

# REMONDIS Australia Sustainability Strategy 2021



> REMONDIS Australia

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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.

# Introduction

REMONDIS Australia is committed to conducting our business in a way to ensure we are meeting the needs of the present without comprising the ability of future generations. This 2021 Sustainability Strategy sets the objectives and targets for REMONDIS Australia for the period from 1 January to 31 December 2021 across the environment, social and governance aspects of our business.

## Our approach

Our approach to setting our Sustainability Goals is guided by the recommended approach outlined in the United Nations Global Compact Document, *Integrating the Sustainable Development Goals into Corporate Reporting: A Practical Guide*, which recommends a prioritisation principle for reporting against the Sustainability Development Goals (SDGs).

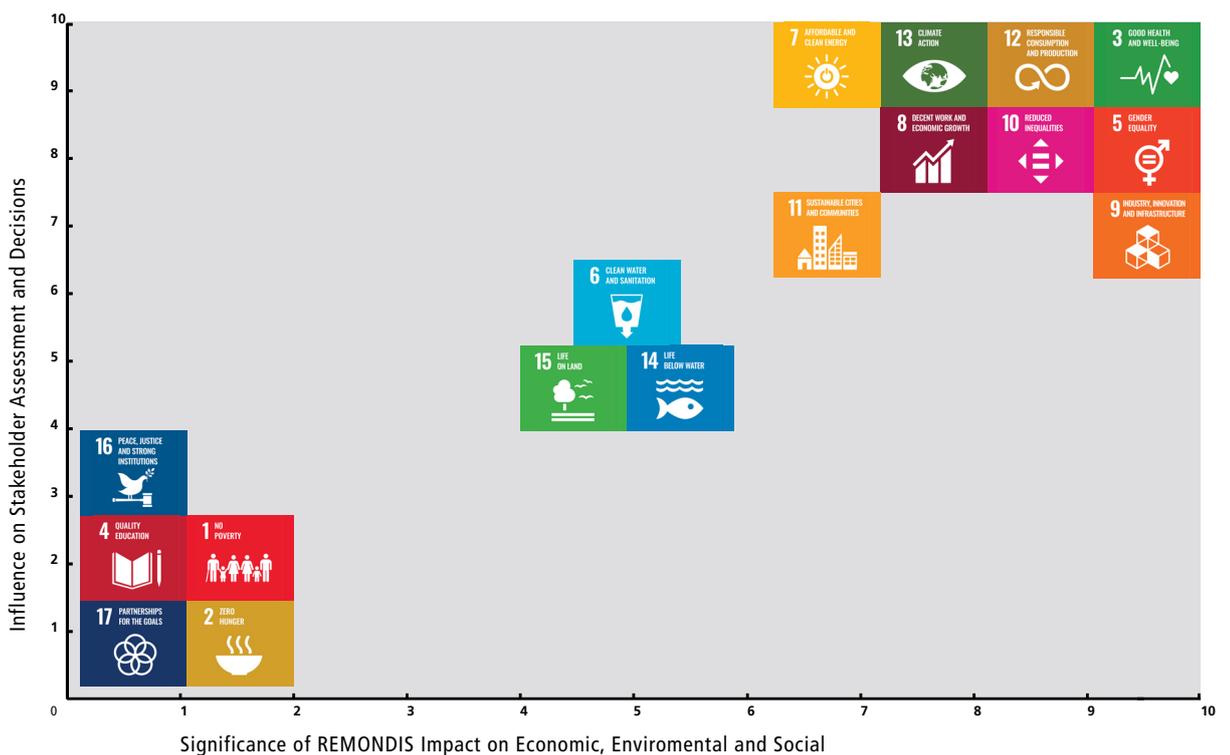
REMONDIS Australia first identified all potential stakeholders for our Sustainability Strategy, then conducted an internal materiality assessment with our Senior Management.

The SDGs selected for prioritisation given our potential impact on people and the environment are set out in the diagram below.

This approach, directly linking our ambition to the international priorities for sustainability, transparently links our contribution to these Goals.

It is our intention to conduct similar prioritisation activities with all identified stakeholders in future years to further refine the areas of focus for REMONDIS Australia in contributing to these international priorities for sustainability improvement.

REMONDIS Australia maintains certifications to ISO Standards 9001, 14001 and 45001. This document also sets the objectives and targets for our 2021 performance in line with these standards.



# Environment

At REMONDIS we seek to protect and conserve the natural environment and its resources using effective environmental controls which are an integral part of well-managed operations. We are committed to working with our customers and suppliers to achieve best practice environmental outcomes using waste as a resource to power the future. We are ambitious in our environmental targets as committed contributors to the circular economy. We have considered the specific aspects that our Australian operations contribute to each of our material UN SDGs and selected our objectives and targets to align directly with the global ambition.

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2021 Objective	REMONDIS Australia 2021 Target
<p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p> 	<p><b>Target 7.2.</b> By 2030, increase substantially the share of renewable energy in the global energy mix.</p>	<p>To increase the amount of installed renewable energy capacity at REMONDIS Australia facilities.</p>	<p>Increase in installed Renewable Energy Generation Capacity on a 2020 baseline.</p>
<p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p><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.</p>	<p>Develop best in class technology to assist and improve the resource recovery within the Australian Economy.</p>	<p>Increase the percentage Australian population served by REMONDIS' facilities from a 2020 baseline.</p>
	<p><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.</p>	<p>Progress the Swanbank Energy from Waste Plant through the Queensland Government approvals process.</p>	<p>Continue to progress Swanbank Energy from Waste Plant through the Queensland Government approvals process.</p>
<p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p><b>Target 11.4.</b> Strengthen efforts to protect and safeguard the world's cultural and natural heritage.</p>	<p>Revise REMONDIS Australia's Environmental Policy to include requirement to protect and safeguard the world's cultural and natural heritage.</p>	<p>Environmental Policy revised and communicated within REMONDIS.</p>
		<p>All sites to undertake a risk/opportunity assessment for culture or natural heritage values.</p>	<p>All site Integrated Health, Safety, Environment and Quality Management Plans include risk/opportunity assessment of cultural and natural heritage.</p>

<p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p><b>Target 11.6.</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.</p>	<p>Measure all recyclable stream diversion rates for all REMONDIS Australia activities.</p>	<p>All recyclable stream diversion rates measured and reported in the 2021 Sustainability Report.</p>
<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p><b>Target 12.3.</b> By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses.</p>	<p>Increase the number of people serviced by composting facilities.</p>	<p>Increase in the number of people serviced by REMONDIS composting facilities from 2020.</p>
	<p><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 frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.</p>	<p>Increase the volumes and types of hazardous chemicals treated to reduce environmental impact.</p>	<p>Tonnes of waste recycled through the Paintbank scheme. Expansion of facilities offering treatment options for hazardous chemicals.</p>
	<p><b>Target 12.5.</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p>	<p>Maintain compliance with all relevant environmental license operational requirements.</p>	<p>No Penalty Infringement Notices for licenced environmental sites.</p>
	<p><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.</p>	<p>Increase diversion at selected facilities.</p>	<p>Rocklea Transfer Station achieves 10% diversion by weight of material processed on 2020 tonnages.</p>
	<p><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.</p>	<p>Develop a supplier guide for working with REMONDIS Australia to achieve our UN SDGs.</p>	<p>Supplier guide developed and provided to all REMONDIS Australia Suppliers.</p>
<p><b>13</b> CLIMATE ACTION</p> 	<p><b>Target 13.2.</b> Integrate climate change measures into national policies, strategies and planning.</p>	<p>All new and expanding projects to consider opportunities to participate in the Australian Government's Emissions Reduction Fund.</p>	<p>Registration of one new or expanded Emissions Reduction Fund Project.</p>
<p>Measure and report on Scope 1 and 2 Greenhouse Gas Emissions for REMONDIS Australia.</p>	<p>Scope 1 and 2 greenhouse gas emissions measured and reported in the 2021 Sustainability Report.</p>		

# Social

People, their safety and prosperity is the core of our business. As a proud employer of 1000 people, we recognise our impact extends to our business partners and the broader community in which we operate. REMONDIS is committed to establish, practice and monitor safe systems of work for its operations at all times. REMONDIS also commits to providing the necessary capital and human resources to identify, assess and eliminate risk to our Business Partners or members of the Community who may be affected by the operations and undertakings of REMONDIS.

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2021 Objective	REMONDIS Australia 2021 Target
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p><b>Target 3.6.</b> By 2020, halve the number of global deaths and injuries from road traffic accidents.</p>	All workers trained on the requirements of Chain of Responsibility.	All workers trained on the requirements of Chain of Responsibility relevant to their duties.
	<p><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.</p>	REMONDIS Australia workers go home safe everyday.	Working towards zero lost time injuries.
		REMONDIS Australia's safety performance trends to zero harm.	25% reduction in Lost Time Frequency Injury Rate from 2020.
 <p><b>5</b> GENDER EQUALITY</p>	<p><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.</p>	Increase female participation in operational and management roles.	Increase in female participation percentage in operational and management roles.
 <p><b>10</b> REDUCED INEQUALITIES</p>	<p><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.</p>	Increase Indigenous engagement.	Investigate and undertake options for increasing Indigenous engagement through REMONDIS' activities.

# Governance

REMONDIS Australia’s internal systems and processes are designed to ensure that our ambitions for people and the environment are considered and promoted through the way that we work.

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2021 Objective	REMONDIS Australia 2021 Target
<p><b>5</b> GENDER EQUALITY</p> 	<p><b>Target 5.1.</b> End all forms of discrimination against all women and girls everywhere.</p>	<p>Review all relevant employment policies and recruitment processes to consider opportunities for increased diversity.</p>	<p>Employment and recruitment policies reviewed and updated for opportunities to increase diversity.</p>
<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> 	<p><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.</p>		
<p><b>10</b> REDUCED INEQUALITIES</p> 	<p><b>Target 10.3.</b> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>		
<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> 	<p><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.</p>	<p>Undertake a review of REMONDIS Australia’s Industrial Relations Policy.</p>	<p>All Managers/Supervisors trained on the updated Industrial Relations Policy.</p>
<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> 	<p><b>Target 8.7.</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.</p>	<p>Undertake recommendations of the Modern Slavery Working Group.</p>	<p>Implement Anti-Slavery Policy.</p> <p>Publish REMONDIS Australia’s Modern Slavery Statement.</p> <p>Release to relevant Stakeholders REMONDIS Australia’s Supplier Code of Conduct.</p>

<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> 	<p><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.</p>	<p>Review all relevant employment policies and recruitment processes to remove any gender, young persons or persons with disability inequity.</p> <p>Employment and recruitment policy reviewed and updated to ensure gender, young persons and persons with a disability pay equity from 2022.</p>
<p><b>10</b> REDUCED INEQUALITIES</p> 	<p><b>Target 10.4.</b> Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.</p>	
<p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p><b>Target 9.2.</b> Promote inclusive and sustainable industrialization 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.</p>	<p>Increased employment opportunities across REMONDIS' Australian operations.</p> <p>Number of people employed.</p>

REMONDIS is one of the world's largest recycling, service and water companies. The group has branches and associated businesses in more than 30 countries across Europe, Africa, Asia and Australia. With over 30,000 employees, the group serves around 30 million people as well as many thousands of companies. The highest levels of quality. Working for the future.