

REMONDIS Australia Sustainability Objectives and Targets 2023



> **REMONDIS Australia**



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Environment / 2023 Objectives & Targets





United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2023 Objective	REMONDIS Australia 2023 Target
6 CLEAN WATER AND SANITATION 	Target 6.3. By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	Develop best practice leachate treatment options	Commence implementation of best practice leachate treatment option at one REMONDIS site
	Target 6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	Measure and report water usage at each site	Water usage, recycling and rain water capture reported and measured at each REMONDIS site
7 AFFORDABLE AND CLEAN ENERGY 	Target 7.2. By 2030, increase substantially the share of renewable energy in the global energy mix	Continue to expand the installed renewable energy generation capacity across the REMONDIS asset base	4MW of installed renewable energy installed across REMONDIS sites
8 DECENT WORK AND ECONOMIC GROWTH 	Target 8.2. Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors	Increase the amounts and types of hazardous chemicals treated to reduce environmental impact	Increased tonnes of waste hazardous chemicals treated
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Target 9.1. 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	Development of viable energy from waste and advanced waste treatment projects expanding waste infrastructure footprint for REMONDIS	Progress in viable advanced waste treatment projects in 2023
	Target 9.4. 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	Expansion of polystyrene recycling opportunity	Recycling of polystyrene offered at two REMONDIS facilities
11 SUSTAINABLE CITIES AND COMMUNITIES 	Target 11.4. Strengthen efforts to protect and safeguard the world's cultural and natural heritage	Expand the 2022 pilot projects undertaken to support efforts to protect endangered species	Programs undertaken at four REMONDIS sites to support efforts to protect endangered species
	Target 11.6. 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	Develop and enhance the understanding of the opportunities for recycling through source separation	Develop accessible resources for source separation
		Develop a national education program for school aged children on the waste hierarchy and source separation	Commencement of national education program for school aged children
	Promote the circular economy through increased plastic, steel, cardboard and paper recycling	Increase the plastic, steel, paper and cardboard diverted from landfill by REMONDIS 10% on 2022	

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<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Target 12.4. 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>Maintain compliance with all relevant environmental license operational requirements</p>	<p>No Penalty Infringement Notices for licenced environmental sites</p>
	<p>Target 12.5. By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<p>Expansion of facilities offering resource recovery options for our clients</p>	<p>Increased tonnes of material recovered through REMONDIS' facilities</p>
	<p>Target 12.6. Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p>	<p>Review Sustainable Supplier Guide to set priorities for supply chain activities for REMONDIS</p>	<p>Review and publish updated Sustainable Supplier Guide</p>
		<p>REMONDIS' client reporting to include specific feedback on the environment and climate change impacts of the waste collected and processed</p>	<p>Clients provided specific, traceable metrics on the impacts of their waste</p>
	<p>Target 13.1. Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>	<p>Conduct a climate change risk assessment for our assets</p>	<p>A climate risk analysis for all operational sites performed</p>
	<p>13 CLIMATE ACTION</p>  <p>Target 13.2. Integrate climate change measures into national policies, strategies and planning</p>	<p>Commence working towards net zero</p>	<p>Develop REMONDIS' Net Zero Strategy</p>
<p>Commence trialling emissions reductions options in our diesel heavy vehicle transport fleet</p>		<p>Pilot two low emissions technology options for heavy vehicles</p>	
<p>Ensure REMONDIS' fleet adopts the lowest emissions diesel engine technology</p>		<p>From 2023 all new heavy vehicles to be of a Euro 6 (80/04 ADR) Standard</p>	

Social / 2023 Objectives & Targets

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2023 Target
3 GOOD HEALTH AND WELL-BEING 	Target 3.6. By 2020, halve the number of global deaths and injuries from road traffic accidents	All relevant workers have the required competencies and awareness of Chain of Responsibility	Continue providing COR training to all workers involved in transport related activities Implement improved Contractor Management system, including transport contractors
	Target 3.9. By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	REMONDIS Australia workers go home safe everyday	Working towards zero lost time injuries Reduce injury severity and operational impact using 2022 as the baseline
		REMONDIS Australia's safety performance trends to zero harm	Reduce Lost Time Injury Frequency Rate from the 2020 baseline Embed the systems and processes to ensure corrective actions are completed
		Improve management and control of safety associated with hazardous chemicals and hazardous waste	Reduce high potential incident rate associated with hazardous chemicals and hazardous waste
5 GENDER EQUALITY 	Target 5.5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Improve equality and accessibility of opportunities for women in the workplace	Continue to work through Workplace Gender Equality Agency Employer of Choice Criteria
	10 REDUCED INEQUALITIES 	Target 10.2. 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	Increase Indigenous engagement
Advance REMONDIS AU commitment to increased diversity including gender, race, ethnicity and age		Develop REMONDIS diversity strategy	

Corporate Governance / 2023 Objectives & Targets

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2023 Objective	REMONDIS Australia 2023 Target
5 GENDER EQUALITY 	Target 5.1. End all forms of discrimination against all women and girls everywhere	Work towards elimination of structural discrimination in the workplace	Undertake gender pay gap analysis across all REMONDIS employees
	Target 8.5. 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	Improve employment opportunities for young people	Run a Graduate Program across REMONDIS for young university graduates
8 DECENT WORK AND ECONOMIC GROWTH 	Target 8.7. 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	Embed the anti-slavery policy and Modern Slavery Reporting	Release 2022 Modern Slavery Statement publicly
	Target 8.8. 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	Continue to develop managers' awareness of industrial relations	Develop and run industrial relations awareness training for all managers
		Develop a REMONDIS Driver Academy	Establish REMONDIS Driver Academy with a priority focus on increasing the number of women driving and operating heavy equipment at REMONDIS
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Target 9.2. 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	Increased employment opportunities across REMONDIS' Australian operations	Increase the number of internal promotions for a range of available opportunities Increase conversions into secure stable employment with REMONDIS (labour hire or casual employment to permanent employment)
10 REDUCED INEQUALITIES 	Target 10.3. 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	Further advance towards achieving the WGEA Employer of Choice status	Select two priority criteria from the WGEA Employer of Choice guidelines and fully implement these



WORKING FOR THE FUTURE

Established locally in 1982, REMONDIS Australia is part of one of the largest recycling, service and water companies in the world.

As a family-run company and a leader in the delivery of environmental solutions, REMONDIS Australia has over 1,100 employees and 550 vehicles operating from our advanced facilities across Australia.

As one of Australia's leading recycling and waste management companies, we leverage our local knowledge and global expertise to serve more than 24,000 industrial and commercial customers throughout the country.

By sharing our knowledge and expertise, diverting waste from landfills and supporting responsible waste management practices, we believe we can work together to bring our vision of a sustainable Australia closer to reality.

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