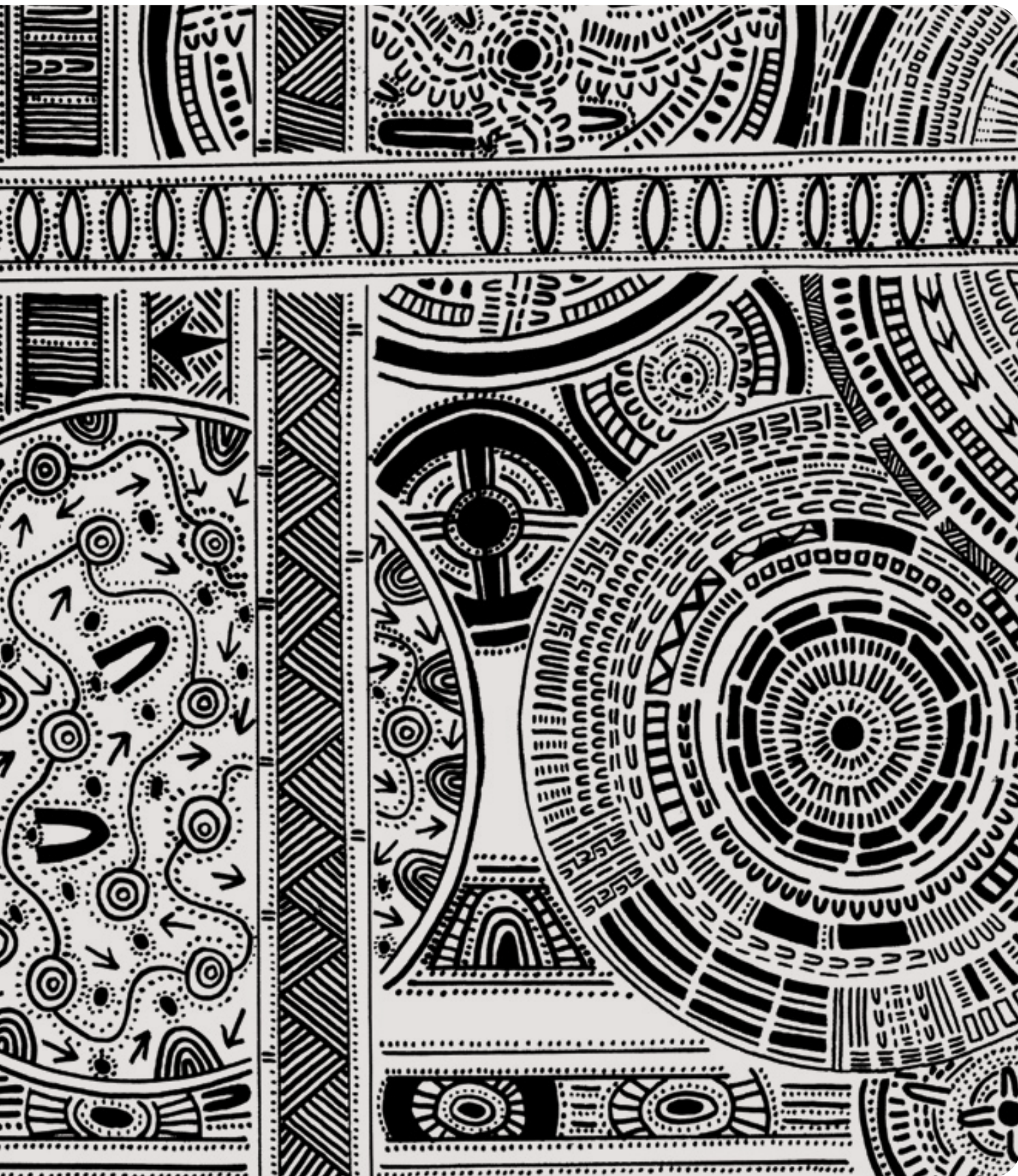


# Impact Report 2024

Reflecting on REMONDIS Australia's environmental,  
social and governance performance for the year  
ended 31 December 2024







REMONDIS Australia's operations are conducted on and across the ancestral lands of Australia's First Nations Peoples.

We acknowledge the traditional custodians of the lands on which our company is located and where we conduct our business. We pay our respects to ancestors and Elders, past and present. REMONDIS Australia is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

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Cover: Vehicle window screens are collected and processed to recover recyclable components at REMONDIS Tomago Resource Recovery Facility, NSW

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Björn Becker  
CEO / Director

## Message from our CEO

As we present REMONDIS Australia's 2024 Impact Report, I am pleased to reflect on a year of significant transformation in our approach to sustainability reporting and governance.

This past year has been pivotal as we've prepared for the imminent changes in the regulatory landscape that will reshape how businesses report on their climate impacts and initiatives.

In 2024, Australia joined global counterparts in legislating mandatory climate-related financial disclosures, with reporting obligations commencing from 1 January 2025. This landmark shift represents not merely a compliance requirement but an opportunity to enhance transparency and accountability in our industry.

Throughout the year, REMONDIS Australia has taken deliberate and comprehensive steps to strengthen our systems, processes, and governance frameworks to ensure robust data collection and transparent reporting. These efforts have positioned REMONDIS Australia to confidently meet the new mandatory reporting requirements while continuing to deliver value to our stakeholders.

Our sustainability approach in 2024 has been informed by developments both domestically and in Europe, particularly the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS).

In close collaboration with REMONDIS Group in Germany, we are methodically aligning our sustainability reporting with these standards to ensure consistency and readiness for global compliance.

This alignment represents more than regulatory adherence; it embodies our commitment to best in class reporting practices and our recognition that sustainability performance increasingly influences operational decisions, customer preferences, and community trust.

To support our enhanced sustainability objectives, we have implemented a strategic restructuring of our environment and sustainability functions. This reorganisation strengthens our ability to collect, analyse, and report high-quality sustainability data while embedding sustainability considerations more deeply into our operational decision-making processes.

















As we enter this transformative era of mandatory climate reporting in Australia, I am confident that REMONDIS Australia is well-prepared to meet the challenges and seize the opportunities ahead. Our proactive approach to sustainability has always been about more than compliance, it's about contributing to a more sustainable future and delivering value to all our stakeholders.

I am pleased with the progress we have made in 2024 and excited about the enhanced transparency and accountability that will characterise our sustainability journey in the years to come.

A stylized, handwritten signature in black ink, appearing to read 'B. Becker'.

Björn Becker  
Chief Executive Officer / Director  
REMONDIS Australia

# 2024 Performance Highlights

WGEA Accreditation 2024 	Indigenous Advisory Group formed 	14,362 tonnes of metal recycled 	16,000+ tonnes of hazardous waste treated 
126,439 tonnes of cardboard and paper recycled 	4,800 homes powered daily by energy from methane extracted from landfill at Swanbank QLD 	41% of the REMONDIS fleet is EURO 6 compliant 	
5,862 tonnes of plastic recycled 	24,000 customers gained access to Client Portal 	Over 1 million kWh solar energy generated 	Green Star Contractor accreditation for ACT operation 
2.45 training hours per employee delivered to 1,265 employees across Australia 	\$53,600 donated to the Perth Children's Hospital Foundation, raised from recovered recyclables 	23 employees trained in Mental Health First Aid 	100+ clients consumed educational content about recycling and source separation 
			1,100+ students visited the Swanbank REdiscovery Hub 

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Highlights from REMONDIS Australia's Environment, Social and Governance performance in 2024



# About REMONDIS

Family owned for 90 years, REMONDIS has built its international business around a set of core values including a commitment to ethical leadership, partnership, quality, environmental stewardship and long-term thinking. Now operating in over 30 countries, the group benefits an estimated 30 million people worldwide.

Launched in Australia in 1982, REMONDIS Australia has since grown and diversified to become one of the largest waste and recycling companies in the country. Acclaimed for our focus on customer support and service excellence, we work collaboratively with our customers and local authorities to deliver innovative, safe and reliable solutions across all industry sectors. Together, we believe we can achieve a more sustainable future; a future in which waste is a resource.

> REMONDIS Australia's branch network  
as at May 2025



PERTH

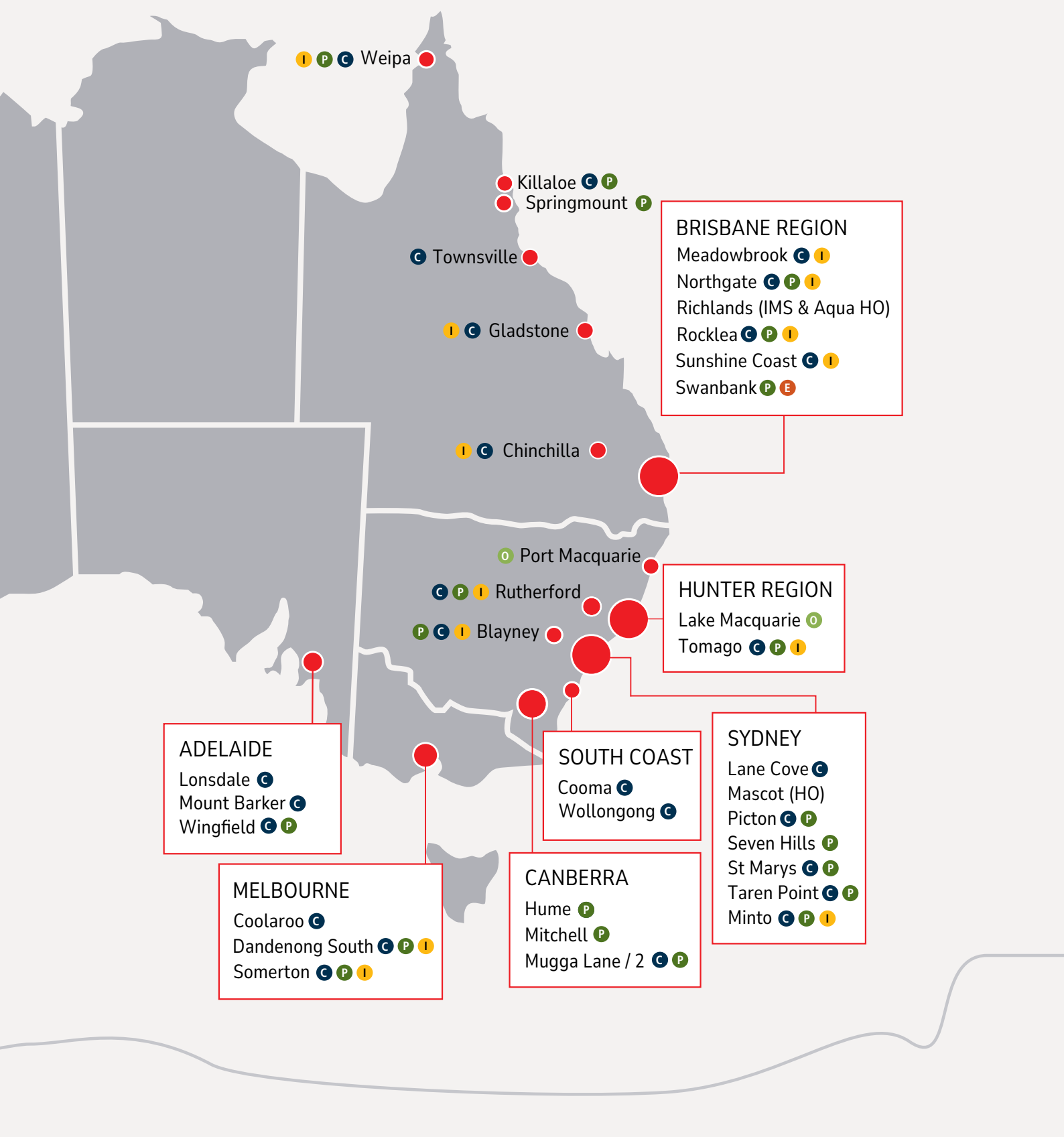
Boonanarring **O**

Canning Vale **C** **P**

Henderson **C** **P** **I**

Jandakot **C** **P**

Osborne Park **C** **P**



# Our approach to sustainability reporting

REMONDIS Australia embeds sustainability at the heart of our operations, aligning our objectives with the United Nations Sustainable Development Goals (SDGs) since 2021.

As the Australian arm of a global company headquartered in Germany, our sustainability reporting is shaped by both local and European standards, ensuring we meet the expectations of diverse stakeholders and regulatory environments.

In 2024, we intensified our preparations for a new era of mandatory climate-related reporting. Australia's climate disclosure regime, effective from 1 January 2025, requires REMONDIS Australia to comply with the Australian Accounting Standards Board's (AASB) S2 Standard.

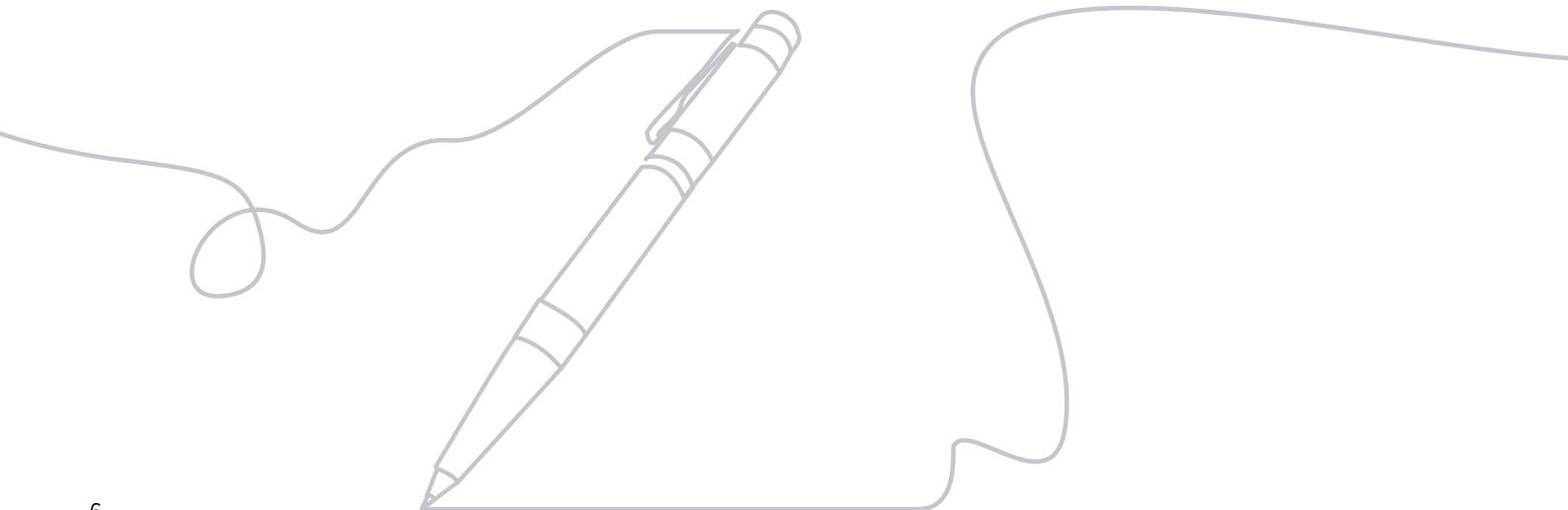
Throughout 2024, we have taken preliminary steps to identify gaps in our existing systems, processes, and governance frameworks. This has enabled us to focus on strengthening these areas to support robust data collection and transparent reporting. These efforts are positioning us to meet the new requirements and demonstrate our commitment to responsible and transparent climate-related disclosures.

Our approach is also informed by developments in Europe, where the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS) have introduced expanded, standardised, and externally verified sustainability reporting for large companies. These frameworks require a 'double materiality' perspective – reporting both on how

sustainability issues affect our business and how our operations impact the environment and society.

In close collaboration with the REMONDIS Group, we are aligning our Australian reporting with these European standards to ensure consistency and readiness for global compliance. REMONDIS is developing a sustainability roadmap to actively respond to climate-related physical and transition risks. Committed to de-carbonising our business, we have signed a power purchase agreement with Shell Energy, to transition all our sites under our operational control to renewable energy sources from 1 January 2025. From 2023 to 2024, the number of EURO 6 compliant vehicles in the fleet increased by 11%, and this positive trend is expected to continue into 2025.

As a leader in resource recovery, REMONDIS leverages our recycling expertise to recover valuable raw materials and reduce carbon emissions, which is central to reducing our impact. REMONDIS is committed to continuously improving our internal processes to ensure compliance with future climate-related financial disclosure requirements. This involves consulting with industry experts, developing robust governance frameworks and ESG strategies, and engaging with external experts to verify climate disclosures, which will improve readiness and compliance with current and future reporting requirements.





# Environment

At REMONDIS Swanbank Renewable Energy & Waste Management Facility in Queensland this trommel, photographed awaiting installation, will isolate contaminants from recoverable resources in the de-packaging process

# Environment

At REMONDIS, we regard waste as a resource to power the future, striving to protect and conserve the natural environment and its resources. These principles are fundamental to our business practices and essential for the wellbeing of future generations. Through collaboration with our customers and suppliers, we strive to achieve best practice environmental outcomes.

Leveraging our global expertise, we focus on innovative processes and technologies tailored to the Australian landscape. Improving efficiency across our operations is integral, enhancing environmental protection and outcomes for our community and customers.

In 2024 we achieved:

– **Extensive site and equipment upgrades**

REMONDIS continuously looks for ways to improve operational outcomes, softening our impact on the environment and communities. In Lake Macquarie, the newly deployed equipment and significant renovation of the facility removes contaminants from organic materials.

– **Renewable Energy**

We are committed to reducing our carbon footprint through initiatives such as our national solar program, which aims to shift our energy consumption towards renewable sources. In 2024, we entered into an agreement with Shell Energy to roll out renewable electricity across all sites under our operational control starting 1 January 2025.

**Collaboration for best-practice environmental outcomes**

We recognise that achieving the best environmental outcomes requires collaboration with our customers, suppliers, and the broader community. Our partnerships are built on a foundation of trust and shared commitment to sustainability.

Key aspects of our collaborative approach include:

– **Customer engagement**

We work closely with our customers to understand their specific waste management needs and develop tailored solutions that promote sustainability. This includes providing education and support to help businesses implement effective waste disposal and recycling practices. In 2024, over 100 REMONDIS IMS national customers have completed an online training module.

– **Supplier partnerships**

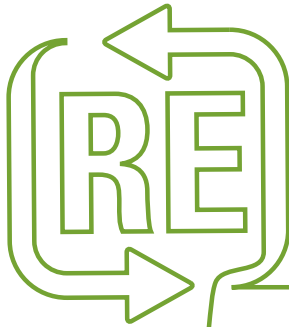
We collaborate with suppliers to ensure that the materials and services we procure meet our stringent environmental standards. This helps us maintain a sustainable supply chain and supports our overall environmental goals.

– **Community involvement**

We engage with local communities to promote environmental awareness and support initiatives that contribute to resource conservation and environmental protection. Our decentralised organisation allows us to build strong ties with the communities where we operate, fostering local economic support and environmental stewardship.

**Using waste as a resource**

At REMONDIS, we view waste not as a problem but as a valuable resource that can be harnessed to power the future. Our innovative recycling and resource recovery solutions are designed to transform waste into usable materials and energy.



This approach includes:

\_ **Material recovery**

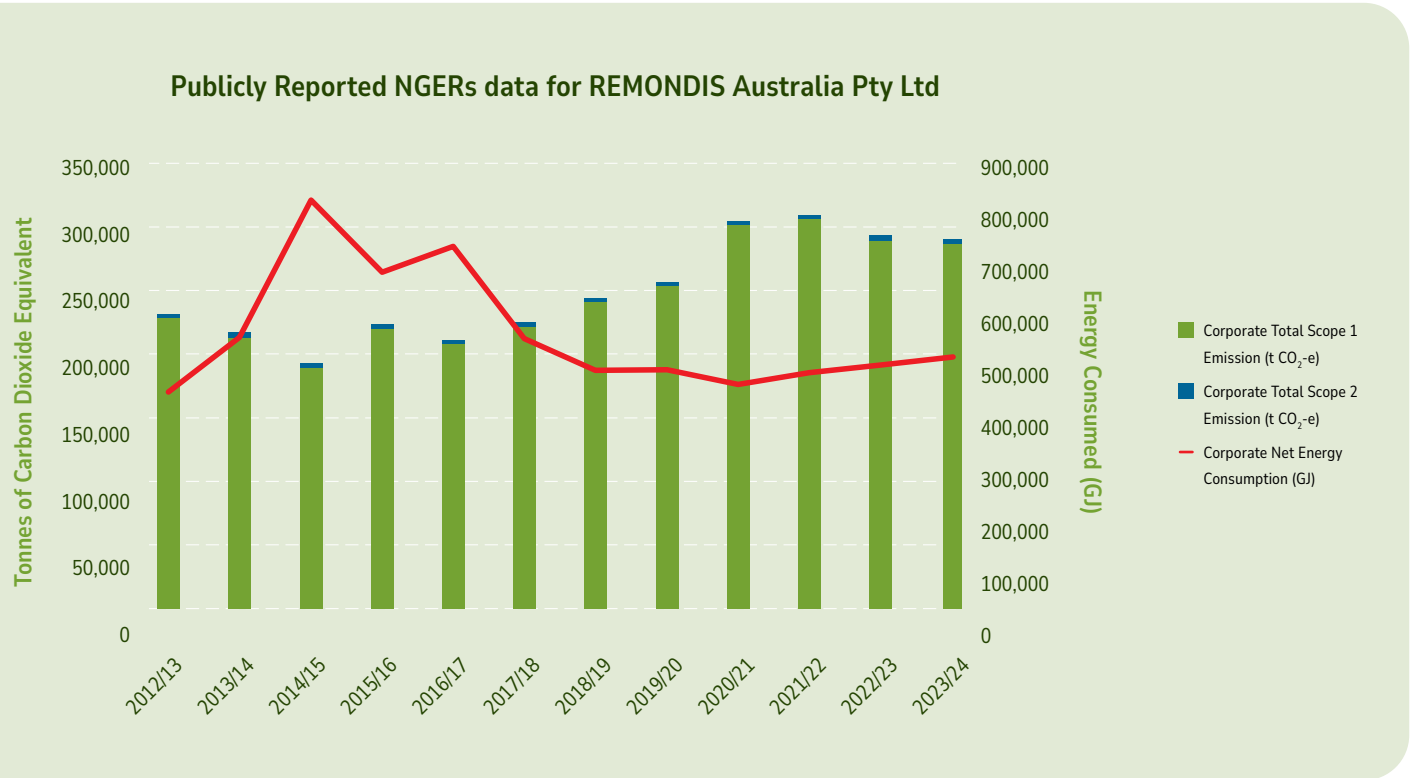
We recover valuable materials from waste streams, which can be reused in various industries, thereby reducing the need for virgin resources and supporting a circular economy.

\_ **Innovative solutions**

In collaboration with the University of Sydney's Industry and Community Projects Units, students from diverse disciplines came together to research, analyse and propose solutions to address the challenge of medical and clinical waste disposal from a range of different facilities. Not only does this collaboration provide students with valuable experience, but the solutions they propose have the potential to drive change in the industry.

Reducing our climate change impact

In FY23/24 REMONDIS Australia reported 286,840 tonnes carbon dioxide equivalent (tCO<sub>2</sub> -e) of Scope 1 emissions and 3,035 tCO<sub>2</sub> -e of Scope 2 emissions. Consistent with our FY22/23 reporting, methane emissions are the most significant among the emissions sources that are under our operational control for the purposes of reporting under the National Greenhouse and Energy Reporting Act (NGERs).





### Methane emissions

REMONDIS Swanbank Renewable Energy and Waste Management Facility in the City of Ipswich, South East Queensland, is one of Australia's largest landfills employing a leachate recirculation system to accelerate decomposition of waste and the production of methane gas to generate electricity – in a power generation operation we call ReOrganic, operated in joint venture with REMONDIS and LMS Energy.

Methane produced naturally by the decomposition of organic waste at Swanbank's landfill is captured and destroyed in the process of generating renewable energy, resulting in the reduction of approximately 173,000 tonnes of greenhouse gas emissions (Co2e) each year. This significant environmental project generates approximately 27,000 MWh of renewable electricity annually, enough energy to supply power to approximately 4,800 households each day.

### National Solar Initiative

REMONDIS Australia is on a mission to reduce the carbon footprint of energy used across our far-flung operations – which extend from far north Queensland 3,000kms south to Melbourne and 3,300 kms west to Perth.

The company's National Solar Initiative, commencing in 2022, has now completed solar photovoltaic panel installations across 11 of our operational branches. To date, this initiative has delivered solar PV capacity of 1,623 kW – a material increase in renewable energy generation capacity.

As a result, energy generated from solar sources in 2024 was 1,084,686 kWh. With most existing sites reaching their solar generation potential, additional solar PV will be installed on future sites as part of our ongoing commitment to renewable energy.

Managing the carbon cost of REMONDIS's own operations is a natural extension of the company's focus on waste reduction and environmental value. We think of it as 'working for the future'.

Facility	State	Capacity (kW)	Commissioned
REMONDIS St Marys	NSW	79.56	2023
Springmount Waste Management Facility	QLD	16.4	2023
REMONDIS Lake Macquarie Organics Resource Recovery Facility	NSW	99.84	2023
REMONDIS Dandenong South Waste Processing Plant	VIC	99.9	2023
REMONDIS Henderson Liquid Processing Plant (2 properties)	WA	56.94	2024
REMONDIS Wingfield	SA	396.94	2024
REMONDIS Seven Hills Resource Recovery Facility	NSW	99.2	2024
REMONDIS Rocklea Resource Recovery Facility	QLD	99.8	2024
REMONDIS Coolaroo	VIC	86.8	2024
ETS Blayney	NSW	37.8	2024
REMONDIS Tomago	NSW	550.3	2024

Table: Summary of National Solar Initiative to 31 December 2024



REMONDIS Australia was delighted to deliver the very first load of non-recyclable waste to ACCIONA's brand new Kwinana Energy Recovery facility in WA, during commissioning on 18 July 2024. It's the first front-lift load received by the first energy recovery facility of this kind in Australia – and that's a major milestone for waste management in this country



### Plastics recycling

The recycling of soft plastics has taken a giant leap forward in Western Australia with the installation and commissioning of REMONDIS Australia's new plastics processing and pelletisation line.

The new recycling plant is licensed to process 10,000t of low density polyethylene (LDPE), which is a form of soft plastic commonly used in the retail and logistics sectors to wrap goods and pallets during transport. Until now, this material had been baled for export to processing facilities offshore.

Now, with the installation of an Erema Intarema TVEplus 1310 RegrindPro, the LDPE input material is processed into high-grade pellets which then re-enter the circular economy as a valuable recovered resource – replacing virgin materials as feedstock in the production of plastic goods and packaging.

### Organics infrastructure

#### Lake Macquarie upgrade, NSW

In 2024, major infrastructure upgrades were delivered to improve composting performance and environmental outcomes at REMONDIS Lake Macquarie Organics Resource Recovery Facility.

The improvement works focused on addressing odour, composting efficiency, and environmental impact. To mitigate potential odour issues, the biofilter saw a full replacement, and the swale drain was upgraded to improve leachate flow to the pollutant trap and leachate dam. The new decontamination line and back-end sorting equipment reduces contamination and residual contaminants. Combined with a new windrow turner, our composting processes are more efficient and result in a higher-quality final product.

### Fleet rejuvenation program

REMONDIS Australia has been actively modernising its fleet with a focus on minimising environmental impact. From 2023 to 2024, the number of EURO 6 compliant vehicles in the fleet increased by 11%, and this positive trend is expected to continue into 2025.

> LDPE pelletisation unit, photographed shortly after installation at REMONDIS Jandakot Resource Recovery Facility in 2024





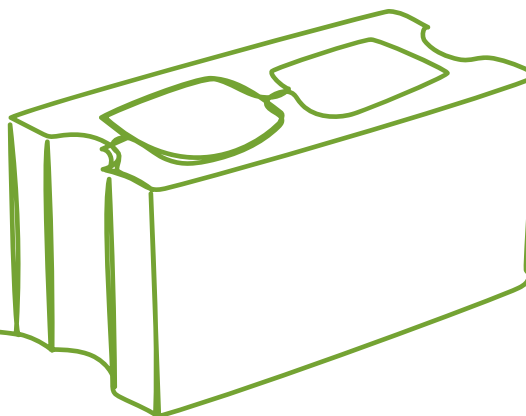


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Substantial investments in infrastructure at REMONDIS Lake Macquarie Organics Resource Recovery Facility, have resulted in greater capacity and a higher quality compost product





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REMONDIS at work for client Projex on the Gulan  
Gulwan Youth Aboriginal Corporation Building in  
Wanniasa; an ACT Government project



### Industry accreditation

In 2024, REMONDIS achieved a significant milestone with the certification of our ACT operation as a verified Green Star waste contractor. Our ACT operations successfully completed independent verification against the Green Building Council of Australia's (GBCA) Construction and Demolition Waste Reporting Criteria. This verification process assessed our ability to accurately report on waste collection and diversion from landfill, as well as our commitment to directing construction and demolition waste to compliant processing facilities.

This accreditation enables REMONDIS to provide Green Star projects with the necessary documentation to achieve credits within the Construction and Demolition Waste category of Green Star ratings. Clients who utilise our waste management services at our ACT facilities can now earn points toward their Green Star certification by demonstrating responsible waste management practices that minimise landfill disposal.

The Green Star Construction and Demolition Waste credit specifically encourages and rewards management practices that minimise the amount of construction and demolition waste that is disposed to landfill. Our verified operations ensure that project teams can confidently document their waste diversion rates with independently verified reporting. Achieving Green Star waste contractor accreditation aligns with our corporate vision to support Australia's transition to a circular economy. By providing verified waste management services for Green Star projects, we contribute directly to reducing the environmental impact of construction and development activities in the ACT.

Our accreditation supports the ACT's sustainability goals while providing tangible benefits to clients seeking to demonstrate environmental leadership through Green Star certification. Looking ahead, we remain committed to expanding our Green Star-verified service offerings and continuing our role as a leader in sustainable waste management across Australia.

### Environmental compliance

As a responsible operator of environmentally licensed sites, REMONDIS is dedicated to conducting all our operations with the lowest reasonably practicable impact on any aspect of the environment. We understand the significant responsibility associated with the safe transport, handling, and disposal of waste, and we continuously strive to enhance the rigour of environmental compliance in both our operations and those of our suppliers.

REMONDIS is committed to transparent reporting of our environmental compliance outcomes as part of our broader sustainability framework. In alignment with our values and the United Nations Sustainable Development Goals, we acknowledge both our achievements and areas requiring improvement in regulatory compliance.

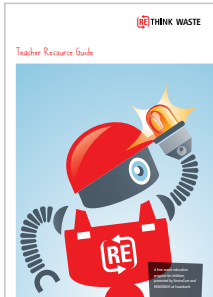
During the 2024 reporting period, REMONDIS Australia received two penalty notices for environmental breaches, three official cautions, and two formal warnings from regulatory authorities across our operations. This represents an increase in regulatory interventions compared to our 2023 performance.

While we acknowledge that our 2024 compliance record falls short of our aspirations, we remain steadfastly committed to environmental excellence across all our operations. The incidents reported have provided valuable lessons that are strengthening our environmental management approach.

As part of our commitment to sustainability, REMONDIS aims to achieve zero penalty notices in 2025 through rigorous implementation of our enhanced compliance strategy. We recognise that strong environmental performance is not only essential to our social licence to operate but also aligns with our core mission of sustainable resource management.

We will continue to be transparent about our environmental compliance performance as we strive to meet the high standards expected by our stakeholders and required by regulatory frameworks across Australia.





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In 2024, with environmental education consultancy EnviroCom, we created a suite of educational resources customised for Victorian primary schools



^  
Our industry-leading Client Portal was made available to a further 24,000 customers in 2024, providing 24/7 online access to services, environmental and operational reports

## Educational programs

### Medical waste innovation challenge

Students from the University of Sydney worked with REMONDIS to address the challenge of medical and clinical waste disposal from different facilities, giving students the opportunity to apply their skills and creativity to a real-world business challenge, whilst allowing REMONDIS consider new fresh perspectives and challenge existing processes.

### Community-centred waste education in NSW

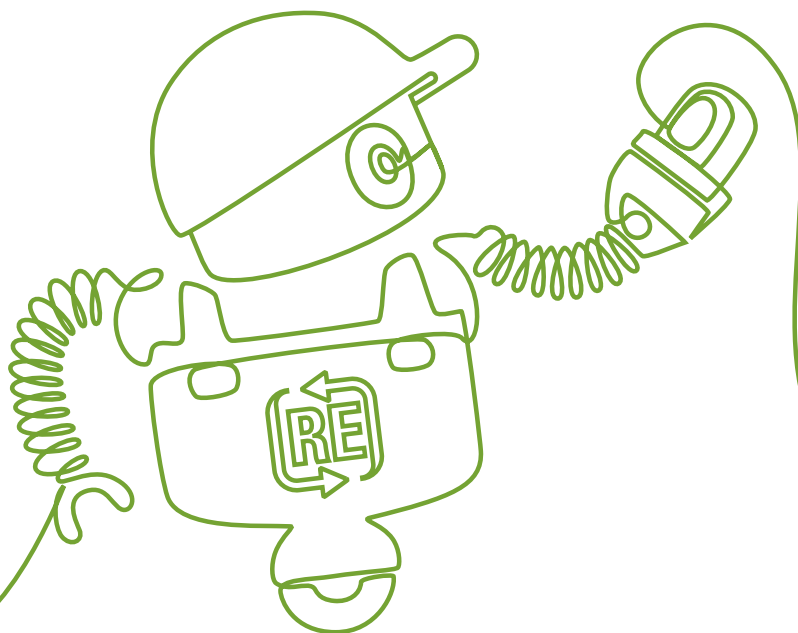
For many years, REMONDIS has provided municipal waste and recycling services to Wollongong and Shellharbour City Councils in the Illawarra region of NSW. In 2024, the focus of waste education in Wollongong shifted from school-based programs to broader community engagement to reach a wider audience. This included radio campaigns, website and app content, social media posts, and pop-up events at local shopping centres. School-based education remained a priority in the Shellharbour region, with the local team continuing to lead youth initiatives in this area.

### REdiscovery Hub

Aligned to the Australian National Curriculum, the REdiscovery Hub, located within our REMONDIS Swanbank Renewable Energy and Waste Management Facility in Queensland, is an interactive education space that addresses the impacts of waste generation and disposal, and explains practical methods to minimise waste by reducing, reusing, and recycling.

Over 1,100 students, accompanied by their teachers and parents, visited the REdiscovery Hub in 2024. The free tours focus on landfill operations, the volume of waste received at the facility, and the environmental benefits of recycling, reusing, and home composting.

Feedback from educators has been overwhelmingly positive, with several noting this as one of the most valuable off-campus learning experiences their schools have undertaken. As a result of this positive feedback and increased interest through word-of-mouth, in 2025 nearly 500 students are already booked for visits until August 2025.



# Social



Plant Operator Mellissa Clark at work  
at REMONDIS Lake Macquarie Organics  
Resource Recovery Facility, NSW



# Social

REMONDIS is committed to ensuring we protect our people, the environment and our relationships with business partners. The safety and wellbeing of our people is at the forefront of everything that we do. With over 1,100 employees nationally, we understand that our impact extends beyond our organisation to our business partners and the wider community.

As such, REMONDIS is dedicated to creating, implementing, and monitoring safe work systems for all our operations. We allocate the resources required to identify, evaluate, and mitigate risks to our staff, our business partners and community members who may be impacted by our activities.

## Health, Safety & Wellbeing

REMONDIS continues to prioritise the health, safety, and wellbeing of our employees, contractors, and communities where we operate. In 2024, we achieved significant improvements in our safety performance through strategic initiatives, strengthened management systems, and enhanced training programs. Our commitment to process-based and quality-driven safety has seen continuous improvement with measurable progress across key indicators, including regulatory compliance. The 2024 reporting year marked substantial progress in our safety journey, with a notable reduction in medically treated injuries across our operations. This reduction demonstrates the effectiveness of our proactive approach to hazard identification and risk mitigation strategies implemented across our operations.

Additionally, we achieved a significant reduction in Extreme and High potential incidents compared to previous years. These high-potential incidents, which have the potential to cause serious injury or fatality, are carefully tracked and analysed as part of our commitment to eliminate all serious workplace injuries. Each potential incident undergoes thorough investigation to identify root causes, with learnings shared across the organisation to prevent recurrence and strengthen our safety controls. This focused approach to addressing high-risk scenarios has contributed substantially to creating safer working environments across all REMONDIS operations.

## Management Systems and Certifications

In 2024, REMONDIS successfully maintained three ISO certifications following rigorous external audits, demonstrating our commitment to internationally recognised standards of excellence.

The retention of our ISO 45001 certification for occupational health and safety management systems validates our systematic approach to managing occupational health and safety risks. This certification confirms that our management systems effectively identify workplace hazards, prevent injuries and ill-health, and continuously improve safety performance.

## Going Green safety scorecard

A significant advancement in our safety management approach this year was the introduction of the Going Green Indicator Card, specifically designed to align with ISO 45001 requirements. This innovative tool combines multiple safety metrics in a comprehensive format that allows us to track both leading and lagging indicators, providing a holistic view of our safety performance. The scorecard's design incorporates key elements from the ISO 45001 framework, ensuring that our safety measurement practices reflect international best practices for occupational health and safety management.

## Contractor safety management

Contractor safety remained a strategic focus area for REMONDIS throughout 2024, recognising that effective contractor management is essential for maintaining high safety standards across all operations. We implemented enhanced pre-qualification processes, strengthened contractual safety requirements, and increased monitoring of contractor activities to ensure alignment with REMONDIS's safety expectations.





These initiatives have resulted in improved contractor safety performance and stronger collaborative relationships with our contracting partners.

Our contractor management program includes comprehensive induction training, regular safety meetings, joint risk assessments, and shared incident investigations. This collaborative approach ensures that contractors are fully integrated into our safety culture and management systems. We have established clear communication channels and reporting mechanisms to facilitate timely sharing of safety information between REMONDIS and contractor personnel, creating a unified approach to workplace safety regardless of employment status.

#### **Mental Health First Aid**

At REMONDIS, we understand that supporting mental health in the workplace is essential to fostering a positive and productive environment. In 2024, we provided Mental Health First Aid training to 23 employees across NSW, WA and VIC. This is an important step in equipping our managers, supervisors and HSEQ Advisors with the skills needed to provide support to their teams.

#### **Industrial Services Pathway program**

Gnalla Enviro and REMONDIS closely collaborate to provide waste management services in WA, and together, have developed a new, three-week, full-time training program which launched with 10 participants on 10 July 2024. The Industrial Services Pathway program is the second program developed and run through Gnalla Bididi – Gnalla Enviro's specialised training arm. 'Bididi' means 'pathway' in the Noongar language, and that's what it is – a pathway for Indigenous or disadvantaged workers into the workforce.

One of the unique features of this program is guaranteed work for participants who complete the course and achieve their licences. It's a transformative program, with wins for both the workers and the industry at large.

The three-week program started with training in White Card, Elevated Work Platform (EWP) and forklift operation. It's an intensive program, hands-on and workplace-based, equipping participants with the skills they need to become fully qualified industrial service operators.

At the end of the 13-day intensive program, participants undertake their Heavy Rigid (HR) truck license, and buddy up with experienced operators to learn the trade, task by task, and to be set up for long-term success.



^  
[Hear from Gnalla Enviro, REMONDIS and the first crew of industrial services trainees in this short video](#)

### Indigenous engagement

#### Indigenous Participation Plan

In 2024, REMONDIS Australia established a Preliminary Advisory Group to develop and implement our inaugural Indigenous Participation Plan Framework. This strategic initiative represents a significant step in our ongoing commitment to sustainable and inclusive business practices across our Australian operations.

The Preliminary Advisory Group comprises key representatives from the REMONDIS Australia Board of Directors, members of our Executive Leadership Team, and selected stakeholders from across our organisation who bring diverse perspectives and expertise to this important work. This cross-functional approach will ensure that our Indigenous engagement initiatives are integrated throughout all levels of our business.

#### Strategic procurement practices

REMONDIS Australia's Integrated and Managed Services division (REMONDIS IMS) manages over \$140 million per annum in national waste contracts across more than 7,000 sites for 149 of Australia's largest sustainability focused businesses. This entails finding solutions for

430,000 tonnes per annum of waste, for which we are now achieving recycling rates across our customer base in the order of 74%. That's around 318,200 tonnes of material diverted from landfill each year.

In 2024, REMONDIS directed 41.5% of our national contract spend towards Indigenous businesses, small and medium-sized enterprises (SMEs), and social enterprises.

Given that these contracts encompass sites all over Australia and New Zealand, from Weipa in Queensland to Albany in Western Australia and Dunedin in NZ, REMONDIS has established a network of more than 1,000 partners to support our service delivery. Many of these organisations are SMEs which have developed specialised waste and recycling services to support their communities. Working with these organisations is integral to our ability to give our customers access to new recycling technologies, no matter where their sites are located.

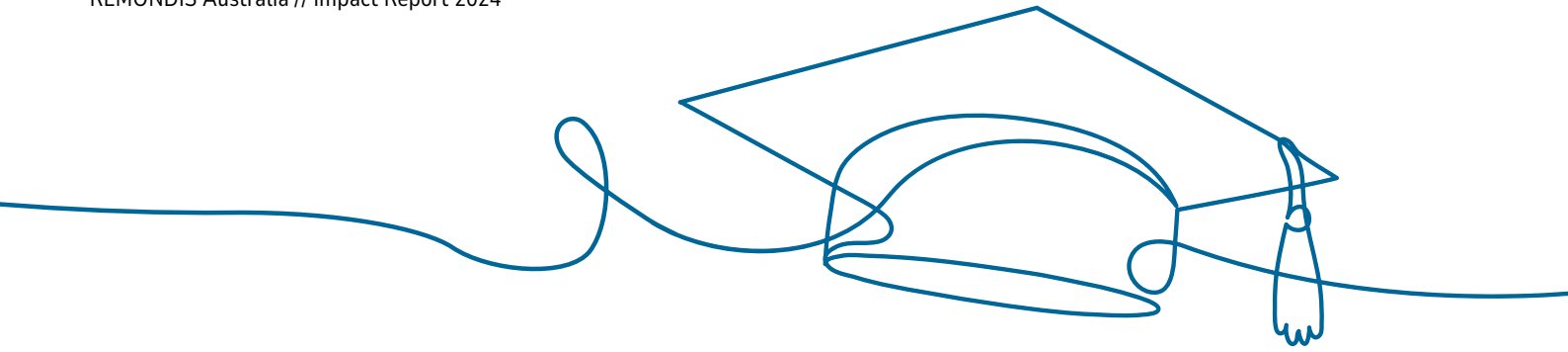
Our social procurement practices demonstrate REMONDIS's commitment to fostering diversity, inclusion, and sustainable economic growth within the communities we serve.

v

Our Emerging Leaders program, designed to accelerate a cohort of high-performance, high-potential employees, was developed in conjunction with Melbourne Business School







By directing a significant portion of our contract spend towards Indigenous, SME, and social enterprise suppliers, REMONDIS is supporting local economic development and enabling broader social and environmental benefits.

### Our people

#### Increasing gender equality

REMONDIS is concerned to ensure our business is both fair and equitable with respect to gender and broader aspects of diversity. As a company of scale in the Australian business content, we report our workforce profile to the Workplace Gender Equity Association (WGEA), a government entity tasked with improving gender equity in Australian businesses.

Each year, in accordance with the requirements of the Workplace Gender Equality Act 2012, REMONDIS lodges its annual public report with the Workplace Gender Equality Agency (WGEA). The Act is designed to encourage large companies to focus on improving gender equity and diversity, and at REMONDIS we support both the requirements and the intent of the Act. On 24 June 2024, we lodged our report with the WGEA for the reporting period 1 April 2023–31 March 2024.

#### Emerging Leaders Program

The Emerging Leaders Program is designed for high-potential and high-performing employees of REMONDIS in Australia. The second intake of this program ran from April to December, preparing nine individuals for future business challenges.

#### Graduate Program

One of the ways REMONDIS welcomes talent into its operations is via our Graduate Program, in which recent graduates from a spectrum of specialties are invited to join the organisation for a two-year program of professional development performing hands-on operational roles within the depots and facilities we operate, with immediate, purposeful impact. The 2024 Graduate Program deployed graduates into all corners of the company's business and operations, giving participants varied exposure, diverse experiences and a breadth of knowledge.

The 2024 program focused on operations and provides participants with formal learning and supercharged development opportunities. We believe that learning and growth arises from being in a real-life setting, with exceptional mentors and a clear mission, and this is proving to be true.

▼  
Graduate Baiyi Chen is based in our Victorian operations, seen here performing chemical analysis at REMONDIS Dandenong South Liquid Waste Processing Facility







### Community investments

REMONDIS's community investments focus on initiatives that contribute to a cleaner, healthier and more sustainable future. The scale and nature of these investments naturally reflects the communities in which we operate.

In Western Australia, paper and cardboard dropped off at our public-access resource recovery facilities is collected, baled and sold – and the proceeds donated to the Perth Children's Hospital Foundation. In 2024, including the proceeds of cardboard collected at remote mine sites, REMONDIS donated \$53,600 to the Foundation.

In the Illawarra region of NSW, our ties to the local Shellharbour and Wollongong communities are many, strong, and personal. Staff happily volunteer their time to join the Illawarra Convoy for the Cancer Council, and the local branch supports Rotary NSW NESCA Awards, Meals on Wheels, PCYC Youth Programs, Vinnies CEO Sleepout, and local rugby league.

In the Hunter region of NSW, in a great example of re-use and renewed purpose, a 2008 Volvo FM380 hooklift truck from REMONDIS Tomago Resource Recovery Facility – a vehicle which had already delivered 1 million kilometres of purposeful service – was donated to Kurri Kurri TAFE and now has a second life helping train heavy vehicle mechanics.

>  
REMONDIS Tomago  
Maintenance Manager  
Paul Murray was keen to  
extend the useful life of  
this heavy vehicle after  
it was retired from service



# Corporate Governance

A man in an orange high-visibility shirt is shown in profile, looking towards the right. He is seated at a desk with multiple computer monitors. The monitors display various industrial data, including bar charts and process diagrams. The background shows a large industrial facility with tall storage tanks and piping. A white wavy line graphic is overlaid on the image, framing the title.

At REMONDIS Dandenong South Liquid Processing Plant in Victoria, liquid wastes are received and processed under rigorous regulatory controls



# Corporate Governance

Good governance ensures the quality, reliability, and effectiveness of the services we provide for our customers.

REMONDIS Australia operates under an integrated Business Management System (BMS), which encompasses accredited Quality, Workplace Health & Safety and Environment Management Systems. Our BMS supports our Human Resources and Operational Management Teams to deliver excellence across all our services.

Our Total Waste Management approach is underpinned by good governance – comprehensive risk management, unrelenting attention to health, safety and the environment, and independently audited and accredited systems.

Our facilities and fleet adhere to rigorous environmental controls, regulatory requirements, and high presentation standards, supported by a certified National Environmental Management System.

**Quality Management**  
**ISO 9001**  
REMONDIS is a Quality Endorsed Company certified to the International Quality Management System Standard, ensuring solutions and services are delivered professionally and consistently to meet our customer and stakeholder requirements

**Occupational Health and Safety**  
**ISO 45001 & AS/NZS 4801**  
Safety is our highest priority. All sites are certified to ISO 45001 and AS/NZS 4801, demonstrating robust safety risk management across operations

**Environmental Management**  
**ISO 14001**  
Our facilities and vehicle fleet adhere to rigorous environmental controls, regulatory requirements, and high presentation standards, supported by a certified National Environmental Management System



**Enabling good governance**  
**Chain of Responsibility**

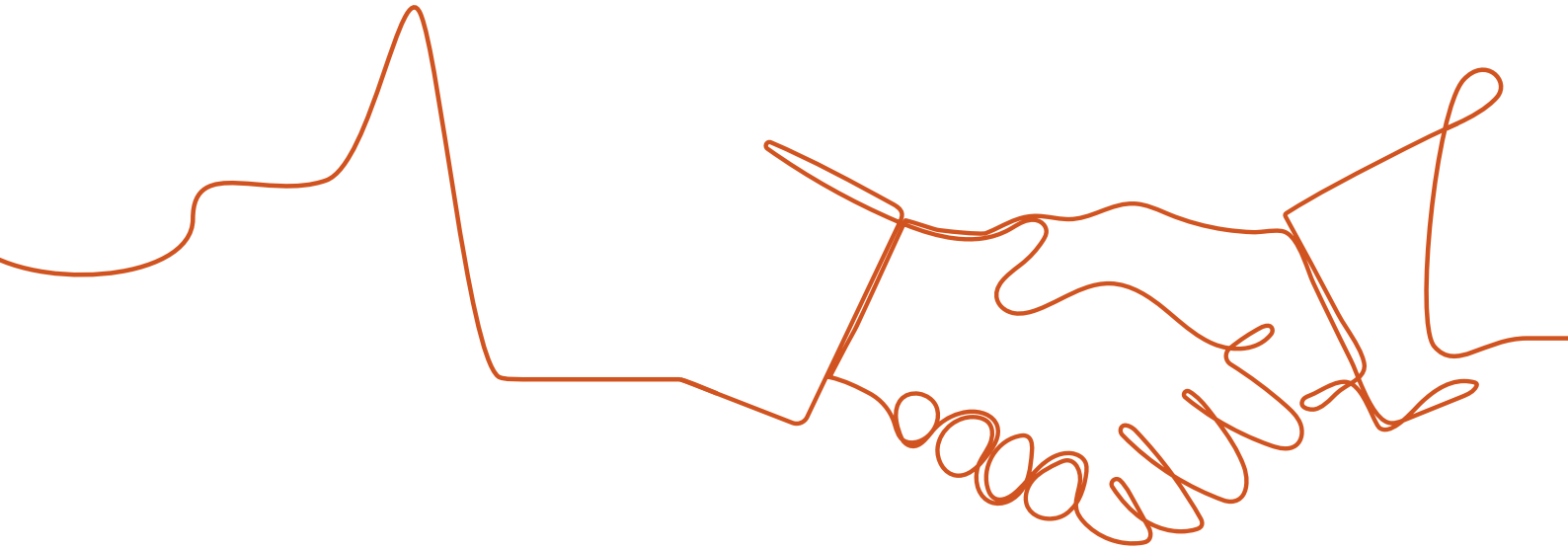
The ‘Chain of Responsibility’ refers to the chain of people involved in transporting goods by road.

REMONDIS naturally conducts its business in compliance with all relevant National and State laws, regulations and guides. Under Chain of Responsibility legislation and practices, every person is held accountable for conduct that affects compliance in a transport operation and may be deemed liable in the event of a breach of legislation through their actions or inactions.

REMONDIS recognises its various roles within the Chain of Responsibility and has developed policies, procedures and system checks to facilitate compliance. We consult with other parties in the transport chain – including our clients, suppliers and contractors – to achieve full compliance.

**Fraud Control and Anti-Corruption Policy**  
REMONDIS is committed to promoting a culture of the highest standard of ethical conduct and zero tolerance to any form of fraud or corruption or dishonest activity within our organisation and in our business dealings.

In November 2024, REMONDIS launched our Fraud Control and Anti-Corruption Policy; the business has committed to review this policy every two years, or earlier if there is a material change in business processes or law. This policy focuses on the integrity of our business dealings, no conflict of interest between private interest and interest of REMONDIS, and a zero-tolerance approach to the provision of false or intentionally incomplete information, including full cooperation with authorities.



### Professional development

With the release of new policies and changes in law, REMONDIS recognises the importance of continuous training for our staff. REMONDIS Australia's in-house legal team delivered several training modules in 2024, including:

- \_ Monthly lunch & learn, a live virtual 30-minute session covering current policy and changes in legislation
- \_ Harassment & EEO Training
- \_ Ethics Training
- \_ Anti-Corruption & Bribery Training

### Leadership in industry

As part of our ongoing commitment to industry leadership and sustainable waste management practices, in 2024 REMONDIS Australia was proud to announce the appointment of our Chief Operating Officer, Alex Hatherly, to the Board of Directors of the Waste Management and Resource Recovery Association of Australia (WMRR) for the 2024-2026 term. This appointment, commencing 25 June, represents a significant milestone in our longstanding partnership with Australia's peak industry body for the waste and resource recovery sector.

WMRR plays an essential role in Australia's \$15 billion waste management and resource recovery industry as an advocate, enabler, and educator.

Mr Hatherly's appointment provides REMONDIS with 'a seat at this table', enhancing our ability to contribute to policy development and to advocate for regulatory frameworks and industry practices that support greater resource recovery, reduced landfill usage, and the development of innovative waste treatment technologies.

In addition, our senior staff are often called upon to contribute to industry forums, events and collaborations, and we value these opportunities to share and learn from our industry colleagues.

In October 2024 Shane Merry, Regional Manager ACT, spoke at the Rural and Regional Waste Management Conference about local partnerships enabling resource recovery at the ACT Government's community recycling centres. In the same month, Alex Hatherly spoke at the inaugural Australian Resource Recovery Conference, discussing the Federal Government's ambitious goal of achieving 80% resource recovery by 2030.



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REMONDIS is a member of key waste and recycling industry associations including WMRR, WRIQ, WCRA, WRISA, WRIWA, VWMA and AORA, and of relevant organisations including QLD Major Contractors Association, German-AUS Chamber of Commerce, Ai Group and the Australian Contact Centre Association





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Our annual Modern Slavery Statements are available on our website



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The third edition of our Sustainable Supplier Guide was released in 2024 to ensure that our business partners are aware of REMONDIS's priorities

### Combating Modern Slavery

In June 2025, REMONDIS released its fifth annual Modern Slavery Statement.

REMONDIS has and will continue to engage with its related entities, workers, contractors, suppliers, and customers about modern slavery. Our Modern Slavery Working Group and senior and executive management teams will continue to collaborate, raise awareness across our operations and supply chain, and continue developing strategies and processes to better our understanding of the modern slavery risks in our supply chains and operations, and how best to address and mitigate those identified risks.




# 2024 Performance Reports






Staff at REMONDIS Jandakot Resource Recovery Facility have a bird's eye view of our soft plastics pelletisation line, where post-consumer LDPE plastics are processed into recycled plastic pellets



# Environment




United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2024 Target	REMONDIS Australia 2024 Performance	Target achieved?
<b>6</b> CLEAN WATER AND SANITATION 	<b>Target 6.3.</b> By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	Extend the implementation of best practice leachate water solutions across multiple REMONDIS sites in 2024	Water treatment plant upgrade at Henderson WA  Commencement of installation of 2nd centrifuge at Dandenong South VIC	✓
	<b>Target 7.2.</b> By 2030, increase substantially the share of renewable energy in the global energy mix	5MW installed renewable energy across REMONDIS sites  REMONDIS sites use 100% renewable energy by 2025	Total on-site renewable installed includes 1.76MW of solar plus 3.3MW of landfill gas generation at our Swanbank QLD facility  Achieved, for all sites under REMONDIS's control for the entire year	✓  ✓
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>Target 8.2.</b> Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors	Increased tonnes of waste hazardous chemicals treated	Achieved required outcome, with volume increasing from 14,982 tonnes to 16,488 tonnes in December 2024; a ~10% increase in volume  Volume increase achieved due to several large client projects, including Real Pet Foods (1.8m kgs x N205), Quantum (679k kgs x G110), CSL (1.04m kgs x G110) and Rocbolt Resins (793k kgs x F110)	✓
<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<b>Target 9.1.</b> Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	Extend our plastics processing and recycling capabilities to promote circular economy principles and reduce environmental impact	Installation and commissioning of plastics (LDPE) processing and pelletisation line at Jandakot WA	✓
	<b>Target 9.4.</b> By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	Collaboration and participation in viable energy recovery projects in Australia	In 2024, REMONDIS signed a commercial waste supply agreement with Kwinana Energy Recovery, enabling diversion from landfill for our customers in Perth	✓

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2024 Target	REMONDIS Australia 2024 Performance	Target achieved?
<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES 	<b>Target 11.4.</b> By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	Extend investments in community and client education programs and resources	REdiscovery Hub continued in 2024 and will continue in 2025  School education resources developed for Victoria	✓
		Increase the consolidated volume of plastic, steel, paper and cardboard processed by REMONDIS	Paper and cardboard increased from 114,836 tonnes in 2023 to 126,439 tonnes in 2024 (+10%)  Plastic volumes decreased from 6,444 tonnes in 2023 to 5,862 tonnes in 2024 (-9%). Metal volumes decreased from 14,624 tonnes in 2023 to 14,362 tonnes in 2024 (-2%)	✓
<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	<b>Target 12.4.</b> By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frame-works, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment	Maintain compliance with all relevant environmental license operational requirements	Two Penalty Infringement Notices (PINs) received in 2024 from regulatory authorities	✗
	<b>Target 12.5.</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Increase diversion from landfill at Seven Hills Resource Recovery Facility NSW	8% increase of waste diverted from landfill; from 135,905 tonnes in 2023 to 146,664 tonnes in 2024	✓
	<b>Target 12.6.</b> Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	Clients provided specific, traceable metrics on the impacts of their waste	Access to Client Portal rolled out to a further 24,000 customers	✓





United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2024 Target	REMONDIS Australia 2024 Performance	Target achieved?
	<b>Target 13.2.</b> Integrate climate change measures into national policies, strategies and planning	Proactively prepare for Australia's mandatory climate-related financial disclosure regime	Engaged external consultant to conduct pre-readiness assessment to prepare REMONDIS Australia for mandatory reporting	✓
		Form an internal ESG Working Group comprising representatives from BUs to spearhead our climate reporting initiatives	Internal working group formed with representatives from Technical, Environment & Sustainability, Finance, and ICT	✓
		Commence development of a comprehensive digital platform for efficient climate-related data collection, analysis, and reporting	In 2024, REMONDIS undertook a procurement exercise to investigate and select a digital ESG platform to support the collection, analysis, and reporting of ESG data	✓
		Deploy Euro 6 (ADR 80/04) compliant heavy vehicles across our fleet	More than 70% of the new fleet introduced in 2024 meets or exceeds Euro 6 emission standards; on track to achieve higher numbers in 2025	✓



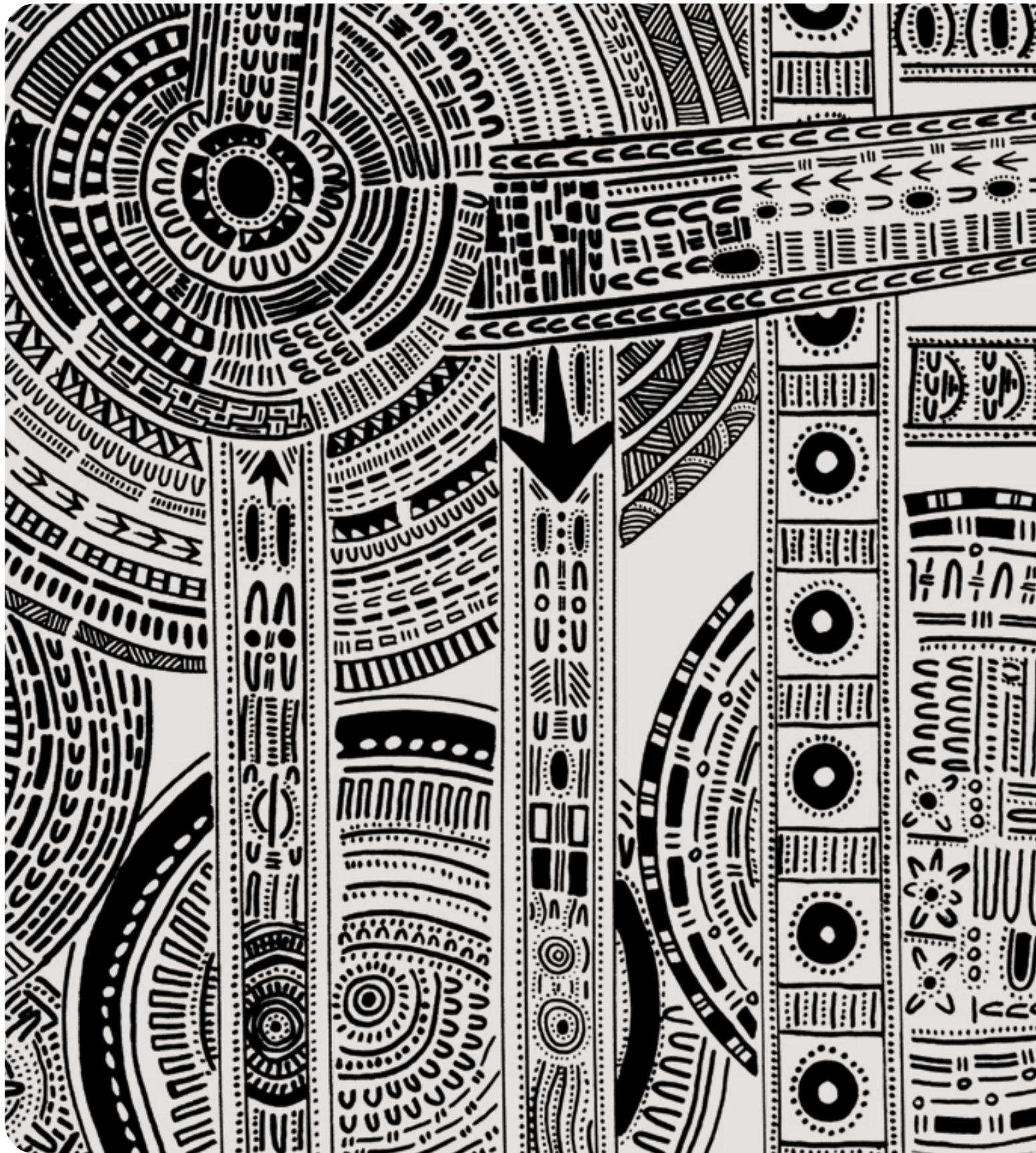
# Social

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2024 Target	REMONDIS Australia 2024 Performance	Target achieved?
<b>3</b> GOOD HEALTH AND WELL-BEING 	<b>Target 3.6.</b> By 2020, halve the number of global deaths and injuries from road traffic accidents	Introduce a system of annual Driver Declaration (medical fitness to drive)	We have commenced developing relevant tools, including declaration forms, procedures, and guidelines	✗
		Introduce a comprehensive Verification of Competency system for each truck type	80% completion. Developed new driver training system and VOC documentation for Front Lift Vehicles, Rear Lift Vehicles, Hook Lift Vehicles, Marrell Vehicles, Crane Vehicles, Front End Loaders, Dozers and Excavators  In development for 2025: all Liquid Vehicles, Truck Mounted Forklifts	✗
	<b>Target 3.9.</b> By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination	Reduce frequency and severity of high-risk incidents	2024 reported the same amount of high risk and above incidents as were reported in 2023	✗
<b>5</b> GENDER EQUALITY 	<b>Target 5.5.</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Ensure participation of women in the REMONDIS Emerging Leaders Program is 25% or higher	Achieved. 2024 program completed and planning has commenced for another leadership program in 2025	✓
<b>10</b> REDUCED INEQUALITIES 	<b>Target 10.2.</b> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Launch of Indigenous Participation Working Group to identify, enhance and support opportunities for Indigenous engagement activities across REMONDIS's operations	Commenced working group and built a draft plan. In 2024, a preliminary Indigenous Advisory Group was formed to develop a framework for our Indigenous engagement	✗
		Deliver a training program for First Nations Peoples	Developed and launched Industrial Services Pathway training program through Gnalla Enviro, in WA	✓

# Corporate Governance

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2024 Target	REMONDIS Australia 2024 Performance	Target achieved?
<b>5</b> GENDER EQUALITY 	<b>Target 5.1.</b> End all forms of discrimination against all women and girls everywhere	Work towards elimination of structural discrimination in the workplace	Completed as part of WGEA 2023 report (May 2024)	✓
	<b>Target 8.5.</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Ensure at least 70% of graduates are retained from REMONDIS Graduate Program and offered employment on completion	100% remain enrolled in the program, due for completion in 2025	—
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>Target 8.8.</b> Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Run at least 4 training sessions a year on industrial relations awareness for all managers	Ran 3 sessions on Right of Entry, relevant legislative changes, and leave entitlements	✗
	<b>Target 9.2.</b> Promote inclusive and sustainable industrialisation and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries	Increase the number of internal promotions for a range of available opportunities	Internal promotion rates remained steady from 2023 to 2024	✗
<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 		Reduce reliance on labour hire and promote secure employment	16% reduction of labour-hire workers in 2024, with a focus on labour-hire conversion where possible	✓
		Undertake gender pay gap analysis across all REMONDIS employees	Completed as part of WGEA 2023 report (May 2024)	✓
<b>10</b> REDUCED INEQUALITIES 	<b>Target 10.4.</b> Adopt policies, especially fiscal, wage and so-cial protection policies, and progressively achieve greater equality			





“This painting depicts the recycling of waste throughout the country. The circles are recycling facilities. Within the circles there are paths on which REMONDIS travels daily, working on country. They take the same path to gather and recycle the waste of our country. You will see bird tracks of the Ibis.... This bird is also gathering and sorting through the waste which is collected by REMONDIS. Just as for the First Nations people of Australia, gathering and recycling was a daily part of life for our people.” – Woodinda, 2023

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Artwork by Woodinda (Shane Woodinda Wallace), a proud descendant of the Jirrabal, Nywaigi, Yidinji and Jangga nations of North Queensland, currently living on Gubbi Gubbi country



REMONDIS has branches and investments in over 30 countries and, with more than 46,000 employees, is one of the world's leading service providers for recycling, service and water. The group of companies provides services to millions of citizens and many thousands of companies. Working for the future, here in Australia and across the globe.