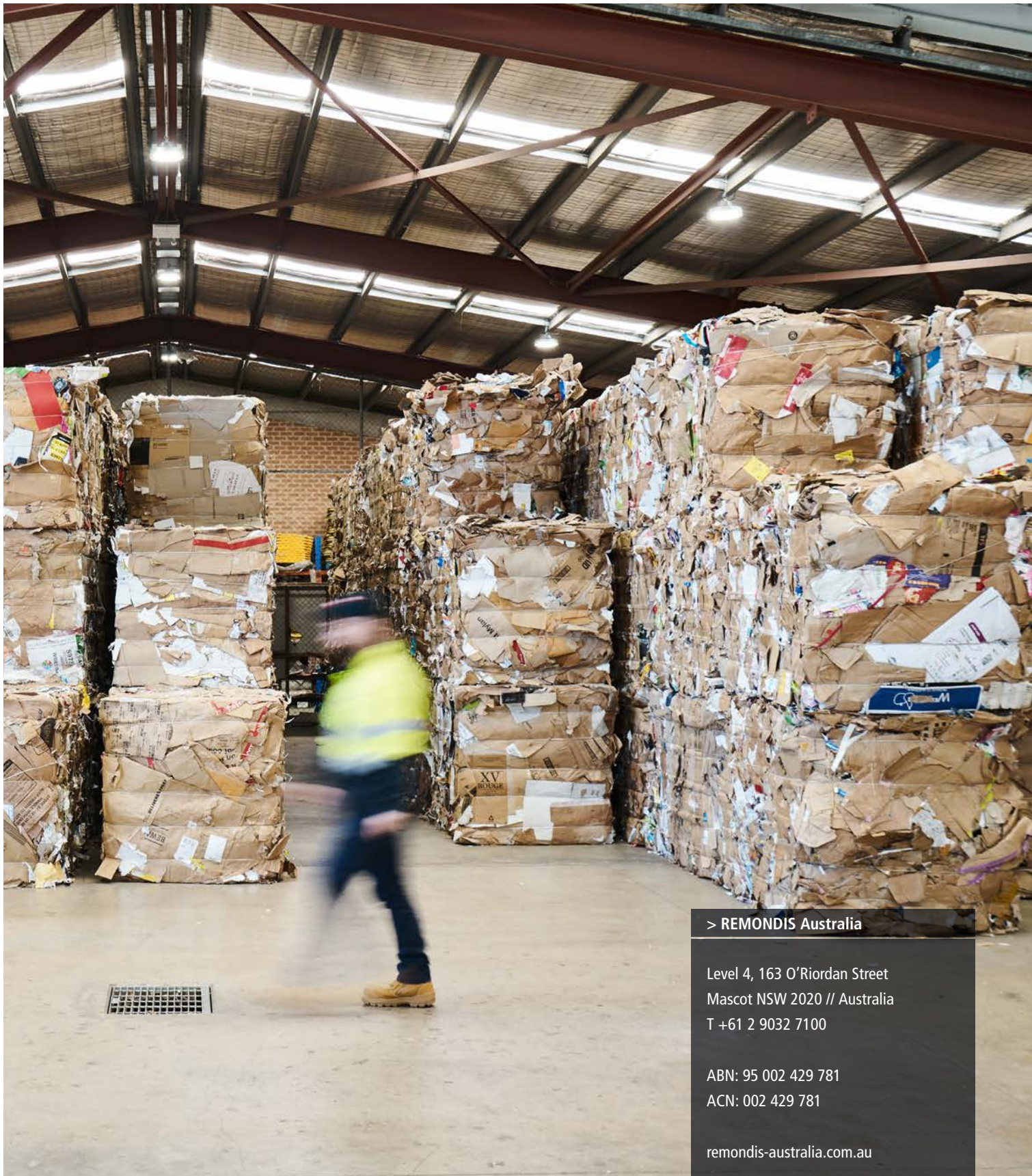


REMONDIS Australia Sustainability Report 2022



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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.

Contents

04 About Us

- 04 Message from the Chairman
- 05 REMONDIS performance highlights
- 06 About REMONDIS
- 07 Our approach to sustainability reporting

08 Environment

- 08 Reducing our climate change impact
- 10 Swanbank methane emissions
- 10 Springmount methane emissions
- 12 Diesel transport fuel emissions
- 12 Electricity use
- 14 Reporting our Scope 3 impact
- 14 Environmental compliance
- 16 Working within the waste hierarchy
- 20 Working with our suppliers
- 21 Water
- 22 Biodiversity and conservation
- 24 Environment / 2022 Performance
- 26 Environment / 2023 Objectives & Targets

28 Social

- 28 Health, Safety & Wellbeing
- 29 Chain of Responsibility
- 30 Increasing gender equity
- 30 Celebrating our 2021 Woman of Waste
- 31 Supporting SMEs and Indigenous businesses
- 32 Social / 2022 Performance
- 34 Social / 2023 Objectives & Targets

35 Corporate Governance

- 35 Our people
- 35 Modern Slavery
- 35 Driver Academy
- 36 Corporate Governance / 2022 Performance
- 38 Corporate Governance / 2023 Objectives & Targets

39 Annexure

- 39 2023 Sustainability Objectives & Targets



Björn Becker
Chairman

Message from the Chairman

I am delighted to present REMONDIS Australia's second Sustainability Report showcasing our unwavering commitment to sustainability and the successful integration of sustainability reporting into our business operations.

2022 was the 40th anniversary of REMONDIS' operations in Australia; a very significant milestone to celebrate. REMONDIS commenced operating in Australia in 1982, servicing the Penrith City Council contract. Introducing innovation right from the very start, it was REMONDIS that first implemented plastic wheelie bins for kerbside collection, setting the standard for how we manage our household waste. From these pioneering origins we have expanded to 39 current operational facilities with 550 collection vehicles and 1,100 employees.

REMONDIS Australia remains committed to conducting our business in a way that ensures we are meeting the needs of the present without compromising the ability of future generations. This REMONDIS Australia Sustainability Report 2022 documents our progress in achieving the targets we set ourselves for the environment, corporate governance and social ambitions in 2022. Recognising that our ambition continues to grow, we have also set ourselves targets for both 2023 and into the future, to provide us the time we need to achieve real change.

The flooding of our Rocklea Resource Recovery Facility and Swanbank Renewable Energy and Waste Management sites presented the most challenging of starts to 2022 for our South East Queensland colleagues. While all our staff were safe, almost all our people in and around Brisbane experienced some form of loss or impact. Despite their personal losses, the team in Queensland showed incredible flexibility and agility to keep the business running, extending the opening hours of our Northgate Transfer Station and Swanbank operations, as well as the logistics/liquids fleets which were back on the road the very next day, helping our customers in their own recovery efforts. The Queensland team went above and beyond the call of duty to serve our customers and to protect the REMONDIS business and assets, for which we are incredibly proud.

2022 also saw the completion of one of our biggest Australian acquisitions to date, acquiring the Seven Hills Transfer Station, Wingfield Resource Recovery Facility and Jandakot depot in April 2022. In a further demonstration of our commitment to reducing environmental harm, we finalised the full acquisition of the Environmental Treatment Solutions business, providing waste minimisation for all hazardous chemicals in NSW.

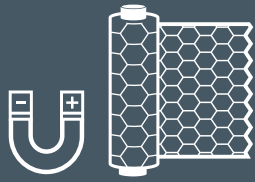
Demonstrating our commitment to be a front runner in the transition towards a circular economy, we were very pleased to open the Tomago Resource Recycling Facility in August 2022 and to commence recycling cardboard, coffee pods, waste oil and producing trial runs of Refuse Derived Fuels at this site. We increased our cardboard baling footprint at St Marys, receiving our Environmental Protection Licence in mid-2022, and have planned and commenced construction of a similar facility at our Coolaroo depot in Melbourne.

Our aim is to attain sustainable growth, maximising the potential of our portfolio of waste and water treatment facilities in 2023, and to progress our ambitious Environment, Social and Corporate Governance targets this year and into the future.


Björn Becker
Chairman
REMONDIS Australia

REMONDIS performance highlights

In 2022 we successfully diverted from landfill:



7,736 tonnes of steel



101,647 tonnes of cardboard and paper



2,025 tonnes of plastic



5,903 tonnes of paint and packaging materials




3601 tonnes of plastic and 3325 tonnes of aluminium recycled through the container deposit scheme in WA



27 tonnes of aluminium through our new aluminium composite material recycling line

And we're proud to report that:



1,600+ students visited the Swanbank REDiscovery Hub



200+ clients participated in learning on additional recycling opportunities within their business



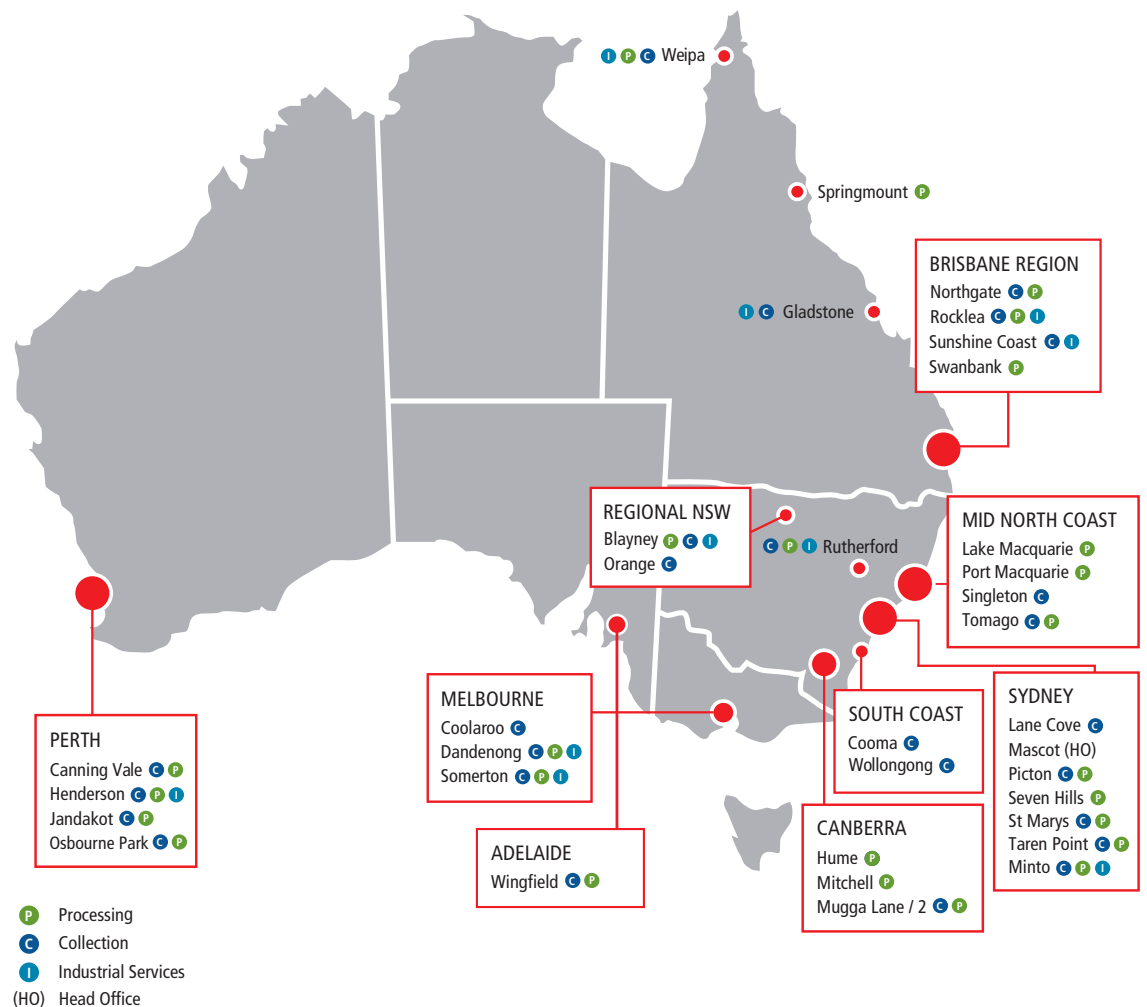
Continued expanding two emissions reduction fund projects

About REMONDIS

Still family-owned after almost 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 40 million people worldwide.

Celebrating 40 years of operation in Australia in 2022, REMONDIS Australia has 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.



Our approach to sustainability reporting

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).

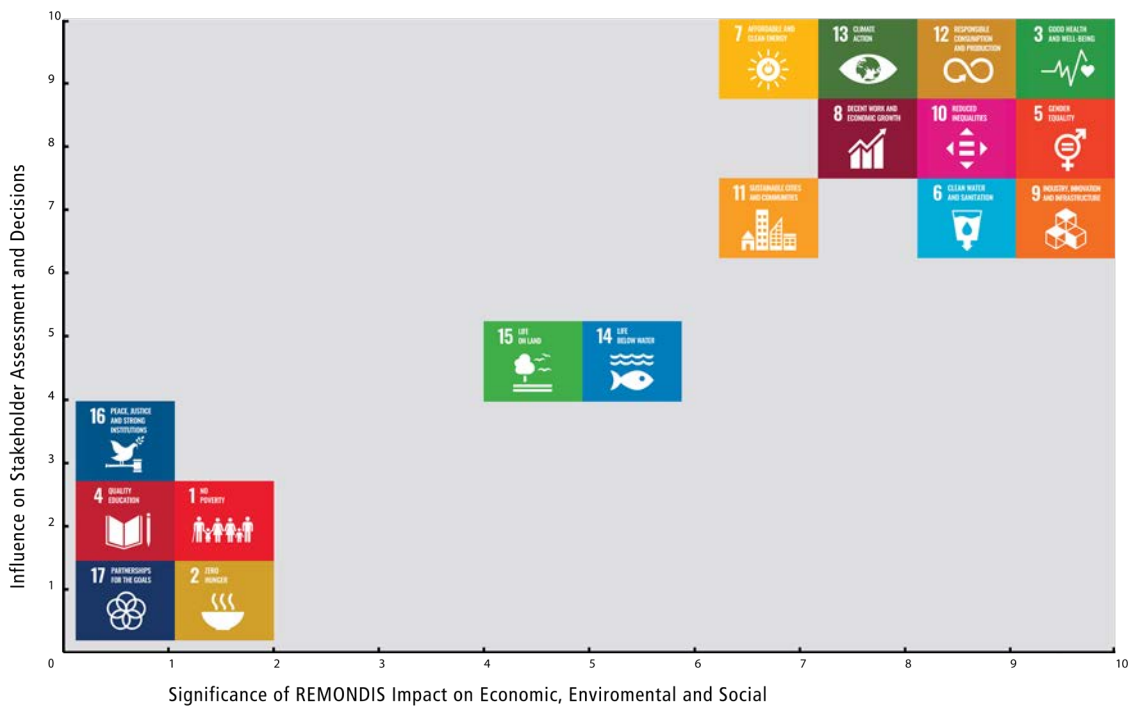
REMONDIS Australia first identified all potential stakeholders for our Sustainability Strategy, then conducted an internal materiality assessment with senior management. The SDGs selected for prioritisation given our potential impact on people and the environment are set out in the diagram below.

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

In preparing this report we re-tested this approach to our materiality assessment with a select group of REMONDIS

employees and key clients. This resulted in adjustments to our UN SDGs for focus in 2023, with the inclusion of UN Goal 6.0 Water and Sanitation as material. We will continue to re-assess the materiality of the UN SDGs with our stakeholders in 2023, reviewing and adjusting our focus to ensure it continues to meet the expectations of those which our work impacts.

REMONDIS Australia maintains certifications to ISO Standards 9001, 14001 and 45001. This report also sets the objectives and targets for our 2023 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.

In 2021 we set ambitious environmental targets as committed contributors to the circular economy. In 2022 we built on these to demonstrate our commitment to the natural environment. Now, in 2023, we are working towards even more ambitious targets to strengthen our positive impact.

Reducing our climate change impact

In FY21/22 REMONDIS Australia reported 305,815 tonnes carbon dioxide equivalent (tCO₂-e) of Scope 1 emissions and 3,639 tCO₂-e of Scope 2 emissions. This represented a 1% increase on the greenhouse gas emissions reported in FY20/21, driven largely by an increase in the waste tonnes accepted at our Springmount and Swanbank Waste Management Facility resulting in additional landfill gas emissions.

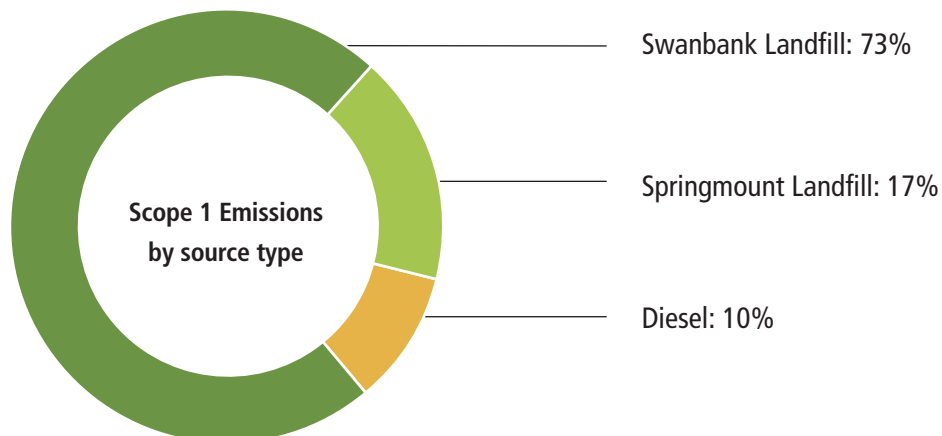
Consistent with our FY20/21 reporting, we have identified that methane emissions are the most significant among all our emissions sources from the two Renewable Energy and Waste Management Facilities (which include landfills) under our operational control for the purposes of National Greenhouse and Energy Reporting (NGER) scheme: Springmount and Swanbank.

In 2022 REMONDIS with our partners LMS Energy at Swanbank and fgf Developments at Springmount, significantly expanded the landfill gas capture networks at each site and expect to see a material reduction in the

greenhouse gas emissions as a result of landfill gas at each site in the next financial year. The calculation of emissions from waste includes an annual 'offset' of emissions reporting, with the emissions associated with waste collected in FY21/22 first being accounted for in FY22/23. This is significant for our Swanbank landfill which accepted over 100,000 tonnes of waste above the expected annual profile as part of the flood recovery efforts for South East Queensland in 2022.

Recognising that the Australian Government has committed Australia to ambitious emissions reductions of 43% by 2030 (on a 2005 baseline) and net zero by 2050, REMONDIS Australia will commence developing a Net Zero Strategy in 2023. This will allow REMONDIS to strategically plan the pathways to net zero, building on the emissions reduction momentum gained in 2022.

Further building on our commitment to reducing the risk of climate change, we will be conducting a climate change exposure risk assessment across our operating sites as a priority for 2023.





Reducing our Greenhouse Gas Emissions

Methane from landfill represents 90% of REMONDIS Australia's total emissions in FY21/22. To reduce these emissions, REMONDIS with our partners fgf Developments and LMS Energy undertook a significant expansion of our landfill gas collection at each of our Swanbank and Springmount sites with the additional gas collection coming online in late 2022 at both sites. These are registered projects under the Australian Government's Emissions Reduction Fund, contributing to Australia's emissions reductions targets.

The global warming potential on methane is 28 times that of carbon dioxide, that is, one tonne of methane released to the atmosphere is as impactful on global warming as 28 tonnes of carbon dioxide. Capturing methane and flaring it to produce carbon dioxide and water significantly reducing the resultant carbon dioxide equivalent and as such the greenhouse gas emissions.

> Global warming potentials (GWPs) are values that allow direct comparison of the impact of different greenhouse gases in the atmosphere by comparing how much energy one tonne of a gas will absorb compared to one tonne of carbon dioxide.

Source: Clean Energy Regulator (2021), Global Warming Potentials, <http://www.cleanenergyregulator.gov.au/>

Swanbank Renewable Energy and Waste Management Facility methane emissions

Through our ReOrganic joint venture with LMS Energy, REMONDIS operates one of Australia's oldest landfill gas flaring and electricity generation projects. This registered emissions reduction fund project collects the methane that would otherwise be vented to the atmosphere from our landfill and burns this either through flares or through electricity generation.

In 2022 we installed and commissioned the gas wells and additional electricity generation associated with the expansion Emission Reduction Fund project at Swanbank Renewable Energy and Waste Management Facility, reducing our greenhouse gas emissions and increasing the installed renewable energy generation across the REMONDIS portfolio

Springmount Waste Management Facility methane emissions

In 2021 REMONDIS Australia registered an expansion Emissions Reduction Fund project for this site to collect all feasible volumes of landfill gas and to flare this. In 2022 we installed and commissioned the gas wells and flare upgrade associated with this registered project, to reduce our greenhouse gas emissions profile.

The remote aspect of the Springmount site constrained the opportunity to generate renewable electricity from this landfill gas, however we will continue to consider this option for the site into the future.

We are excited about the expansion of the gas wells and flares at the Springmount site and plan to continue finding ways to reduce our landfill emissions.



The Global Methane Pledge

REMONDIS Australia is proud to commit to the Global Methane Pledge. We recognise that the taking action now on methane can rapidly reduce the rate of global warming, and commit to a 30% reduction in methane emissions by 2030, on a 2020 baseline.

Rapidly reducing methane emissions from energy, agriculture, and waste can achieve near-term gains in our efforts in this decade for decisive action and is regarded as the single most effective strategy to keep the goal of limiting warming to 1.5°C within reach while yielding co-benefits including improving public health and agricultural productivity.

Participants joining the Pledge agree to take voluntary actions to contribute to a collective effort to reduce global methane emissions at least 30 percent from 2020 levels by 2030, which could eliminate over 0.2°C warming by 2050. This is a global, not a national, reduction target.

Source: Global Methane Pledge (2023), Climate and Clean Air Coalition, accessed at <https://www.globalmethanepledge.org/> on 21/2/2023

Pictured: Methane recovery at Swanbank Waste Management Facility

Diesel transport fuel emissions

Operating a substantial fleet of waste collection vehicles, B-Doubles and heavy plant and equipment, REMONDIS consumes material quantities of diesel, accounting for 10% of our total Scope 1 emissions in FY21/22.

Throughout 2022 we pursued a number of opportunities to reduce the emissions intensity of our fleet. The plan to pilot a low emissions heavy vehicle was delayed in 2022, impacted by global supply chain issues.

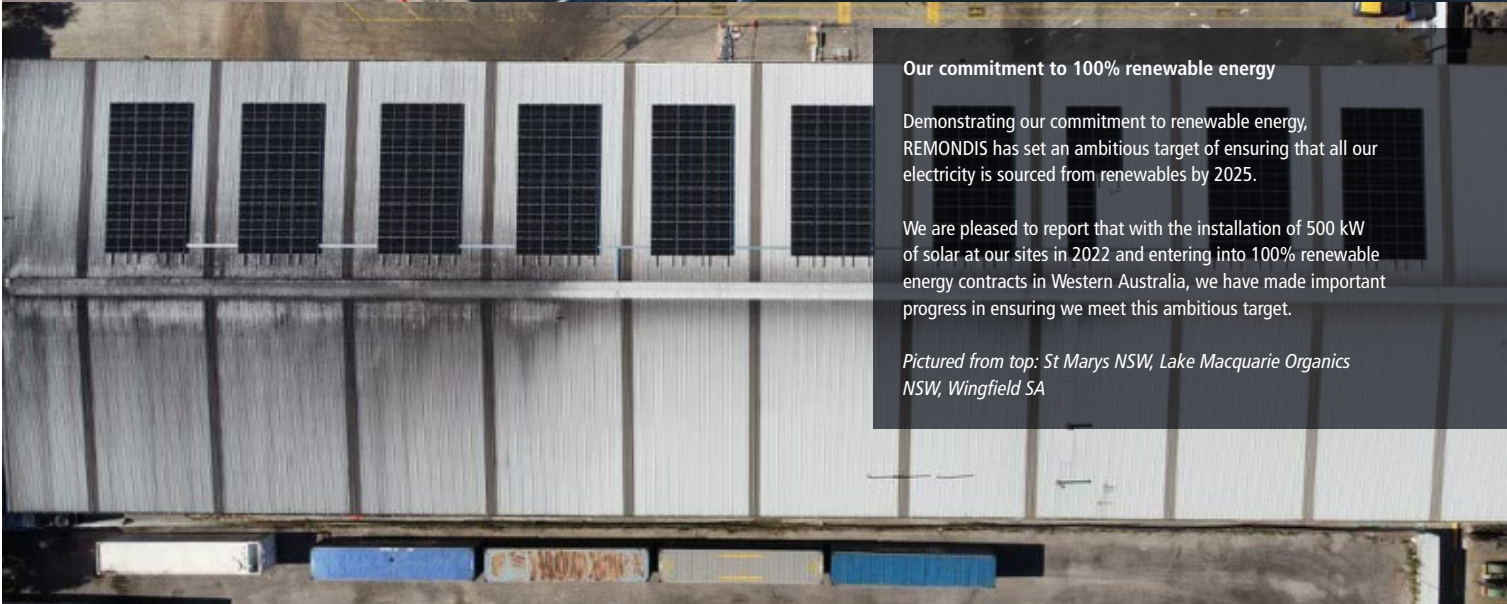
We remain committed to the pilot of a low emissions heavy vehicle and are committing to trialling a second option for low emissions vehicles in 2023. Piloting two options will give REMONDIS further options as we look to reduce the emissions associated with our fleet.

Further, from 2023 we are committed to improve the fuel efficiency of our fleet with all new heavy vehicle to be of Euro 6 standard (80/04 ADR).

All sites' electricity

2022 saw the installation of 500 kW of solar generation capacity across our sites with very substantive roof top solar installed at our St Marys, Lake Macquarie, Springmount, Henderson, Dandenong South and Wingfield sites. This program is set to continue in 2023 with an additional 500 kW of capacity currently being planned.

Due to unforeseen delays relating to the declared natural disaster event in South East Queensland, we were not able to install an additional 1.5 MW of landfill gas generation capacity as planned in 2022, but look forward to this additional capacity being installed in 2023 which will significantly increase our renewable energy generation capacity.



Our commitment to 100% renewable energy

Demonstrating our commitment to renewable energy, REMONDIS has set an ambitious target of ensuring that all our electricity is sourced from renewables by 2025.

We are pleased to report that with the installation of 500 kW of solar at our sites in 2022 and entering into 100% renewable energy contracts in Western Australia, we have made important progress in ensuring we meet this ambitious target.

Pictured from top: St Marys NSW, Lake Macquarie Organics NSW, Wingfield SA

Reporting our Scope 3 impact

In 2022 we committed to measuring and reporting on the Scope 3 emissions associated with our operations. REMONDIS' scope three emissions were 2059 tCO₂-e in the 21/22 financial year, representing 1% of REMONDIS Australia's total greenhouse gas emissions profile.

Of the Scope 3 emissions sources reported, our diesel use represented 70% of the total Scope 3 Emissions with electricity the next highest at 17%.

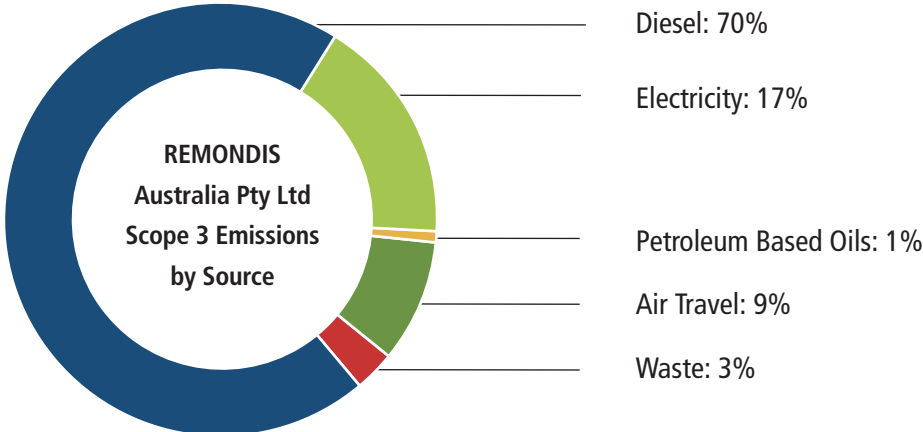
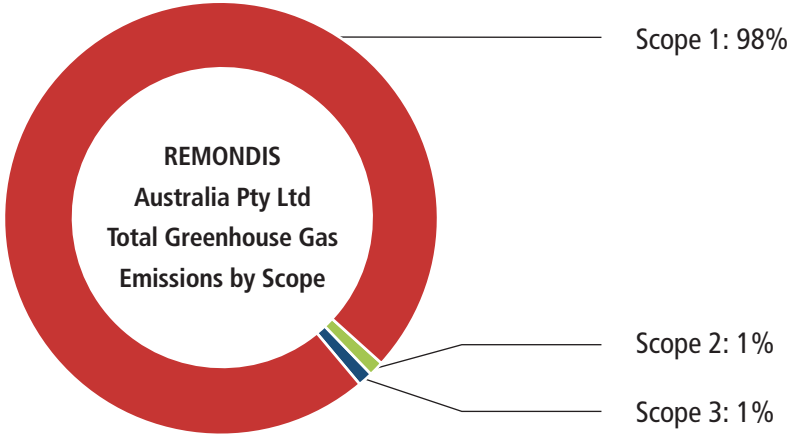
Our focus in reducing these emissions through the low emissions vehicle pilots, energy efficient vehicle standards and installation of renewable power will also contribute to reductions in our Scope 3 emissions.

Environmental compliance

As a responsible operator of our environmental licenced sites REMONDIS is dedicated to conducting all our operations with as low as reasonably practicable impact on any aspect of the environment. We understand the responsibility associated with the safe transport, handling and disposal of waste and are always looking to increase the rigour of environmental compliance in both ours and our supplier's operations.

In the last calendar year, REMONDIS did not receive any penalty infringement notices, an excellent result given our portfolio of transport, resource recovery and disposal assets.

Our commitment to environmental sustainability is unwavering, and we work tirelessly to minimize our impact on the environment and protect it for future generations.





Flood recovery in South East Queensland

In February and March 2022, South East Queensland experienced extraordinarily high rainfall resulting in extensive flooding across the region. REMONDIS' Rocklea Transfer Station was inundated and under flood water for approximately a week during this time, with access to our Swanbank Renewable Energy and Waste Management Facility also severely restricted.

Working around their own personal flood impacts, our Queensland team stood up our waste and liquids collections vehicles, operating remotely and flexibly the very next day to assist our clients in managing their flood waste. The Northgate Resource Recovery Facility and Swanbank ran for extended operating hours over a six-week period to accept the extraordinary amounts of additional waste generated in recovering from this flood event only achieved through the incredible dedication of our fantastic team. The flood recovery efforts were so swift at the Rocklea Resource Recovery Facility that we were back up and running before the power had been reconnected to the suburb.

Managing waste in the recovery after a flood event is a critical path to recovery and doing so swiftly minimises the potential hygiene impacts on an already stressed community. Our Queensland team showed that they are bred tough north of the border (to paraphrase a very famous Queenslander). We are very proud of all our Queensland colleagues and thank them for their extraordinary resilience in the face of this natural disaster.

Pictured: Phil Berry, Leading Hand at REMONDIS Rocklea Resource Recovery Facility, celebrating International Women's Day in the midst of the flood recovery efforts.

Working within the waste hierarchy

REMONDIS is committed to processing waste consistent with the waste hierarchy to achieve the best possible environmental outcome for our clients. In 2022, we set objectives and targets related to increased recycling/re-use opportunities and providing more pathways for waste treatment. In 2023 we are seeking to further build on the capabilities and additional processing pathways we developed in 2022.

Additionally, we will provide our clients meaningful environmental metrics through routine reporting to provide our clients the information needed to manage their waste effectively.

Waste hierarchy: Recycle

Recycling is a positive measure to continue generating value out of material long past its potential single use. Effectively recycling reduces the need for virgin materials, promoting environmental benefits well in excess of the actual act of recycling.

Our education programs, combined with an increase in recycling processing capacity, has seen a more than 10% increase in the tonnages of potential waste diverted from landfill by REMONDIS year on year, with more than 7,000 tonnes of steel, 100,000 tonnes of cardboard and paper and 2000 tonnes of plastic recycled across the year. We were pleased to include our newly developed St Marys cardboard baling facility and the Wingfield Resource Recovery Facility operations in these reported tonnages in 2022.

In 2023 we are looking to continue promoting the circular economy through increased plastic, steel, cardboard, and paper recycling, again looking to achieve a 10% increase on each of the plastic, steel, cardboard and paper diverted from landfill by REMONDIS on 2022 levels.

We are relentless in the pursuit of new opportunities for the recycling of emerging products and in 2022 commenced the recycling of aluminium composite material. This product has become a significant waste stream as our clients seek to remove it from buildings where it has been assessed as a potential fire risk. By separating out the aluminium from the composite board, REMONDIS had recovered 27 tonnes of aluminium otherwise destined for landfill.

In 2023 we will be increasing the volume of polystyrene that is recycled, through our investment in polystyrene densifiers. We currently conduct this activity at our Wingfield site, giving our South Australian based clients the opportunity to recycle this material and plan to expand the footprint to provide this opportunity to more clients.



Waste hierarchy: Education to Avoid and Re-use

The key to effective waste management is understanding the opportunities that waste presents to promote preferable actions in accordance with the waste hierarchy.

In 2022 REMONDIS focussed our attention largely on educating our young citizens through the REdiscovery Hub at Swanbank, with more than 1,600 students, their teachers and parents participating in our tailored learning program.

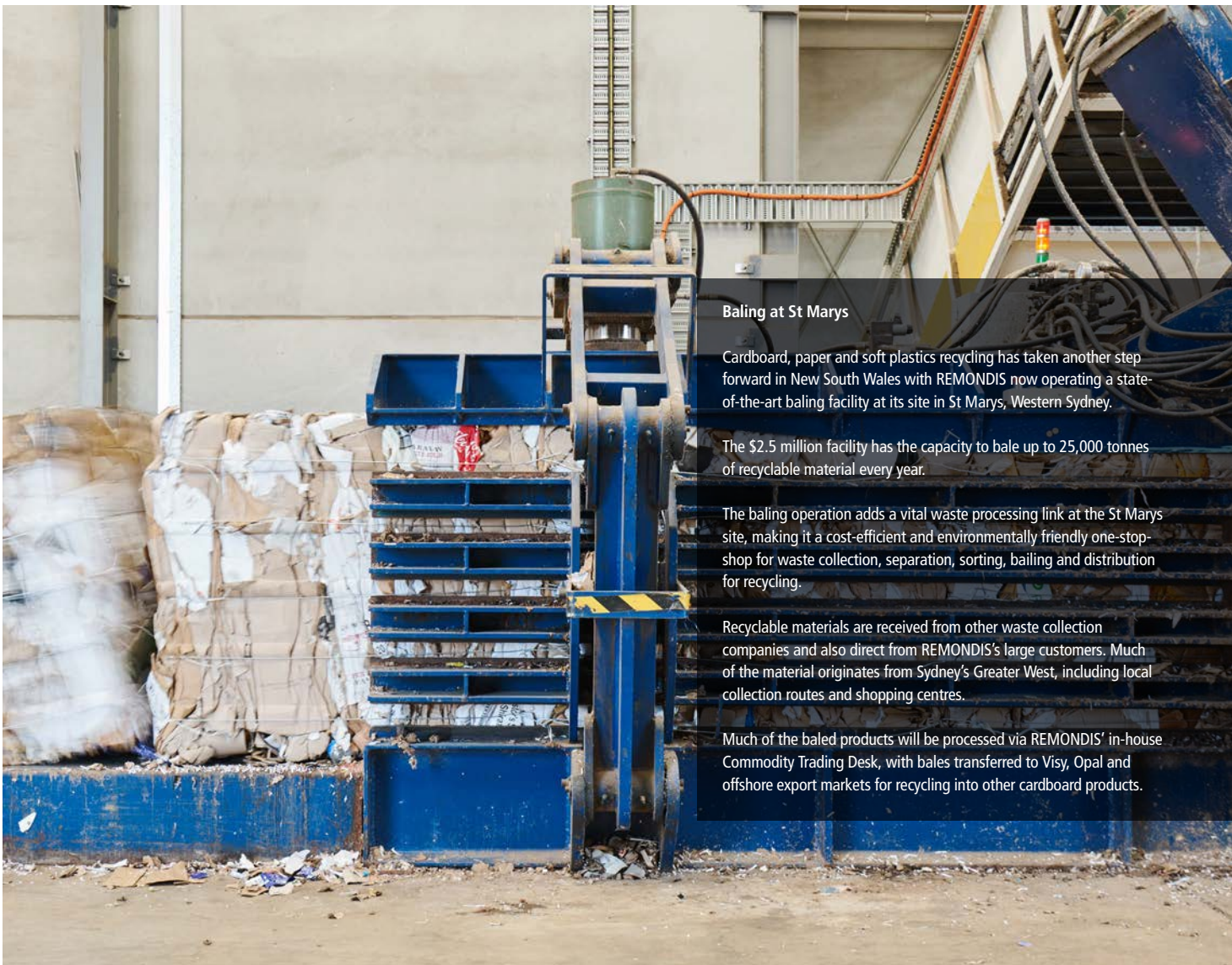
For the benefit of our clients we offer voluntary additional source separation training through our online learning platform with over 200 clients taking advantage of this opportunity.

In 2023 we will be expanding both of these successful programs to broaden each of their audiences. We will use the successful programs developed for the REdiscovery Hub to provide a consistent suite of national resources for primary school aged children. We will also broaden the source separation education materials offered in 2023 and provide these through a platform accessible by all REMONDIS clients.

With significant assets across the full value chain of the waste hierarchy, REMONDIS Australia remains committed to increasing our capacity for advanced waste treatment. 2022 represented a step change for REMONDIS with the acquisition of three very significant assets resulting from the Veolia/Suez merger: Seven Hills Transfer Station, Wingfield Resource Recovery Facility and the Jandakot depot.

We also developed the Tomago Resource Recovery Facility and received all operational approvals to commence operating this diversified waste processing facility in August 2022.

In 2023 we are seeking to capitalise and consolidate this step change, further progressing viable advanced waste treatment plants and processing options.



Baling at St Marys

Cardboard, paper and soft plastics recycling has taken another step forward in New South Wales with REMONDIS now operating a state-of-the-art baling facility at its site in St Marys, Western Sydney.

The \$2.5 million facility has the capacity to bale up to 25,000 tonnes of recyclable material every year.

The baling operation adds a vital waste processing link at the St Marys site, making it a cost-efficient and environmentally friendly one-stop-shop for waste collection, separation, sorting, bailing and distribution for recycling.

Recyclable materials are received from other waste collection companies and also direct from REMONDIS's large customers. Much of the material originates from Sydney's Greater West, including local collection routes and shopping centres.

Much of the baled products will be processed via REMONDIS' in-house Commodity Trading Desk, with bales transferred to Visy, Opal and offshore export markets for recycling into other cardboard products.

Waste hierarchy: Organic Resource Recovery

When organic waste is deposited in a landfill it decomposes anaerobically, producing methane gas – a significant contributor to landfill emissions in Australia.

When we divert this waste from landfill to a composting facility, we can prevent these emissions through aerobic decomposition, releasing less methane whilst producing nutritious compost for our gardens and farms. In our topsoil depleted environment in Australia, this source of soil nutrition represents a valuable resource that can help support healthy gardens.

REMONDIS operates two Organics Resource Recovery Facilities in Port Macquarie and Lake Macquarie in NSW.

In 2022 we sought to increase the tonnes of food and garden waste composted at our facilities on a 2021 baseline. We achieved this with an increase of 1.36%. REMONDIS is looking to expand our composting capacity into the future to support more organic recovery and is currently working through the approvals processes to do so.

In 2022 we also sought to support our customers in helping them divert their organics from landfill and measured our success in this regard with the tonnes of food and garden waste collected and diverted from landfill. We increased our collection of food and garden waste from just over 2,700 tonnes in 2021 to 3,100 tonnes in 2022* representing a 15% increase on organics collection and a significant diversion from landfill. In 2023 we will be looking to re-double our efforts on increasing organics collections, offering our clients more opportunity to reduce the Scope 3 emissions from their waste through this important shift in source separation.

Waste hierarchy: Recover Energy

REMONDIS remains committed to developing Energy Recovery Facilities (ERFs) – also known as Energy from Waste or Waste to Energy – in Australia and has made important progress in working towards an energy recovery project in South East Queensland in 2022.

Recognising the significant planning and environmental approval requirements, in a rapidly changing policy landscape, REMONDIS has amended its target for the progression of an ERF to be achieved by 2030. We have also recognised that there are multiple opportunities that would benefit from an ERF and broadened the target to the East Coast of Australia to recognise these options. Energy recovery is the best possible use of residual, unrecyclable waste and our commitment to providing best practice energy recovery facilities, based on our depth of experience in Europe, is unwavering.

In 2022 we received the necessary operating permissions and installed capability to produce Refuse Derived Fuel (RDF) at our Tomago Resource Recovery Facility. This processing line is designed to sort through specific waste streams acceptable for this line, recover all potential recyclable materials and bail the residual material for use in an energy recovery facility. REMONDIS continues to commission and refine this process to supply our customers with RDF suitable for offsetting their otherwise fossil fuel intake.

*Note that as these figures are calculated solely by REMONDIS collections, this will be an underestimate of the total diverted tonnes, currently excluding work that is sub-contracted. As we improve our systems, we will report all REMONDIS collected organic waste into the future.



Tomago Resource Recovery Facility

Our multi-functional waste processing facility at Tomago fills a critical recycling gap in the Hunter Valley, with the potential to lift local recycling to unprecedented levels.

The \$22 million Tomago Resource Recovery Facility nearly doubles the amount of waste REMONDIS handles in the Hunter, from about 55,000 tonnes to nearly 100,000 tonnes per year.

Sitting within Tomago's industrial precinct, the facility receives a wide array of waste for processing and recycling, including paper, cardboard, plastics, glass, metals, wood, concrete, out-of-spec packaged food products, electronic goods, hydrocarbons and liquids such as waste oil and oily water.

A centrepiece is a Refuse Derived Fuel (RDF) facility, which processes waste into a solid fuel that can be used for energy-making in industrial settings, and as a cleaner alternative to the burning of fossil fuels such as coal.

The waste comes from homes, businesses, construction and mining sites across the Hunter, Lake Macquarie and Central Coast, with up to 93 percent of received matter to be processed for recycling.

Waste hierarchy: Treat

Running a sustainable business such as ours also means finding ways to treat waste that would, at first glance, appear unable to be safely treated. In 2022 we committed to increasing the tonnes of hazardous waste chemicals treated as well as expand the number of facilities offering treatment options for hazardous chemicals.

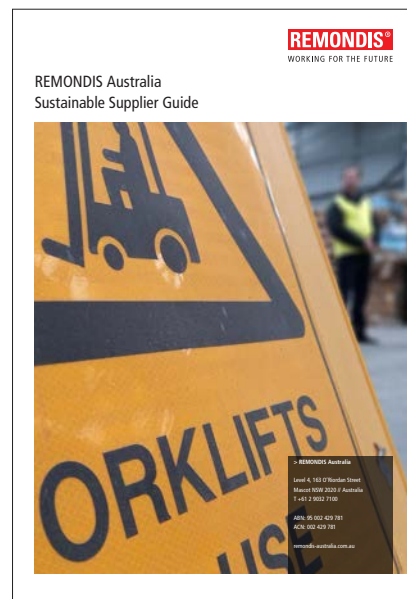
We achieved this in 2022 though:

- In April 2022 REMONDIS acquired a 100% stake in Environmental Treatment Solutions (ETS) through which we offer a means to consolidate, treat and process hazardous waste. ETS works across the entire hazardous chemical waste chain to provide avenues for recycled products returning hazardous chemicals to production cycles wherever possible.
- In April 2022 the REMONDIS Aqua business commenced treating oily water at our Northgate facility to reduce the volume of liquid waste being disposed of to regulated waste.
- In 2022 REMONDIS received permission to treat leachate at our Somerton Liquid Processing Plant in Victoria.
- In August 2022 REMONDIS officially opened its Tomago Resource Recovery Facility which is permitted to receive certain hazardous substances for specific treatment.

In 2023 we will be looking to increase the tonnes of hazardous chemicals treated.

Working with our suppliers

In our 2022 Sustainability Strategy we committed to developing a supplier guide to ensure that our business partners were aware of and could plan their contribution to REMONDIS' ambitions against our material United Nations Sustainable Development Goals. This supplier guide was developed and released in June of 2022 and will be updated in 2023 to reflect REMONDIS' more ambitious strategy.





Water

In renewing our Sustainable Materiality Assessment in 2022, we determined that the UN Sustainability Development Goal for water was material for REMONDIS' operations. Accordingly, REMONDIS has introduced two additional targets in relation to the measurement and management of water within our portfolio of assets in 2023.

Based on the principle that you can only manage what you measure, in 2023 REMONDIS will measure the rainwater captured, onsite water usage and recycling at each of our sites. Based on this analysis in 2023, we will be looking to improve the efficiency of our water use into the future.

Further, the generation of leachate at our sites represents an important managed risk at our environmentally licenced sites. Our current management strategies whilst achieving compliance, could be improved upon to further reduce environmental risk and we will commence this program with upgrading the leachate treatment at one environmentally licenced site to the best practice employed by similar operational sites.

REMONDIS Aqua

Since its launch in Australia in 2019, REMONDIS Aqua has secured two significant contracts in Queensland's transport and local government sectors.

We were excited to launch our first commercial wastewater treatment plant at Northgate Resource Recovery Facility in Brisbane in 2022, expanding the company's range of services in South East Queensland. The facility is available for REMONDIS' operations and can accept third-party liquid waste. Its strategic location near Brisbane's trade coast industrial area and transport corridors offers greater convenience and choice for the market, reducing the need for extended transport and lowering operational costs.

^ Commercial wastewater processing at REMONDIS Northgate Resource Recovery Facility



^ Caught on film by Wildlife Queensland at Springmount Waste Management Facility; Whiptail Wallaby (top) and Northern Brown Bandicoot

Biodiversity and conservation

In 2022 we sought to work within the local community to enhance our environment, particularly in relation to the unique species that call Australia home.

As part of this we committed to piloting two projects to protect endangered species in Australia. We piloted projects at two of our sites, REMONDIS' Springmount and Swanbank Waste Management Facilities in Queensland.

At our Springmount Waste Management Facility (a joint venture with fgf Developments) REMONDIS partnered with Wildlife Queensland to conduct a survey and provide recommendations as to how REMONDIS can protect Eastern Quolls at the site. Wildlife Queensland conducted this survey in November 2022, setting up baited camera lures at selected sample sites and collecting footage over a one-week period.

We were very excited to find a Northern Quoll within our site boundaries and were delighted to find an extremely wide range of additional native species, including the Short-Beaked Echidna and as set out in the table below. Disappointingly, but not unexpectedly, the highest prevalence of species recorded was the Cane Toad, with cats also recorded as a non-native predator. Wildlife Queensland provided recommended strategies to manage these pest species which will in turn protect the native species which REMONDIS will be implementing with our partners fgf Developments at the site in 2023.

REMONDIS operates the Swanbank Waste Management Facility located in the Ipswich region of South East Queensland. As part of our pilot biodiversity project, we partnered with the Ipswich Koala Protection Society to support their work in protecting the endangered koalas in the area. The society is known for its exceptional efforts in educating and rehabilitating koalas, and we at REMONDIS are delighted to have the opportunity to contribute to their cause.

REMONDIS has donated funds to the society's koala education and rehabilitation initiatives, which will be used to develop educational resources, including glovebox cards. These cards will provide guidelines on what to do when encountering a sick or injured koala.

In 2022 we also committed to conducting an employee volunteer day to provide an opportunity for our passionate environmental staff advocates. Continuing our partnership with the Ipswich Koala Protection Society, REMONDIS is helping the society where needed, to improve habitat corridors in Bellbird Park in Ipswich Queensland. REMONDIS employees plan to help with the tree planting in 2023, as trees need the cooler weather for the best chance of survival.

We're proud to be associated with the Ipswich Koala Protection Society and to support their efforts towards protecting the region's koalas.

Based on the success of these two projects REMONDIS will redouble our efforts in each of these projects and expand our biodiversity project scope to an additional two sites.

Table 1. Species captured in our wildlife survey at Springmount Waste Management Facility over a one week period, November 2022

Species	Common Name	Cameras	Triggers
<i>Rhinella marina</i>	Cane Toad	12	48
<i>Notamacropus parryi</i>	Whiptail Wallaby	9	24
<i>Petrogale mareeba</i>	Mareeba Rock-Wallaby	7	11
<i>Trichosurus vulpecula</i>	Common Brushtail	5	7
Unknown	Unidentified rodent	5	7
<i>Isoodon macrourus</i>	Northern Brown Bandicoot	4	5
<i>Tachyglossus aculeatus</i>	Short-Beaked Echidna	4	5
<i>Osphranter robustus</i>	Common Wallaroo	3	3
<i>Felis catus</i>	Cat	2	2
<i>Uromys caudimaculatus</i>	Giant White-Tailed Rat	2	2
<i>Dasyurus hallucatus</i>	Northern Quoll	1	2





Biodiversity survey

Wildlife Queensland's Quoll Seekers Network was invited to Springmount Waste Management Facility to conduct a survey and provide recommendations for the protection of Northern Quolls at the site. Project officers set up infrared cameras to record one week of activity and were delighted to find Northern Quolls among a wide range of native and introduced species.

Pictured: Common Wallaroo


Environment / 2022 Performance

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target	REMONDIS Australia 2022 Performance	2022 Target Achieved?
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	REMONDIS installed an additional 0.5MW of capacity in 2022 taking the total installed capacity to 2MW We significantly progressed approvals to install an additional install capacity of 2MW	Partially achieved
		Development of viable energy from waste and advanced waste treatment projects expanding waste infrastructure footprint for REMONDIS	Progress in viable energy from waste and advance waste treatment projects in 2022	REMONDIS received approval for the operation of the Tomago Resource Recovery Facility and commenced operations at this site in 2022. REMONDIS also acquired the Wingfield site in 2022	✓
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	Develop aluminium composite panel recycling process	Measure the tonnes of aluminium composite panel processed	REMONDIS developed and commenced operation of an aluminium composite panel recycling program	✓
		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	REMONDIS continues to develop an Energy from Waste Project to service the South East Queensland market	✓
		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	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	REMONDIS conducted pilot programs to protect endangered species at two sites
11 SUSTAINABLE CITIES AND COMMUNITIES 	Target 11.4. Strengthen efforts to protect and safeguard the world's cultural and natural heritage	Employee volunteer partnership with a nature conservancy agency	Pilot program to support employees in volunteering through a partnership with a nature conservancy agency	REMONDIS has selected and planned a project to volunteer with the Ipswich Koala Protection Society in 2023	Delayed
		Conduct community education campaigns on source separating recyclable waste	Measure the number of people participating in community education campaigns	1600 school students and their teachers trained in the Swanbank Rediscovery hub with an additional 200 Clients trained specifically in source separation	✓
	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	Promote the circular economy through increased plastic, steel, cardboard and paper recycling	Increase each of the plastic, steel, paper and cardboard diverted from landfill by REMONDIS 10% on 2021	The quantity of plastic, steel, paper and cardboard diverted by landfill increased by 23% in 2022 on the prior year	✓

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target	REMONDIS Australia 2022 Performance	2022 Target Achieved?	
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	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	Increase the tonnes of food and garden waste composted	Increased tonnes of food and garden waste composted against a 2021 baseline	REMONDIS increased the tonnes of food and Garden Waste composted by 1.36% at its Lake Macquarie and Port Macquarie Facilities compared to 2021	✓	
		Increase the collections of food and garden waste with diversion from landfill	Tonnes of food and garden waste collected and diverted from landfill	3,100 tonnes of food and garden waste was collected in 2022, an increase of 15% on the prior year	✓	
	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	Increase the amounts and types of hazardous chemicals treated to reduce environmental impact	Increased tonnes of waste Hazardous Chemicals treated	REMONDIS Australia received permission to process leachate at our Somerton facility and certain regulated wastes at our Tomago Resource Recovery Facility	✓	
		Expansion of facilities offering treatment options for hazardous chemicals	Expansion of facilities offering treatment options for hazardous chemicals	REMONDIS Aqua commenced operation of an oily water treatment facility at Northgate, QLD and our Tomago Resource Recovery Facility commenced operating	✓	
		Maintain compliance with all relevant environmental license operational requirements	No Penalty Infringement Notices for licenced environmental sites	No Penalty Infringement Notices for licenced environmental sites received in 2022	✓	
	Target 12.5. By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Expansion of facilities offering resource recovery options for our clients	Increased tonnes of material recovered through REMONDIS' facilities	REMONDIS received permission to operate a cardboard baling facility at St Mary's NSW and acquired the Seven Hills Transfer Station, NSW and the Wingfield Resource Recovery Facility	✓	
	Target 12.6. Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	Develop a supplier guide for working with REMONDIS Australia to achieve our UN SDGs	Supplier guide developed and provided to all REMONDIS Australia suppliers	Supplier guide developed and made available on the REMONDIS Australia website	✓	
	13 CLIMATE ACTION 	Target 13.2. Integrate climate change measures into national policies, strategies and planning	All new and expanding projects to consider opportunities to participate in the Australian Government's Emissions Reduction Fund	Registration of one new or expanded Emissions Reduction Project	REMONDIS significantly progressed the registration of one Emissions Reduction Project	Delayed
			Measure and report on Scope 1,2 and 3 Greenhouse Gas Emissions for REMONDIS Australia	Scope 1, 2 and 3 greenhouse gas emissions measured and reported in the 2022 REMONDIS Sustainability Report	Scope 1, 2 and 3 greenhouse gas emissions measured and reported in the 2022 REMONDIS Sustainability Report	✓
			Commence trialling emissions reductions options in our diesel heavy vehicle transport fleet	Pilot a low emissions heavy vehicle	Procurement discussions with a hydrogen vehicle supplier significantly progressed in 2022	Delayed

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	Measure and report water usage, recycling and rain water capture 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	Increase 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	Offer polystyrene recycling 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	Undertake programs 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	Commence a 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	

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2023 Objective	REMONDIS Australia 2023 Target
<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 life cycle, 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 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>13 CLIMATE ACTION</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>Perform a climate risk analysis for all operational sites</p>
		<p>Commence working towards net zero</p>	<p>Develop REMONDIS' Net Zero Strategy</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 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

At REMONDIS we are 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 to ensure the on-going prosperity of our people. With over 1000 employees, we understand that our impact extends beyond our organization 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

In 2022 we placed significant time and resources into the implementation of a new Health, Safety, Environment and Quality (HSEQ) management and reporting system, Donesafe.

The implementation of Donesafe is a positive step forward in how we manage and report our hazards/incidents and provides the tools we need to proactively manage these risks throughout the business. To ensure real time and consistent reporting, all monitoring and reporting is available through tailored Donesafe dashboards, and this has been the key tool to measure the Health and Safety performance reported in this Sustainability Report.

With the introduction of Donesafe, we have taken the opportunity to extensively revise our HSEQ Management System documentation to set consistent standards for how we work across REMONDIS. In 2023 we will be implementing additional Donesafe modules to bring certain elements of our HSEQ management system online. Importantly this will include a contractor management module, which we look forward to communicating to our contracting network.

In 2022 we committed to reducing both the number and the frequency of Lost Time Injuries across our workforce and are very pleased to report important progress in reducing both of these metrics in 2022. The reduction in our Lost Time Injuries from 21 in 2021 to 11 in 2022 with the consequent

reduction in the LTIFR from 9.9 at December 2021 to 4.2 in December 2022 demonstrates a positive downwards trend we are seeking to continue into 2023.

We will do this by applying a targeted, focused, and prioritised approach upon high potential risk within the business. We are now well placed to focus on this, building on the significant work we have conducted since 2021 to embed our HSEQ Risk Management process within all aspects of our work.

Our lead indicators for focus in 2022 included managing corrective actions to completion, undertaking a monthly workplace inspection at each site, and introducing a leadership walk requirement of our Managers and Supervisors.

Recognising the emergence of psychosocial risks as a preventable workplace injury, we took proactive steps in educating our workforce on tools and resources to take positive steps to managing their mental health. A pilot of mental health first aid training conducted at our Wingfield Resource Recovery Facility in South Australia received positive feedback from all staff enrolled and will be expanded in 2023.

Chain of Responsibility

REMONDIS understands that as an owner of a significant heavy vehicle fleet, managing the requirements of the Chain of Responsibility across the full scope of our operations is critical.

In 2022 REMONDIS revised the Chain of Responsibility training for our Managers and Supervisors and commenced rolling this out in early 2023 to ensure that our Managers and Supervisors clearly understand the requirements of a responsible party in the Chain. We will refresh the Chain of Responsibility training provided to all other staff conducting transport related activities in 2023.

A key element of the Chain is the management of preventative and corrective maintenance of our fleet of heavy vehicles. In 2022 REMONDIS embedded the Original Equipment Manufacturer (OEM) preventative maintenance scheduling requirements for each heavy vehicle in our maintenance management system MEX. Our procedures for managing daily vehicle inspections to proactively identify potential corrective actions were further embedded and we conduct routine management reviews of this activity to ensure compliance across the workforce.

Increasing Gender Equity

Disappointingly, the female participation rate at REMONDIS again remained relatively stagnant in 2022, increasing marginally from 20.86% in 2021 to 22% in 2022. Pleasingly, we are seeing substantial increases in the percentage of female participation in newly hired positions of 27% in 2022, which shows a positive trend to achieve meaningful increases in the gender diversity of our workforce.

The Workplace Gender Equality Agency Employer of Choice for Gender Equality citation program is a leading practice recognition program designed to encourage, recognise, and promote organisation active commitment to achieving gender equality in Australian workplaces. To date, no waste industry company has achieved this citation. REMONDIS Australia remains committed to the target set in 2022 of achieving Workplace Gender Equality Agency Employer of Choice for Gender Equality citation and will continue to work towards this target in 2023.

We will also be developing a diversity strategy in 2023 to provide a framework to deliver meaningful improvement in the diversity across our workforce. Lastly, building on the recent legal changes, REMONDIS will conduct a gender pay gap analysis on the published data across our employees.

▼ Susie McBurney,
2021 Woman of Waste

Celebrating our 2021 Woman of Waste

When REMONDIS Australia's Susie McBurney won the Waste Innovation & Recycling Awards' 2021 Woman of Waste Award, announced in March 2022, we already knew she was fabulous, but now the wider industry knew it too, and we could take pride in sharing this accolade.

Susie McBurney is the NSW/ACT General Manager at REMONDIS Australia and has been an active participant in the waste industry from literally day one – growing up with her family's waste business, Usshers. Susie has shown impeccable leadership and driven industry and organisational change as the first female Operational State Manager at Cleanaway in 2012 and the first female State General Manager at REMONDIS in 2014.

As the NSW/ACT General Manager for REMONDIS, Susie is responsible for 16 operational sites across NSW and ACT including resource recovery facilities and landfill operations as well as municipal, commercial and industrial collection contracts.



Supporting SMEs and Indigenous businesses

REMONDIS Australia's Integrated and Managed Services (IMS) division manages over \$120 million per annum in national waste contracts across more than 5,700 sites for 126 of Australia's largest sustainability focussed businesses. This entails finding solutions for 528,000 tonnes per annum of waste, for which we are now achieving recycling rates across our customer base in the order of 70%. That's around 369,000 tonnes of material diverted from landfill each year.

Given 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 entrepreneurial small-to-medium sized businesses which have developed specialised waste and recycling services to support their communities. We see working with these organisations as integral to our ability to give our customers access to new recycling technologies, no matter where their sites are located.

In addition, we actively seek out these SMEs and Indigenous businesses to ensure they have the opportunity to service our national customers.

This is a metric that we actively track with 40.1% of our national contract spend currently going to these organisations each year. In 2023 we will continue to investigate and undertake meaningful activities to increase Indigenous engagement across the full impact of REMONDIS Australia's work.

National Resource Recovery

National Resource Recovery is a proud family-owned recycling business located in the heart of Melbourne. Commencing operation in 1993, the Isherwood family started their innovative recycling business to recycle a range of industrial wastes when most people only considered recycling to involve cardboard and paper. They now recover a range of difficult waste streams including oil filters, waste oil, empty drums and rags from all over Victoria. The business employs 15 people and a fleet of vehicles to ensure the majority of the materials they collect are recycled. Oil filters are crushed, with the residual waste oil extracted and the metal casing sent for scrap metal recovery. Oily and solvent contaminated rags are collected, sorted, reused and laundered where possible to maximise their life.


For REMONDIS, National Resource Recovery integrate with our own fleet of equipment in Melbourne to ensure every possible waste stream is recycled from our industrial customer sites where possible.



Hazrad Australia

Hazrad Australia is a majority owned indigenous business located in Perth that specialises in hazardous waste management. Kicking off as a greenfield business in 2018, the organisation now employs 15 people, and has developed a solid reputation in Western Australia to deal with some really nasty materials such as radioactive waste, packaged controlled wastes and wastes that are also considered dangerous goods. They have recently commissioned the only PFAS contaminated water treatment facility in Western Australia and also have the capability to treat hazardous and reactive chemicals at their Bibra Lake site. They are also well regarded in providing 24 hour spill response and are our reliable go to team for difficult site clean-up activities that need immediate attention. Given their amazing growth and ability to fill highly specialised service gaps in the waste management market, REMONDIS considers Hazrad a critical partner in WA.






Social / 2022 Performance

UN SDG	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target	REMONDIS Australia 2022 Performance	2022 Target Achieved?	
 <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>	All workers trained on the requirements of Chain of Responsibility	All workers trained on the requirements of Chain of Responsibility relevant to their duties	COR training has been developed and assigned to Managers	Partially achieved	
		All heavy vehicle maintenance undertaken in accordance with preventative maintenance schedules and corrective action undertaken when identified	Embed the system and process to ensure compliance monitoring is reported across all aspects of Chain of Responsibility	All heavy vehicle maintenance is scheduled in accordance with the preventative maintenance schedules with all data tracked in our maintenance management system MEX	✓	
	<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 workers go home safe everyday</p>		Working towards zero lost time injuries	REMONDIS Australia reduced the number of LTIs from 21 in 2021 to 11 in 2022	✓
				Implementation of mobile device HSEQ management and reporting software program for all workers	Donesafe was implemented across all REMONDIS Australia employees	✓
		<p>REMONDIS Australia's safety performance trends to zero harm</p>		Reduce Lost Time Injury Frequency Rate from the 2020 baseline	LTIFR decreased from 9.9 at December 2021 to 4.2 at December 2022	✓
				Embed the systems and process for ensure corrective actions are completed	The systems and processes for ensuring corrective actions are completed were established and routinely reported on in 2022	✓
				1 workplace inspection site per month	Workplace inspections were commenced routinely at all sites in 2022	Partially achieved
				1 leadership walk per manager/supervisor per month	On average 1 leadership walk per manager/supervisor per month was conducted by the leadership team in 2022	✓

UN SDG	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target	REMONDIS Australia 2022 Performance	2022 Target Achieved?
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	Become a recognised employer of choice for women in the waste industry	Commence working towards achieving a Workplace Gender Equality Agency Employer of Choice for Gender Equality Citation	REMONDIS has not yet commenced working towards achieving a Workplace Gender Equality Agency Employer of Choice for Gender Equality Citation	Delayed
			Investigate and undertake options for increasing Indigenous engagement through REMONDIS’ activities	50-50 partnership between REMONDIS Australia and JAI-MEC Rural Contracting to form Red Earth Industrial Services	✓
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	Introduce a targeted graduate program for Indigenous employees	REMONDIS did not run a targeted graduate program for Indigenous employees in 2022	✗

Social / 2023 Objectives & Targets

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2023 Objective	REMONDIS Australia 2023 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 relevant workers have the required competencies and awareness of Chain of Responsibility</p>	<p>Continue providing COR training to all workers involved in transport related activities</p> <p>Implement improved Contractor Management system, including transport contractors</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 workers go home safe everyday</p>	<p>Working towards zero lost time injuries</p> <p>Reduce injury severity and operational impact using 2022 as the baseline</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>Improve management and control of safety associated with hazardous chemicals and hazardous waste</p>	<p>Reduce high potential incident rate associated with hazardous chemicals and hazardous waste</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>Improve equality and accessibility of opportunities for women in the workplace</p>	<p>Continue to work through Workplace Gender Equality Agency Employer of Choice Criteria</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>Advance REMONDIS AU commitment to increased diversity including gender, race, ethnicity and age</p>

Corporate 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.



Our people

REMONDIS recognises that our workers may have family caregiving commitments. To ensure that we enable our workers throughout periods of caregiving, which may include, maternity, paternity, childcare, caring for the elderly and all other forms of care, REMONDIS has strengthened our support of our workers during these periods.

As a large employer in the waste industry, REMONDIS aims to provide increased opportunity for employment for a diverse workforce across our Australian operations. We did not achieve our stated targets for this in 2022 and are committed to re-doubling our efforts in this in 2023, commencing with the reinstatement of the REMONDIS Graduate Program. We are also looking to achieve secure employment for our people, promoting internally across a range of internal opportunities and converting our labour hire and/or casual employment to permanent employment.

In 2022 we also re-established REMONDIS' membership with Australian Industry Group (Ai Group) and will develop and run industrial relations awareness training for all of our managers.

Modern Slavery

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.



On 28 June 2022 REMONDIS released its second annual Modern Slavery Statement. This is publicly available on our website at: <https://www.remondis-australia.com.au/about-remondis-australia/governance/modern-slavery-strategy/>. We will continue to publish our annual updates on modern slavery.

Driver Academy




Our People team faced significant challenges in managing the recruitment requirements of our business of 2022 which consequently resulted in delays to the development of the planned Driver Academy. While this is disappointing news, we have taken the opportunity to revisit the proposed purpose of the Academy and will be targeting increased female participation in our driving and operating workforce through the planned Academy. This opportunity to refocus will ensure we can deliver a high-quality program that meets the needs of future recruits to appropriately support them in a new career at REMONDIS.

Corporate Governance / 2022 Performance

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target	REMONDIS Australia 2022 Performance	2022 Target Achieved?
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	All Managers/Supervisors were offered the opportunity to attend Domestic and Family Violence training in 2022	Partially achieved
	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	Maintained level of engagement with employees on parental leave through training programs such as our Emerging Leaders program	✓
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	The 2021 Modern Slavery Statement was publicly released	✓
	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	A review of the Industrial Relations Policy was delayed	Delayed
		Develop a REMONDIS Driver Academy	Commence training for the first recruits at REMONDIS' Driver Academy by the end of 2022	The REMONDIS Driver Academy development was delayed	Delayed

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2021 Objective	REMONDIS Australia 2021 Target	REMONDIS Australia 2021 Performance	2021 Target Achieved?
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	The number of people employed by REMONDIS increased by 6% in 2022	✓
	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	A candidate management system, PageUp was introduced to manage recruitment. This system has functionality of anonymity and increases the transparency of open jobs	Partially achieved
10 REDUCED INEQUALITIES 	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	In 2022 the female participation rate increased marginally and the average age of our employees increased	Partially achieved

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)
	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

2023 Sustainability Objectives & Targets






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	Measure and report water usage, recycling and rain water capture 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	Increase 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	Offer polystyrene recycling 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	Undertake programs 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	Commence a 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	

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2023 Objective	REMONDIS Australia 2023 Target
<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>Increase 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>13 CLIMATE ACTION</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>Perform a climate risk analysis for all operational sites</p>
		<p>Commence working towards net zero</p>	<p>Develop REMONDIS' Net Zero Strategy</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 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 2023 Objective	REMONDIS Australia 2023 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 relevant workers have the required competencies and awareness of Chain of Responsibility</p>	<p>Continue providing COR training to all workers involved in transport related activities</p> <p>Implement improved Contractor Management system, including transport contractors</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 workers go home safe everyday</p>	<p>Working towards zero lost time injuries</p> <p>Reduce injury severity and operational impact using 2022 as the baseline</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>Improve management and control of safety associated with hazardous chemicals and hazardous waste</p>	<p>Reduce high potential incident rate associated with hazardous chemicals and hazardous waste</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>Improve equality and accessibility of opportunities for women in the workplace</p>	<p>Continue to work through Workplace Gender Equality Agency Employer of Choice Criteria</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>Advance REMONDIS AU commitment to increased diversity including gender, race, ethnicity and age</p>

Corporate Governance / 2023 Objectives & Targets

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2023 Objective	REMONDIS Australia 2023 Target
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	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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