

Board Meeting Minutes

Monday 9th December 2024
10.00 via Video Conference

Present: R Gray (Chairman)
B Hastie
P Johnson
K Starkey
C Penson

In attendance: D Truelove

	Action
<p>1. 2025/26 Budget & Five Year Plan</p> <p>The Budget for the year ending 31st March 2026 and the Five Year Plan for the years ending 31st March 2030 were discussed.</p> <p>The Board discussed and approved the assumptions underlying the operational budget and the financial forecast arising from those assumptions.</p> <p>The Board discussed and approved the capital budget. [REDACTED]</p> <p>[REDACTED]</p> <p>The Board approved the Budget and Five Year Plan for presentation to the Shareholder Panel on 29th January 2025.</p> <p>2. Dividend</p> <p>The dividend forecast included in the Budget and Five Year Plan was discussed and approved. The interim dividend for 2024/25 was agreed at £12.45m, this amount to be paid in March 2025.</p>	<p>Mr Starkey</p>



Recovering Energy from Waste

<p>3. Any other business</p> <p><i>Salary Benchmarking</i></p> <p>Mr Starkey updated the Board on proposals to provide health cover for staff at various rates to maintain the competitiveness of the Company's remuneration offering. The Board noted the proposal and whilst no objections in principle were raised it was made clear that further evidence [REDACTED] would be required before a final decision was made.</p> <p><i>Meeting Dates 2025</i></p> <p>Mr Gray referred to a schedule of meeting dates for Board and management review meetings which had previously been circulated. It was proposed that the July Board meeting date be moved to 14th July. [REDACTED]</p>	<p>Mr Starkey</p> <p>Mr Hastie</p>
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There being no further business, the Chairman closed the meeting at 12.00.

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Chairman