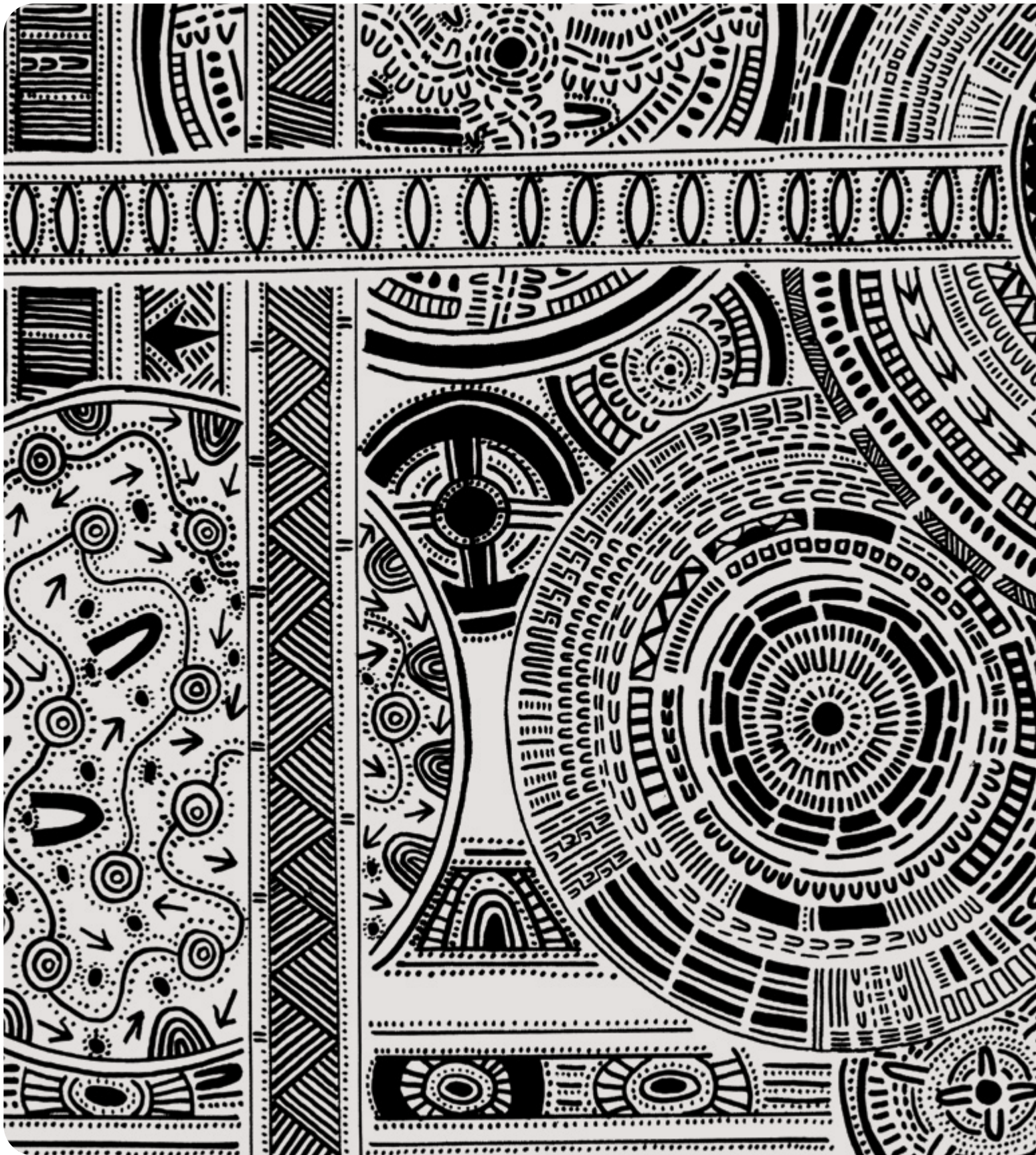




REMONDIS®

Sustainable Supplier Guide

A guide to assist our suppliers in working
with us to meet our sustainability goals



“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

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About REMONDIS

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

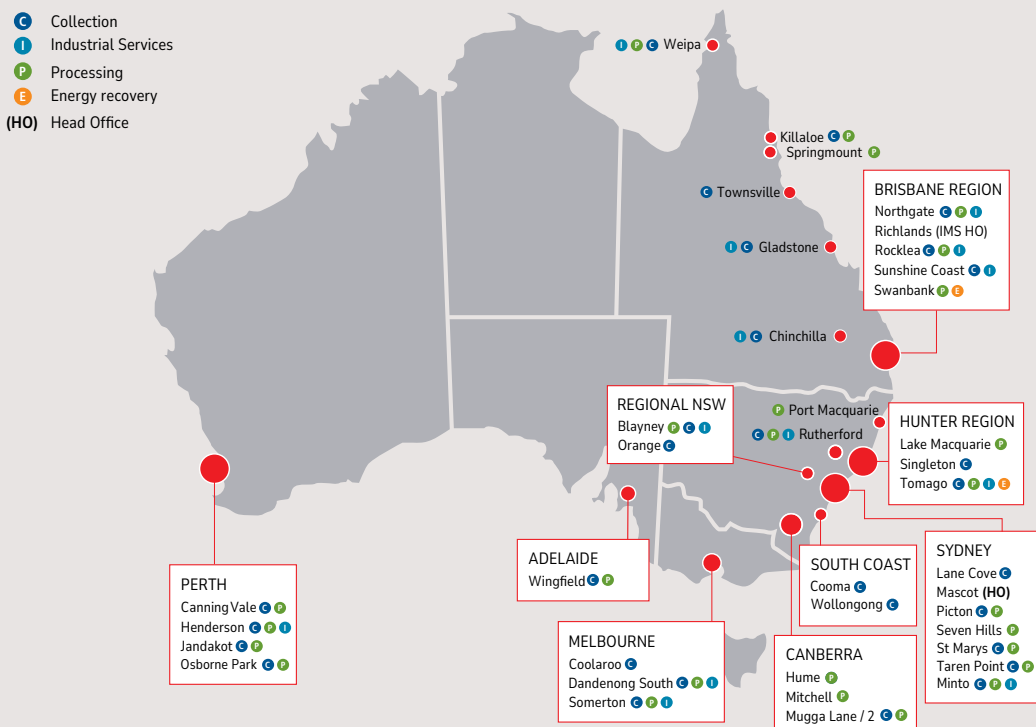
Launched in Australia in 1982, REMONDIS Australia has since grown and diversified to become one of the largest waste and recycling companies in the country. Acclaimed for our focus on customer support and service excellence, we work collaboratively with our customers and local authorities to deliver 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 1,100 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.



About this Sustainable Supplier Guide

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

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

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

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

Suppliers' commitments

In our annual Sustainability Report, REMONDIS outlines the goals and specific targets which we have assessed we can significantly impact through our operations.

REMONDIS provides this Guide to assist our suppliers in working with us to progress these goals and targets.

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



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

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



Environment



At REMONDIS we seek to protect and conserve the natural environment and its resources, using effective environmental controls which are an integral part of well-managed operations. We are committed to working with our customers and suppliers to achieve best practice environmental outcomes using waste as a resource to power the future.

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



Environment Targets


United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2024 Target
<p>6 CLEAN WATER AND SANITATION</p> 	<p>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</p>	<p>Extend the implementation of best practice leachate water solutions across multiple REMONDIS sites in 2024</p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>Target 7.2. By 2030, increase substantially the share of renewable energy in the global energy mix</p>	<p>5MW of installed renewable energy installed across REMONDIS sites</p> <p>REMONDIS sites use 100% renewable energy by 2025</p>
<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>Target 8.2. Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors</p>	<p>Increased tonnes of waste hazardous chemicals treated</p>
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>Target 9.1. Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all</p> <p>Target 9.4. By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p>	<p>Extend our plastics processing and recycling capabilities to promote circular economy principles and reduce environmental impact</p> <p>Collaboration and participation in viable energy recovery projects in Australia</p>
<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>Target 11.6. By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management</p>	<p>Extend investments in community and client education programs and resources</p> <p>Increase the consolidated volume of plastic, steel, paper and cardboard processed by REMONDIS</p>

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2024 Target
	<p>Target 12.4. By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p>	<p>Maintain compliance with all relevant environmental license operational requirements</p>
	<p>Target 12.5. By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	
	<p>Target 12.6. Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p>	<p>Increase diversion from landfill at Seven Hills Resource Recovery Facility (NSW)</p> <p>Clients provided specific, traceable metrics on the impacts of their waste</p>
	<p>Target 13.2. Integrate climate change measures into national policies, strategies and planning</p>	<p>Proactively prepare for Australia's mandatory climate-related financial disclosure regime</p>
		<p>Form an internal ESG Working Group comprising representatives from Business Units to spearhead our climate reporting initiatives</p>
		<p>Commence development of a comprehensive digital platform for efficient climate-related data collection, analysis, and reporting</p>
		<p>Deploy Euro 6 (ADR 80/04) compliant heavy vehicles across our fleet</p>

Social




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

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



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.

Social Targets

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2024 Target
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Target 3.6. By 2020, halve the number of global deaths and injuries from road traffic accidents</p>	<p>Introduce a system of annual Driver Declaration (medical fitness to drive)</p>
	<p>Target 3.9. By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination</p>	<p>Introduce a comprehensive Verification of Competency system for each truck type</p>
	 <p>5 GENDER EQUALITY</p>	<p>Target 5.5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>
 <p>10 REDUCED INEQUALITIES</p>		<p>Target 10.2. By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>
	<p>Launch Indigenous Participation Working Group to identify, enhance and support opportunities for Indigenous engagement activities across REMONDIS's operations</p>	<p>Deliver a training program for First Nations Peoples</p>





Corporate Governance

REMONDIS Australia's systems and processes are designed to ensure that our ambitions for people and the environment are considered and promoted through the way that we work. REMONDIS recognises that by working to reduce inequities within the business we not only create a fairer society for all, but we will benefit from the ideas and knowledge that only a diverse workforce can provide. This will also be reflected in how we choose to work with our suppliers.

Site tours with clients, partners and suppliers bring teams together for a better understanding of the complex challenges, risks and opportunities in our sector.



Corporate Governance Targets

United Nations Sustainable Development Goal	UN SDG Targets	REMONDIS Australia 2024 Target
<p>5 GENDER EQUALITY</p> 	<p>Target 5.1. End all forms of discrimination against all women and girls everywhere</p>	<p>Work towards elimination of structural discrimination in the workplace</p>
<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>Target 8.5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	<p>Ensure at least 70% of graduates are retained from REMONDIS Graduate Program and offered employment on completion</p>
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>Target 9.2. Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries</p>	<p>Increase the number of internal promotions for a range of available opportunities</p> <p>Reduce reliance on labour hire and promote secure employment</p>
<p>10 REDUCED INEQUALITIES</p> 	<p>Target 10.4. Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	<p>Undertake gender pay gap analysis across all REMONDIS employees</p>

REMONDIS has branches and investments in over 30 countries and, with more than 43,000 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.

Explore REMONDIS Australia's sustainability practice and reports online.

