

# Workplaces urged to prepare for new recycling law

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Workplaces in England are being urged to prepare now for new waste legislation coming into force next month in order to avoid hefty fines.

From 31 March 2025, all workplaces in England have a legal duty to separate their recycling, food and black bin waste under the new '[Simpler Recycling](#)' legislation, but many are still unprepared according to phs Wastekit, a leading expert in waste management solutions.

The new law states that dry recyclables (like paper, card, metal and glass), food waste and black bin waste must now all be separated.

Jason Smith, Managing Director of [phs Wastekit](#), shares his advice: "This legal change will affect every type of workplace from offices and shops to doctors and schools, and the rules must be followed across all operations, right down to the staff kitchen. You need to ensure you have arrangements in place before 31 March to stay compliant. Don't leave it until the last minute or think you won't get caught out. Make a start now.

"The best place to begin is with a waste audit, including a cost benefit analysis. Finding out how much waste is being produced by each of these waste streams will help you plan for the change and, importantly, manage costs effectively. More often than not, there are great opportunities to be found by doing a review of your waste and gaining a better understanding of your ancillary costs.

"The next step is talking to your waste collector and discussing your requirements. This could be a private collector or a local authority service. Some waste collectors may make separate collections for cardboard and paper, metals and glass so you will need to factor this in when planning your approach.

"You will need to ensure you provide appropriate bins and containers of the right size for your different waste streams and put them in the most convenient locations to help staff, visitors or customers correctly separate the waste. Ensure they are easily identifiable and correctly labelled with what they are to be used for to avoid any confusion. Spreading positive messages about the new recycling system will be crucial for buy-in and its ultimate success.

"This new law may seem like a costly addition to your duties, but it is actually a fantastic opportunity to get smart with your waste management solutions to reduce costs and look at new ways of generating revenue.

"From the thousands of businesses we work with, in our experience, there are almost always savings to be made, whether it's reducing the labour costs associated with waste management or cutting down the number of waste collections needed and the associated transport costs.

"The simplest way to separate recyclable materials in the workplace, and better manage your business waste streams, is by using a baler machine. Balers compact and wrap recyclable waste, like cardboard and plastic, into bales that can be sold to recycling companies for a rebate, giving your business a valuable new revenue stream.

"Not only can they help to generate extra cash, balers also help reduce your costs. By baling waste, you're reducing its volume which, in turn, reduces the number of waste collections you need and cuts your waste costs. From an environmental point of view, there will be fewer waste collections therefore reduced fuel costs and more recyclable waste coming back into the recycling system. Great news for the planet and your ESG strategy.

"phs Wastekit provides a wide range of different sized balers from small balers that deal with 200 kilos and under of cardboard and plastic waste a week, to mill-size balers that can handle up to 3 tonnes a week. We also have multi-chamber balers. These allow different cardboard and plastic waste to be separated and baled in one machine, offering a simple, cost-efficient solution.

"You will also need to consider your other waste streams, including food and general waste, as these must also be separated under the new rules. phs Wastekit has a range of baler and compacting machines that are also suitable for handling other waste streams, including glass, metal, aluminium, polystyrene, general waste and food waste, ensuring every business has access to a cost-effective way to manage their different waste streams under the new law.

"Our team are experienced and up-to-date with the very latest legislation changes so talk to us today about how we can help you with your waste and sustainability goals."

phs Wastekit one of the UK's leading suppliers of balers and compactors, providing businesses with a whole service approach that supports them on their sustainability journey.

Armed with expert advice and guidance, plus the very latest waste management technology, phs Wastekit works closely with its customers to reduce the cost of their waste, improve their environmental performance and create cleaner, tidier environments for the people using their space.

The team also offers servicing and maintenance packages right across the UK, as well as partnerships with recycling companies to support customers on the road to greener waste management and greater



sustainability goals.

phs Wastekit is part of the phs Group.

Contact phs Wastekit on 0800 169 3534 or [wastekitsales@phs.co.uk](mailto:wastekitsales@phs.co.uk) [www.phswastekit.co.uk](http://www.phswastekit.co.uk)