

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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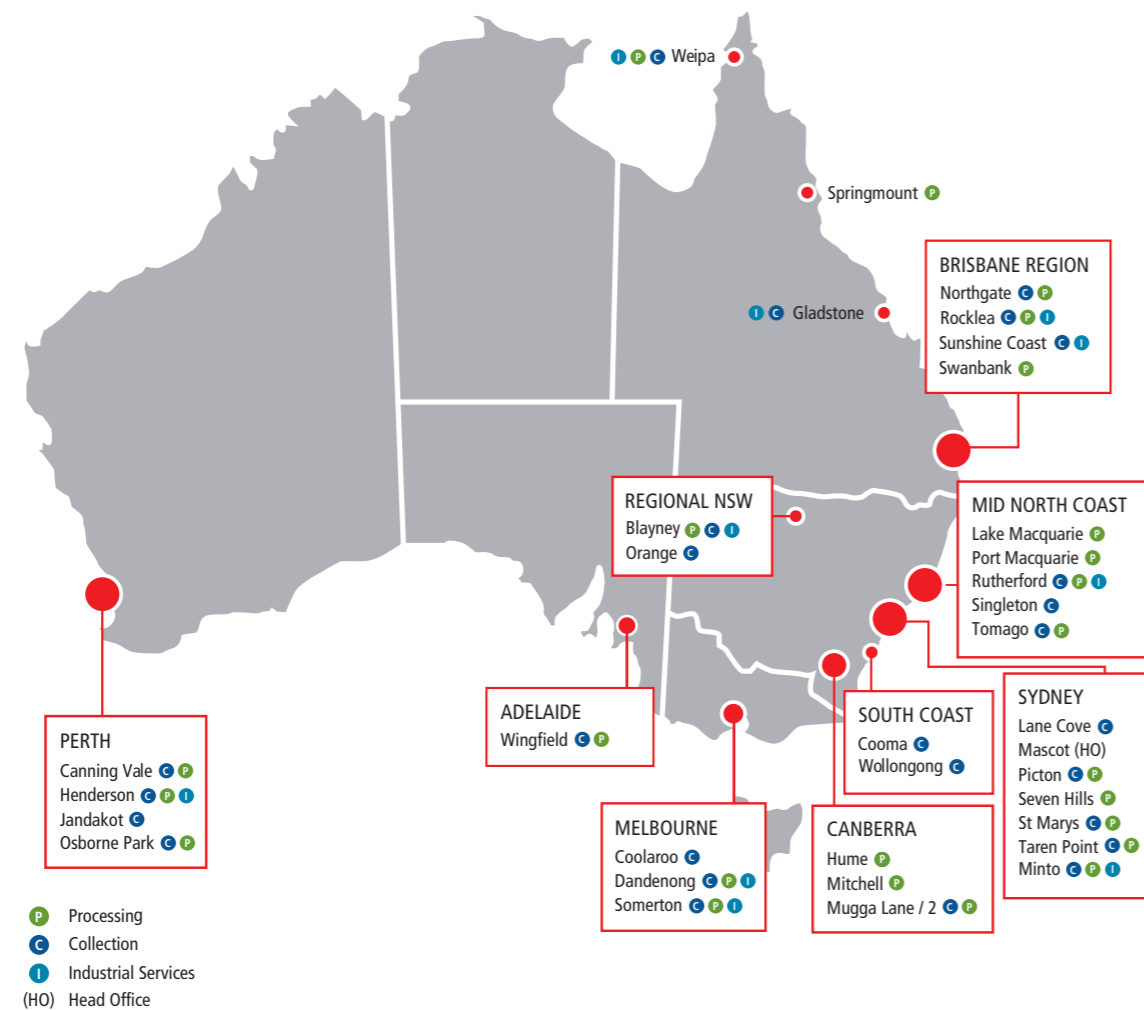
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Introducing REMONDIS

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 30 million people worldwide.

Operating locally since 1982, 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 working towards in 2022.

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.



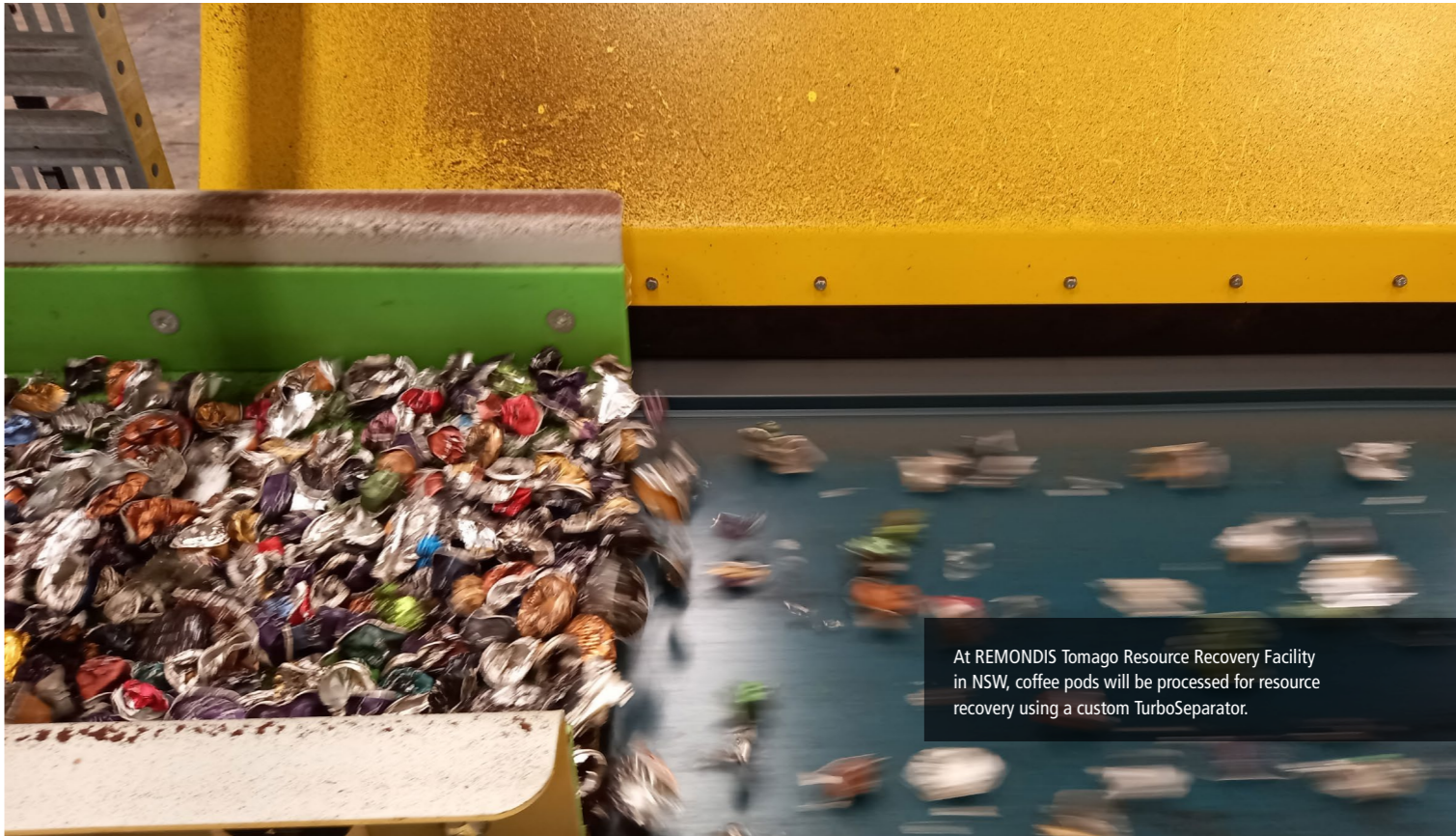
These are the nine United Nations Sustainable Development Goals (SDGs) towards which REMONDIS Australia can make the greatest contribution, and those that matter most to our customers



REMONDIS Tomago Resource Recovery Facility – shown here during commissioning – will see REMONDIS nearly double the amount of waste it handles in the NSW Hunter Region, from around 55,000 tonnes to nearly 100,000 tonnes per year.

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 will be processed for resource recovery using a custom TurboSeparator.

Environment Objectives & Targets

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target
7 AFFORDABLE AND CLEAN ENERGY 	Target 7.2. By 2030, increase substantially the share of renewable energy in the global energy mix	Double the installed renewable energy generation capacity on a 2021 Baseline	Increase REMONDIS' total installed renewable Energy capacity to more than 3 MW
	Target 8.2. Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors	Develop an aluminum composite panel recycling process	Commence recycling aluminum composite panels
8 DECENT WORK AND ECONOMIC GROWTH 	Target 9.1. Target 9.1. Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	Development of viable energy from waste and advanced waste treatment projects expanding waste infrastructure footprint for REMONDIS	Progress in viable energy from waste and advance waste treatment projects in 2022
	Target 9.4. By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	Development of an Energy from Waste Project to service the South East Queensland Market	Ongoing progression of technical development, environmental testing and necessary regulatory approvals to gain approval for an Energy from Waste Project
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Target 11.4. Strengthen efforts to protect and safeguard the world's cultural and natural heritage	Conduct a pilot program at two REMONDIS sites to support efforts to protect endangered species Employee volunteer partnership with a nature conservancy agency	Pilot program to support efforts to protect endangered species commenced at two sites Pilot program to support employees in volunteering through a partnership with a nature conservancy agency commenced
	Target 11.6. By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	Conduct community education campaigns on source separating recyclable waste Promote the circular economy through increased plastic, steel, cardboard and paper recycling	Measure the number of people participating in community education campaigns Achieve a 10% increase on each of the plastic, steel, paper and cardboard diverted from landfill by REMONDIS on 2021 levels
11 SUSTAINABLE CITIES AND COMMUNITIES 			

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target
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	Increase tonnes of food and garden waste composted against a 2021 baseline
		Increase the collections of food and garden waste diverted from landfill	Increase tonnes of food and garden waste collected and diverted from landfill against a 2021 baseline
	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	Increase tonnes of waste Hazardous Chemicals treated against a 2021 baseline
		Expansion of facilities offering treatment options for hazardous chemicals	Expand the number of facilities offering treatment options for hazardous chemicals
		Maintain compliance with all relevant environmental license operational requirements	No Penalty Infringement Notices for licenced environmental sites
	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	Increase the tonnes of material recovered through REMONDIS' facilities
	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 to be developed and provided to all REMONDIS Australia Suppliers
13 CLIMATE ACTION 		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
	Target 13.2. Integrate climate change measures into national policies, strategies and planning	Measure and report on Scope 1,2 and 3 Greenhouse Gas Emissions for REMONDIS Australia	Measure and report on Scope 1, 2 and 3 greenhouse gas emissions in the 2022 REMONDIS Sustainability Report
		Commence trialling emissions reductions options in our diesel heavy vehicle transport fleet	Pilot a low emissions heavy vehicle

Social

People, their safety and prosperity, are the core preoccupations of our business. As a proud employer of more than 900 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.

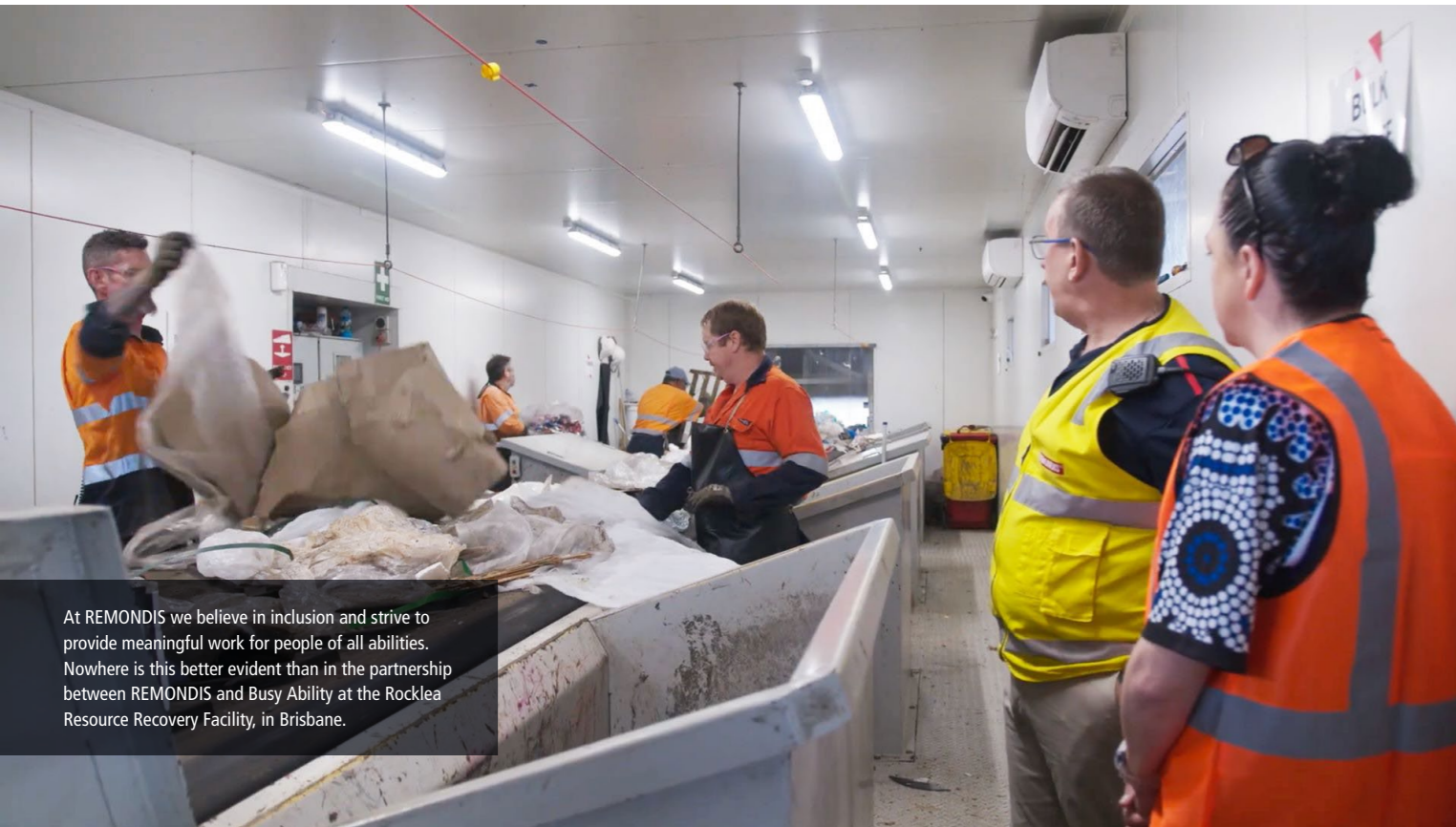


Social Objectives & Targets

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target
<p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Target 3.6. By 2020, halve the number of global deaths and injuries from road traffic accidents</p>	All workers trained on the requirements of Chain of Responsibility	All workers trained on the requirements of Chain of Responsibility relevant to their duties
		All heavy vehicle maintenance undertaken in accordance with preventative maintenance schedules and corrective action undertaken when identified	Embed the systems and processes to ensure compliance monitoring is reported across all aspects of Chain of Responsibility
	<p>5 GENDER EQUALITY</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>	REMONDIS Australia workers go home safe everyday
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
			1 Workplace inspection per site/month 1 Leadership walk per Manager/Supervisor/Month
<p>10 REDUCED INEQUALITIES</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>	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
		Increase Indigenous engagement	Investigate and undertake options for increasing Indigenous engagement through REMONDIS' activities Introduce a targeted graduate program for Indigenous employees
	<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>		

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 Objectives & Targets

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target
5 GENDER EQUALITY 	Target 5.1. End all forms of discrimination against all women and girls everywhere	Recognise domestic violence, particularly violence against women as a significant societal workplace issue	Develop and implement policies and embed with internal training on supporting issues of domestic violence
	Target 8.5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Strengthen REMONDIS' support for the continued full and product employment for caregivers	Increase in employees returning to work following a period of caregiving on a 2021 baseline
8 DECENT WORK AND ECONOMIC GROWTH 	Target 8.7. Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Embed the anti-slavery policy and Modern Slavery Reporting	Release 2021 Modern Slavery Statement publicly
	Target 8.8. Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Undertake a review of REMONDIS Australia's Industrial Relations Policy Develop a REMONDIS Driver Academy	Train all Managers/Supervisors on the updated Industrial Relations Policy Commence training for the first recruits at REMONDIS' Driver Academy by the end of 2022
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Target 9.2. Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries	Increased employment opportunities across REMONDIS' Australian operations	Increase number of people employed
10 REDUCED INEQUALITIES 	Target 10.3. Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	Review all relevant employment policies and recruitment processes to consider opportunities for increased diversity	Review and update employment and recruitment policies for opportunities to increase diversity
	Target 10.4. Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	Partner with selected agencies to source candidates with diverse backgrounds	Increase employment at REMONDIS of those with diversity in age, sex, disability, race, ethnicity, origin, religion or economic or other status



WORKING FOR THE FUTURE

REMONDIS is one of the world's largest recycling, service and water companies. The group has branches and associated businesses in more than 30 countries across Europe, Africa, Asia and Australia. With over 40,000 employees, the group serves around 30 million people as well as many thousands of companies. The highest levels of quality. Working for the future.