

REMONDIS Australia Sustainable Supplier Guide



> **REMONDIS Australia**

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

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

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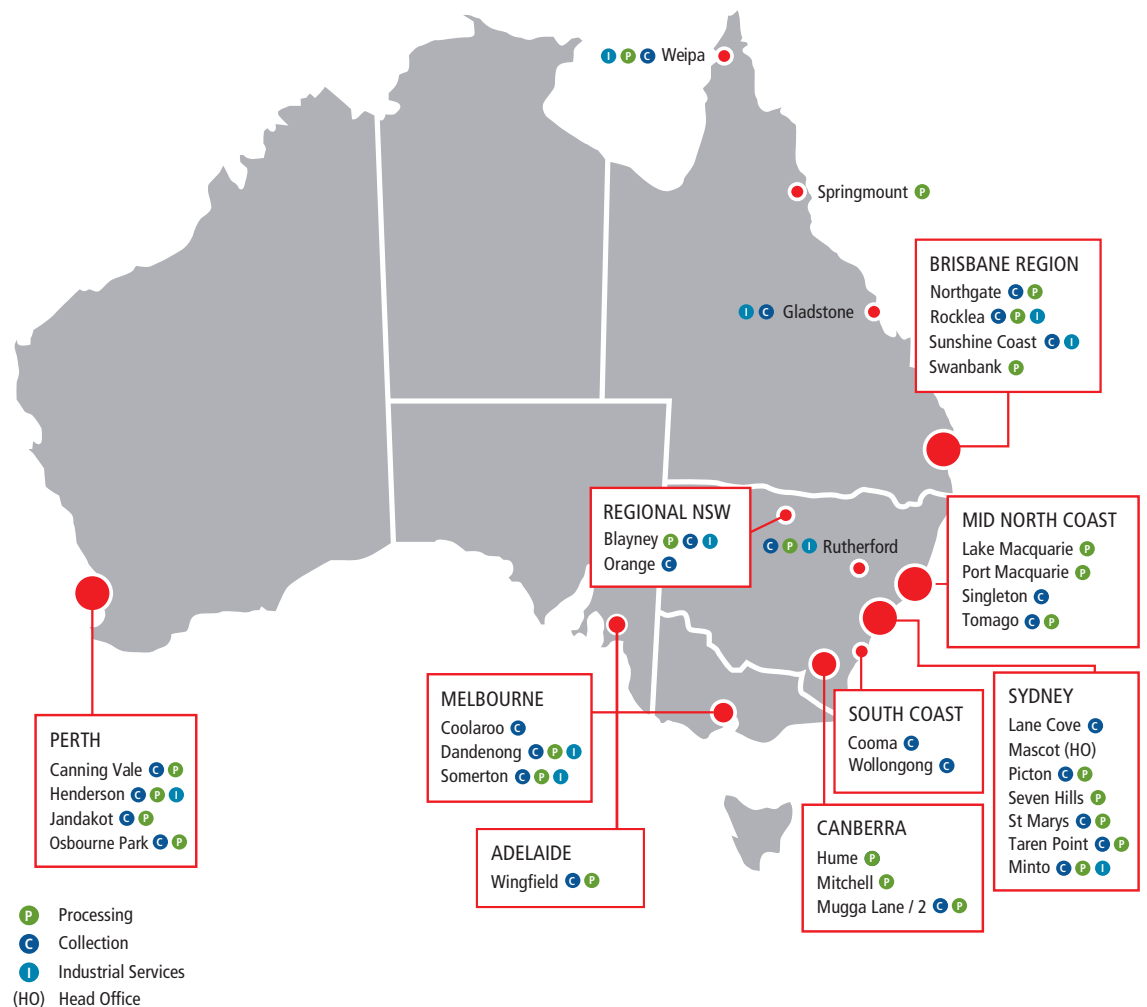
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About REMONDIS

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.



About this Sustainable Supplier Guide

REMONDIS Australia is committed to conducting our business in a manner to ensure we are meeting the needs of the present without comprising the ability of future generations.

REMONDIS supports the advancement of the United Nations Sustainable Development Goals (SDGs), and has aligned its sustainability strategy to these Goals.

This Sustainable Supplier Guide outlines the specific objectives and targets, aligned to their respective SDGs, that REMONDIS is currently working towards.

To mirror the structure of our sustainability reports and strategy, these are structured across the Environment, Social and Corporate Governance aspects of our business.

Suppliers' commitments

In our annual Sustainability Report, REMONDIS outlines the goals and specific targets which we have assessed we can significantly impact through our operations. REMONDIS provides this Guide to assist our suppliers in working with us to progress these goals and targets.

REMONDIS recognises that not all goals are relevant to all procurement and service delivery activities. REMONDIS will prioritise suppliers who can demonstrate a commitment to advancing the UN Sustainable Development Goals relevant to their goods and services. At REMONDIS we are committed to playing our part and ask that our suppliers support us in this endeavour.



These are the ten United Nations Sustainable Development Goals (SDGs) towards which REMONDIS Australia can make the greatest contribution, and those that matter most to our customers

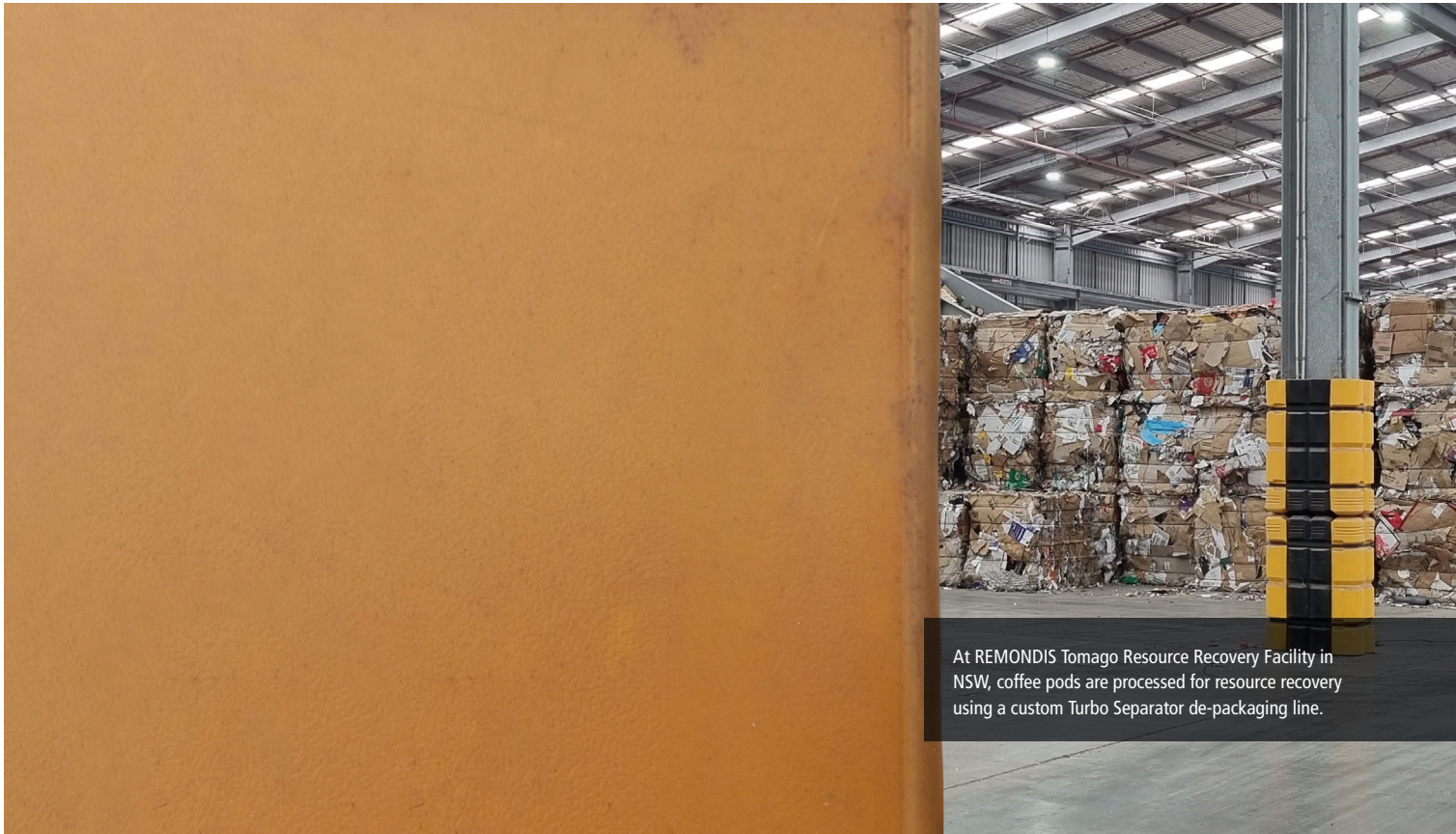


In 2023 REMONDIS Australia is trialling one of the world's first zero-emission waste collection trucks as part of its commercial operations, in collaboration with valued suppliers aligned with our goals.

Developed by Hyzon Motors in Australia, in partnership with Superior Pak, the truck's fuel cell electric engine relies on hydrogen funnelled from specially made tanks, which combines with air to generate electricity that powers the truck. The Fuel Cell Electric Vehicle technology only results in water vapour emissions.

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.



At REMONDIS Tomago Resource Recovery Facility in NSW, coffee pods are processed for resource recovery using a custom Turbo Separator de-packaging line.

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

People, their safety and prosperity, are the core preoccupations of our business. As a proud employer of more than 1,100 people, we recognise our impact extends to our business partners and the broader community in which we operate.

REMONDIS is committed to establish, practice and monitor safe systems of work for its operations at all times. REMONDIS also commits to providing the necessary capital and human resources to identify, assess and eliminate risk to our business partners or members of the community who may be affected by the operations and undertakings of REMONDIS.

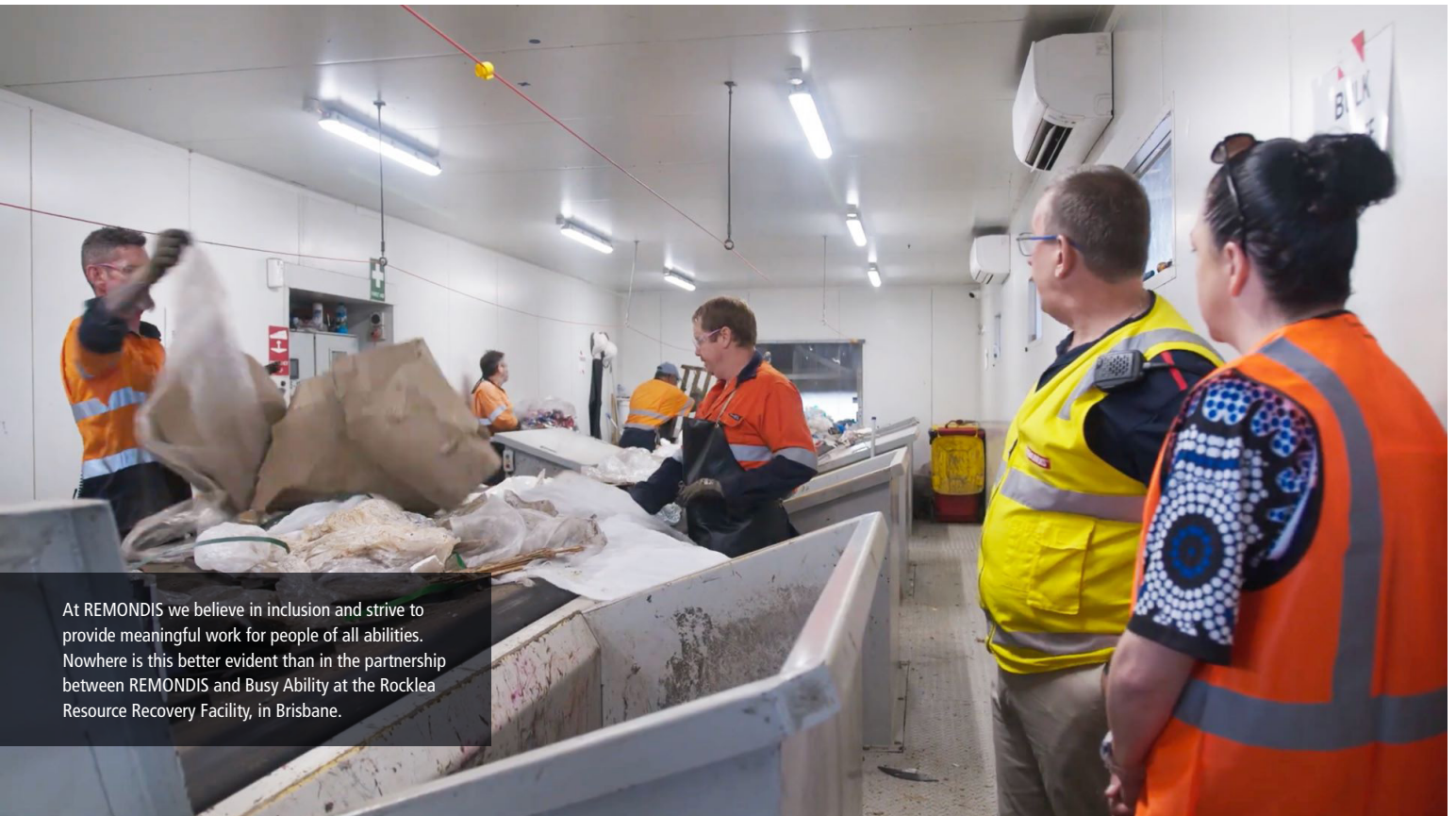


Social / 2023 Objectives & Targets

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





Corporate Governance

REMONDIS Australia's 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. REMONDIS recognises that by working to reduce inequities within the business we not only create a fairer society for all, but we will benefit in the ideas and knowledge that only a diverse workforce can provide. This will also be reflected in how we choose to work with our suppliers.



At REMONDIS we believe in inclusion and strive to provide meaningful work for people of all abilities. Nowhere is this better evident than in the partnership between REMONDIS and Busy Ability at the Rocklea Resource Recovery Facility, in Brisbane.

Corporate Governance / 2023 Objectives & Targets

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2023 Objective	REMONDIS Australia 2023 Target
5 GENDER EQUALITY 	Target 5.1. End all forms of discrimination against all women and girls everywhere	Work towards elimination of structural discrimination in the workplace	Undertake gender pay gap analysis across all REMONDIS employees
	Target 8.5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Improve employment opportunities for young people	Run a Graduate Program across REMONDIS for young university graduates
8 DECENT WORK AND ECONOMIC GROWTH 	Target 8.7. Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Embed the anti-slavery policy and Modern Slavery Reporting	Release 2022 Modern Slavery Statement publicly
	Target 8.8. Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Continue to develop managers' awareness of industrial relations	Develop and run industrial relations awareness training for all managers
		Develop a REMONDIS Driver Academy	Establish REMONDIS Driver Academy with a priority focus on increasing the number of women driving and operating heavy equipment at REMONDIS
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Target 9.2. Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries	Increased employment opportunities across REMONDIS' Australian operations	Increase the number of internal promotions for a range of available opportunities Increase conversions into secure stable employment with REMONDIS (labour hire or casual employment to permanent employment)
10 REDUCED INEQUALITIES 	Target 10.3. Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	Further advance towards achieving the WGEA Employer of Choice status	Select two priority criteria from the WGEA Employer of Choice guidelines and fully implement these



WORKING FOR THE FUTURE

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

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

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

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

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