. BGF is a minority, non-controlling equity partner with a patient outlook on investments, based on shared long-term goals with the management teams it backs. BGF invests in growing businesses in the UK and Ireland through its network of 16 offices. In 2018, Canada launched its equivalent – the Canadian Business Growth Fund – and in 2020, Australia did the same, both based on BGF’s funding model.



ADAMS ENVIRONMENTAL ACQUIRED BY ENVIRONMENTAL ESSENTIALS

Back in December of 2022, Adams Environmental Ltd was acquired by Environmental Essentials and following an interim period AEL has been fully integrated into Environmental Essentials’ (EE) southeast regional operation.

Adams Environmental was very much a specialist in the heritage and education sectors, servicing high-profile customers such as the National History Museum and Imperial College London. This, alongside a superb reputation for quality and a very similar internal culture, made the business a compelling first acquisition.

Commenting on the acquisition, Powner said:

*“We were delighted to welcome ‘Adams’ into the Environmental Essentials fold. **The deal marked a significant step forward in our growth ambitions**, on the back of a strong trading period throughout the Covid pandemic, and is another positive milestone on our investment journey with BGF, which has had a considerable impact on our business since 2015.”*

Former AEL Director, Adam Rennie joins our existing Operations Manager, Dave Limber, to form a vastly experienced management team with complementary skill sets. Adam will primarily focus on business development and customer relations as we continue to service AEL clients through Environmental Essentials’ UKAS accreditation, ensuring continuity of both service and our valued client relationships.

Rennie added:

*“With the potential for diverse services such as water hygiene and with EE already possessing innovative compliance software and e:learning capabilities, **we are really looking forward to an exciting future** that will be beneficial to both our clients and colleagues”*



Pictured: Adam Rennie

Alex Sleeth, Chairman added:

*“Since 2004, Richard and James have built up a strong reputation in asbestos management. **The acquisition of Adams Environmental enables them to strengthen their position in important markets**, such as listed buildings and education. Through an exciting buy and build strategy, the team will also be able to expand their compliance offering as well as investing in proprietary technology, as well as training and development.”*

Beswicks (legal) and Dains (financial due diligence and tax) advised Environmental Essentials, Ashfords (legal) and Henry Hyatt (financial due diligence and tax) advised Adams Environmental, Browne Jacobson (legal) advised BGF.

2023 IN NUMBERS




environmental
essentials
20 Years Trading



14,900
SURVEYS



2000
ANALYTICAL
PROJECTS



68,000
SAMPLES
ANALYSED

89
SCOTLAND

234
CENTRAL

231
SOUTH EAST

AUDITS

26,254 TOTAL
PROJECTS

TRAINING

Classroom Training

1745 people
153,646 CPD hours

E-learning

10,983 people
21,966 CPD hours

NEW CLIENTS



FINANCE DIRECTOR APPOINTED TO THE BOARD

We are delighted to formally welcome Martyn Crowfoot to the Group Board.

Having worked closely with us on a consultancy basis since April 2021, Martyn formally joined the board of directors in December 2022.

Martyn is a chartered accountant, initially working for Ernst and Young and Arthur Andersen Corporate Finance, gaining extensive experience in buying and selling companies. He has been a Finance Director in a number of private equity-backed businesses over the past 20 years.

Commenting on the appointment, Martyn said:

"I am looking forward to continue working with James, Rich, Alex and Danny, and all colleagues at EE, to grow and develop the business through acquisition, with the aim of building a multidisciplinary compliance Group over the next few years."



Pictured: Martyn Crowfoot

COLLEAGUE APPOINTED TO INDUSTRY TECHNICAL COMMITTEES

Our colleague, Rachel Rushton, has recently been appointed onto the second of two industry steering committees, where we believe her commitment to industry improvement will be of high value.



Pictured: Rachel Rushton

Most recently Rachel has been asked to join the management committee of NORAC, the National Organisation of Asbestos Consultants. Environmental Essentials has been a member of NORAC since its formation, its main aim being the promotion of best practice and improvement in the asbestos analytical and surveying sectors.

Rachel is also a member of the Fibres Proficiency Testing Steering Committee, where members are selected on the basis of having the necessary technical knowledge and expertise to contribute to the work of the committee and, when relevant, for their ability to act as a representative of their organisation, sector or other interest. The role of the FPTSC is to provide technical advice to HSE on matters relating to HSE's asbestos proficiency testing schemes.

Rachel joined the business in 2007 as a trainee lab technician, after being awarded a Masters degree in Forensic Science at Staffordshire University. Rachel has progressed from Lab Technician to Lab Manager and then Deputy to Quality Manager in the 16 years she has worked with us. She is currently leading several collaboration projects between management teams and is the main 'brand values' advocate within our business.

MANAGING YOUR ASBESTOS DATA

Who's responsibility is it?

If you have ever been responsible for a non-domestic building or property portfolio that contains asbestos, then you should have seen an asbestos survey. Those who have larger portfolios may have had more than one surveying company carrying out those surveys over a number of years, and potentially a number of different types of survey, whether that be a management or refurbishment survey, or the older MDHS 100 surveys.

When this is the case, making sense of the data that has been collected can be a difficult task. Interpreting and using that data to ensure that you are complying with the regulations that govern asbestos can be a worrying issue for those who are the designated responsible person.

- When faced with all of this data, who is responsible for managing it?
- Is it the surveying company or asbestos consultancy that carried out the survey?
- Is it the Project Manager who scoped the job alongside their client?
- Or is it the duty holder responsible for property?



With all of the education around asbestos that has been available over the last several years, the answer should be common knowledge for those who are in charge of buildings...

The person responsible for managing the asbestos data for a building is the duty holder for that building. According to Regulation 4 of The Control of Asbestos Regulation (2012) the duty holder means;

(a) every person who has, by virtue of a contract or tenancy, an obligation of any extent in relation to the maintenance or repair of non-domestic premises or any means of access or egress to or from those premises; or

(b) in relation to any part of non-domestic premises where there is no such contract or tenancy, every person who has, to any extent, control of that part of those non-domestic premises or any means of access or egress to or from those premises.

In short, if you are responsible for any maintenance or repair tasks in a non-domestic property, or control the entry or exit to such a property, then you are the person responsible for managing asbestos. Hopefully, this is not news to you.

There is, however, a common misconception when it comes to managing asbestos data. This misconception is that if a survey has been carried out, the responsibilities that you have for asbestos are now covered. Unfortunately, this isn't the case; you don't have a duty to survey, but a duty to manage the asbestos within your building.

Regulation 4 is clear with regards to managing asbestos. Not only are duty holders responsible for identifying asbestos containing materials, and noting their condition, but also to manage the risk through a written plan to prevent the exposure to asbestos of anyone who works in the premises.

So, if you have multiple surveys for the same properties, what are the approaches to managing that data to enable this plan to be created?

The first step is to take the data that has been collected during the surveys and create an asbestos register for the property. This can be a lengthy process, especially if there have been a number of surveys carried out, and the data is in a range of different formats. Matching up room location names and numbers, and sample identification numbers across all of the surveys is key.

Ensuring that the data is available and in a usable format for those who are carrying out maintenance or repairs on the property is vitally important, and should be a key part of your asbestos management plan.

INTRODUCING
omni

Transform how you manage asbestos compliance in your organisation with OMNI

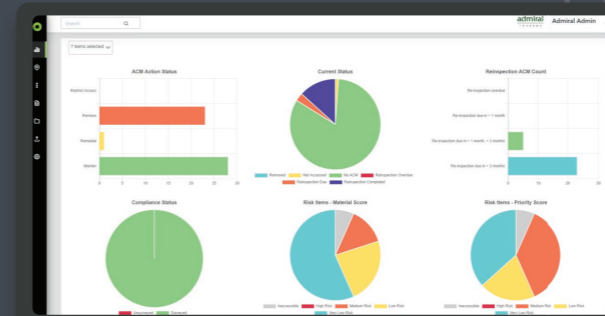


OMNI is a **powerful cloud based portal** for streamlined, effective management of asbestos risk. OMNI can work with data from your choice of asbestos consultants and integrate your legacy data, even if its in different formats.

Please contact Rosie Greer on
0345 4569953 to register interest



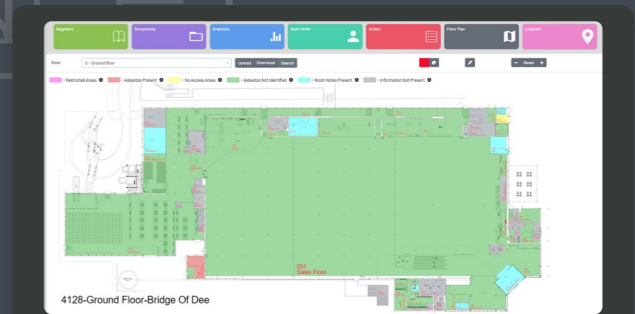
INTUITIVE DASHBOARD



View your data how you need to. See a top level overview of asbestos risks across your portfolio, then drill-down to the detail in individual buildings then locations.

INTERACTIVE BUILDING PLANS

Ensure your workforce or contractors are aware of any asbestos risks in the area where they will be working. This visual and easily accessible way of presenting risks can help reduce the chances of asbestos materials being disturbed.



ONLINE ASBESTOS REGISTERS

Create or Edit a Work Order

Order Reference Number

REF_ORDR_000002

Job Reference Number

J-345596

Purchase Order Number

70708

Project Type

Full Mechanical/Electrical/Survey

Project Request Date

20-08-2019

Survey Date

02-09-2019

Site Name

Bromley Arms, Salisbury

Site Address

Bromley Arms, Salisbury SO Charleston StreetSalisbury SO4 6BQ

Assign To

Site Foreman

DMH 650

Submit

Cancel

These are central to your asbestos management plan. Ensure these are up to date, including, after surveys, re-inspections and removal projects.

environmentalessentials.co.uk/omni



EE ASBESTOS SURVEYS IN KENYA AND BELIZE

We have been commissioned to conduct several survey projects globally for one of our largest clients. This year we have completed projects in Kenya and Belize.

On the journeys between sites our colleagues were lucky enough to see some amazing wildlife. The lads are now back in the UK having been looked after brilliantly by our hosts in Kenya.

And in Belize the team encountered a tropical storm on their arrival but thereafter beautiful blue skies, rainforest and the odd rest day on white sandy beaches.

An amazing experience all round and we look forward to more exotic work locations in 2024!



Contact us for all your asbestos requirements

✉ enquiries@environmentalessentials.co.uk

FACE FIT TESTING

Why is face fit testing needed?

In addition to being a legal requirement, it is imperative when wearing RPE, that it fits correctly. Ill-fitting RPE will provide little or no protection to the wearer. We should not expect that one mask will fit all faces, we all come in different shapes and sizes, so for one mask to achieve universal fit is extremely unlikely. For this reason, the mask needs to be fit tested to the wearers face.



When should a face fit test be undertaken?

The mask should be fit tested during the selection process; it is important to include fit testing at the very beginning of an RPE program. This will avoid any unnecessary financial outlay on RPE which is subsequently found to be ill-fitting.

In addition, repeat fit testing should be carried out in the following circumstances:



Change mask model or size



Loses or gains weight



Undergoes substantial dental work



Develops any facial changes
(scars, moles etc around the face seal area)



Regularly as per your RPE program

"Fit2Fit recommends that a suitable interval for repeat fit testing is 2 years. In some situations, however, more frequent repeat fit testing may be appropriate, particularly where RPE is being used as a primary or sole means of control."

(Fit2Fit companion)

What else do you need to consider?

During the test, any additional PPE which may affect the fit of the mask should be considered and worn during the fit test. Examples of additional PPE could be eye wear or ear protection, these will be noted on the final fit test certificate.

Our testers at Environmental Essentials have many years' experience both fit testing and wearing various RPE types. We can ensure you and your employees are wearing masks which fit, providing them the best protection possible.

We can also help your business to achieve compliance with a robust RPE program protecting you, your employees, and your business.

To discuss face fit testing further, please get in touch:

Sarah Higginson – shigginson@environmentalessentials.co.uk

CRUMBLING CONCRETE IN SCHOOLS RAISES ASBESTOS EXPOSURE CONCERNS

A growing crisis looms over numerous schools in England, as their ageing Reinforced Autoclaved Aerated Concrete (RAAC) structures pose an alarming risk of asbestos exposure.

With over 150 schools constructed using RAAC now surpassing their recommended 30-year lifespan, concerns about their safety have prompted temporary closures. What makes this situation even more concerning is the historical context: RAAC was extensively used in construction from the 1950s to the 1990s, a period during which asbestos was also commonly used before being banned due to severe health hazards.



This overlapping history raises the potential to expose asbestos containing materials during RAAC remediation efforts. Such exposure could significantly prolong the remediation process, leading to extended school closures lasting several months.

Despite the asbestos ban being in effect for more than two decades, it is still present in an estimated 300,000 non-domestic buildings throughout the UK.

It is fair to assume that not all RAAC-affected buildings are suspected of containing asbestos. However, data from the Department for Education in 2019 revealed that approximately 81% of English schools are believed to have asbestos present in their structures. In 2019 alone, the number of asbestos-related casualties exceeded 5,000, underscoring the gravity of the situation.

The primary concern here is that the process of assessing and removing deteriorating concrete panels in RAAC structures could potentially disturb asbestos materials. Such disturbances carry severe risks, as asbestos, when undisturbed, poses relatively little harm. However, when agitated, it releases fine fibers that, if inhaled or ingested, can lead to deadly conditions such as mesothelioma.

Although stringent management regulations are in place to ensure the closure of asbestos-afflicted buildings until safe removal is complete, the Health and Safety Executive (HSE) has raised concerns about some schools failing to maintain up-to-date asbestos registers.



Environmental Essentials have a vast amount of experience in the education sector should you require further advice on this topic. We are also currently partnering with a national building consultancy, providing inspections for RAAC remedial projects.

For more information please contact Rosie Greer at rgreer@environmentalessentials.co.uk

WE CAN HELP WITH RAAC

As well as providing initial asbestos management investigations and support, we work with a national chartered building consultancy who specialises in the project management of RAAC issues.

What is RAAC?

RAAC is a lightweight 'bubbly' form of concrete, commonly used for flat roof structures but also in the construction of walls and floors.

It was a cheaper and more lightweight alternative to conventional reinforced concrete.

RAAC panels are typically 600mm wide (although can vary) and can be up to 6m in length with chamfered edges.

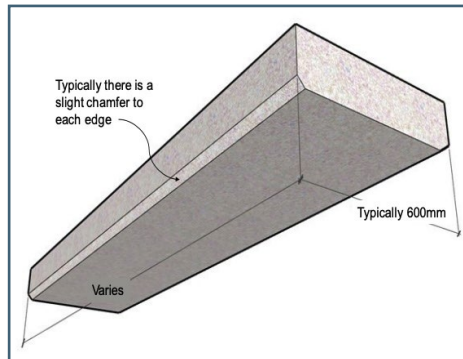


Image: UK Government



Image: UK Government



Image: Local Government Association

Where was RAAC used?

RAAC was used in various buildings between the 1950s and mid-1990s, including new-builds and retro-fits.

Found in schools, colleges, universities, airports, hospitals, retail, hospitals, hotels, domestic properties, and various other public buildings.

RAAC can be difficult to spot due to various retro-fit covering and decoration in the years since installation.

If RAAC is found will this mean significant remediation work?

Not necessarily, but professional advice is required to audit the potential measures required.

A survey and assessment, including supporting investigations such as asbestos surveys, will provide an overall plan of the required actions.

For further advice, please get in touch:

Richard Powner – rpowner@environmentalessentials.co.uk



Image: UK Government



EE AND MESOTHELIOMA UK PARTNERSHIP

Over the last 12 months EE are pleased to have supported Mesothelioma UK and we have further commitment pledged; we are delighted to announce that EE will be a leading Mesothelioma UK CSR partner in 2024.



Mesothelioma UK is the national charity for anyone affected by mesothelioma. They exist to support people with mesothelioma to live better and live longer and to prevent mesothelioma happening to future generations. They do this by advocating for better treatment and care, enhancing quality of life, funding research and amplifying the patient's voice.

The focus of the charity is to provide access to specialist nurses at the point of need, in NHS hospitals across the UK. Mesothelioma Clinical Nurse Specialists provide a large range of benefits including specialist expertise available to patients, their families and carers, increased access to clinical trials, and treatment, a lower rate of unplanned admissions, better management of symptoms and an overall increase in the quality of life for patients.

Our partnership with Mesothelioma UK reminds us how critical the nature of our work is by ensuring that people, places, and spaces are safe from the harmful legacy of asbestos. The Mesothelioma UK team of nurses regularly are asked to do all they can to protect other people, working closely with the asbestos industry helps them achieve this.

We look forward to supporting Mesothelioma UK through our fundraising initiatives in 2024.

To see how you could support the charity, please visit their website mesothelioma.uk.com

EE SUPPORTS GRASSROOTS SPORTS ACROSS THE COUNTRY

We are delighted to sponsor Great Notley Sharks u13s, who are part of Great Notley Football Club based in Braintree, Essex.

The Sharks are one of 18 teams within the club, which currently boasts 16 boys and 2 girls teams. Competing in Division 4 of the Blackwater and Dingle youth football league, the Sharks are currently placed 2nd and aiming to improve on last year's 5th place. The coaches are very proud to have several players who have been with the team all the way through from under 6 age groups.



Pictured: Great Notley Sharks u13s



Pictured: Great Notley Sharks u13s

We are also delighted to continue to support Newcastle Town Football Club, and particularly their u12s boys team. The u12s compete in the Staffordshire Junior Football League u12s league and having won 20 out of 20 games last season, with a goal difference of +159, they currently lead the league with a 100% record.



Pictured: Newcastle Town u12s

Best of luck for the season, guys!

HSE REPORT HIGHLIGHTS CONTINUED DECLINE IN MESOTHELIOMA DEATHS IN 2021

Mesothelioma, a cancer characterised by its long latency period following asbestos exposure, has been subject to concern for years, due to its rapid progression upon symptom onset.

Over the past five decades, annual mesothelioma-related deaths in Britain have steadily risen, mainly due to past occupational asbestos exposures, particularly between 1950 and 1980.

However, recently published data from the Health and Safety Executive (HSE) has revealed a further decrease in mesothelioma-related deaths in Great Britain for the year 2021. This decline represents a significant milestone in the ongoing battle against this deadly cancer, primarily associated with asbestos exposure. The latest statistics, featured in the 2023 Health and Safety Statistics report, offer valuable insights into the changing landscape of mesothelioma cases.

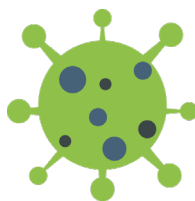


Key Findings:

According to the HSE report, a total of 2,268 mesothelioma-related deaths were reported in Great Britain in 2021. This number represents a decrease of 302 fatalities compared to the previous year's figure of 2,570. Notably, the 2021 count is lower than the average of 2,520 deaths annually recorded between 2012 and 2019.

The impact of COVID-19?

Experts suggest that the substantial reduction in deaths in 2021 aligns with earlier projections, which anticipated a gradual decline in annual fatalities throughout the 2020s. However, the data for 2020 and 2021 show fluctuations that can be attributed to various factors associated with the global COVID-19 pandemic, such as the direct effects of COVID-19 on individuals with mesothelioma and the impact in death recording and certification systems.



Vulnerability in Construction Industry:

The report also highlights the continued vulnerability of men employed in the construction industry during the period of extensive asbestos use, owing to their increased likelihood of asbestos exposure.

Additional information including the full HSE report can be found on the HSE website

OPEN COURSE SCHEDULE

January - December 2024

Newcastle-under-Lyme – (Midlands) / Virtual	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
UKATA Asbestos Awareness Training ½ day	22 nd	19 th	25 th	22 nd	20 th	20 th	22 nd	19 th	16 th	21 st	18 th	23 rd
UKATA E-learning Asbestos Awareness Training UKATA E-learning Asbestos Awareness Training RoSPA E-learning Health and Safety Training	Available 24/7 from www.learnbyee.co.uk please contact us for bulk purchase options enquiries@environmentalessentials.co.uk											
UKATA Duty to Manage Training 1 day	22 nd	19 th	25 th	22 nd	20 th	20 th	22 nd	19 th	16 th	21 st	18 th	23 rd
UKATA Non Licensed Work Training (1.5 day)		8 th			2 nd			1 st		31 st		
UKATA Non Licensed Work Refresher (½ day)		9 th			3 rd			2 nd			1 st	
UKATA Duty to Manage Appointed Person (3 day)	24 th – 26 th	21 st – 23 rd		24 th -26 th	22 nd – 24 th		24 th 26 th	21 st – 23 rd		23 rd – 25 th	20 th – 22 nd	
UKATA Duty to Manage Appointed Person Refresher – 1 day		26 th	15 th	26 th	21 st		23 rd	19 th		22 nd	25 th	
UKATA Project Management (1 day) Excludes AA	23 rd	20 th	26 th	23 rd	21 st	21 st	23 rd	20 th	17 th	22 nd	19 th	24 th
BOHS P405 Management of Asbestos In Buildings (5 Days)			18 th 22 nd						23 rd 27 th			
BOHS P405 Refresher Management of Asbestos In Buildings (1 Day)		13 th		16 th		18 th		13 th		15 th		10 th
BOHS P402 Asbestos Building Surveys and Bulk Sampling (3 Days)		14 th – 16 th		17 th -19 th		19 th – 21 st		14 th – 16 th		16 th 18 th		11 th 13 th
BOHS P402 Refresher (1 Day)		13 th		16 th		18 th		13 th		15 th		10 th
BIOHS P400 Asbestos Surveying and Analysis – Foundation Level (1 day)		12 th		15 th		17 th		12 th		14 th		9 th

Contact us today for more information, to discuss your bespoke course and to book spaces:



0345 4569953



admin@learnbyee.co.uk



UKATA Certified
Training Courses

Duty to Manage

COURSE DURATION: 1 day

Gain an overview of managing asbestos containing materials in buildings.

Who is it for?

Those with responsibility to report non-compliance to the Health and Safety Executive.

Course objectives

Understand the requirements of the legislation.

Understand the requirements of the legislation.

EE CELEBRATE SIGNIFICANT SERVICE MILESTONES

James and Richard were recently very proud to recognise more service milestones at our Head Office in Newcastle-under-Lyme.

Last year saw us celebrate host of 15 years' service milestones at Head Office. With Environmental Essentials being in its 20th year of trading we feel very fortunate to have worked alongside these individuals and owe much of our success to them.

Andrew, Danny, Adam, Rachel and Matthew



Diane's 10 years with us started in October 2012. She previously cared for her son and, before that, studied at Keele University gaining a degree in Biochemistry and Medicinal and Biological Chemistry.

THANK YOU!
THANK YOU!
THANK YOU!

Sarah (HR Assistant) and Jane (Office Manager) are both celebrating 10 years with EE, whilst Rosie (Sales Consultant) is one of our longest serving colleagues, having been with us for 15 years.



Sarah, Jane & Rosie



"15 years service is a remarkable achievement in our industry and demonstrates such commitment and longevity. The guys have been a huge part in the company's success over the years' and Richard and I are very proud and appreciative of their efforts."

Thank you for all your hard work and commitment, it is really appreciated!

Are you considering a role at EE? Here is what Rachel Rushton had to say after celebrating 15 years with us...

"My 15 years at Environmental Essentials has been a journey. I started as a trainee completely new to the industry, but from day one I got stuck in with a willingness to learn. I love to learn, so the role was perfect for me, this hasn't stopped and 15 years later my current role still enables my growth mindset to continue.

The opportunities that I have been given have kept me active and contribute to how much I enjoy working at EE. My colleagues and the support and collaboration at all levels is another great benefit, I work with some amazing people and the comradeship certainly contributes to my long service here."



Ensuring people, places and spaces are safe

Telephone: 0345 456 9953

Email: enquiries@environmentalessentials.co.uk

www.environmentalessentials.co.uk