



Our World

newsletter

December 2021

Opening thoughts from JIM

This year has flown by, and Christmas is now just around the corner.

We have just received the results of our Annual Employee Survey, which had a 73% response rate. Thank you to those who took the time to share your opinions and experiences.

Now, we shall spend time reflecting on your responses and engage with you to address the concerns raised.

In the meantime, I can confirm that we have moved from a one-star "Best Companies" accreditation to a "One to watch" ranking. Considering how

tough this year has been and the changes we've been through, this is an outstanding achievement.

We've had some difficult times this year with changes in the leadership team, but I am pleased to confirm that this is now coming to an end. The Board has renewed their trust in me and confirmed my permanent appointment as LondonEnergy's Managing Director. After five years on the board and 17 at LEL, I'm grateful to have this appointment.

I know first-hand the skills and enthusiasm the LEL team brings to their responsibilities, and I am proud to be leading the company and its people through the transition to the new plant.

I look forward to working with you to continue our journey towards delivering world-class waste management for a sustainable future in London.

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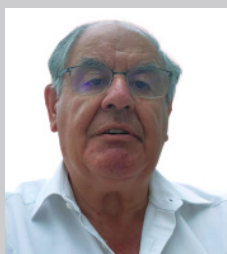
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Introducing CLLR PETER ZINKIN

To continue our non-executive interviews, we grabbed a quick word with Cllr Peter Zinkin while he was moving house.

Peter is a busy chap holding numerous committee posts, including Vice-chair of the North London Waste Authority.

"My involvement in the North London Waste Authority brought about my position with LondonEnergy," explained Peter.



"The work LEL does is vitally important for North London, and the construction of the new plant makes this a very exciting time.

"I have been involved in big infrastructure for most of my career, so being involved with the company as it is undergoing massive transformation is a good fit for my skills and experience. Away from my committee world, I help people with property projects. This has involved building synagogues, and my last project was the development of a cemetery.

"To relax, I am an avid reader. Moving home has meant I've had to clear out some of my books. I've given away 60 boxes – just a small part of my collection."

Thank you, Peter, for taking the time to talk to us at such a busy time. Good luck with the house move.



YOU SAID WE DID -

Bistro update

We ran a survey to find out what you thought of the Bistro and how you would like to see it improved.

Well, we listened to you and have started implementing the improvements you've asked for, including a salad bar, paninis, toast, and the addition of a TV screen to show the menu and other important information.

To say thank you, everyone, who took part was entered into a prize draw. There were five chances to win five free lunches and four home meal kits.

Congratulations to all our winners:

Meal kits: Isabelle Antoine, Irena Zadeh, Martin Reynolds, and Sullivan Hall.

Free meals: Paul Rooney, Jorge Garcia, Avinash Balaraj, Joanne Norman, and Harry Sidnell.

Here are a few important dates for your diary.

Christmas lunch will be on **Wednesday 29th December, 30th, and 31st December**, we will be offering an all-day brunch between 9am and 1pm.



IN THE SPOTLIGHT

Emine Moore



This month we want to congratulate Emine, who was promoted to RRC Contracts Manager in October.

Emine has been with LondonEnergy for almost three years, and before her promotion, she worked as a Senior Site Supervisor.

"I had been working as the interim contracts manager from mid-January, so was thrilled to be promoted to the full role in October," said Emine. "I love the job, especially being a North London girl; it feels like I'm doing my bit for the community."

"Dealing with the public is both rewarding and challenging. Our role at the RRCs is to help people and develop their recycling knowledge. Working together will help us reduce the waste we see coming into the RRCs and encourage recycling."

"Every day is different, which is why this job is so rewarding."

Thanks, Emine, and congratulations.



NORTH LONDON

Heat & Power Project update

This month's NLHPP update comes from Barry Card, LEL/NHLPP Waste Operations Lead.

"Work is well underway for the construction of our Temporary Bulk Waste Recycling Facility. With completion set for early March 2022, the current FFP & BW will be relocated temporarily to allow for the next phase of the NLHPP project. This will be handing over the existing FPP and the northeast corner of the EcoPark to the demolition contractor for the demolition and preparatory works needed for the construction Energy Recovery Facility to get underway.

"South of the site, we are nearing completion of a smaller building at the foot of the EfW down ramp, which will be for the new switchgear when this is completed in the first quarter of 2022. This will allow LondonEnergy to provide power for the new Resource Recovery Facility, which will consist of both a Reuse Recycling Centre and a Resource Fuel Preparation Facility, due for completion at the end of 2022.

"The RRC will be a new addition to our existing six recycling centres, and for the first time, will see the public accessing the EcoPark to use this recycling centre. We will also see the completion and the opening of EcoPark House, due for completion at the end of December 2022.



"Meanwhile, construction of the Lee Valley Heating Network plant on Advent Way is in full swing and should be completed by the first quarter of 2023.

Once up and running, this will take energy from the ERF to heat up to ten thousand homes in the local area.

Thanks, Barry, for that update.

VALUE *nomination*

This month's value nomination comes from Chris Bottjer. He has nominated Omer Yoldas. This is what he had to say.



"Omer's attitude to work over the past few months has been fantastic. He never refuses to carry out a task and get the job done. I've been impressed by his ability to work proactively.

"Omer is a fantastic addition to the F&E team, and when he feels like something is not right, he is happy to challenge the supervisors. This shows me that he is being safe, having trust, and owning it. His work and efforts have not gone unnoticed, and he deserves full recognition for everything he does."

Congratulations Omer.

Success story

ISOQAR AUDITS

Now and then, we must undergo audits to ensure our management systems meets the ISOQAR requirements and standard. This time around, three ISOQAR audits were carried out at the Western, South Access, and Regis sites.

These covered Environmental, Quality, and Health and Safety Management. We had a quick word with Anwar Sakhabuth, South Access RRC Supervisor, to find out more about what happened.

"I was heavily involved in the preparation for of the audits with the HSQE team," said Anwar. "Audits are quite nerve-wracking because what you do has an impact on the whole company. I'm pleased to say it went really well, and everything was on point; nothing was picked up. This is a great achievement and a testament to all those who were involved."

That's fantastic news, Anwar.

A FUN WAY TO RECYCLE

flowerpots

"It all started in lockdown," said Darren. "my wife is a London taxi driver, so lockdown hit her pretty hard. Making the most of her time, she started making pot people from flowerpots for the grandchildren, but it wasn't long before people outside the family were asking her to make them too."



"Lisa uses new flowerpots, although if any get chipped, she repairs and recycles them. That's when I suggested she makes one from recycled pots with the LondonEnergy logo. It now takes pride of place in the office at Hornsey Street."

What a fabulous story; thank you for sharing it with us, Darren. If you want to look at some of Lisa's pot people, you can see them on Instagram under @nanny_pots.

REFER A *friend*

LondonEnergy is becoming the place to work, as this month, we feature Simon Pearce's referral.



Simon referred Maria Rabina Hoite for the shop sales assistant job. "I know Maria personally," said Simon. "Her background in retail made her perfect for the shop and the LEL family."

Thanks, Simon and welcome, Maria.

NEW *Starters & Promotions*

We want to welcome our new starters and congratulate employee promotions.

New starters

Alycia Bohannon - E&I Apprentice - Electrical
Demetri Britton - Mechanical Maintenance Technician
Elliott Cunningham - Mechanical Maintenance Technician
Conor Deacon - Shift Manager - Relief
Carl Dennis - Mechanical & Electrical Apprentice
Kevin Elmore - Plant Technician
Gaurav Khanna - Head of Asset Management
Alexandru Laslau - Mechanical Maintenance Technician
Kazime McNabb - Weekend and Summer Site Operative
Joanne Norman - Receptionist / Administrator
Marvin Peart - Warehouse Assistant
Stephen Pirolli - LGV1 Driver
Justin Price - Finance Director
John Richardson - Interim HR Director
Mark Spinks - LGV1 Night Driver
Nemanja Stojcevic - Bulking Waste Operative
Ashley Taillepierre Tsoka - Graduate Trainee - Engineering
Kevin Thubron - Shift Manager
Mariusz Titarczuk - Mechanical Maintenance Technician
Tyrown Walker-Dawkins - Transport - Apprentice
Stephen Wynne - LGV1 Driver

Promotions

Omer Yoldas - Mobile Plant Operative
Yusupha Kabba Kebbeh - Mobile Plant Operative
Alfie Dean - Plant Technician
Omar Harris - IT Infrastructure Engineer
Abdul Malek Mussabir - IT Project Engineer
Mustafa Ramadan - Lead LGV1 Night Driver
Anwar Sakhabuth - Site Supervisor
Oyenu Olugbala - Site Supervisor
Graham Gifford - Engineering Support Officer
Jovita Sungailaite - Driver - Rollon/off Hooklift
Stephen Royce - Head of ERF & Commissioning
Emine Moore - RRC Contracts Manager
Holly Roberts - Senior Site Supervisor
Abbie Benjamin Senior - HR Business Partner
Oliq Chowdhury - Assistant Shift Manager
James Arthur-Mensah - Operations Manager
Jason Owusu - Mobile Plant Operative
Anthony Warner - LGV1 Driver
Kathy-Ann Pearce - Legal Manager and Company Secretary
Roberto Purvis - Assistant Shift Manager
Sean Barker - Assistant Shift Manager
Nikki Palmer - Assistant Shift Manager
Matthew Toyer - Assistant Shift Manager

IT'S *Christmas!*

With Christmas fast approaching, we are pleased to tell you that December's pay date is Thursday 23rd December.

We hope you all have a fabulous Christmas.