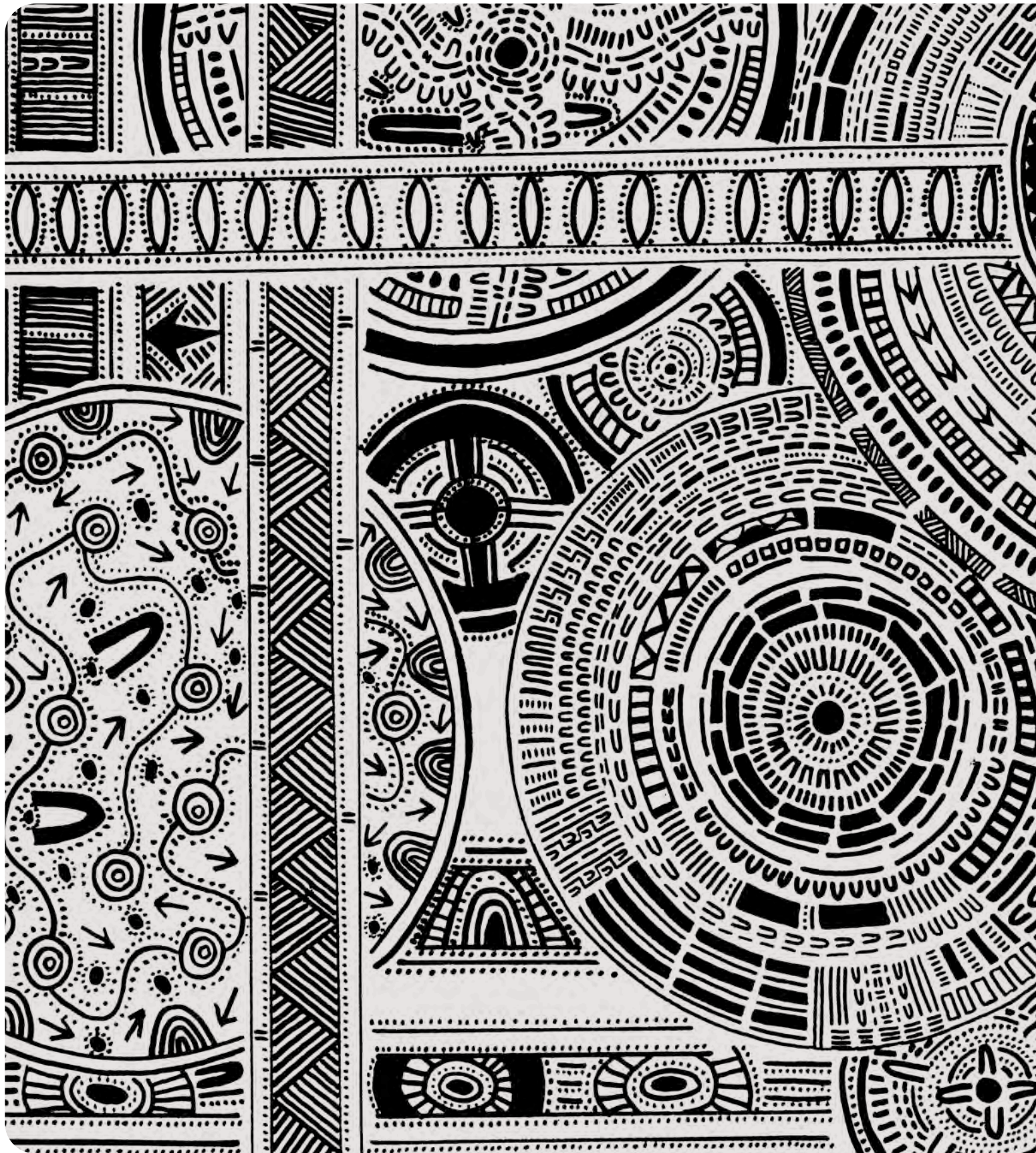


REMONDIS AUSTRALIA PTY LTD // ABN 95 002 429 781

Sustainability Report 2023

Reflecting on REMONDIS Australia's
environmental, social and governance
performance and objectives for the year
ended 31 December 2023



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

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

Contents

About Us	04
Message from our CEO	04
Highlights	05
About REMONDIS	06
Our approach to sustainability reporting	07
Environment	08
Social	18
Corporate Governance	23
2023 Performance Reports	25
Environment	26
Social	29
Corporate Governance	30



Björn Becker
CEO / Director

Message from our CEO

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

Reflecting on our agenda and achievements in 2023, I'm particularly pleased with our investments in fleet decarbonisation, as we demonstrate that carbon-free transport can and does work in industrial settings.

In October 2023 we deployed Australia's first hydrogen powered heavy waste collection vehicle into commercial operation, setting the stage for others to follow. This Fuel Cell Electric Vehicle (FCEV) technology emits only water vapour, and – importantly for the future of fleet decarbonisation – is performing well under the robust requirements of daily municipal waste collections.

2023 also saw a shift in the global and local context for sustainability reporting, reflecting changes in government, client and community expectations. Anticipating the introduction of mandatory climate-related financial reporting, in 2023 REMONDIS began proactively aligning our operations with these forthcoming requirements.

Our commitment to sustainability is at the forefront of our strategy, and we are diligently preparing to meet these new standards and expectations. We are conducting comprehensive climate risk assessments across our assets and implementing innovative emissions reduction strategies, particularly within our transport fleet. By adopting the latest low-emission technologies, we are not only reducing our carbon footprint but also enhancing our operational efficiency.

In addition, we are strengthening our governance frameworks and collaborating with industry experts to ensure the accuracy and transparency of our climate disclosures.

These efforts underscore our dedication to responsible environmental stewardship and position us to lead in sustainable resource management.

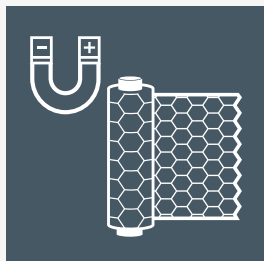
As always, our focus is firmly on the future.

A stylized, handwritten signature in black ink, consisting of a series of loops and a long, sweeping tail.

Björn Becker
Chief Executive Officer / Director
REMONDIS Australia

Highlights

In 2023 REMONDIS Australia successfully diverted from landfill:



7,736 tonnes
of steel



101,647 tonnes
of cardboard and paper



2,025 tonnes
of plastic



5,903 tonnes
of paint and packaging
materials



3,325 tonnes of aluminium
through the container
deposit scheme in WA



3,601 tonnes
of plastic through the
container deposit scheme
in WA



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

And we're proud to report that:



1,400+ students visited
the Swanbank REDiscovery
Hub in QLD



200+ clients consumed educational content
about recycling opportunities within their
business, and source separation

About REMONDIS

Still family-owned after almost 90 years, REMONDIS has built its international business around a set of core values including a commitment to ethical leadership, partnership, quality, environmental stewardship and long-term thinking. Now operating in over 30 countries, the REMONDIS Group benefits an estimated 30 million people worldwide.

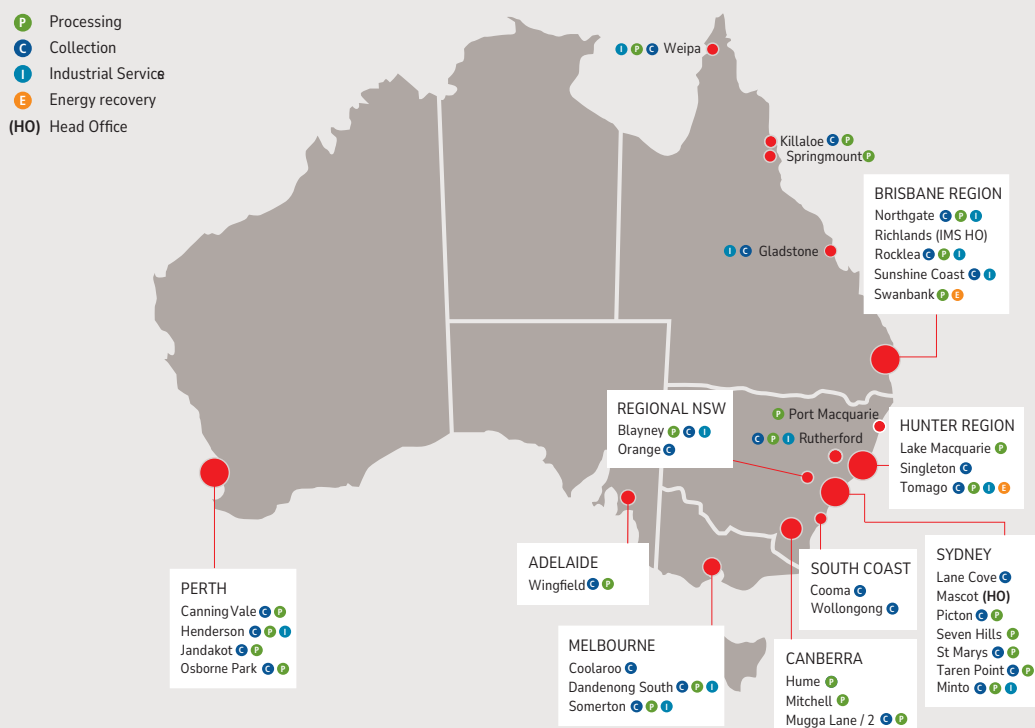
Launched in Australia in 1982, REMONDIS Australia has since grown and diversified to become one of the largest waste and recycling companies in the country. Acclaimed for our focus on customer support and service excellence, we work collaboratively with our customers and local authorities to deliver innovative, safe and reliable solutions across all industry sectors.

REMONDIS provides waste collection services to more than 24,000 commercial customers and, through partnerships with local authorities, approximately 2 million residential premises.

With 41 business locations across cities and regional areas of Australia, and a local workforce of around 1,000 employees, REMONDIS provides a wide range of

processing and treatment services including commercial waste logistics, industrial services, material and resource recovery, organics processing, hazardous and liquid waste treatment, water treatment and landfill operations. Our Integrated and Managed Services division (REMONDIS IMS) is Australia's largest environmental managed services provider, partnering with our peers to deliver independent, impartial solutions for large-scale customers with complex needs. Environmental Treatment Solutions (ETS) and REMONDIS Aqua Australia provide specialised solutions for hazardous waste and industrial water management, respectively.

Across this spectrum of activity, working in collaboration with our clients, we believe we can achieve a more sustainable future; a future in which waste is a resource.



Our approach to sustainability reporting

As 2023 – our third year of voluntary sustainability reporting – drew to a close, we began a comprehensive review of our approach to sustainability, target setting and reporting practices, which will continue in 2024.

REMONDIS Australia has integrated sustainability into our core operations and, in 2021, aligned our sustainability objectives with the United Nations Sustainable Development Goals.

As the regional operation of a global company headquartered in Germany, our approach to sustainability reporting will respond to both local and European reporting standards.

In Europe, the Corporate Sustainability Reporting Directive (CSRD) announced in January 2023 and legislated by the European Union (EU), requires all large companies operating in the EU to publish regular reports on their environmental and social impact activities, according to common standards. Within Australia in 2023, we began actively preparing in anticipation of new mandatory climate-related financial disclosure requirements.

Going forward, our sustainability reporting will change in response to these, and other, new requirements and will also reflect shifts in market, community and client expectations.

REMONDIS is committed to conducting climate change risk assessments for our assets and continuing our efforts toward de-carbonising our business. This includes trialling emissions reduction options in our diesel heavy vehicle transport fleet and ensuring the adoption of the lowest emissions diesel engine technology. As a leader in resource recovery, REMONDIS is leveraging its recycling activities to recover valuable raw materials and reduce carbon emissions, which is central to reducing our impact.

REMONDIS is enhancing its internal processes to ensure compliance with future climate-related financial disclosure requirements. This involves developing robust governance frameworks, performing gap analysis, and engaging with external experts to verify climate disclosures, which will improve readiness and compliance with future reporting requirements.

REMONDIS Australia maintains quality certifications to ISO Standards 9001, 14001 and 45001.



Environment

At REMONDIS we are dedicated to protecting and conserving the natural environment and its resources, and implementation of effective environmental controls. These controls are not just an add-on but are integral to our 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. We believe that sustainability and environmental stewardship are fundamental to our business practices and essential for the well-being of future generations.

Integrated environmental controls

Our approach to environmental management is comprehensive and multifaceted. We employ state-of-the-art technologies and innovative processes to ensure that our operations meet the highest environmental standards.

This includes:

- **Advanced waste treatment** // We utilise cutting-edge facilities and processes to treat hazardous and regulated waste, ensuring that these materials are disposed of safely and in compliance with all relevant regulations.
- **Sustainable waste management** // Our services are designed to minimise waste generation and maximise recycling and resource recovery. By diverting waste from landfills, we help conserve natural resources and reduce environmental impact.
- **Energy efficiency** // We are committed to reducing our carbon footprint through initiatives such as our national solar program, which aims to shift our energy consumption towards renewable sources.

Collaboration for best practice environmental outcomes

We recognise that achieving the best environmental outcomes requires collaboration with our customers, suppliers, and the broader community. Our partnerships are built on a foundation of trust and shared commitment to sustainability.

Key aspects of our collaborative approach include:

- **Customer engagement** // We work closely with our customers to understand their specific waste management needs and develop tailored solutions that promote sustainability. This includes providing education and support to help businesses implement effective waste disposal and recycling practices.
- **Supplier partnerships** // We collaborate with suppliers to ensure that the materials and services we procure meet our stringent environmental standards. This helps us maintain a sustainable supply chain and supports our overall environmental goals.
- **Community involvement** // We engage with local communities to promote environmental awareness and support initiatives that contribute to resource conservation and environmental protection. Our decentralised organisation allows us to build strong ties with the communities where we operate, fostering local economic support and environmental stewardship.

Using waste as a resource

At REMONDIS, we view waste not as a problem but as a valuable resource that can be harnessed to power the future. Our innovative recycling and resource recovery solutions are designed to transform waste into usable materials and energy.

This approach includes:

Material recovery // We recover valuable materials from waste streams, which can be reused in various industries, thereby reducing the need for virgin resources and supporting a circular economy.

Innovative solutions // We continuously invest in research and development to find new ways to utilise waste. Our collaboration with research institutes and experts leads to the development of novel recycling technologies and sustainable innovations.

Reducing our climate change impact

In FY22/23 REMONDIS Australia reported 288,621 tonnes carbon dioxide equivalent (tCO₂-e) of Scope 1 emissions and 4,569 tCO₂-e of Scope 2 emissions. This represented a 5% decrease on the greenhouse gas emissions reported in FY21/22, driven largely by the upgrade to our landfill gas capture systems.

Consistent with our FY21/22 reporting, methane emissions are the most significant among the emissions sources that are under our operational control for the purposes of reporting under the National Greenhouse and Energy Reporting Act (NGERs).

Publicly Reported NGERs data for REMONDIS Australia Pty Ltd



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 Swanbank Renewable Energy and Waste Management Facility, in Queensland. This registered Emissions Reduction Fund project collects the methane that would be otherwise vented to atmosphere from our landfill and converts it to electricity, or flares it to reduce its greenhouse gas impact.

The expanded facility now generates approximately 28,300 megawatt hours of renewable electricity annually (at 98% uptime). This is enough to power around 4,800 households each day, significantly contributing to the local grid and supporting Queensland's ambitious climate-friendly energy plans. The methane capture process at Swanbank reduces approximately 173,000 tonnes of CO₂-equivalent greenhouse gas emissions each year, underscoring our role in mitigating climate change.

In 2023, REMONDIS made significant strides in enhancing its landfill gas capture capabilities at the Swanbank facility. This expansion is a testament to our commitment to sustainability and reducing greenhouse gas emissions through innovative waste management practices. The expansion significantly increased the facility's capacity by adding two new J320 Jenbacher generator modules. This upgrade increased the facility's total capacity to 3.3 MW.

Cell 9 within Swanbank Renewable Energy & Waste Management Facility, under construction in 2023. Landfill gas extraction infrastructure is embedded within the cell during the lengthy, and technically complex, development of a new disposal cell



National Solar Initiative

REMONDIS Australia is on a mission to reduce the carbon footprint of energy used across our operations – which extend from far north Queensland 3,000kms south to Melbourne and 3,300 kms west to Perth. Managing the carbon cost of our own operations is a natural extension of our focus on waste reduction and environmental value.

Our National Solar Initiative, which commenced in 2022, has successfully installed solar photovoltaic (PV) panels across 10 operational branches. In the calendar year 2023, this initiative added 776 kW of solar PV capacity – significantly enhancing our renewable energy generation capacity.

As a result, energy generated from solar sources in 2023 was 905,000 kWh. More solar PV installations are in the pipeline, with solar projected to deliver 18% of REMONDIS Australia's total energy demand.

Facility	State	Capacity (kW)	Commissioned
REMONDIS St Marys	NSW	79.56	2022
Springmount Waste Management Facility	QLD	16.4	2022
REMONDIS Lake Macquarie Organics Resource Recovery Facility	NSW	99.84	2022
REMONDIS Dandenong South Waste Processing Plant	VIC	99.9	2022
REMONDIS Henderson Liquid Processing Plant (2 properties)	WA	17.94 + 39	2023
REMONDIS Wingfield Resource Recovery Facility	SA	99.84	2023
REMONDIS Seven Hills Resource Recovery Facility	NSW	99.2	2023
REMONDIS Rocklea Resource Recovery Facility	QLD	99.8	2023
REMONDOS Coolaroo (2 properties)	VIC	54.8 + 32	2023
ETS Blayney	NSW	37.8	2023

Table: Summary of National Solar Initiative to December 2023

✓
Solar PV installed at
REMONDIS Rocklea
Resource Recovery
Facility in October 2023



Fleet de-carbonisation

In 2023, REMONDIS Australia made significant strides in its fleet decarbonisation initiative with investments in prototyping, pilot programs and lower emission vehicles. 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 FY22/23.

In 2023, REMONDIS acquired 59 new operational heavy vehicles. Of these, 49 vehicles comply with the stringent Euro 6 emissions standards (80/40 ADR), while the remaining 10 meet Euro 5 standards. Consequently, 83% of the new fleet meets or exceeds Euro 6 emissions standards, demonstrating our commitment to reducing environmental impact and improving air quality.

This fleet upgrade is part of REMONDIS' broader decarbonisation strategy, which also includes pioneering efforts in zero-emission vehicles.

Hydrogen vehicle in operation

In October 2023, after extensive trials, REMONDIS deployed one of the world's first hydrogen-powered waste collection trucks into commercial operations in the Illawarra region of New South Wales. The Fuel Cell Electric Vehicle (FCEV) relies on hydrogen, which combines with air to generate electricity for motor function, emitting only water vapour and nothing harmful to the environment. The vehicle's development and operational deployment marks a significant step towards carbon-free transport in industrial settings.

The vehicle was developed in Australia collaboration with Hyzon Motors, with a custom body by Superior Pak.

The 2023 launch of the Coregas H2 station in Port Kembla, Australia's first hydrogen refuelling station for heavy vehicles, has been pivotal in enabling the truck to commence operations. The truck will result in 25,000 litres of diesel fuel being saved annually – the amount a conventional diesel-powered waste collection truck of this size uses. Up to 75 tonnes of carbon emissions would also be eliminated each year.

Electric vehicle pilot

In a separate pilot project, REMONDIS put a Volvo FE Electric on the road in Canberra in late 2023, running the low carbon emission waste collection vehicle for a six week trial under real-world commercial conditions for range and payload.

The Volvo Trucks Australia FE Electric 6x2 rigid truck has a specialised UrBin RL160 rear-loading waste body supplied by Bucher Municipal.

The truck performed well, lifting 240, 660 and 1100 litre bins, servicing general waste, co-mingled recycling and paper/cardboard recycling collections for our commercial clients in the ACT. The electric heavy vehicle travelled approximately 130kms across an average seven hours in operation, each day, with battery charge remaining at end of day.

By investing in both Euro 6 compliant vehicles and cutting-edge hydrogen technology, REMONDIS is positioning itself at the forefront of sustainable waste management practices. These efforts align with the company's broader sustainability goals and commitment to reducing its environmental footprint while providing efficient and responsible waste management services.

One of the world's first zero-emission waste collection trucks entered commercial operation within REMONDIS Australia's fleet in 2023, achieved in collaboration with valued suppliers aligned with our goals. This hydrogen powered vehicle was developed for REMONDIS by Hyzon Motors in Australia, in partnership with Superior Pak.



Reporting our Scope 3 impact

REMONDIS calculated its Scope 3 emissions for the 2022/2023 financial year with a focus on fuel, electricity, and travel. Using Australian National Greenhouse Accounts factors, we determined emissions from fuel and electricity. Our travel provider supplied emissions data for travel-related activities. An estimate of Scope 3 emissions for waste was calculated based on the total number of our employees.

In total, these Scope 3 emissions amounted to 10,142 tonnes of CO₂ equivalent.

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

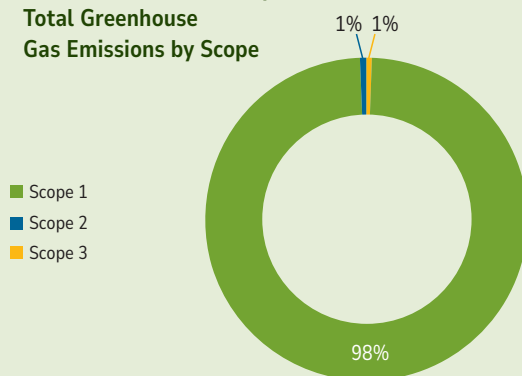
Environmental compliance

As a responsible operator of our environmentally licensed sites, REMONDIS is dedicated to conducting all our operations with the lowest reasonably practicable impact on any aspect of the environment. We understand the significant responsibility associated with the safe transport, handling, and disposal of waste, and we continuously strive to enhance the rigour of environmental compliance in both our operations and those of our suppliers.

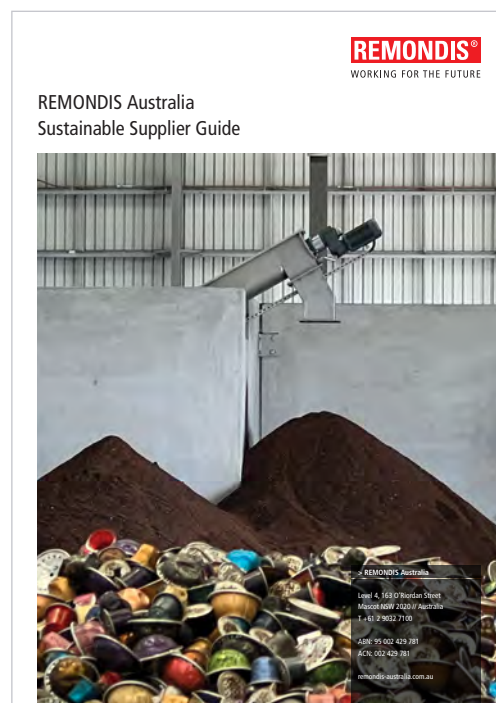
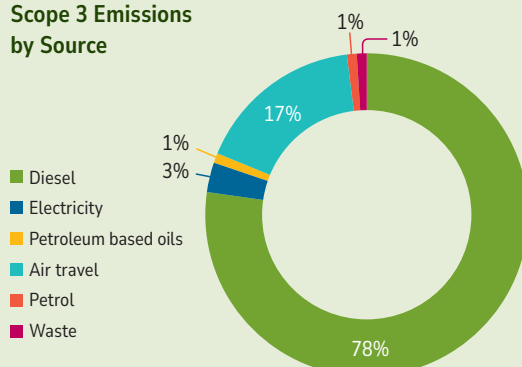
In the last financial year, REMONDIS did not receive any environmental non-compliance issuances. This result is particularly commendable given our extensive portfolio of transport, resource recovery, and disposal assets.

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

**REMONDIS Australia Pty Ltd
Total Greenhouse
Gas Emissions by Scope**



**REMONDIS Australia Pty Ltd
Scope 3 Emissions
by Source**



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The second edition of our Sustainable Supplier Guide was released in 2023, to ensure that our business partners are aware of REMONDIS' priorities



Educational programs

Educating school-aged kids on waste management is crucial for fostering a sustainable future. Instilling awareness and responsibility in children from a young age helps them understand the environmental impact of waste, promoting habits that reduce, reuse, and recycle materials effectively.

REdiscovery Hub

Building on our efforts from 2022, REMONDIS continued to focus on educating young children in 2023 through the REdiscovery Hub at Swanbank, in South East Queensland. Over 1,400 students, along with their teachers and parents, participated in our tailored learning program.

At the end of each lesson, teachers were given evaluation forms, commenting:

- _ “Kids are already coming up with ideas of how to be more sustainable. Awesome, thank you!”
- _ “A lot of learning and ‘doable’ ideas for every age/demographic.”
- _ “Very good in changing behaviour.”
- _ “Very informative, was good to learn about it. The hands-on activities were great!”

As 2023 drew to a close, plans were underway to extend this program into Victoria, ensuring more students benefit from these National Curriculum-aligned educational resources.

Online training platform

We also offer voluntary source separation support in the form of training via our online learning platform. In 2023 REMONDIS provided access to this platform to more than 200 clients of our Integrated and Managed Services division (REMONDIS IMS).

Soft plastics recycling technology

In 2023, REMONDIS Australia made a significant investment in the circular economy for soft plastics in Western Australia, by securing a state-of-the-art soft plastics pelletising unit.

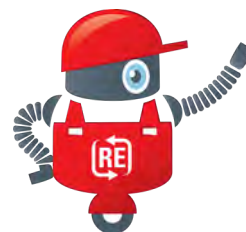
The Erema Intarema TVEplus 1310 RegrindPro will be based at REMONDIS's specialised facility in Jandakot, processing soft plastics (low density polyethylene or LDPE) from across WA. The new plant will produce a valuable recovered resource – high-grade plastic pellets which can replace virgin resources in the manufacture of low density polyethylene and other plastics making.

This investment aligns with our response to national COAG plastics export bans and meets the growing demand from businesses for more circular plastics recycling solutions.

The pelletising unit will be operational in 2024.

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The REdiscovery Hub at REMONDIS Swanbank Renewable Energy and Waste Management Facility, hosts educational visits by school children and community members, with indoor and outdoor learning experiences and an eye-opening tour of the landfill itself



Organics infrastructure

REMONDIS currently operates two Organic Resource Recovery Facilities, located in Port Macquarie and Lake Macquarie in NSW, and has plans approved for the development of a new facility in Queensland.

In 2023, REMONDIS was awarded \$5 million in government grants to develop a major enclosed organics processing facility at our Swanbank Renewable Energy and Waste Management Facility in South East Queensland. The funding consists of \$2.5 million from the Commonwealth's Food Waste for Healthy Soils Fund, matched by \$2.5 million from the Queensland Government.

This state-of-the-art facility will have the capacity to recycle 48,000 tonnes of food and garden organics (FOGO) and other commercial organics annually, converting them into valuable products for use in landscaping, agriculture, and horticulture. The project aims to divert significant amounts of organic waste from landfills, contributing to environmental sustainability and the circular economy.

REMONDIS received local planning approvals for the facility in August 2023 and expects it to be completed in 2025.

Coffee pod processing

A customised Atritor Turbo Separator has been deployed at our Tomago Resource Recovery Facility in NSW to recycle Nespresso's post-consumer coffee pods.

The Turbo Separator, with vibratory feeding plate and eddy current, recovers quality circular economy products from coffee pod waste without an energy-intensive drying process. All components of the coffee pods are separated with little to no contamination, enabling commercial viability and enabling maximum resource recovery – achieving a remarkable 98% diversion from landfill for the post-consumer coffee pod waste received by REMONDIS.

For Nespresso, the result has been a more efficient and affordable resource recovery solution than previous Australian options. Close collaborations continue between the two companies within a program of continuous improvements in logistics and processing, mirroring the companies' shared passion for achieving industry-leading outcomes for the humble coffee pod.

Energy recovery

REMONDIS Australia is committed to advancing its energy from waste (EfW) initiatives, leveraging more than 500 cumulative years of international experience in developing and managing EfW facilities. With 16 operational facilities globally, REMONDIS has a proven track record of converting non-recyclable waste into clean energy through various innovative technologies, including thermal treatment and anaerobic digestion.

Locally, at our REMONDIS Tomago Resource Recovery Facility in NSW, a Refuse Derived Fuel (RDF) plant is equipped to process waste into a solid fuel that can be used for industrial energy generation, providing a cleaner alternative to fossil fuels.

REMONDIS is dedicated to exploring and implementing innovative waste management solutions that align with global best practices – including energy recovery via thermal treatment. We will continue to seek out investment opportunities in energy recovery and to actively advocate for the regulatory and legislative framework to enable this technology.

Water management by REMONDIS Aqua

Since its launch in Australia in 2019, REMONDIS Aqua has secured significant contracts in Queensland's transport and local government sectors and opened a socialised commercial wastewater treatment plant at Northgate, a suburb of Brisbane.

In 2023 REMONDIS Aqua's expertise in industrial water management created additional value for client Gladstone Regional Council (GRC), for whom it provides operations and maintenance services for nine treatment plants that deliver various processes including water treatment, wastewater treatment and water recycling. Faced with the challenges of population growth and a competitive employment market, GRC sought additional expertise to maintain its high operations standards for municipal water and wastewater services. REMONDIS Aqua stepped in to provide the necessary support for these essential operations, including a highly skilled labour force, a bespoke training program to address the skills shortage, plus comprehensive testing, data analysis and reporting services.



Nespresso, one of the world's leading suppliers of coffee pods and coffee pod machines, has a commitment to a sustainable future firmly rooted as its core value. Their sustainability strategy, The Positive Cup, "seeks to improve the quality of our products and services while minimising our impact across our entire value chain – from sourcing to supply, from operations to delivery." REMONDIS is proud to support Nespresso in this endeavour.

Social

At REMONDIS the safety and wellbeing of our people is at the forefront of everything that we do. With around 1,000 employees, we understand that our impact extends beyond our organisation to our business partners, the wider community and the environment.

As such, REMONDIS is dedicated to creating, implementing, and monitoring safe work systems for all our operations. We allocate the resources required to identify, evaluate, and mitigate risks to our staff, our business partners and community members who may be impacted by our activities.

Health, Safety & Wellbeing

In 2023 we continued to invest in our Health, Safety, Quality and Environment (HSEQ) reporting system, Donesafe.

Improvements deployed in 2023 include the following implementations:

- _ Qualifications and Competencies module
- _ Contractor Management module, enabling significant improvements in contractor registration, onboarding and prequalification
- _ Licence Register module

In addition, Donesafe is now being utilised as the single data base for the control and management of workers' injury and compensation claims, improving visibility over such claims and the risks they reflect.

Significant improvement in training and development were enabled by the employment of a dedicated Training and Development Manager. This appointment soon resulted in the deployment of refreshed competency-based training on all our heavy vehicles, and a wholesale elevation in training tools and methods.

Risk-based approach

An important cultural shift is underway at REMONDIS Australia as we continue our transition from outcomes-focused safety management to risk-focused safety management. Applying a total risk focused approach aligns the level of investigation with risk and measuring High Risk Potential Incidents within the organisation.

We began the process of embedding our HSEQ Risk Management process across our operations in 2021, and this work continues today, with greater maturity and complexity.

Recent actions include:

- _ Implementing a new national incident escalation process, providing clarity of escalation requirements to all participants in the event of an incident
- _ Six monthly management review meetings to ensure the maintenance and consistency of our safety management processes
- _ Enabling the proactive measurement of safety with the development of a comprehensive Safety Score Card, measuring performance against key components of the Standard

Chain of Responsibility

REMONDIS understands that as the owner of a large heavy vehicle fleet, effectively managing the requirements of the Chain of Responsibility (CoR) across our operations is critical.

In 2023, REMONDIS Australia reinforced its commitment to safety and compliance by rolling out comprehensive CoR training to all employees involved in transport-related activities, ensuring they understand their legal obligations and responsibilities within the transport supply chain.

A key element of the CoR is the management of preventative and corrective maintenance for our fleet of heavy vehicles. Our procedures for managing daily vehicle inspections to proactively identify potential corrective actions were reinforced and further embedded across our operations, and we conduct routine management reviews to ensure compliance across our workforce.

Gender equality

The female participation rate at REMONDIS has improved, increasing from 22% in 2022 to 24% in 2023. Pleasingly, we are seeing substantial increases in the percentage of female participation in newly hired positions, which shows a positive trend to achieve meaningful increases in the gender diversity of our workforce.

The Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality citation program is a prestigious recognition designed to encourage, acknowledge, and promote organisations that demonstrate an active commitment to achieving gender equality in Australian workplaces.

REMONDIS Australia remains committed to working towards the WGEA Employer of Choice for Gender Equality citation.

In alignment with recent legal changes and our ongoing commitment to gender equality, REMONDIS conducted a comprehensive gender pay gap analysis in 2023.

This analysis revealed improvements compared to the previous year. Specifically, the average (median) base salary gender gap decreased from 3.1% in 2022 to an impressive 0.1% in 2023. This reduction underscores our dedication to ensuring pay equity across all levels of our organisation.

As part of our leadership, strategy, and accountability initiatives, we have begun to review our policies and procedures to further support diversity and equity. This review aims to identify and address any potential barriers to equality, ensuring that our practices are fair and conducive to a diverse and inclusive workplace.

>
Safety is central to the operations and culture of REMONDIS, across all our facilities and operations, including here at REMONDIS Dandenong South Liquid Processing Plant, in Victoria



Strategic procurement practices

In 2023, REMONDIS directed 41.5% of our national contract spend towards Indigenous businesses, small and medium-sized enterprises (SMEs), and social enterprises.

REMONDIS Australia's Integrated and Managed Services division (REMONDIS IMS) manages over \$140 million per annum in national waste contracts across more than 7,000 sites for 149 of Australia's largest sustainability focused businesses. This entails finding solutions for 430,000 tonnes per annum of waste, for which we are now achieving recycling rates across our customer base in the order of 74%. That's around 318,200 tonnes of material diverted from landfill each year.

Given that these contracts encompass sites all over Australia and New Zealand, from Weipa in Queensland to Albany in Western Australia and Dunedin in NZ, REMONDIS has established a network of more than 1,000 partners to support our service delivery. Many of these organisations are entrepreneurial small-to-medium sized businesses which have developed specialised waste and recycling services to support their communities. We see working with these organisations as integral to our ability to give our customers access to new recycling technologies, no matter where their sites are located.

In addition, we actively seek out these SMEs and Indigenous businesses to ensure they have the opportunity to service our national customers. The team is currently working on developing a new joint venture in Western Australia with an Indigenous-owned enterprise and is excited about the opportunities these projects will deliver the community.

Our efforts and focus on social procurement demonstrate a practical application of REMONDIS' commitment to fostering diversity, inclusion, and sustainable economic growth within the communities we serve. By directing a significant portion of our contract spend towards Indigenous, SME, and social enterprise suppliers, REMONDIS is not only supporting local economic development but also contributing to broader social and environmental goals.

Social employment with Good Sammy Enterprises

In 2023, REMONDIS Australia expanded its involvement in Western Australia's container deposit scheme, known as Containers for Change, and created additional job opportunities for people with disabilities or social disadvantage.

In 2023, REMONDIS was awarded a tender to operate a new bulk sorting and counting facility at our Canning Vale depot, receiving beverage containers collected from self-serve kiosks around metropolitan Perth shopping centres. To staff the new bulk sorting line, REMONDIS partnered with not-for-profit organisation Good Sammy Enterprises, which specialises in securing employment for people with disability or experiencing social disadvantage. Two roles have been created, which may increase as operations expand.

This initiative not only supports our social employment goals but also enhances our operational capacity within the Containers for Change scheme – clear evidence of the positive impacts of integrating social and environmental goals into our business operations.

Gnalla Enviro – a highly valued Indigenous collaborator

In 2023 REMONDIS commenced a new collaboration with Gnalla Environmental (Gnalla Enviro), a proudly 100% Indigenous-owned waste service provider based in Western Australia.

This alliance is a mutually beneficial long-term relationship in which REMONDIS and Gnalla Enviro support each other to develop capacity and capability for WA's waste management and recycling requirements. Our alliance aims to provide clients with best practice waste management solutions whilst delivering direct and indirect economic and social benefits to Aboriginal people and their communities.

Gnalla's Traditional Owners are associated with Noongar country, and individual employees have individual family links to country. These connections underpin Gnalla Enviro's passion for creating social and economic value for Indigenous communities, with a strong focus on creating employment for Indigenous and socially disadvantaged workers.

Our collaboration with Gnalla Enviro has enriched REMONDIS socially and culturally, bringing a purpose-led, social impact lens to our operations and approach.

Community investments

For many years, REMONDIS Australia has enthusiastically participated in Clean Up Australia Day, an annual event dedicated to improving and conserving the environment. In 2023 volunteers from REMONDIS branches across New South Wales, Victoria, Queensland, and Western Australia came together to clean up local parks and streets, reflecting our commitment to sustainability and community engagement. In WA, our team collaborated with Gnalla Enviro to clean up at Walliabup (Bibra Lake). This clean-up effort was enriched by the participation of Uncle Neville Collard, a Noongar Aboriginal Elder, who shared stories about the significance of the area, fostering a deeper connection between the volunteers and the local environment.

As with Clean Up Australia Day, REMONDIS's community investments focus on initiatives that contribute to a cleaner, healthier and more sustainable future. The scale and nature of these investments naturally reflects the communities in which we operate.

In the Illawarra region of NSW, our ties to the local Shellharbour and Wollongong communities are many, strong, and personal. Drivers happily volunteer their time to join the Illawarra Convoy for the Cancer Council, and the local branch supports Rotary NSW NESCA Awards, Meals on Wheels, and – with some passion – local rugby league.

▼
[Celebrating the collaboration between REMONDIS and social employment provider Good Sammy Enterprises, at REMONDIS Canning Vale Resource Recovery Facility in August 2023](#)





REMONDIS Australia's collaboration with Gnalla Enviro is both commercial and social, including a shared experience of Clean Up Australia Day at Walliabup (Bibra Lake).

Corporate Governance

Good corporate governance enables the quality, reliability, and effectiveness of our services. Our approach is underpinned by an integrated Business Management System (BMS) encompassing accredited Quality, Workplace Health & Safety, and Environment Management Systems. This comprehensive framework supports our operational teams in delivering excellence across all operations and services.

REMONDIS' Total Waste Management approach, encompassing comprehensive risk management, attention to health, safety and the environment, and independently audited systems, underpins our commitment to good governance.

REMONDIS is accredited under the following Quality, Workplace Health & Safety, and Environment Management Systems:

Quality Management
ISO 9001
REMONDIS is a Quality Endorsed Company certified to the International Quality Management System Standard, ensuring solutions and services are delivered professionally and consistently to meet our customer and stakeholder requirements

Occupational Health and Safety
ISO 45001 & AS/NZS 4801
Safety is our highest priority. All sites are certified to ISO 45001 and AS/NZS 4801, demonstrating robust safety risk management across operations

Environmental Management
ISO 14001
Our facilities and vehicle fleet adhere to rigorous environmental controls, regulatory requirements, and high presentation standards, supported by a certified National Environmental Management System



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

As a large employer in the waste industry, REMONDIS aims to provide increased opportunity for employment for a diverse workforce across our Australian operations.

Looking internally to ensure growth opportunities are available and equitable, in 2023 we reported a 3.5% increase in promotions relative to 2022, including a modest increase of 4.5% in promotions for female employees. Two part-time employees were promoted in 2023, compared to none in 2022.

Graduate Program
We work hard to recruit the leaders and problem solvers of tomorrow. One of the ways we welcome talent into our operations is via our Graduate Program, in which we invite recent graduates from a spectrum of specialties to join us for a two-year program of professional development performing hands-on operational roles within the depots and facilities we operate, with immediate, purposeful impact.

The 2024 Graduate Program, for which recruitment occurred in 2023, has an operational focus. During the architected two years, our graduates will be parachuted into all corners of the company's business and operations, giving participants varied exposure, diverse experiences and a breadth of knowledge. There will be formal learning and supercharged development, but learning and growth will largely arise from being in a real-life setting, with exceptional mentors and a clear mission.

Emerging Leaders Program

Our Emerging Leaders Professional Development Program is designed for high-potential and high-performing employees of REMONDIS in Australia, to accelerate their professional development, build their confidence in leading across different organisation functions and prepare them for future business challenges.

Participants in our 2022 Emerging Leaders Program deployed and developed their skills across our operations in 2023. The 2024 Program, our second, has been developed in conjunction with Melbourne Business School (MBS) and will be co-facilitated by REMONDIS Australia and MBS. The program commences in April and will conclude in late November 2024, with residential modules held in Melbourne, Adelaide, Brisbane, Tomago and Sydney.

Professional development

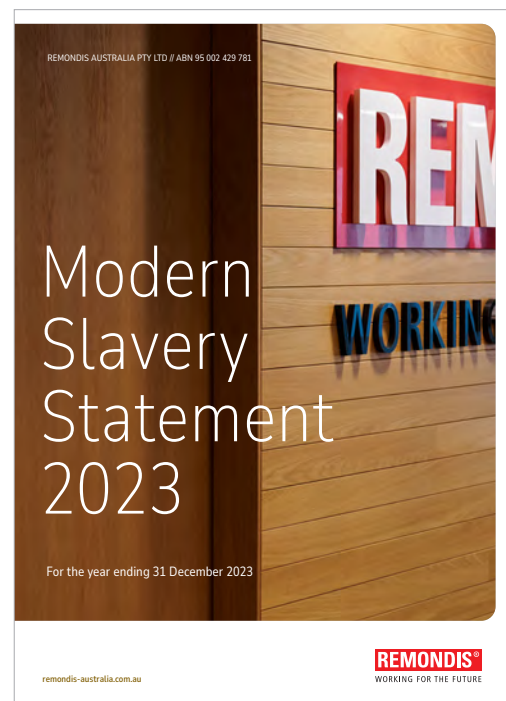
In addition, addressing our 2023 target to develop and run industrial relations awareness training for all managers, our Legal and People & Culture teams delivered focused educational briefings for managers on the following topics:

- _ Information session on Industrial Relations fundamentals
- _ Information session on Waste Management Award
- _ Information session on new Sexual Based Discrimination and positive duty of care
- _ Information session on Right of Entry
- _ Information session on flexible working arrangements and other legislative changes in 2023

Combating Modern Slavery

REMONDIS has and will continue to engage with its related entities, workers, contractors, suppliers, and customers about modern slavery. Our Modern Slavery Working Group and senior and executive management teams will continue to collaborate, raise awareness across our operations and supply chain, and continue developing strategies and processes to better our understanding of the modern slavery risks in our supply chains and operations, and how best to address and mitigate those identified risks.

In June 2023 REMONDIS released its third annual Modern Slavery Statement. This is publicly available on our website at: <https://www.remondis-australia.com.au/about-remondis-australia/governance/modern-slavery-strategy/>. We will continue to publish our annual updates on modern slavery.





2023 Performance Reports

Environment

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2023 Objective	REMONDIS Australia 2023 Target	REMONDIS Australia 2023 Performance	Target achieved?
6 CLEAN WATER AND SANITATION 	Target 6.3. By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	Develop best practice leachate treatment options	Commence implementation of best practice leachate treatment option at one REMONDIS site	Doubled capacity of BeneVap™ system at Swanbank Landfill (QLD) to 100,000 litres per day in 2023	Partially achieved
	Target 6.4. By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	Measure and report water usage at each site	Water usage, recycling and rain water capture reported and measured at each REMONDIS site		✗
7 AFFORDABLE AND CLEAN ENERGY 	Target 7.2. By 2030, increase substantially the share of renewable energy in the global energy mix	Continue to expand the installed renewable energy generation capacity across the REMONDIS asset base	4MW of installed renewable energy installed across REMONDIS sites	In 2023 REMONDIS installed 368.7 kW of solar capacity as part of our National Solar Initiative. Also, landfill gas generation at Swanbank facility increased to 3.3MW in 2023	Partially achieved
8 DECENT WORK AND ECONOMIC GROWTH 	Target 8.2. Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors	Increase the amounts and types of hazardous chemicals treated to reduce environmental impact	Increased tonnes of waste hazardous chemicals treated	Peak volumes in 2022 made achieving increased tonnage in 2023 challenging	✗
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Target 9.1. Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	Development of viable advanced waste treatment projects expanding waste infrastructure footprint for REMONDIS	Progress in viable advanced waste treatment projects in 2023	Soft plastics pelletiser works approval granted in 2023 with commissioning in 2024	✓
		Expansion of polystyrene recycling opportunity	Recycling of polystyrene offered at two REMONDIS facilities	Currently offering polystyrene recycling services at Wingfield, SA	Partially achieved
	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	Progress in viable energy recovery projects for East Coast of Australia by 2030		REMONDIS is an active advocate for regulatory and legislative enablers for energy recovery in Australia	Partially achieved
11 SUSTAINABLE CITIES AND COMMUNITIES 	Target 11.4. Strengthen efforts to protect and safeguard the world's cultural and natural heritage	Expand the 2022 pilot projects undertaken to support efforts to protect endangered species	Programs undertaken at four REMONDIS sites to support efforts to protect endangered species	Still under development	✗

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2023 Objective	REMONDIS Australia 2023 Target	REMONDIS Australia 2023 Performance	Target achieved?
11 SUSTAINABLE CITIES AND COMMUNITIES 	Target 11.6. By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	Develop and enhance the understanding of the opportunities for recycling through source separation	Develop accessible resources for source separation	Expanded suite of educational resources made available to customers and community	✓
		Develop a national education program for school aged children on the waste hierarchy and source separation	Commencement of national education program for school aged children	Commenced agreement with Sustainability Victoria on use of their assets for school educational materials	Partially achieved
		Promote the circular economy through increased plastic, steel, cardboard and paper recycling	Increase the plastic, steel, paper and cardboard diverted from landfill by REMONDIS 10% on 2022 volumes	Volumes increased 14.92% on 2022. Paper & cardboard up 12.97%, plastic up 17.02%, metal up 31.69%	✓
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	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	Maintain compliance with all relevant environmental license operational requirements	No Penalty Infringement Notices for licenced environmental sites		✓
	Target 12.5. By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Expansion of facilities offering resource recovery options for our clients	Increased tonnes of material recovered through REMONDIS' facilities	14% increase in diversion from landfill from 2022, to 136,115 tonnes recycled in 2023	✓
	Target 12.6. Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	Review Sustainability Supplier to set priorities for supply chain activities for REMONDIS	Review and publish updated supplier guide	Supplier Guide updated and published in 2023	✓
		REMONDIS' client reporting to include specific feedback on the environment and climate change impacts of the waste collected and processed	Clients provided specific, traceable metrics on the impacts of their waste	Provide environmental reporting metrics to clients on request	✓
13 CLIMATE ACTION 	Target 13.1. Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Conduct a climate change risk assessment for our assets	A climate risk analysis for all operational sites performed	Suitable resources were not available during the reporting period	✗
	Target 13.2. Integrate climate change measures into national policies, strategies and planning	Commence working towards net zero	Develop REMONDIS' Net Zero Strategy	Focused on establishing foundations for net zero	Partially achieved
		Commence trialling emissions reductions options in our diesel heavy vehicle transport fleet	Pilot two low emissions technology options for heavy vehicles	Commenced full time operations of a hydrogen-powered heavy vehicle in NSW, and undertook trial of electric heavy vehicle in ACT	✓
		Ensure REMONDIS' fleet adopts the lowest emissions diesel engine technology	From 2023 all new heavy vehicles to be of a Euro 6 (80/04 ADR) Standard	59 new trucks acquired in 2023; 10 meet Euro 5 emission standards, 49 (80%) comply with Euro 6 emission standards	Partially achieved

Austrade arranged this dramatic photo shoot of our hydrogen-fuelled waste collection vehicle, which serves the daily waste and recycling collection needs of Shellharbour City Council and City of Wollongong in NSW, as part of a series celebrating Australia's Net Zero capabilities.

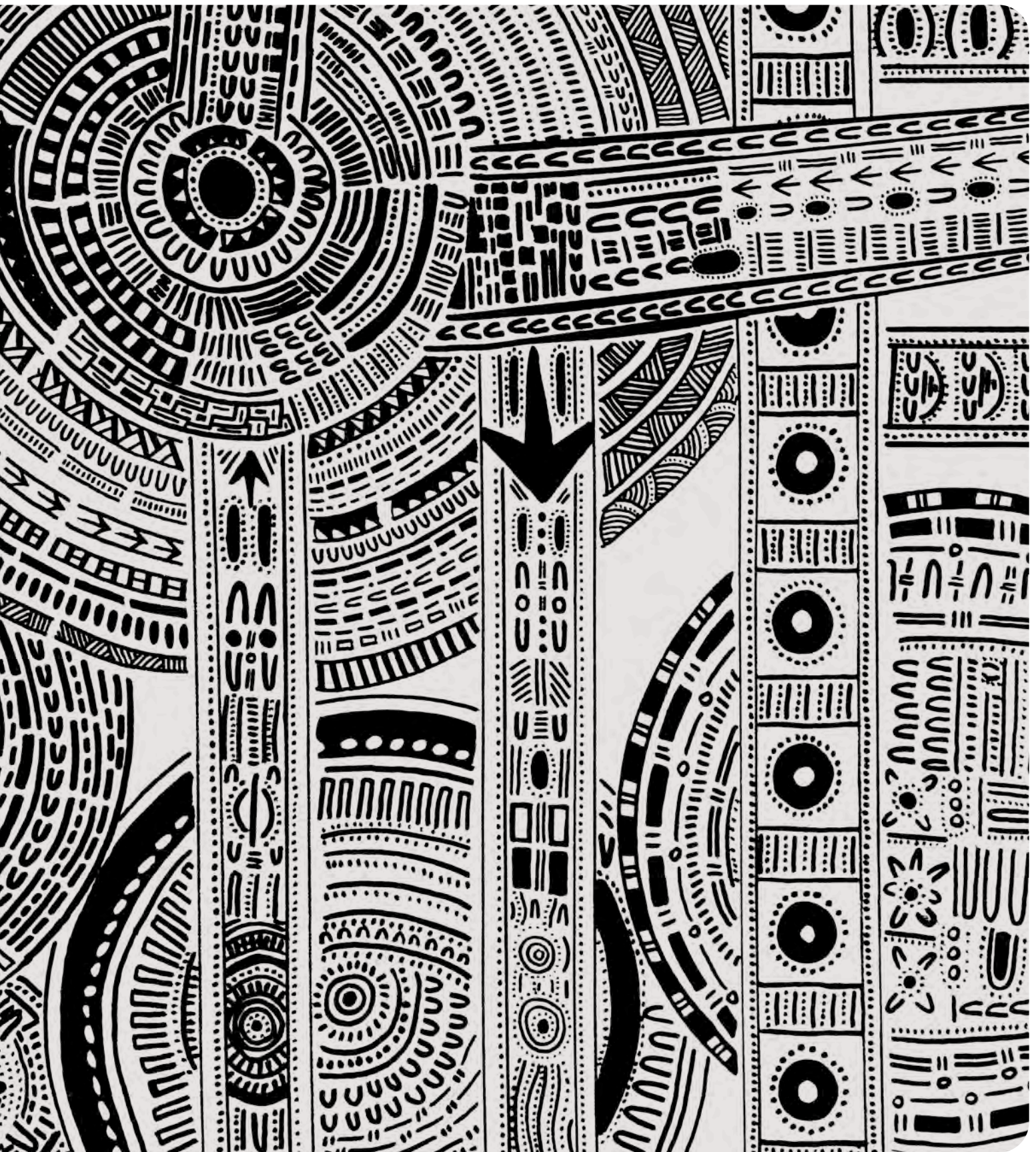


Social

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2023 Objective	REMONDIS Australia 2023 Target	REMONDIS Australia 2023 Performance	Target achieved?
3 GOOD HEALTH AND WELL-BEING 	Target 3.6. By 2020, halve the number of global deaths and injuries from road traffic accidents	All relevant workers have the required competencies and awareness of Chain of Responsibility	Continue providing CoR training to all workers involved in transport related activities	Deployed new CoR training for all transport related employees, and provided to new employees	✓
			Implement improved Contractor Management system, including transport contractors	Contractor Management system introduced in July 2023, and progressively implemented thereafter	✓
	Target 3.9. By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination	REMONDIS Australia workers go home safe everyday	Working towards zero lost time injuries	Implemented new procedures to work towards managing and reducing lost time injuries	✓
			Reduce injury severity and operational impact using 2022 as the baseline	Lost Time Injury Severity Rate reduced by 8%	✓
		REMONDIS Australia's safety performance trends to zero harm	Reduce frequency and severity of high-risk incidents using 2022 as the baseline	High Potential Incident Frequency Rate reduced by 49%	✓
			Embed the systems and processes to ensure corrective actions are completed	Monitoring of corrective actions remains a focus of attention	Partially achieved
5 GENDER EQUALITY 	Target 5.5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Improve equality and accessibility of opportunities for women in the workplace	Continue to work through Workplace Gender Equality Agency Employer of Choice Criteria	Completed gender pay gap analysis and gender gap analysis, with improvements on 2022	✓
10 REDUCED INEQUALITIES 	Target 10.2. By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Increase Indigenous engagement	Investigate and undertake options for increasing Indigenous engagement through REMONDIS' activities	Commenced collaboration with Gnalla Enviro, and commenced planning for Indigenous Engagement Plan	✓
		Advance REMONDIS AU commitment to increased diversity including gender, race, ethnicity and age	Develop REMONDIS diversity strategy	Focused attention on foundational data collection, quality and reporting	Partially achieved

Corporate Governance

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2023 Objective	REMONDIS Australia 2023 Target	REMONDIS Australia 2023 Performance	Target achieved?
5 GENDER EQUALITY 	Target 5.1. End all forms of discrimination against all women and girls everywhere	Work towards elimination of structural discrimination in the workplace	Undertake gender pay gap analysis across all REMONDIS employees	Completed gender pay gap analysis, with improvements on 2022	✓
	Target 10.3. Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	Further advance towards achieving the WGEA Employer of status	Select two priority criteria from the WGEA Employer of Choice guidelines and fully implement these	Conducted gap analysis for gender pay equity Commenced review of policies and procedures as part of leadership, strategy and accountability	Partially achieved
8 DECENT WORK AND ECONOMIC GROWTH 	Target 8.5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Improve employment opportunities for young people	Run a Graduate Program across REMONDIS for young university graduates	Commenced Graduate Program in late 2023	✓
	Target 8.7. Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Embed the anti-slavery policy and Modern Slavery Reporting	Release 2022 Modern Slavery Statement publicly	Released June 2023	✓
	Target 8.8. Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Continue to develop managers' awareness of industrial relations	Develop and run industrial relations awareness training for all managers	Monthly updates plus dedicated educational briefings	✓
		Develop a REMONDIS Driver Academy	Establish REMONDIS Driver Academy with a priority focus on increasing the number of women driving and operating heavy equipment at REMONDIS	Focused attention on foundations enabling recruitment of all Drivers and Operators, including training assets	✗
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Target 9.2. Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries	Increased employment opportunities across REMONDIS' Australian operations	Increase the number of internal promotions for a range of available opportunities	3.5% increase in internal promotions, including promotions for part-time employees	✓
			Increase conversions into secure stable employment with REMONDIS (labour hire or casual employment to permanent employment)		✓
10 REDUCED INEQUALITIES 	Target 10.4. Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	Work towards elimination of structural discrimination in the workplace	Undertake gender pay gap analysis across all REMONDIS employees	Completed gender pay gap analysis, with improvements on 2022	✓



“This painting depicts the recycling of waste throughout the country. The circles are recycling facilities. Within the circles there are paths on which REMONDIS travels daily, working on country. They take the same path to gather and recycle the waste of our country. You will see bird tracks of the Ibis.... This bird is also gathering and sorting through the waste which is collected by REMONDIS. Just as for the First Nations people of Australia, gathering and recycling was a daily part of life for our people.” – Woodinda, 2023

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Artwork by Woodinda (Shane Woodinda Wallace), a proud descendant of the Jirrabal, Nywaigi, Yidinji and Jangga nations of North Queensland, currently living on Gubbi Gubbi country



WORKING FOR THE FUTURE

REMONDIS has branches and investments in over 30 countries and, with more than 40,000 employees, is one of the world's leading service providers for recycling, service and water. The group of companies provides services to millions of citizens and many thousands of companies. Working for the future, here in Australia and across the globe.