

REMONDIS Australia Sustainability Objectives & Targets 2022






> **REMONDIS Australia**

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Environment

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target
7 AFFORDABLE AND CLEAN ENERGY 	Target 7.2. By 2030, increase substantially the share of renewable energy in the global energy mix	Double the installed renewable energy generation capacity on a 2021 Baseline	Increase REMONDIS' total installed renewable Energy capacity to more than 3 MW
	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	Develop an aluminum composite panel recycling process
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Target 9.1. 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 energy from waste and advanced waste treatment projects in 2022
	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	Development of an Energy from Waste Project to service the South East Queensland Market	Ongoing progression of technical development, environmental testing and necessary regulatory approvals to gain approval for an Energy from Waste Project
11 SUSTAINABLE CITIES AND COMMUNITIES 	Target 11.4. Strengthen efforts to protect and safeguard the world's cultural and natural heritage	Conduct a pilot program at two REMONDIS sites to support efforts to protect endangered species	Pilot program to support efforts to protect endangered species commenced at two sites
		Employee volunteer partnership with a nature conservancy agency	Pilot program to support employees in volunteering through a partnership with a nature conservancy agency commenced
	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	Conduct community education campaigns on source separating recyclable waste	Measure the number of people participating in community education campaigns
		Promote the circular economy through increased plastic, steel, cardboard and paper recycling	Achieve a 10% increase on each of the plastic, steel, paper and cardboard diverted from landfill by REMONDIS on 2021 levels

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<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Target 12.3. 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 tonnes of food and garden waste composted</p>	<p>Increase tonnes of food and garden waste composted against a 2021 baseline</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>Increase the collections of food and garden waste diverted from landfill</p>	<p>Increase tonnes of food and garden waste collected and diverted from landfill against a 2021 baseline</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>Increase the amounts and types of hazardous chemicals treated to reduce environmental impact</p>	<p>Increase tonnes of waste Hazardous Chemicals treated against a 2021 baseline</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>Expansion of facilities offering treatment options for hazardous chemicals</p>	<p>Expand the number of facilities offering treatment options for hazardous chemicals</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>Increase the tonnes of material recovered through REMONDIS' facilities</p>
<p>13 CLIMATE ACTION</p> 	<p>Target 13.2. 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 Project</p>
<p>Target 13.2. Integrate climate change measures into national policies, strategies and planning</p>	<p>Measure and report on Scope 1,2 and 3 Greenhouse Gas Emissions for REMONDIS Australia</p>	<p>Measure and report on Scope 1, 2 and 3 greenhouse gas emissions in the 2022 REMONDIS Sustainability Report</p>	
<p>Target 13.2. Integrate climate change measures into national policies, strategies and planning</p>	<p>Commence trialling emissions reductions options in our diesel heavy vehicle transport fleet</p>	<p>Pilot a low emissions heavy vehicle</p>	

Social

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Target 3.6. By 2020, halve the number of global deaths and injuries from road traffic accidents</p>	<p>All workers trained on the requirements of Chain of Responsibility</p>	<p>All workers trained on the requirements of Chain of Responsibility relevant to their duties</p>
		<p>All heavy vehicle maintenance undertaken in accordance with preventative maintenance schedules and corrective action undertaken when identified</p>	<p>Embed the systems and processes to ensure compliance monitoring is reported across all aspects of Chain of Responsibility</p>
		<p>REMONDIS Australia workers go home safe everyday</p>	<p>Working towards zero lost time injuries</p> <p>Implementation of mobile device HSEQ management and reporting software program for all workers</p>
	<p>Target 3.9. By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p>	<p>REMONDIS Australia's safety performance trends to zero harm</p>	<p>Reduce Lost Time Injury Frequency Rate from the 2020 baseline</p> <p>Embed the systems and processes to ensure corrective actions are completed</p> <p>1 Workplace inspection per site/month</p> <p>1 Leadership walk per Manager/Supervisor/Month</p>
 <p>5 GENDER EQUALITY</p>	<p>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</p>	<p>Become a recognised employer of choice for women in the waste industry</p>	<p>Commence working towards achieving a Workplace Gender Equality Agency Employer of Choice for Gender Equality Citation</p>
 <p>10 REDUCED INEQUALITIES</p>	<p>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</p>	<p>Increase Indigenous engagement</p>	<p>Investigate and undertake options for increasing Indigenous engagement through REMONDIS' activities</p> <p>Introduce a targeted graduate program for Indigenous employees</p>

Corporate Governance

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target
5 GENDER EQUALITY 	Target 5.1. End all forms of discrimination against all women and girls everywhere	Recognise domestic violence, particularly violence against women as a significant societal workplace issue	Develop and implement policies and embed with internal training on supporting issues of domestic violence
	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	Strengthen REMONDIS' support for the continued full and product employment for caregivers	Increase in employees returning to work following a period of caregiving on a 2021 baseline
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 2021 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	Undertake a review of REMONDIS Australia's Industrial Relations Policy	Train all Managers/Supervisors on the updated Industrial Relations Policy
		Develop a REMONDIS Driver Academy	Commence training for the first recruits at REMONDIS' Driver Academy by the end of 2022
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 number of people employed
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	Review all relevant employment policies and recruitment processes to consider opportunities for increased diversity	Review and update employment and recruitment policies for opportunities to increase diversity
	Target 10.4. Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	Partner with selected agencies to source candidates with diverse backgrounds	Increase employment at REMONDIS of those with diversity in age, sex, disability, race, ethnicity, origin, religion or economic or other status



WORKING FOR THE FUTURE

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 40,000 employees, the group serves around 30 million people as well as many thousands of companies. The highest levels of quality. Working for the future.