

REMONDIS®

WORKING FOR THE FUTURE

REMONDIS Australia Sustainability Report 2021



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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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Björn Becker
Chairman

Message from our Chairman

It is with great pleasure that I present REMONDIS Australia's first Sustainability Report.

REMONDIS Australia is committed to conducting our business in a way that ensures we are meeting the needs of the present without comprising the ability of future generations. This 2021 Sustainability Report documents our progress in achieving the targets we set ourselves for 2021 to achieve our environment, corporate governance and social ambitions, building on these to identify areas for improvement for 2022.

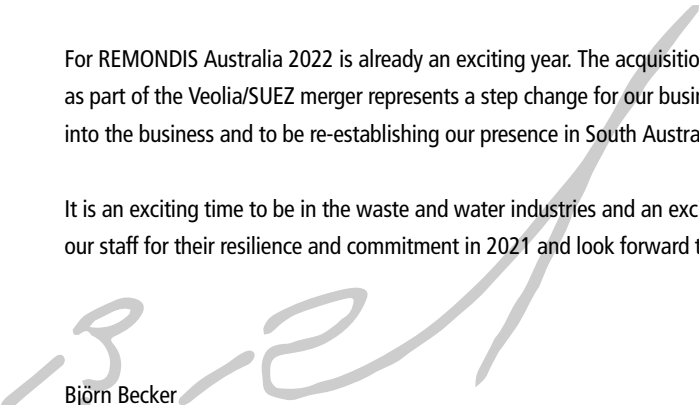
2021 was a challenging year for our operational teams, dealing with the ongoing challenge of COVID and its disruption for our clients, for our staff and for the continuous operation of our critical infrastructure. Our staff have shown resilience, humour and spirit in continuing their work and for that I would like to thank each and every staff member for their efforts. To have achieved the vast majority of our Sustainability Strategy for the year, alongside the disruptive nature of COVID-19, demonstrates the commitment our staff and management have to achieving better business outcomes through our work.

Our key achievements include establishing the resource recovery line at Rocklea to increase the recycling diversion rate, gaining approval for our Tomago Resource Recovery Facility, registering three Emissions Reduction Fund projects to increase the greenhouse gas abatement REMONDIS achieves, and the release of our first Modern Slavery Statement.

I am excited to be releasing our renewed focus for the 2022 year simultaneously with our 2021 results. Our 2022 targets build on the 2021 Sustainability Strategy to embed our ambition for achieving environmental, social and corporate governance objectives as part of our new business-as-usual approach.

For REMONDIS Australia 2022 is already an exciting year. The acquisition of operations at Seven Hills, Wingfield and Jandakot as part of the Veolia/SUEZ merger represents a step change for our business. We are delighted to welcome our new colleagues into the business and to be re-establishing our presence in South Australia.

It is an exciting time to be in the waste and water industries and an exciting time for REMONDIS. I would like to thank all of our staff for their resilience and commitment in 2021 and look forward to a sustainable 2022.


Björn Becker
Chairman
REMONDIS Australia



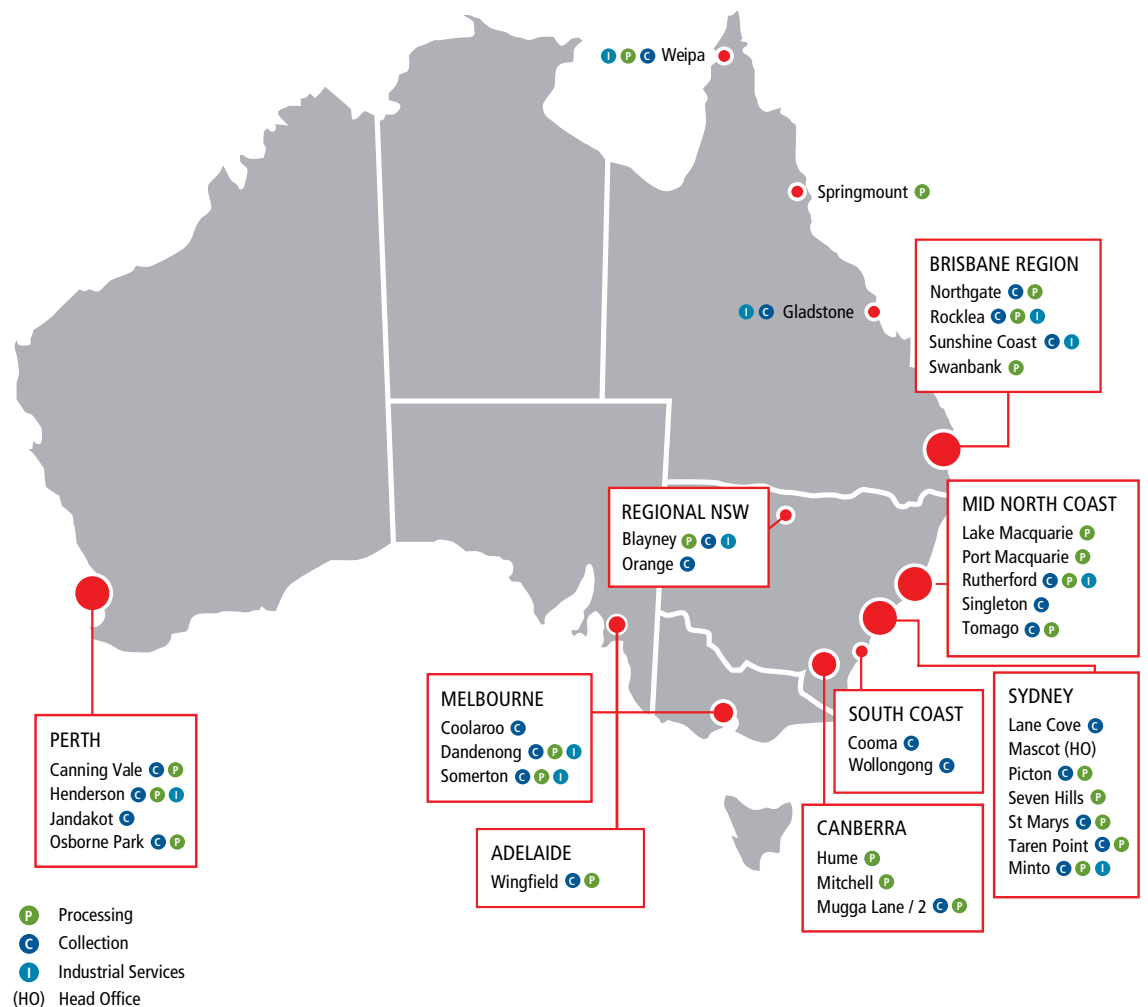
At our REDiscovery Hub community education centre at Swanbank, Project Director Stefan Dittrich introduces resource recovery to the next generation.

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.



Our approach to sustainability reporting

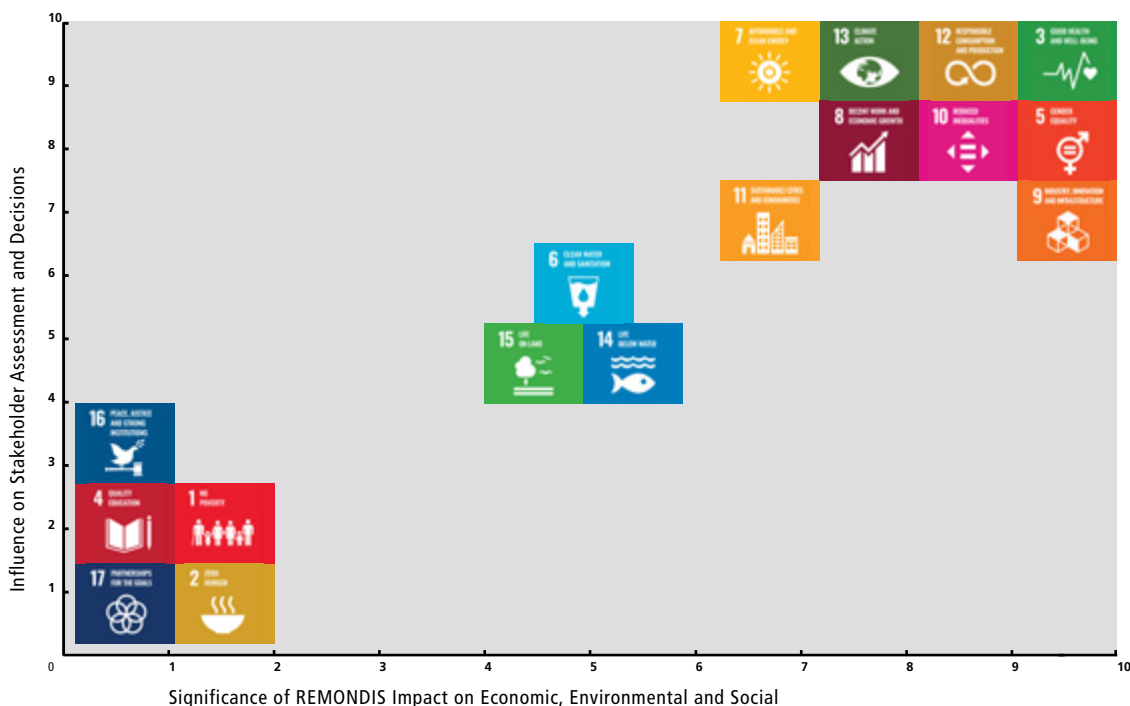
Our approach to setting our Sustainability Goals is guided by the recommended approach outlined in the United Nations Global Compact document, Integrating the Sustainable Development Goals into Corporate Reporting: A Practical Guide, which recommends a prioritisation principle for reporting against the United Nations' Sustainability Development Goals (SDGs).

REMONDIS Australia first identified all potential stakeholders for our Sustainability Strategy, then conducted an internal materiality assessment with our 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.

It is our intention to conduct similar prioritisation activities with all identified stakeholders in future years to further refine the areas of focus for REMONDIS Australia in contributing to these international priorities for sustainability improvement.

REMONDIS Australia maintains certifications to ISO Standards 9001, 14001 and 45001. This document also sets the objectives and targets for our 2022 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, and in 2022 we are looking to build on these to enhance our positive impact.

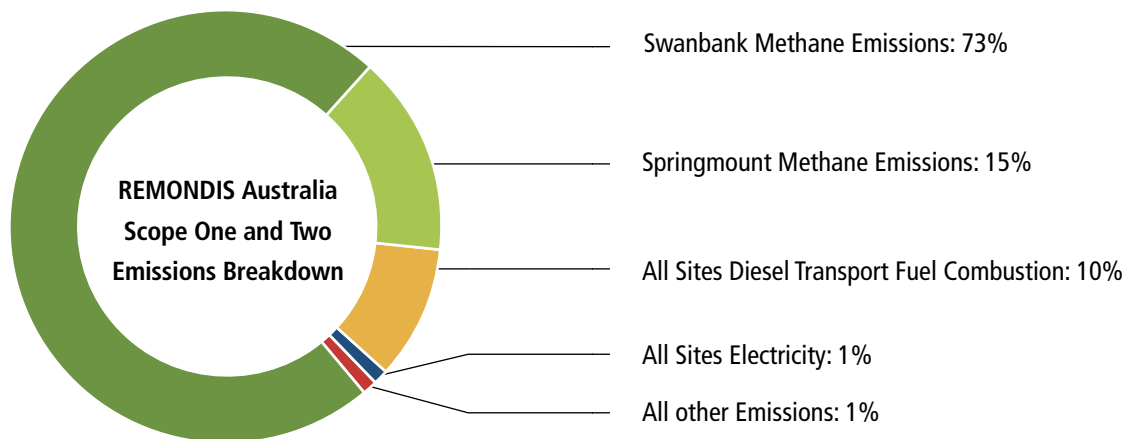
Reducing our climate change impact

Every year, REMONDIS' Lippe Plant – Europe's largest industrial recycling centre – alone cuts greenhouse gas emissions by almost half a million tonnes of carbon dioxide equivalent gas (tCO₂-e). Globally, both our production of renewable energies and our efficient thermal treatment of non-recyclable residual materials make a significant contribution towards tackling climate change.

Locally, REMONDIS Australia committed to reporting our Scope 1 and Scope 2 greenhouse gas emissions. We do this on an Australian financial year basis consistent with the requirements of the National Greenhouse and Energy Reporting Act 2008 (Commonwealth). In FY20/21 REMONDIS Australia Pty Ltd emitted 301,238 tonnes of carbon dioxide equivalent gasses as Scope 1 emissions and 3,188 tCO₂-e as Scope 2 emissions.

The graph below demonstrates that the most material of all of our emissions sources is the methane emitted from the two landfills under our operational control for the purposes of NGERs: Springmount and Swanbank. These emissions substantively increased in FY20/21 due to the increase in the global warming potential of methane from 25 to 28.

REMONDIS is committed to reducing our greenhouse gas emissions. We have considered our material emissions scopes and sources and designed emissions reduction projects for each of these individually.





Swanbank REDiscovery Hub

In October 2021 the Swanbank REDiscovery Hub was opened at the Swanbank site, providing access to schools and community groups from Ipswich and the surrounding regions.

Australia is the second highest producer of waste per capita in the world. This interactive education room addresses the impact of waste generation and waste disposal on the environment and explains practical methods to minimise waste by reducing, reusing, and recycling.

The centre is fully funded by REMONDIS with programs devised and delivered by independent professional educators. REMONDIS is also arranging free bus rides to transport visitors to and from the centre. Hundreds of students visited in the last term of 2021, and we look forward to welcoming many more in 2022!

> WHAT ARE GLOBAL WARMING POTENTIALS? 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. Sourced from Clean Energy Regulator (2021), Global Warming Potentials, <http://www.cleanenergyregulator.gov.au/>

Swanbank methane emissions

Through our ReOrganic joint venture with LMS Energy, REMONDIS operates one of Australia's oldest landfill gas flaring and electricity generation projects, at our Swanbank Renewable Energy and Waste Management Facility (Swanbank). This registered Emissions Reduction Fund project, collects the methane from our landfill and burns this either through flares or through electricity generation. The emissions abatement is achieved through the combustion of methane, with its global warming potential of 28 carbon dioxide equivalence. By burning methane to release carbon dioxide instead, with its global warming potential of 1, REMONDIS is effectively reducing the carbon dioxide equivalent gas released to the atmosphere. In 2021 we registered this project through the continuation method available to continue to generate Australian Carbon Credit Units for an additional five year period.

In 2021 we registered an additional expansion Emissions Reduction Fund project at Swanbank to install new infrastructure to significantly increase the scope of the existing project, capturing increased volumes of gas for the purposes of electricity generation. The benefits of this project are two-fold: the reduction in greenhouse gas emissions for Swanbank and the generation of renewable electricity. In 2022 we plan to install and commission the gas wells and additional electricity generation associated with this expansion Emission Reduction Fund project, reducing our greenhouse gas emissions and increasing the installed renewable energy generation across the REMONDIS portfolio.

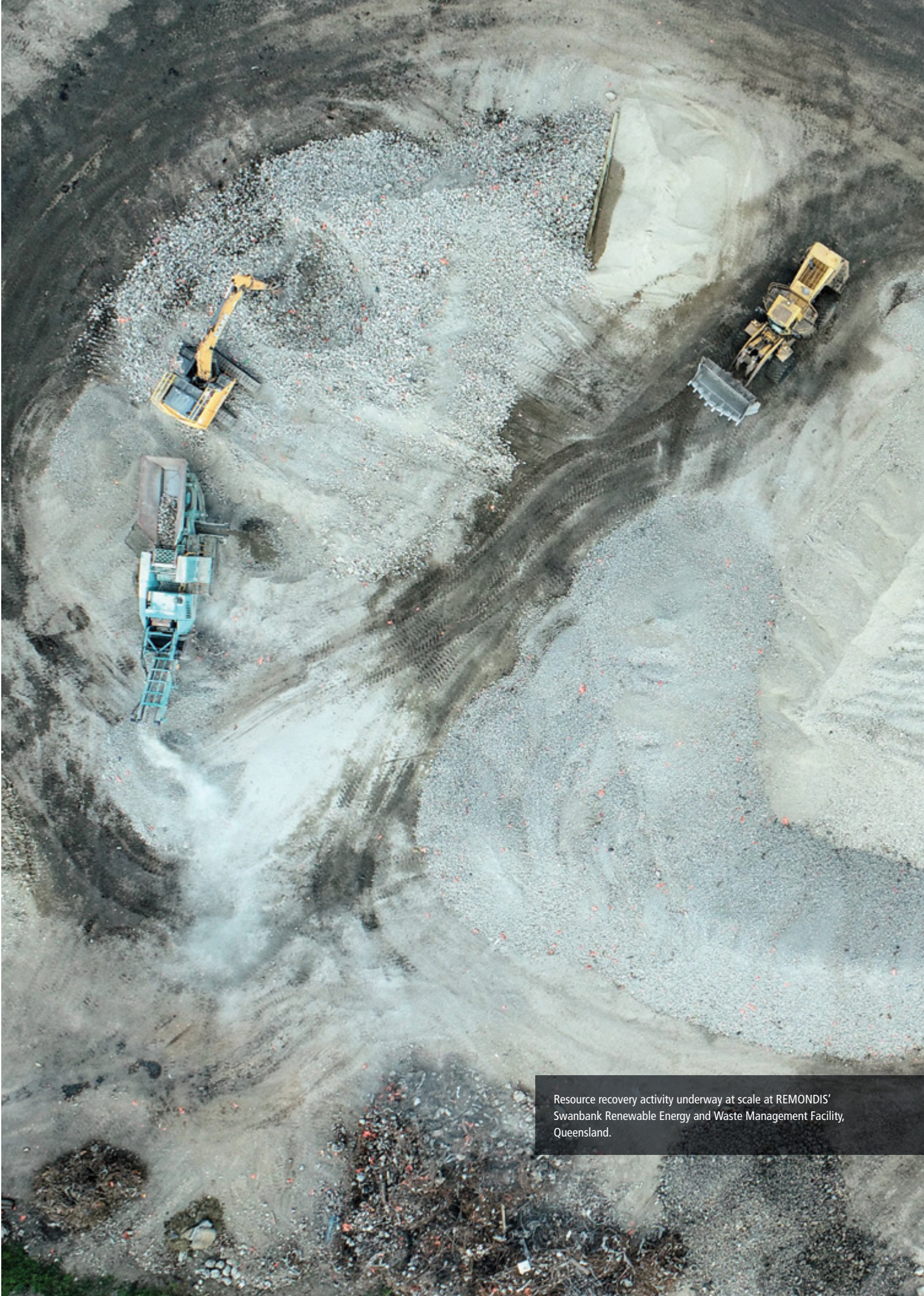
Springmount methane emissions

Historically our Springmount site had limited landfill gas collection to that required to ensure the safety of the landfill operations. 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. 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.

In 2022 we plan to install and commission the gas wells and flares associated with this registered project, to reduce our greenhouse gas emissions profile.

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 emissions in FY20/21. Throughout 2021 we pursued a number of opportunities to reduce the emissions intensity of our fleet and in 2022 are targeting a pilot of a low-emission heavy vehicle. At this stage REMONDIS is technology agnostic on this trial and are considering all options for achieving this.



Resource recovery activity underway at scale at REMONDIS' Swanbank Renewable Energy and Waste Management Facility, Queensland.

Electricity use

At our Port Macquarie and Unanderra depots REMONDIS has installed solar systems providing renewable energy for direct use at the depot and offsetting grid supplied electricity. In 2021 REMONDIS set itself the target of increasing the amount of installed renewable energy capacity at our facilities. Our work on this was delayed and as such we are increasing our planned commitment in 2022 to double the current installed renewable energy capacity across our facilities to 3MW, or enough to power 4,500 households for a year.

All other opportunities for emissions reductions

We are committed to exploring all options for reducing the greenhouse gas emissions as we expand the scope of our services and sites in 2022.

Reporting our Scope 3 impact

To understand the full impact of REMONDIS Australia's operations in relation to greenhouse gas emissions REMONDIS is committed to calculating our Scope 3 emissions for the FY21/22 reporting year and publishing these in the next Sustainability Report.

Environmental compliance

As a responsible operator of our environmentally licensed sites, REMONDIS is committed to conducting all of our activities 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 suppliers' operations.

On 19 May 2021 NSW EPA issued REMONDIS Australia with a penalty notice for emitting odour beyond the boundary of the premises at the Lake Macquarie Organic Resource Recovery Facility at 367 Wilton Road, Awaba. REMONDIS acknowledge the issues with odour management at the Awaba facility and have been working closely with both the Lake Macquarie City Council and the NSW EPA to improve site practices and the facility itself. We understand our obligations to perform our operations within our environmental authority limits, specifically to ensure that there is no offensive odour from the boundary of our facility.

We have undertaken the following remedial actions to minimise the impact of our activities:

- We apply a covering material to any stockpiled incoming waste received prior to the close of business each day
- We schedule our movements of the maturing compost piles to coincide with low wind speed days
- Repairs have been conducted and are continuing to areas where rainwater pooled in the F20/21 Summer
- A liquid pump truck is on stand-by to ensure no rainwater is allowed to pool at the site following rain events

REMONDIS is a proud member of the Lake Macquarie community and are looking to invest further in the Lake Macquarie Organics Resource Recovery Facility to change from static windrow management to the use of a windrow turner. We are working with Lake Macquarie City Council on the development approval requirements for this change.

Our commitment to 100% renewable energy

REMONDIS is committed to sourcing our electricity from renewable energy generation and have set ourselves a stretch target of ensuring that all electricity is sourced from renewable source in 2025.



Working within the Waste Hierarchy

REMONDIS handles huge volumes of materials, treating them and returning them to production cycles. Internationally each year, we collect and process over 30 million tonnes of recyclables so that they can be sold on to industrial businesses as raw materials. And this figure continues to rise.

We are driven by our dedication and commitment to create new processes – to recover and recycle new materials and optimise existing recycling systems. Many of the recycling processes we use were developed and patented by our own company and they are now setting the benchmark within the recycling sector and acting as a stepping stone for further development.

With a diverse portfolio of waste infrastructure in Australia, we are committed to achieving the best possible outcome for our clients in accordance with the Waste Hierarchy. We set ourselves a number of objectives and targets in 2021 associated with recycling, recovery of energy and treatment and are looking to build on the foundations of these in 2022. In addition to the individual material targets presented below, we are also planning to achieve a gross increase in the material diverted from landfill in 2022.

Recycle

Every day, we work on developing new technologies and processes to recover an ever greater volume of materials so they can be returned to production cycles. Every single gram of recycled material helps to reduce the greenhouse gas emissions generated by companies mining and processing our planet’s natural resources... not to mention the positive impact they have on protecting the environment and conserving resources.

As the most effective means of separating recycling, we work closely with our clients to ensure they have the opportunity and feedback they need to recycle as much as they are able, at the source of the waste generation.

To ensure all opportunities for recycling are achieved, in 2021 we commissioned the Rocklea Resource Recovery line. Using both the infrastructure and line operators, we sort through waste destined for landfill to recover cardboard, plastic, timber, glass and metal. In 2021, the newly commissioned line achieved a 12% diversion by weight of the material received into the transfer station which was otherwise destined for landfill.

In late 2021 we received State Significant Development approval for the Tomago Resource Recovery Facility which has been designed to receive and recycle a suite of specialist waste streams, optimising the final recovered material by producing a residue derived fuel feedstock for supply to manufacturing facilities approved under the NSW Energy from Waste Policy.

In 2022 we are looking forward to increasing the amount of each of plastic, steel, cardboard and paper directly recycled by REMONDIS by 10% each to achieve greater than 100,000 tonnes of recycled material for 2022. Demonstrating our commitment to tailored solutions for the emerging waste products in 2022 we will also commence recycling composite aluminium cladding products being removed from buildings as a safety precaution. In 2022 we will establish this market solution with an aim to process all material received to recover the constituent parts for recycling.





Hunter & Western NSW Region Manager Scott Smith stands within our new REMONDIS Tomago Resource Recovery Facility in late 2021. The \$22 million facility 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.

Recover Energy

As global waste management and recycling leader, REMONDIS has more than 30 years' experience developing Energy from Waste (EfW) technology around the world. We operate 16 such facilities under strict international standards.

REMONDIS' proposes to divert up to 500,000 tonnes of waste each year that is destined for landfill, including to our Swanbank landfill, to a best-practice EfW facility to generate electricity. It is proposed as part of a precinct that will ultimately include other recycling activities such as organics and plastics recycling. The Renewable Energy and Waste Management Facility at Swanbank would enhance current waste management operations to global best practice for a circular economy.

Adopting EfW technology ensures that wastes that are not able to be recovered and recycled by other means are not sent to landfill and, instead, are put to beneficial use.

Diverting these wastes into a best-practice EfW plant also reduces the environmental problems of landfill – such as leachate, greenhouse gas emissions, and odour – and will increase recycling rates through complementary education and awareness.

Swanbank is an ideal site for such technology given that it is a long-term waste management centre with steady waste streams since 1997. There is also proximity to water (required for producing electricity) and proximity to electrical infrastructure, meaning the produced electricity can be fed directly into the grid.

In 2021 the project team had been progressing the project through a community engagement and engineering program to continue the development of the project documents and studies needed to complete the necessary environmental approval applications. These activities have included community events and briefings, opening the REDiscovery Hub at Swanbank and the awarding of a contract with leading solutions provider Jacobs to support design and environmental aspects of the proposed facility.

Disappointingly, on 28 February 2022 we withdrew our Coordinated Project application after being advised by the Queensland State Government that the Coordinated Project pathway would not be suitable to realise our \$400 million Energy from Waste plant, as part of a proposed \$700 million Resource Recovery Precinct at Swanbank. REMONDIS remains committed to introducing EfW technology in Queensland, which must be an integral component of a sophisticated Queensland circular economy in the future.



Local, national and global resources have been engaged to further REMONDIS' ambition to play a leading role in delivering Energy from Waste (EfW) within Australia. Here are Sarah Collins, Amrish Trevadi, David O'Malley and Stefan Dittrich, from our Queensland-based EfW team.

Treat

Running a sustainable business such as ours also means finding ways to recycle products that would, at first glance, appear impossible to treat including hazardous substances. Through our specialised operation Environmental Treatment Solutions (ETS) 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 2021 we planned to expand the facilities offering treatment options for hazardous chemicals. We achieved this through environmental licence amendments at the existing Dandenong South, Swanbank and Northgate facilities, now offering avenues for the consolidation of paint and treatment of oily water respectively. In 2022 we are actively looking to expand our footprint and the products for which we offer treatment pathways, to increase our ability to help conserve our planet's natural resources and protect our environment.

Biodiversity and conservation

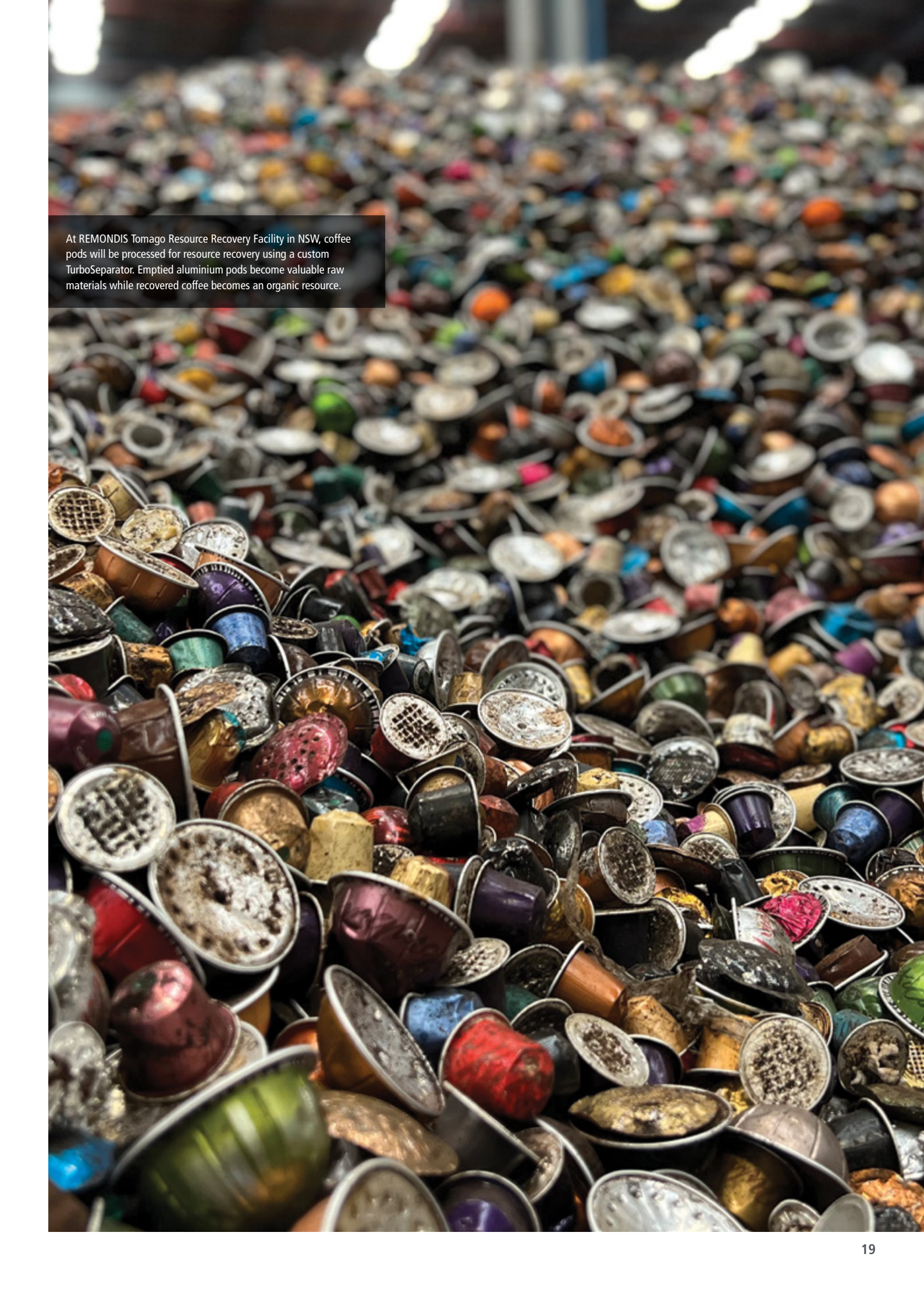
In 2021 we set out to understand the unique environments endemic to our Australian sites. Having established the cultural and natural heritage values of our sites, in 2022 we are looking to work within the local community to enhance our environment, particularly in relation to the unique species that call Australia home.

Based on the 2021 assessments we are looking to conduct pilot programs across two REMONDIS sites to support community efforts to protect either threatened or endangered species endemic to the area.

To provide an opportunity for our passionate environmental staff advocates, we will also be piloting an employee volunteer program at one site, partnering with a local nature conservancy agency. These pilot programs represent exciting opportunities to combine our strengths in community engagement with our efforts to protect and safeguard our local environments.




Working with our suppliers



In our 2021 Sustainability Strategy we had planned to develop 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 work was delayed and will be developed for release consistent with our nominated 2022 objectives and targets set out in this Sustainability Report.





At REMONDIS Tomago Resource Recovery Facility in NSW, coffee pods will be processed for resource recovery using a custom TurboSeparator. Emptied aluminium pods become valuable raw materials while recovered coffee becomes an organic resource.

Environment / 2021 Performance

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2021 Objective	REMONDIS Australia 2021 Target	REMONDIS Australia 2021 Performance	2021 Target Achieved?
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Target 7.2. By 2030, increase substantially the share of renewable energy in the global energy mix</p>	To increase the amount of installed renewable energy capacity at REMONDIS Australia facilities	Increase in installed Renewable Energy Generation Capacity on a 2020 Baseline	<p>REMONDIS has 1.5 MW of installed renewable energy capacity across its portfolio</p> <p>We significantly progressed approvals to increase the installed Renewable Energy Generation Capacity in 2022</p>	Delayed
	<p>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</p>	Develop best in class technology to assist and improve the resource recovery within the Australian Economy	Increase the percentage Australian population served by REMONDIS' facilities from a 2020 baseline	REMONDIS increased the number of people serviced by our facilities by more than 33,000 persons	✓
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>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</p>	Progress the Swanbank Energy from Waste Plant through the Queensland Government approvals process	Continue to progress Swanbank Energy from Waste Plant through the Queensland Government approvals process	Swanbank Energy from Waste withdrawn as a co-ordinated project	Delayed
	<p>Target 11.4. Strengthen efforts to protect and safeguard the world's cultural and natural heritage</p>	Revise Environmental Policy to include requirement to protect and safeguard the world's cultural and natural heritage	Environmental Policy revised and communicated within REMONDIS	Environmental Policy revised and communicated within REMONDIS	✓
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>Target 11.4. Strengthen efforts to protect and safeguard the world's cultural and natural heritage</p>	All sites to undertake a risk/opportunity assessment for culture or natural heritage values	All site Integrated Health, Safety, Environment and Quality Management Plans include risk/opportunity assessment of cultural and natural heritage	All licenced sites were assessed for cultural and natural heritage as updated in their respective Site Integrated Health, Safety, Environment and Quality Management Plan	✓
	<p>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</p>	Measure all recyclable stream diversion rates for all REMONDIS Australia activities	All recyclable stream diversion rates measured and reported in the 2021 Sustainability Report	<p>In 2021 total diversion of recyclables was:</p> <ul style="list-style-type: none"> • 1,937 tonnes of plastic • 5,856 tonnes of steel. • 82,684 tonnes cardboard and paper 	✓

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2021 Objective	REMONDIS Australia 2021 Target	REMONDIS Australia 2021 Performance	2021 Target Achieved?
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Target 12.3. By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses	Increase the number of people serviced by composting facilities	Increase in the number of people serviced by REMONDIS composting facilities from 2020	REMONDIS increased the number of people serviced by composting facilities by 3,300 persons	✓
	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 volumes and types of hazardous chemicals treated to reduce environmental impact	Tonnes of waste recycled through the Paintbank scheme	In 2021 paint recycled: <ul style="list-style-type: none"> • 3,708 tonnes water based paint • 1,061 tonnes of solvent based paint 	✓
			Expansion of facilities offering treatment options for hazardous chemicals	In 2021 REMONDIS expanded the environmentally licenced activities across our Dandenong South, Northgate and Swanbank facilities	✓
		Maintain compliance with all relevant environmental license operational requirements	No Penalty Infringement Notices for licenced environmental sites	1 Penalty Notice received at our Awaba facility regarding Odour Management	✗
	Target 12.5. By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Increase diversion at selected facilities	Rocklea Transfer Station achieves 10% diversion by weight of material processed on 2020 tonnages	Rocklea Transfer Station achieved a 12% average diversion of recycled material by weight of material processed	✓
	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	Delayed to reflect updated 2022 Objectives and Targets	Delayed
 <p>13 CLIMATE ACTION</p>	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 Fund Project	3 Projects have been registered across two QLD sites, 1 at Springmount and 2 at Swanbank	✓
		Measure and report on Scope 1 and 2 Greenhouse Gas Emissions for REMONDIS Australia	Scope 1 and 2 greenhouse gas emissions measured and reported in the 2021 Sustainability Report	REMONDIS reported Scope 1 emissions of 301,238 tCO ₂ -e and Scope 2 emissions of 3,188 tCO ₂ -e in FY20/21	✓

Environment / 2022 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
	8 DECENT WORK AND ECONOMIC GROWTH 	Target 8.2. Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors	Develop an aluminum composite panel recycling process
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Target 9.1. Target 9.1. Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	Development of viable energy from waste and advanced waste treatment projects expanding waste infrastructure footprint for REMONDIS	Progress in viable energy from waste and 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
11 SUSTAINABLE CITIES AND COMMUNITIES 	Target 11.4. Strengthen efforts to protect and safeguard the world's cultural and natural heritage	Conduct a pilot program at two REMONDIS sites to support efforts to protect endangered species	Pilot program to support efforts to protect endangered species commenced at two sites
		Employee volunteer partnership with a nature conservancy agency	Pilot program to support employees in volunteering through a partnership with a nature conservancy agency commenced
	Target 11.6. By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	Conduct community education campaigns on source separating recyclable waste	Measure the number of people participating in community education campaigns
		Promote the circular economy through increased plastic, steel, cardboard and paper recycling	Achieve a 10% increase on each of the plastic, steel, paper and cardboard diverted from landfill by REMONDIS on 2021 levels

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Target 12.3. By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses</p>	<p>Increase the tonnes of food and garden waste composted</p>	<p>Increase tonnes of food and garden waste composted against a 2021 baseline</p>
	<p>Target 12.4. By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p>	<p>Increase the collections of food and garden waste diverted from landfill</p>	<p>Increase tonnes of food and garden waste collected and diverted from landfill against a 2021 baseline</p>
	<p>Increase the amounts and types of hazardous chemicals treated to reduce environmental impact</p>	<p>Increase tonnes of waste Hazardous Chemicals treated against a 2021 baseline</p>	
	<p>Expansion of facilities offering treatment options for hazardous chemicals</p>	<p>Expand the number of facilities offering treatment options for hazardous chemicals</p>	
	<p>Maintain compliance with all relevant environmental license operational requirements</p>	<p>No Penalty Infringement Notices for licenced environmental sites</p>	
	<p>Target 12.5. By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<p>Expansion of facilities offering resource recovery options for our clients</p>	<p>Increase the tonnes of material recovered through REMONDIS' facilities</p>
<p>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>Develop a supplier guide for working with REMONDIS Australia to achieve our UN SDGs</p>	<p>Supplier guide to be developed and provided to all REMONDIS Australia Suppliers</p>	
 <p>13 CLIMATE ACTION</p>	<p>Target 13.2. Integrate climate change measures into national policies, strategies and planning</p>	<p>All new and expanding projects to consider opportunities to participate in the Australian Government's Emissions Reduction Fund</p>	<p>Registration of one new or expanded Emissions Reduction Project</p>
	<p>Measure and report on Scope 1,2 and 3 Greenhouse Gas Emissions for REMONDIS Australia</p>	<p>Measure and report on Scope 1, 2 and 3 greenhouse gas emissions in the 2022 REMONDIS Sustainability Report</p>	
	<p>Commence trialling emissions reductions options in our diesel heavy vehicle transport fleet</p>	<p>Pilot a low emissions heavy vehicle</p>	

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.

Health, Safety & Wellbeing

Our highest priority is the safety of our people, customers and the communities in which we operate, never more so than during the COVID-19 pandemic.

We are determined to reduce the incidence of all injuries at REMONDIS. In 2021 REMONDIS reported 21 Lost Time Injuries (LTIs) with a frequency rate at year end of 9.9 LTIFR. A review of our 2021 performance highlighted a need to re-focus our efforts on safety, prioritising health, safety, environment and quality (HSEQ) risk assessment and management to ensure our workers go home safe from work.

In 2021 we refreshed our suite of HSEQ Risk Management tools to ensure we identify, manage and put in place appropriate controls to reduce safety and environmental risk to as low as reasonably practicable. Each tool has a developed training course available and implementing this risk focussed approach to safety and environment has commenced in 2022.

Our safety improvement journey will be driven from a strong focus on this risk based reporting culture, which saw a 15% increase in near miss reporting and a 250% increase in hazard reporting in 2021. Our focus on hazard and risk reduction will continue in 2022 with the introduction of a mobile enabled HSEQ management software. Providing all workers real-time analytics, on every hazard, injury and incident to anticipate and prevent it in the future. Implementing this system will be a key focus for our HSEQ Advisors throughout 2022.

Providing our workers with specific targeted training in their roles and routine tasks promotes confidence in the safe performance of our work. In 2021 we set up and developed the software tools needed for efficient training delivery across our workforce, providing the platform for our focus on embedding this targeted training as business as usual in 2022. In doing so we were delayed in undertaking the planned Chain of Responsibility training which has been prioritised for delivery in 2022. Following the undertaking of the training there is a renewed focus on embedding the systems and processes to monitor Chain of Responsibility compliance across all heavy vehicle operations at REMONDIS.

To drive the improvement in safety performance we are re-introducing a program of leadership walks, with all Managers and Supervisors committing to performing one leadership walk per month. These will focus on the implementation of our refreshed risk management tools, facilitating consideration of safety and the environment in every step of the work planning, execution and reporting. Further, we are setting a target of one workplace inspection per site each month to ensure that opportunities to improve our work environments are routinely assessed. These leading indicators will help us to achieve our goals of reducing the lost time frequency rate from the 2020 baseline.



Staffing the Rocklea Resource Recovery line

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

Working with Busy Ability, REMONDIS has placed a number of staff over 2021 in sustainable employment as pickers in our Resource Recovery line. Busy Ability provide support and specialist advice on assisting workers in their employment. This partnership model has provided both REMONDIS and our workers with the tools and support needed to ensure that the pickers are successful in these roles.

Indigenous engagement

On 14 April 2021 REMONDIS, together with JAI-MEC Rural Contracting announced a 50-50 partnership in a new company called Red Earth Industrial Services. From April 2021 Cape York residents and businesses have benefited from this ground-breaking indigenous joint-venture intended to bolster local industrial services and stimulate employment.

Red Earth Industrial Services' core activity is running twice-weekly domestic waste collections from nearly 3,500 residents in Weipa, Napranum and Mapoon.

The longer-term goal is that Red Earth Industrial Services will flourish into a diversified industrial business, offering a variety of additional services across the Cape York Peninsula which may include sand blasting, painting and electrical work.

Based on the success of the partnership model with Busy Ability, REMONDIS will look to establish additional employment opportunity partnerships in 2022 with agencies targeting increased indigenous graduate employment outcomes across our various sites to empower and promote social and economic inclusion within the scope of our workforce.

In 2022 REMONDIS will continue to investigate and undertake options across our portfolio for increasing indigenous engagement through our work. We look forward to announcing our exciting achievements in this space throughout 2022.

Increasing gender equity

In 2021 female participation rates in the REMONDIS workforce remained relatively stagnant, increasing from 20.6% at the start of the calendar year to 20.86% at the end of the calendar year across both salaried and waged staff. This outcome does not reflect REMONDIS' desire to improve on the full and effective participation of women in 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 has set itself the target of achieving Workplace Gender Equality Agency Employer of Choice for Gender Equality citation and will work towards this target in 2022.

Supporting domestic violence victims at work

REMONDIS recognises that domestic violence, particularly violence against women, is a significant societal and workplace issue. To align with the UN SDG 5.1, "End all forms of discrimination against all women and girls everywhere", in 2022 REMONDIS will be developing and implement policies to enhance workplace understanding in support of victims of family violence.






Red Earth Industrial Services

In 2021 REMONDIS entered into a joint venture with Indigenous-owned local enterprise, JAI-MEC Rural Contracting, forming Red Earth Industrial Services.

Social / 2021 Performance

UN SDG	UN SDG Targets	REMONDIS Australia 2021 Objective	REMONDIS Australia 2021 Target	REMONDIS Australia 2021 Performance	2021 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	A mobile enable training platform was implemented and the Chain of Responsibility training packages were developed	Delayed
	<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	Working towards zero lost time injuries	21 LTI injuries in 2021	✗
 <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>	REMONDIS Australia's safety performance trends to zero harm	25% reduction in Lost Time Frequency Injury Rate from 2020	LTIFR increased to 9.9 at December 2021	✗
		<p>Increase female participation in operational and management roles</p>	<p>Increase in female participation percentage in operational and management roles</p>	<p>Female participation percentage in operational and management roles slightly improved across 2021</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>	Increase Indigenous engagement	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	✓

Social / 2022 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>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	Working towards zero lost time injuries
		REMONDIS Australia's safety performance trends to zero harm	<p>Implementation of mobile device HSEQ management and reporting software program for all workers</p> <p>Reduce Lost Time Injury Frequency Rate from the 2020 baseline</p> <p>Embed the systems and processes to ensure corrective actions are completed</p> <p>1 Workplace inspection per site/month</p> <p>1 Leadership walk per Manager/Supervisor/Month</p>
 <p>5 GENDER EQUALITY</p>	<p>Target 5.5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	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
 <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>	Increase Indigenous engagement	<p>Investigate and undertake options for increasing Indigenous engagement through REMONDIS' activities</p> <p>Introduce a targeted graduate program for Indigenous employees</p>

Corporate Governance

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

In 2021 our business was significantly challenged in managing the onset of COVID, with significant unplanned time dedicated to proactively managing the constantly changing circumstances in which we were operating. Consequentially we were unable to achieve the increased diversity targets, nor a review of our industrial relations policy targets we set ourselves for 2021, leading to a renewed focus on this for 2022.

To ensure we approach increasing the diversity of our workforce constructively and efficiently, REMONDIS will partner with selected agencies who specialise in sourcing candidates from diverse backgrounds to increase employment at REMONDIS of those with diversity in their age, sex, disability, race, ethnicity, origin, religion or economic or other status.

Further, 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 will strengthen our support of our workers during these periods. To ensure we are developing effective measures of support, our success in this target will be measured by the number of employees returning to, or remaining in, employment following periods of care.

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 are very pleased to report we increased our workforce from 800 to 920 employed persons in 2021 and are looking to further grow in 2022 as we expand our services.

Modern Slavery

In preparing our Modern Slavery Statement, we set up a Modern Slavery Working Group with senior stakeholders across our business units to evaluate our supply chain risk profile and conducted our assessment in accordance with a board approved modern slavery action plan. This action plan focused on:

- utilising newly launched policies and procedures (including our Anti-Slavery Policy and the Supplier Code of Conduct) setting out REMONDIS' compliance expectations of all suppliers in our supply chain;
- validating that modern slavery provisions are included in all of our contracts;
- analysing our supplier due diligence and on-boarding evaluation processes;
- refining our business practices and being responsive to any modern slavery enquiries from our stakeholders in a timely manner; and
- establishing internal governance around preparing for this and every subsequent Modern Slavery Statement.

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.

The Modern Slavery Statement was approved by the Board on 22 June 2021, and subsequently published on the Australian Border Force / Department of Home Affairs Online Register for Modern Slavery Statements and the REMONDIS Australia website, remondis-australia.com.au











The REMONDIS Driver Academy

With over 500 waste collection and transport vehicles in our fleet, driving heavy vehicles is a specialist skill within our workforce. REMONDIS will commence the establishment of a Driver Academy in 2022, establishing a training program for those with no previous heavy vehicle driving experience to provide a pathway to achieving a heavy vehicle drivers licence.

Our training will consider the specialist skills our drivers demonstrate each and every day and incorporate our best practice approach to waste collections to set up these newly skilled recruits for success in our business.

Corporate Governance / 2021 Performance

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2021 Objective	REMONDIS Australia 2021 Target	REMONDIS Australia 2021 Performance	2021 Target Achieved?	
 <p>5 GENDER EQUALITY</p>	<p>Target 5.1. End all forms of discrimination against all women and girls everywhere</p>	<p>Review all relevant employment policies and recruitment processes to consider opportunities for increased diversity</p>	<p>Employment and recruitment policies reviewed and updated for opportunities to increase diversity</p>	<p>Employment and recruitment policies will be reviewed and updated for opportunities to increase diversity in 2022</p>	<p>Delayed</p>	
	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>					<p>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</p>
	 <p>10 REDUCED INEQUALITIES</p>					<p>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</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>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</p>	<p>Undertake a review of REMONDIS Australia's Industrial Relations Policy</p>	<p>All Managers/Supervisors trained on the updated Industrial Relations Policy</p>	<p>The review of the Industrial Relations Policy commenced in 2022</p>	<p>Delayed</p>	
	 <p>10 REDUCED INEQUALITIES</p>	<p>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</p>	<p>Review all relevant employment policies and recruitment processes to remove any gender, young persons or persons with disability inequity</p>	<p>Employment and recruitment policy reviewed and updated to ensure gender, young persons and persons with a disability pay equity from 2022</p>	<p>Employment and recruitment policies will be reviewed to ensure to ensure gender, young persons and persons with a disability pay equity from 2022</p>	<p>Delayed</p>
 <p>10 REDUCED INEQUALITIES</p>	<p>Target 10.4. Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>					

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2021 Objective	REMONDIS Australia 2021 Target	REMONDIS Australia 2021 Performance	2021 Target Achieved?
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>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</p>	<p>Undertake recommendations of the Modern Slavery Working Group</p>	Implement Anti-Slavery Policy	Implemented	✓
			Publish REMONDIS Australia's Modern Slavery Statement	Published on REMONDIS Australia Website	✓
			Release to relevant Stakeholders REMONDIS Australia's Supplier Code of Conduct	Relevant Stakeholders provided REMONDIS Australia's Supplier Code of Conduct	✓
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>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</p>	<p>Increased employment opportunities across REMONDIS' Australian operations</p>	<p>Number of people employed</p>	<p>REMONDIS increased the number of people employed from 800 to 920</p>	<p>✓</p>




Corporate Governance / 2022 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	Train all Managers/Supervisors on the updated Industrial Relations Policy
		Develop a REMONDIS Driver Academy	Commence training for the first recruits at REMONDIS' Driver Academy by the end of 2022
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Target 9.2. Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries	Increased employment opportunities across REMONDIS' Australian operations	Increase number of people employed
10 REDUCED INEQUALITIES 	Target 10.3. Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	Review all relevant employment policies and recruitment processes to consider opportunities for increased diversity	Review and update employment and recruitment policies for opportunities to increase diversity
	Target 10.4. Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	Partner with selected agencies to source candidates with diverse backgrounds	Increase employment at REMONDIS of those with diversity in age, sex, disability, race, ethnicity, origin, religion or economic or other status

2022 Sustainability Objectives & Targets






Environment

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

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Target 12.3. By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses</p>	<p>Increase the tonnes of food and garden waste composted</p>	<p>Increase tonnes of food and garden waste composted against a 2021 baseline</p>
	<p>Target 12.4. By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p>	<p>Increase the collections of food and garden waste diverted from landfill</p>	<p>Increase tonnes of food and garden waste collected and diverted from landfill against a 2021 baseline</p>
	<p>Target 12.4. By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p>	<p>Increase the amounts and types of hazardous chemicals treated to reduce environmental impact</p>	<p>Increase tonnes of waste Hazardous Chemicals treated against a 2021 baseline</p>
	<p>Target 12.4. By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p>	<p>Expansion of facilities offering treatment options for hazardous chemicals</p>	<p>Expand the number of facilities offering treatment options for hazardous chemicals</p>
	<p>Target 12.4. By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p>	<p>Maintain compliance with all relevant environmental license operational requirements</p>	<p>No Penalty Infringement Notices for licenced environmental sites</p>
	<p>Target 12.5. By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<p>Expansion of facilities offering resource recovery options for our clients</p>	<p>Increase the tonnes of material recovered through REMONDIS' facilities</p>
 <p>13 CLIMATE ACTION</p>	<p>Target 13.2. Integrate climate change measures into national policies, strategies and planning</p>	<p>All new and expanding projects to consider opportunities to participate in the Australian Government's Emissions Reduction Fund</p>	<p>Registration of one new or expanded Emissions Reduction Project</p>
<p>Target 13.2. Integrate climate change measures into national policies, strategies and planning</p>	<p>Measure and report on Scope 1,2 and 3 Greenhouse Gas Emissions for REMONDIS Australia</p>	<p>Measure and report on Scope 1, 2 and 3 greenhouse gas emissions in the 2022 REMONDIS Sustainability Report</p>	
<p>Target 13.2. Integrate climate change measures into national policies, strategies and planning</p>	<p>Commence trialling emissions reductions options in our diesel heavy vehicle transport fleet</p>	<p>Pilot a low emissions heavy vehicle</p>	

Social

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2022 Objective	REMONDIS Australia 2022 Target
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Target 3.6. By 2020, halve the number of global deaths and injuries from road traffic accidents</p>	<p>All workers trained on the requirements of Chain of Responsibility</p>	<p>All workers trained on the requirements of Chain of Responsibility relevant to their duties</p>
		<p>All heavy vehicle maintenance undertaken in accordance with preventative maintenance schedules and corrective action undertaken when identified</p>	<p>Embed the systems and processes to ensure compliance monitoring is reported across all aspects of Chain of Responsibility</p>
	<p>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>Implementation of mobile device HSEQ management and reporting software program for all workers</p>
		<p>REMONDIS Australia's safety performance trends to zero harm</p>	<p>Reduce Lost Time Injury Frequency Rate from the 2020 baseline</p> <p>Embed the systems and processes to ensure corrective actions are completed</p> <p>1 Workplace inspection per site/month</p> <p>1 Leadership walk per Manager/Supervisor/Month</p>
 <p>5 GENDER EQUALITY</p>	<p>Target 5.5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	<p>Become a recognised employer of choice for women in the waste industry</p>	<p>Commence working towards achieving a Workplace Gender Equality Agency Employer of Choice for Gender Equality Citation</p>
 <p>10 REDUCED INEQUALITIES</p>	<p>Target 10.2. By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>	<p>Increase Indigenous engagement</p>	<p>Investigate and undertake options for increasing Indigenous engagement through REMONDIS' activities</p> <p>Introduce a targeted graduate program for Indigenous employees</p>

Corporate Governance

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



WORKING FOR THE FUTURE

REMONDIS is one of the world's largest recycling, service and water companies. The group has branches and associated businesses in more than 30 countries across Europe, Africa, Asia and Australia. With over 38,000 employees, the group serves around 30 million people as well as many thousands of companies. The highest levels of quality. Working for the future.