



2024

Corporate Responsibility Report



Guided by Sustainability

Our Vision

To foster a healthier planet by transforming complex waste challenges into sustainable solutions.

Our Purpose

We exist to protect human health and the environment and build a safer, more sustainable world.

Our Values



Create enduring value

We think in generations, not quarters. We have endless opportunities to leave the world in a better place than we found it.



Build long-term relationships and mutual trust

Constantly seek new and inventive ways to be sustainable and profitable together.



Bet on people

They will surprise themselves!



Keep your eyes open for opportunity

Be a creative problem solver, not a vendor. Be flexible, adaptable, and ready to pivot.



Tackle the big problems

Someone has to! Celebrate great outcomes. Even when we fail, we learn and move forward together.



Do the right thing – always

Don't cut corners. Do more than is asked of you. And never, ever give up.

About this Report

Envita Solutions is dedicated to positively impacting our people, our planet, and our communities. In this 2024 Corporate Responsibility Report, we outline our initiatives and the metrics utilized to measure progress in these areas. This report was prepared by a cross-functional team of subject matter experts under the guidance of our executive leadership. We anticipate expanding our reporting as data becomes more available over time.

Information in this Corporate Responsibility Report is for the period from January 1, 2024, to December 31, 2024 with reference to the GRI Standards. The GRI content index at the end of this report details the GRI Standards followed throughout. Some statements in this report may be considered forward-looking statements. Statements that are not historical or current facts, including beliefs and expectations, fall under this category. These forward-looking statements include, but are not limited to, assertions regarding Envita Solutions' strategic goals, sustainability initiatives, long-term environmental commitments, and anticipated advancements in waste management solutions. They are based on current expectations, assumptions, and industry conditions, which are inherently subject to change. Regulatory developments, market dynamics, technological advancements, and other external factors may influence our ability to achieve these goals. As such, actual outcomes may differ from those expressed or implied in these statements. Additionally, any data, metrics, or projections presented are based on estimates and may be subject to refinement over time. Forward-looking statements speak only as of the date they are made, and Envita Solutions undertakes no obligation to update them in light of new information or future developments.

A Message from Our President

At Envita Solutions, sustainability is not merely a component of our business — it is the core of our operations. We provide high-touch service with extensive expertise and experience in optimizing waste and recycling strategies for companies throughout North America. In 2024, we successfully diverted over 885,000 tons of waste from landfills while recycling more than 130,000 tons of metal, over 110,000 tons of cardboard, and upwards of 30,000 tons of plastic. More than 260 of our customers' facilities have achieved zero-waste-to-landfill status through our innovative total waste management solutions.

As the industry leader in delivering transformative sustainability solutions, we recognize that our responsibility extends beyond supporting our customers. It's crucial for us to take charge in setting and achieving ambitious sustainability goals that reduce our environmental impact and set a strong example for our industry.

In 2024, we reached a major milestone: achieving carbon neutrality across our North American operations. This achievement is a major success, but it's only the beginning of what we can accomplish. Over the next decade, Envita is committed to reducing our greenhouse gas emissions, relying less on offset markets and more on meaningful, long-term reductions that support climate resilience.

In addition to our carbon neutrality efforts, we continue to hold ourselves to the highest standards of environmental accountability. For several years, we have completed Carbon Disclosure Project (CDP) and EcoVadis reporting, reinforcing our dedication to transparency and sustainability. We are also proud to have achieved zero-waste-to-landfill status at both our Indianapolis, Indiana, headquarters and our Juarez, Mexico, facility — further proof that we don't just talk about sustainability; we live it.

As we continue pushing the limits of total waste management solutions, we are anchored in our commitment to creating lasting value for our people, our planet, and our communities. This report reflects our ongoing efforts, achievements, and the journey ahead as we work to leave the world better than we found it. Thank you for being a part of this mission. Together, we are building a more sustainable future.

—Peter Lux, President



A Message from Our Senior Director of Operations & Sustainability

As an organization, Envita Solutions has been evolving and adapting to an ever-changing sustainability landscape since our inception nearly 25 years ago. As a part of The Heritage Group's mission to build a safer, more sustainable world, the timing feels appropriate for Envita to join the ranks of many of our customers and strategic partners alike and publish our inaugural Corporate Responsibility Report.

We've been "walking the talk" for years and have helped many of our customers on their sustainability journeys. We feel it is now more meaningful than ever for Envita to share with our partners and stakeholders the many innovative and future-thinking actions we are taking both internally and externally as an enterprise. We take great pride in our people, our planet, and our communities and hope this report offers a bit of insight into how we're committed to meaningful change in each of these areas.

Envita is making incredible strides in our ability to evolve alongside our customers as we advance our capabilities, strengthen our knowledge across industries, and intentionally invest in our company, our technology, and our people. We're confident these efforts will pay off exponentially for businesses that choose to partner with us.

I began working with Envita in March of 2014, and as I sit here more than 10 years later, it's inspiring and exciting to bear witness to our growth and transformation over that time, not just with our customers and suppliers, but within our own organization as well. As we work towards our near-term 2030 targets and beyond, we are proud to be doing our part to leave this world cleaner, healthier, and more environmentally responsible.

—Shaun Miller, Senior Director of Operations & Sustainability



The Envita Difference

As innovators in total waste management, Envita Solutions has been helping customers transform complex waste challenges into sustainable solutions for nearly 25 years.

Headquartered in Indianapolis, Indiana, Envita operates in the U.S., Mexico, and Canada, and has nearly 400 employees and a vast network of supplier partners. Envita is part of The Heritage Group, a fourth-generation family-owned business managing and investing in a diverse portfolio of dozens of companies specializing in construction and materials, environmental services, and specialty chemicals.

We partner with customers in a variety of industries to reduce their environmental impact by transforming their approach to waste management through material recovery, energy recovery, composting, recycling, or creative reuse.



DIVERTING
807K
TONS of waste
from landfill

PROCESSING
504K
TONS of waste through
creative reuse or recycling

*Reporting on waste processed
for Envita's customers in 2024.

RECYCLED:



136K TONS
OF METAL



112K TONS
OF CARDBOARD



54K TONS
OF WOOD



40K TONS
OF OILS/FUELS



32K TONS
OF PLASTIC

2024 Envita Impact

Our purpose is to create a safer, more sustainable world through the work we do every day for our customers. We leverage data-driven insights to help create unique solutions that allow businesses to better manage their waste, uncover opportunities for reuse, and identify innovative disposal methods. By analyzing waste streams, we empower our customers to improve efficiency, reduce environmental impact, and stay ahead of evolving sustainability goals.

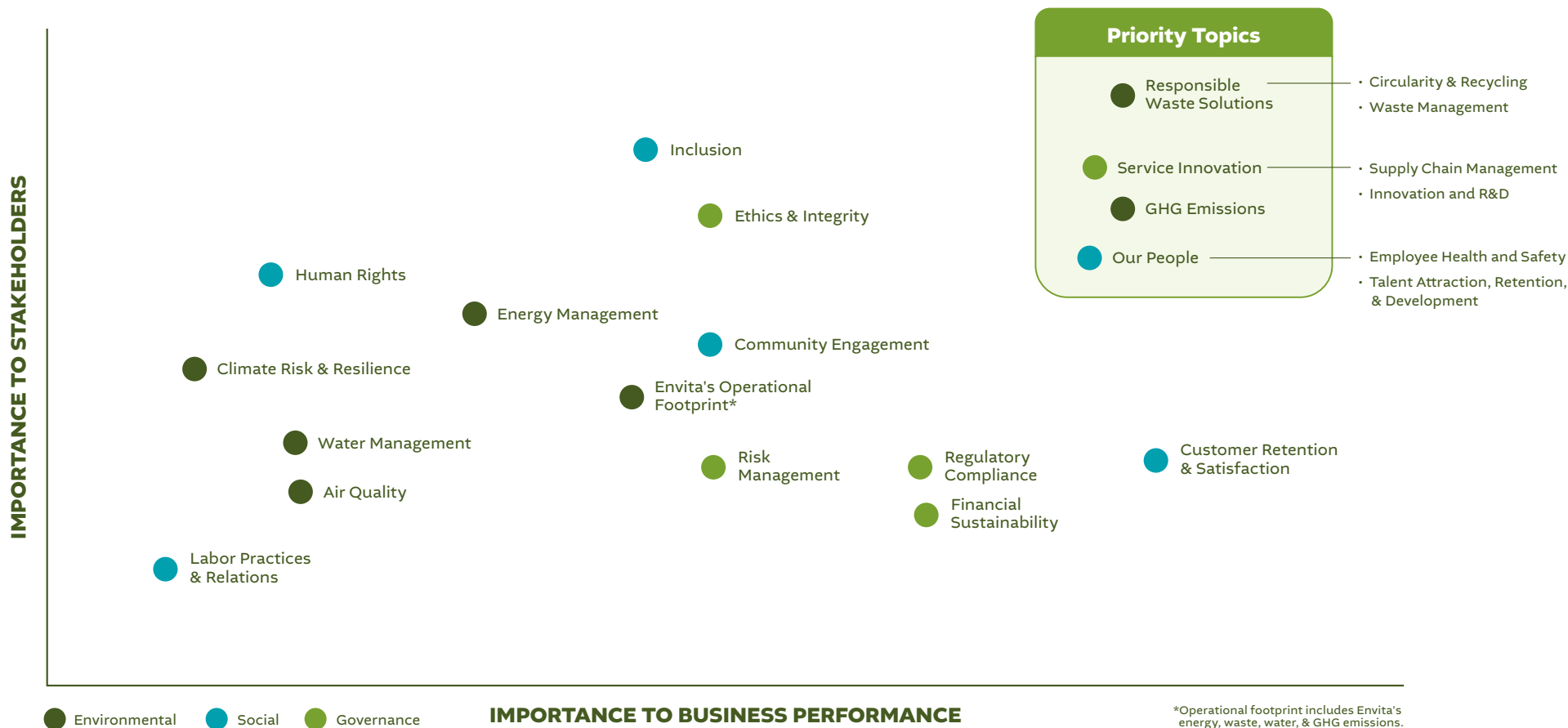
Our Sustainability Commitment

Materiality Assessment

A materiality assessment is designed to help organizations identify and understand the relative importance of specific Environmental, Social, and Governance (ESG) and sustainability topics. This involves evaluating various factors through two key lenses: their potential impact on the organization and their significance to stakeholders.

This tool enabled our organization to assess what matters most to both the business and our customers, helping us define clear goals and shape our strategy as we move forward. We used this data to inform our approach as it relates to our own emissions, customer value creation, and broad decision-making in the sustainability space.

Our intent is to refresh this matrix routinely every four years to ensure relevance and alignment with the company's needs and priorities.



Our Commitment Statement

A More Sustainable World

As a critical sustainability partner to our customers, it is crucial that Envita Solutions leads the industry with a sustainability program of our own. We are focused on building for generations and are committed to leaving our people, our planet, and our communities better than we found them.

Safe, Inclusive, & Empowering Workplace

Safety has been our top priority for decades. We are committed to creating a safe environment — physically and mentally — for all employees, where they are empowered to be themselves and unlock their potential.

Sustainable Planet

The time is now to set bold goals. We are doing our part to tackle the hardest environmental problems now rather than leave them to the next generation.

Enriched, Thriving Communities

We are committed to creating a positive impact in education, health, and quality of life for the neighborhoods in which we work and live.

Sustainability Goals & Progress

Our Materiality Assessment guided the development of these target goals which, where applicable, are also aligned with United Nations Sustainable Development Goals (UNSDGs) as well as Science Based Targets initiative (SBTi).

We chose a global sustainability perspective that accounts for zero waste, carbon emission reductions, inclusion and belonging, green energy, safety, and compliance. These goals were tracked and updated routinely and helped form the foundation of our sustainability journey at Envita Solutions.



Our People

We don't just believe in our people, we bet on them. By creating engaging experiences, we aim to connect our employees to a larger mission. Through a culture of awareness, communication, and proactive intervention, we make sure every team member feels secure and equipped to thrive. We believe that when individuals thrive, so does the organization – that's why we invest in our employees' well-being and provide opportunities for development.

In addition to our internal focus on our workforce, we are committed to building long-term relationships and mutual trust with our external supplier partners. We collaborate closely with our supplier network to develop customized waste disposal and recycling solutions for our customers while maintaining the highest ethical standards.

Guided by insights from our materiality assessment, our 2024 goals placed a strong emphasis on safety and compliance across our workforce and supplier network.

Safety Mission Statement

Envita Solutions is dedicated to building a culture of safety through awareness, communication, education, policy development, and training. We strive to minimize incidences through risk analysis, behavior analysis, and mitigation. We are committed to providing a work environment that promotes safety, ensures employee welfare, and encourages employee engagement. Together, we work to ensure each other's safety.



Health & Safety

Creating a work environment that feels safe and welcoming is our highest priority. Envita Solutions is committed to prioritizing physical, mental, and emotional health for all employees. We want the workplace to be a place where our staff feels protected and empowered to be themselves.

Preventing workplace injuries and illnesses and ensuring safety measures meet the highest standards are our main goals. Employees receive safety training and are instructed to report all incidents and document them in our safety management system. We created our Executive Safety Committee (ESC) to enhance our safety program, which is built on these key safety standards:

- Hazard recognition and control
- The right to stop work
- Following procedures
- Wellness
- Investigating, communicating, and mitigating risks
- Incentives and recognition

The ESC meets quarterly to review significant incidences, data, trends, proposals for safety enhancements, and other pertinent business. This committee serves as a bridge between employees and management, fostering active participation for the betterment of all, and is guided by five core principles.

1. Encourage feedback from all individuals with regard to health and safety-related ideas, problems, and solutions.
2. Provide support in the development, implementation, and maintenance of a comprehensive safety, loss prevention, and loss control program.
3. Serve as an advisory body on health and safety issues.
4. Identify trends by analyzing data on past injuries and illnesses.
5. Review accident and incident reports to determine the appropriate corrective action.



GOALS & OUTCOMES

Zero OSHA Recordables

4 RECORDABLES
IN 2024

Zero Compliance Issues

0 COMPLIANCE
ISSUES IN 2024

We achieved these outcomes by:

- Complying with health and safety laws, standards, and regulations.
- Proactively making health and safety a consideration in the planning and execution of our work, new equipment, and projects.
- Working continuously to improve health and safety systems and programs.
- Communicating health and safety risks to each employee.
- Involving employees in identification and control of risk.
- Working together to create a safe work environment.



Culture & Engagement

A company's culture is the foundation of its success. Envita Solutions is invested in cultivating a culture that inspires, empowers, and makes employees feel valued. Our 90% retention rate in 2024 is a testament to our commitment to curating a strong culture. To build a lasting impact, we prioritize these five areas:

90%

RETENTION
RATE



Unlocking Potential

Our goal is to deliver what people want — good bosses and meaningful work. At the same time, Envita delivers what our business needs — the right people ready for the right roles at the right time.



Empowerment

We foster a collaborative environment with continuous performance coaching to provide consistent and meaningful conversations to support, develop, and empower employees.



Engagement

Envita offers a strong sense of community through activities and events to connect employees to the company.



Collaboration

Teams work together to identify the best solutions for our business to leverage their entrepreneurial spirit to tackle complex challenges.



Growth

We prioritize professional development by offering opportunities for internal advancement and resources for employees to thrive in their current or future roles.



Employee Engagement

We believe that employees' voices are critical to the success of our culture and essential for unlocking potential across our team. In 2024, we sent a survey to 100 U.S. employees in an effort to better understand and improve their work experience. We gained valuable feedback from the results, which showed an 82% engagement rating. This feedback reinforces our commitment to continuous improvement and highlights the importance of creating an environment where employees feel heard, valued, and empowered to contribute to the growth and success of the company.

To further amplify employee voices, Envita has several committees: Envita Philanthropy, Envita Sustain, and the Safety Committee. Committees allow our staff to connect and be involved with important initiatives that shape the future of the company. These committees play a crucial role in fostering a culture of belonging, engagement, and driving positive change both internally and externally.

82%
ENGAGEMENT
RATING



Wellness

Growth thrives in an environment that nurtures talent, fosters innovation, and inspires individuals to be the best versions of themselves. To prioritize our staff's well-being, we provide a variety of initiatives and programs that support physical, emotional, and financial wellness. Each month, we offer activities such as chair massages, immersive sound experiences, and biometric screenings to promote physical and mental health. Employees also have access to a free and confidential program that offers mental health sessions, life coaching, financial consultations, work-life resources and referrals, personal assistance, and medical advocacy.

Envita recognizes that economic challenges, including inflation and financial uncertainty, continue to be a major concern for many Americans. To support our employees' financial well-being, we offer a free benefit that provides expert financial guidance. Employees and their families can access budget tracking tools, solutions for common financial challenges, and confidential sessions with certified financial coaches. By offering these resources, we remain committed to helping our team achieve financial stability and overall well-being, both at work and in their personal lives.

20+
WELLNESS
EVENTS
HOSTED IN 2024

100+
EMPLOYEES
PARTICIPATED

Inclusion & Belonging

Inclusion and belonging are fundamental to our workforce and supply chain network, shaping the way we operate and grow as a company. Envita Solutions is committed to fostering an inclusive workplace where everyone feels supported and seen. Beyond our internal culture, we extend this commitment to our supply chain by partnering with suppliers and supporting businesses that share our values of belonging and sustainability. By prioritizing these efforts, we create a stronger, more innovative, and socially responsible organization that reflects the communities we serve.

Supply Chain

As an expert in supply chain optimization, Envita actively vets and engages with suppliers to verify every aspect of the process is done collaboratively. With a network of over 3,500 suppliers spanning North America, we've solidified that this partnership approach not only strengthens relationships but also helps meet the unique needs of our customers.

We hold our suppliers to a high set of standards and expectations. Envita's commitment to sustainability guides our supplier selection process, ensuring that we partner with companies that share our values and contribute to a greener, more responsible future. We are steadfast in building a diverse network of suppliers who offer exceptional value and prioritize environmental sustainability in their operations and purchasing. As part of this process, the Envita supply chain team undergoes mandatory training on sustainable sourcing best practices, which includes guidance on integrating sustainability into the supplier selection process and managing supplier sustainability performance.

For added checks and balances, Envita maintains a Corporate Supply Chain Compliance Program for vendors that effectively manages waste and secondary materials generated by our customers. This program establishes compliance and flexibility when evaluating vendors based on environmental risk, market sector, waste management priorities, and site-specific factors. Envita is also a proud ambassador of the Sustainable Procurement Pledge, making a commitment to uphold the principles of the pledge.



Preferred Supplier Status

Envita holds its suppliers to high standards and expectations. To be considered for Preferred Supplier Status, suppliers must provide annual validation of the following sustainability metrics:

- HG Emission Policy
- Renewable Energy Policy
- Decarbonization Policy
- Responsible Chemical Management Policy
- Sustainable Resources Management Policy
- Reuse and Recycling Policy
- Biodiversity, Land Use, and Deforestation Policy
- Responsible Water Management Policy
- Sustainability Targets

Supplier Code of Conduct

Envita is committed to conducting business in compliance with ethical standards and all applicable laws, rules, and regulations. We expect and hold our suppliers accountable for conducting business honestly and responsibly. Our Supplier Code of Conduct outlines the commitments we expect all suppliers to adhere to.

Our Planet



Envita Solutions is committed to driving advancements in environmental stewardship and sustainability through everyday collaboration with our customers. Together, we work to reduce carbon emissions, divert waste from landfills, and implement effective recycling and reuse programs. By leveraging our expertise within our own operations, we established goals in 2024 to achieve carbon neutrality, attain zero-waste-to-landfill status, and utilize green energy. Our ongoing efforts to improve our environmental footprint guide us towards building a better planet for generations to come.

Zero-Waste-to-Landfill

Achieving zero-waste-to-landfill (ZWTL) status is defined as reaching a landfill waste diversion rate of 98%. Envita Solutions has partnered with many of our customers to manage waste so that all waste streams are recycled, reclaimed, reused, or incinerated to yield positive energy. To claim zero waste, a company must show three consecutive months of no waste to landfill prior to the reporting date.

In 2024, Envita helped 16 customers achieve zero-waste-to-landfill status, bringing our total number of customers with ZWTL facilities to more than 250 since 2011. We not only help customers achieve this benchmark but also apply these practices within our own facilities.



GOALS & OUTCOMES

2024



All operations
carbon neutral

2025



All operations 100% certified
as zero-waste-to-landfill
as of March 2025

2030



HQ 100%
green energy

Envita Solutions Facilities

Indianapolis, Indiana

Envita has been operating within ZWTL standards at our Indianapolis headquarters since 2020. In December 2023, we engaged WSP USA to conduct a verification of the program in the interest of accountability and as part of our commitment to continuously improve our zero-waste-to-landfill efforts. The review process also provided increased confidence to Envita's stakeholders regarding this key initiative.

Juárez, Mexico

In March 2024, the Envita facility located in Juárez, Mexico, achieved ZWTL status. In alignment with Envita's sustainability and landfill reduction goals, the facility was verified as having landfill diversion of all wastes through alternative management methods, including source reduction and reuse, recycling, energy recovery, and chemical and physical treatments.

Processing Facilities

Envita's final two facilities in Martinsburg, West Virginia, and Iowa City, Iowa, handle recycling materials for our customers. Both facilities have been operating compliantly toward our zero-waste-to-landfill definition for several months. These two facilities completed their final physical audits in December 2024 and March 2025, respectively, making Envita a 100% zero-waste-to-landfill enterprise.



Carbon Neutrality

Our approach to sustainability is comprehensive. We actively work to minimize our environmental footprint, integrate sustainable practices across all aspects of our operations, and continuously seek new ways to reduce waste.

For the past two years, Envita Solutions has partnered with ClimeCo, a global sustainability company and consultant, to offset our Scope 1, 2, and 3 carbon footprint through the procurement of carbon credits. We selected greenhouse gas (GHG) removal projects that rely on the sequestration and biological or geological storage of carbon dioxide. Additionally, in June 2024, Envita officially signed a letter of commitment with the Science Based Targets initiative (SBTi). In 2025, we intend to define our near- and long-term targets.

	2022	2023*	2024
Envita Solutions Emissions	2,980.22 CO ₂ e	3,562.41 CO ₂ e	3,602.40 CO ₂ e

*Carbon offsets procured for 2023 emissions were initially based on 2,500 Tonnes of CO₂e. As Envita's emissions reporting becomes more comprehensive, new opportunities for continued improvement have been identified.

Sustainability Reporting & Goals

Sustainability reporting and third-party validation are essential for measuring our progress, identifying areas for improvement, and benchmarking against industry standards. Our commitment to transparency can be reflected in our participation with leading assessment organizations: CDP, EcoVadis, and the Science Based Targets initiative (SBTi).

	2022 Score	2023 Score	2024 Score
CDP	C-	C	C



	2023 Score	2024 Score
ecovadis	48	51 Committed Badge*

*Former Bronze Level

Envita Sustain

We strive to actively involve our employees in sustainability efforts, empowering them to make environmentally responsible choices as part of their daily workday. Our sustainability committee, Envita Sustain, is dedicated to improving the social, economic, and environmental well-being of Envita by encouraging employee participation and action across the business.

Envita Sustain has made strides in creating and implementing initiatives that lessen our impact on the planet. The committee prioritized three pillars to guide their efforts: lifestyle, recycling, and composting.

Throughout our office, there is signage to educate and engage employees in our sustainable practices. In the kitchen, there are reusable cups, dishware, and compostable utensils. Water filtration systems have replaced bottled water, and when using catering services, we refer to our preferred list of those who use recyclable or compostable containers. We have a community fridge for employees' lunches and catering leftovers. Additionally, we started a pollinator garden complete with a company beehive.

As for recycling and composting, we have dedicated bins for aluminum, plastic, paper, and cardboard around the building. We also have a kiosk where employees can recycle batteries through The Heritage Group partner, Cirba Solutions. Composting services are offered to employees through Green with Indy.

Envita believes there are endless opportunities to make the world a better place, and these changes serve as a step toward that future. Outside of our daily initiatives, our staff participated in service activities that further emphasized our mission. Employees volunteered at various locations to celebrate Earth Day and for the second year in a row, Envita offered electronic waste recycling at the Indianapolis headquarters. Through the month-long effort, we recycled 506 pounds of electronic waste.



“Because of the work we do, supporting our customers in reaching their sustainability and zero-waste-to-landfill goals, I am thrilled that Envita Solutions is focused on our own sustainability. It’s fun to collaborate with the Envita Sustain team on sustainability initiatives and programs at our office to educate and engage our coworkers in being better stewards of the Earth.”



—Kelly Geckler, Senior Program Manager and Envita Sustain Chair

Our Communities



We recognize the importance of fostering meaningful connections, both within our organization and across the communities we serve. In 2024, our initiatives empowered employees to achieve their career goals while also contributing to a sustainable and inclusive future. From investing in growth and development opportunities to giving back through philanthropy, we made a positive impact on the lives of our employees and communities where we live and work.

Envita Philanthropy

Our philanthropic committee, Envita Philanthropy, focuses on making a positive impact in the communities where we operate by supporting charitable initiatives, fostering community involvement, and promoting a culture of giving through donations and volunteering.



GOALS & OUTCOMES

**POSITIVELY
IMPACT
THE COMMUNITIES
WHERE WE
OPERATE**

**\$25K
DONATED,
BENEFITING
14 NONPROFIT
ORGANIZATIONS**

**5 VOLUNTEER
EVENTS**

**3 IN-OFFICE
DRIVES**
to support charities
in our communities

A Message from Our Envita Philanthropy Committee Chair



At Envita Solutions, we are driven by the vision of creating a more sustainable and responsible future. Giving back to the community is a natural extension of our purpose and values — fostering meaningful connections, supporting those in need, and strengthening the places where we live and work. Through Envita Philanthropy, we have been able to make a lasting impact by supporting local organizations and initiatives that align with these values.

Over the last three years, Envita has donated nearly \$75,000 to nonprofit organizations. One of our favorite campaigns is the annual IndyHumane pet calendar, which features employee-submitted pet photos with proceeds benefiting the local humane society. We also sponsor events like the Indy Urban Acres Farmraiser and provide Christmas gifts for families through the Noblesville Youth Assistance Program. Additionally, our employees have led and participated in various hands-on initiatives, including:

- Filling backpacks with school supplies for local domestic violence shelters
- Assembling palliative care boxes for the Veterans Affairs hospital
- Hosting office collection drives for toys, shoes, blankets, and household goods
- Partnering with Keep Indianapolis Beautiful, Trinity Haven, and Harmony IN Horses

We are proud to share that many of our employees are personally involved with nonprofits, demonstrating that their commitment to making a difference goes beyond the workplace. By supporting local organizations and community programs, we strive to create a positive legacy for generations to come.

—**Megan Suttle**, Account Administration Manager and Envita Philanthropy Committee Chair



Developing Our Workforce

Investing in people strengthens more than just our team — it helps build a skilled workforce that supports and uplifts the entire community. Envita aims to foster a culture that enables individuals to unlock their full potential by providing opportunities for growth, learning, and meaningful engagement. With technology enhancements, continuous performance coaching, and numerous training opportunities, Envita empowers employees to take control of their career journey. Through mentorship, leadership training, and community-building activities, we provide opportunities for our team to thrive. We also believe in helping people find their career paths early. Through The Heritage Group, we offer summer internships to college students and sponsor Orr Fellows throughout the year.



GOALS & OUTCOMES

Invest in future workforce by providing

**TRAINING,
INTERNSHIP, &
FELLOWSHIP**

opportunities for all generations

**5 INTERNS &
2 OUT OF 5
ORR FELLOWS**

HIRED AS FULL-TIME

40+

**TRAINING AND
DEVELOPMENT
OPPORTUNITIES FOR**

**300
EMPLOYEES
IN 2024**



Sustainability in Action

Customer Case Studies



Innovative Repackaging

A global HVAC manufacturer and distributor enlisted Envita Solutions to provide cost-effective and efficient solutions for recycling wood dunnage, cardboard, and foam used in their product packaging. Our team collaborated on a plan to repurpose the cardboard as a recyclable barrier, effectively replacing the foam corners. The packaging redesign helped minimize yearly spending and divert approximately 2,550 tons of waste to landfills.



Achieved zero-waste-to-landfill status



Environmentally friendly packaging



\$17,000 annual savings



Achieving Zero-Waste-to-Landfill Goals

Sustainability goals are not achieved overnight. With the right total waste management partner, even the loftiest goals can be met. In the 2000s, an automotive manufacturer set an ambitious five-year target to become the first in their industry to achieve zero-waste-to-landfill status. Envita Solutions seamlessly integrated its onsite management and logistics abilities with various waste technologies to develop a comprehensive recycling, tracking, and reporting system. Within 18 months of their partnership with Envita, the manufacturer hit zero-waste-to-landfill status.



The first automotive assembly plant in the country to achieve zero-waste-to-landfill status in 18 months



Received the State of Indiana Governor's Award for Environmental Excellence in Recycling/Reuse



Improved product suppliers' process for use of recycled materials

Customer Case Studies

Waste to Product Reuse

Envita Solutions assisted a global energy technology company in safely disposing of 250 tons of hazardous waste generated through a line flush process. By evaluating the waste characteristics and collecting analytical data, Envita was able to reclassify the waste stream, eliminate the need for hazardous waste reporting, and repurpose the material as fuel. Our innovative reuse approach diverted waste from landfill, increased operational efficiency, and significantly reduced costs.



Increased operational safety



\$49,000 in cost savings



250 tons of material diverted from landfill annually

Optimizing Food & Packaging Waste

A major food manufacturing facility partnered with Envita Solutions to address service challenges and improve waste management. Envita identified new supplier partners and proposed four programs aimed at enhancing efficiency and reducing landfill waste. A new supplier now oversees garbage and equipment services, eliminating blocked container charges and optimizing operations. Additionally, hundreds of tons of waste are being repurposed through mixed recycling and composting programs.



Optimized efficiency with new supplier partnerships



\$106,000 in annual cost savings



435 additional tons of waste diverted from landfill annually



Strategic Equipment Installation

When a global industrial machinery company needed a solution to manage their waste more effectively, they turned to Envita Solutions. By implementing the compactor program, Envita was able to significantly improve the customer's waste management processes, reduce transportation trips, and achieve annualized savings. This initiative minimized their environmental impact and enhanced their operational efficiency.



Reduced carbon emissions with 208 fewer trips annually



\$118,000 in annual cost savings



Sustainable and cost-effective equipment solution

The Road Ahead

At Envita Solutions, our sustainability journey is just getting started. As we adapt to meet the ever-growing needs of a more eco-conscious world, we see endless opportunities for innovation and positive environmental impact. Whether it's our internal transformation or how we're continuously evolving to better service our customers' needs, the future is bright and exciting.

Our Strategy

- We will continue to improve our reporting and drive up our sustainability scores, all while working to reduce our operations emissions by 50%. Currently, we are in the middle of our Marginal Abatement Cost (MAC) analysis for carbon emissions to help determine our abatement strategy for near- and long-term goals.
- We will maintain our zero-waste-to-landfill status in all our operations that we achieved in March 2025.
- We are now working toward our 2030 transition to 100% green energy, pending approval for our SBTi near- and long-term reduction targets.

External Partnerships

By the end of 2025, we aim to offer full greenhouse gas (GHG) impact reporting for all of our customers' services through Envita.

Envita is also evolving to provide Scope 3 carbon insetting as a service, positioning ourselves to support customers in achieving their Scope 3 reduction targets by offering guidance and resources to minimize GHG emissions throughout the waste and recycling value stream.



GRI Index

Statement of use

Envita Solutions has reported the information cited in this GRI content index for the period January 1, 2024 through December 31, 2024 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 4
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	2-3 Reporting period, frequency and contact point	Page 2
	2-6 Activities, value chain and other business relationships	Page 4
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GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 5
	3-2 List of material topics	Page 5
	3-3 Management of material topics	Page 5
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 14
	305-2 Energy indirect (Scope 2) GHG emissions	Page 14
	305-3 Other indirect (Scope 3) GHG emissions	Page 14
	305-5 Reduction of GHG emissions	Page 14
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 4*
	306-2 Management of significant waste-related impacts	Page 4*
	306-3 Waste generated	Page 4*
	306-4 Waste diverted from disposal	Page 4*, 12-13
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 11

*Reporting on waste processed for Envita's customers in 2024.

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GRI Standard	Disclosure	Location
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 9
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 10
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 8
	403-2 Hazard identification, risk assessment, and incident investigation	Page 8
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