NAJ Guidance Note

SIMPLER RECYCLING REGULATIONS

Version 1. February 2025.



Introduction

As part of the new Simpler Recycling regulations under the Environment Act 2020, effective from March 31, 2025, businesses across England, including jewellery businesses, are required to adopt more streamlined waste management practices. This guide aims to help our jewellery business members understand and implement these changes effectively. By separating waste into designated streams; dry mixed recycling, food waste, and general waste, you can not only comply with the law but also contribute to a more sustainable environment.

Shaping professional excellence in jewellery businesses and their people

The National Association of Jewellers

NAJ Guidance Note: Simpler Recycling Regulations

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What Are the Simpler Recycling Regulations?

From **31 March 2025**, businesses with more than 10 full-time employees in England must separate their waste into **four specific streams** for collection. This new policy, enforced by the **Environment Agency**, ensures consistency in recycling across the country.

By **31 March 2027**, smaller businesses with fewer than 10 full-time equivalent employees must also comply. This applies to the whole business not individual shops.

Your Responsibilities as a Jewellery Business

Separate Waste Streams

Jewellery businesses must separate their waste into four separate streams:

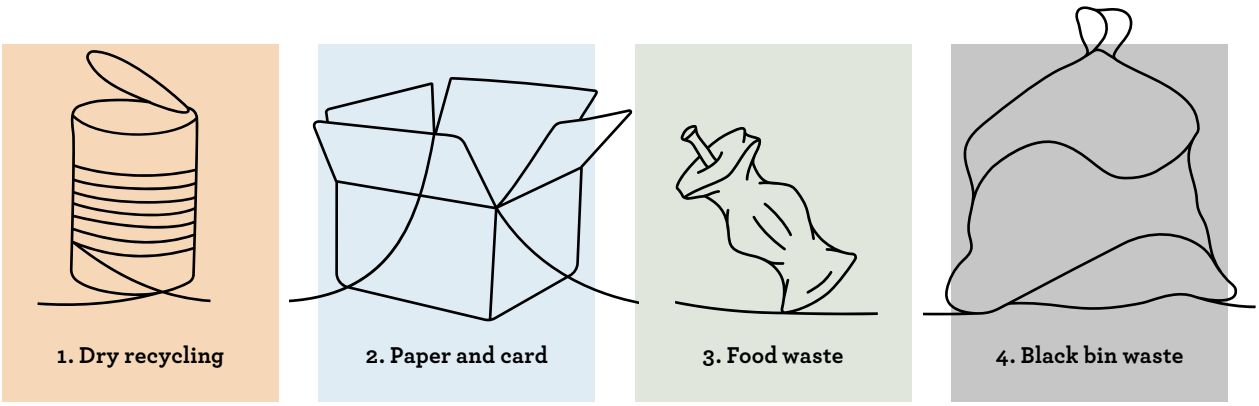
1. **Dry Recycling:**
   - Glass: Drink bottles, rinsed food jars.
   - Metals: Drink cans, empty food tins, aluminium foil.
   - Plastics: Rinsed food containers, plastic bottles.
2. **Paper & Card:** Packaging materials and office waste.
3. **Food Waste:** Any food leftovers, including tea bags and coffee grounds.
4. **Black Bin Waste:** General waste

Customer-Facing Bins

If your store includes customer-facing bins, you are responsible for ensuring waste is separated correctly. Provide bins for each waste stream with clear, visible signage to guide customers. Where space or customer compliance is a concern, consider consolidating bins or removing them entirely if waste separation is not feasible. In boutique settings, consider discreet designs that fit your aesthetic while remaining functional.

Back-of-House Operations

Provide separate bins for different waste streams. Train your staff to maintain compliance and avoid contamination of waste streams. Jewellery businesses often produce precious metal waste in the form of lemel and sweep. This must be collected separately and handled in the usual way by sending it to a refinery for recovery.



1. Dry recycling | 2. Paper and card | 3. Food waste | 4. Black bin waste

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FAQs for Jewellery Businesses

What if my store doesn't generate food waste?
Even minimal food waste, such as a single tea bag or coffee ground, must be separated. Consider providing a small, sealed bin for staff areas.

Will the regulations increase my waste management costs?
Discuss this with your waste collector. Some may charge extra for separate collections, but co-collection of paper and dry recyclables could reduce costs.

Can I display signage that aligns with my store's branding?
Absolutely! While signage is required, it can be customised to complement your store's branding, provided it clearly communicates recycling requirements.

How to Prepare for Simpler Recycling

Talk to Your Waste Collector

- Ask about their recycling processes, additional costs, and how to manage paper/card co-collection.

Review Your Bin Setup

- Add separate, clearly labelled bins for each waste stream.
- Ensure bins are accessible and aesthetically suitable for your premises.

Train Your Staff

- Educate employees on waste separation and handling requirements.

Non-Compliance Consequences

The Environment Agency will issue:

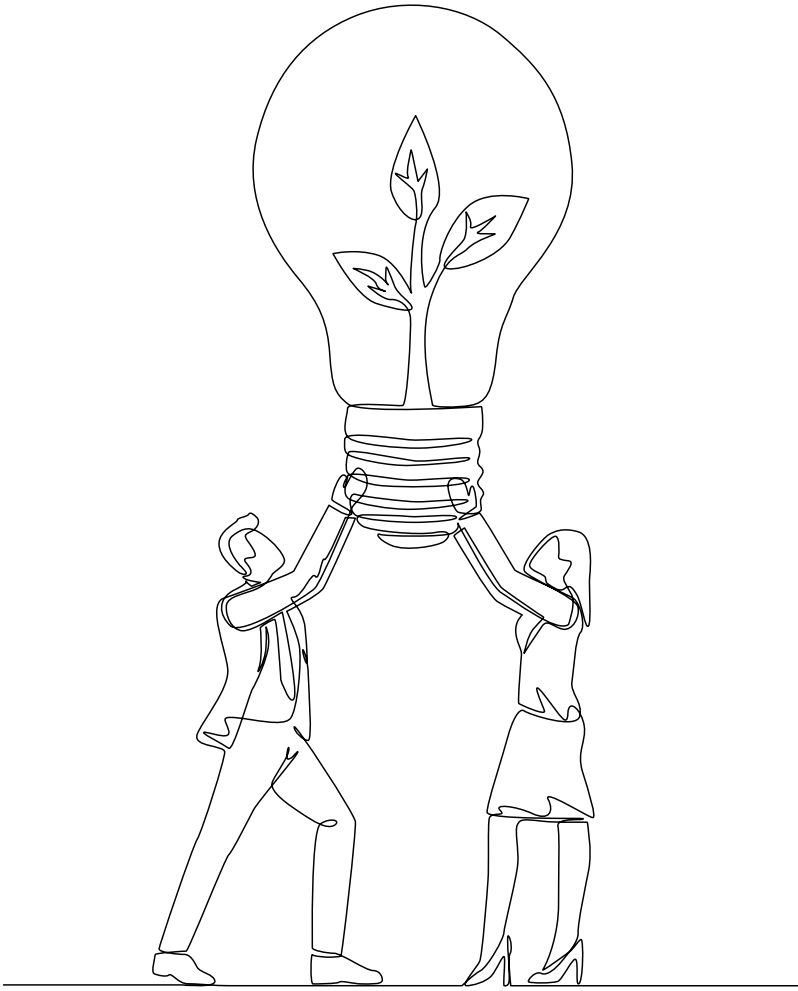
Advice for first-time issues.

Compliance notices for continued non-compliance.

Fines or convictions for serious violations

Let's Lead the Way in Sustainable Jewellery Practices

By embracing **Simpler Recycling**, the jewellery industry can demonstrate its commitment to sustainability and responsible business practices.



Additional Resources

- **Department for Environment, Food & Rural Affairs:** Simpler Recycling Policy

NAJ Professional Standards Definitions

The National Association of Jewellers

Code of Conduct

The NAJ Code of Conduct is a set of rules and standards based on honesty, integrity and professionalism that members MUST abide by. The honouring of this commitment to the Code of Conduct sets members businesses apart from others.

Code of Practice

An NAJ Code of Practice is a set of rules regarding a particular subject. Most often, these Codes of Practice are translations of existing UK law. A Code of Practice provides explanations of how to uphold the law. Members MUST follow these codes in order to remain legally compliant.

Guidance Notes

An NAJ Guidance Note is a document produced to help members better understand their obligations in various areas. Guidance Notes can be on various subjects and are not always based on a specific UK Law. Members are expected to follow these instructions as best practice, although there is no statutory requirement. Guidance notes will be considered by The NAJ Professional Technical Standards Group for elevation to a Code of Practice after a period of two years has elapsed since their publication.

Disciplinary Procedure

The NAJ Disciplinary process is a series of steps that the NAJ can take to address member behaviour that falls short of the expectations as set out in the Code of Conduct.

These documents are live documents and subject to continued review; they can all be accessed on the NAJ website here; Codes of Practice (naj.co.uk)

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NAJ Disciplinary Procedure Tree

Official complaint raised against NAJ member

1 Preliminary investigation (by NAJ Compliance Officer)

- Complaint not upheld → No further action
- Upheld (ie: potential breach of the Code of Conduct)

2 Further investigation (recommendations made to member)

- Member adheres to recommendations → No further action
- Member fails to act in given timeframe

3 Formal Investigation (by NAJ Disciplinary Panel)

- Allegation dismissed → No further action
- Allegation upheld

4 Member instructed to take remedial action and/or membership suspended or terminated

- Member complies → No further action
- Member fails to comply → Membership suspension or termination
- Right of appeal

5 Appeals panel review

- Decision overruled → No further action

Decision confirmed. Penalty imposed or voided