

REMONDIS AUSTRALIA PTY LTD // ABN 95 002 429 781

Impact Report 2025

Reflecting on REMONDIS Australia's environmental,
social and governance performance for the year
ended 31 December 2025

remondis.com.au



Find out more

'Child of the Tribe' // Luanna de Jersey

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

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



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Message from the CEO

In presenting REMONDIS Australia's 2025 Impact Report, I am pleased to confirm that the investments we have made in our systems, people, and governance over the recent years have changed how we approach sustainability reporting, and the results are now visible.

Mandatory climate-related financial disclosure is a reality for REMONDIS Australia. This year we released our first Sustainability Report prepared in accordance with the Australian Sustainability Reporting Standards (ASRS), covering the year ending 31 December 2025. We entered this reporting period with confidence, having invested in strengthening our data infrastructure, embedding sustainability into our governance architecture, and ensuring our teams were equipped to meet the challenge. Publishing our inaugural Sustainability Report within our 2025 Annual Report, alongside this 2025 Impact Report, shows we are committed to the spirit of the new regulation, not only its letter.

A dedicated Sustainability Team, established in 2025, sits at the heart of that readiness. It was formed specifically to prepare us for AASB S2 and the National Greenhouse and Energy Reporting Scheme (NGERs), and has been instrumental in collecting, validating, and reporting high-quality climate data

across our national operations. We also launched a dedicated sustainability platform providing the data governance infrastructure needed for rigorous, auditable and rapidly evolving reporting environment. Compliance is a baseline. Our commitment is to continuous improvement.

Supporting this work is governance structured to embed sustainability accountability at the highest level of the organisation. The Sustainability Report Integration Steering Committee, which brings together senior leaders from Finance, Technical Operations, and Sustainability, oversaw our inaugural climate reporting framework, guided our ESG practices, and ensured sustainability is integrated across business functions.

As the Australian arm of the REMONDIS Group, we continue to align our practices with European standards, including the CSRD and ESRS. That keeps us consistent across international operations and ready for an increasingly harmonised global disclosure environment.

On operational performance, I am encouraged by the progress across our business. Our multi-functional resource recovery facility at Swanbank in Queensland generated over 24,000 MWh of renewable electricity from captured landfill methane; our organics

facilities processed over 175,000 tonnes of organic waste and we achieved Green Star Contractor accreditation in South Australia. We also continued to invest in our communities, from Weipa to Wollongong, through education, employment pathways, and local partnerships.

These results reflect the dedication of our people and a culture that takes seriously our responsibility to the environment, our customers, and the communities we serve. I am confident that REMONDIS Australia's approach, rigorous, transparent, and grounded in continuous improvement, will create lasting value for all our stakeholders.



Björn Becker
Chief Executive Officer / Managing Director
REMONDIS Australia

2025 Performance Highlights

Green Star Contractor accreditation for SA 	1,365+ students visited the Swanbank REdiscovery hub 	Over 1,610 MWh solar energy generated 	Over 175,000 tonnes of organic waste recycled 	5,201 bins of biosecurity waste collected and processed in SA 
20+ community recycling centres given training on hazardous chemicals 	\$48,000+ donated to the Perth children's hospital foundation, raised from recovered cardboard 	4,000 homes powered by energy from methane captured and destroyed from landfill in Swanbank, QLD 	19k+ tonnes of CDS bottles and cans processed in WA 	
24,689 MWh renewable electricity generated from landfill gas 	15,000+ tonnes of waste diverted from landfill and sent to Kwinana Energy Recovery facility, WA 	Over 12,000 bins containing more than 500+ tonnes of medical waste processed in Wingfield, SA 	EcoVadis Bronze Medal achieved 	

Highlights from REMONDIS Australia's Environment, Social and Governance performance in 2025

About REMONDIS

Family owned since 1934, REMONDIS has built its global reputation on a foundation of core values including a commitment to ethical leadership, partnership, quality, environmental stewardship and long-term thinking. Now operating in over 30 countries, with 1,500 facilities and more than 46,000 employees, REMONDIS benefits an estimated 30 million people worldwide.

In 1982, we changed the urban landscape in Australia forever. Before the introduction of 35,000 wheelie bins to service kerbside collections for Penrith City Council, Australian streets told a very different story – metal bins lined the kerbs, and the clang of steel and the spin of loose lids on bitumen were the familiar soundtrack of collection day. Our introduction of the wheelie bin replaced all of that with something quieter, cleaner and far more practical – and Australia never looked back.

Today, wheelie bins of every shape and size have become a fixture of suburban life across the country, a small revolution that started with a single shipment.

Since then, we've grown and diversified to become one of the largest waste management and recycling companies in Australia. Acclaimed for our focus on responsive and reliable service, we work collaboratively with commercial, industrial and government clients to deliver innovative, safe and sustainable solutions across all industry sectors.

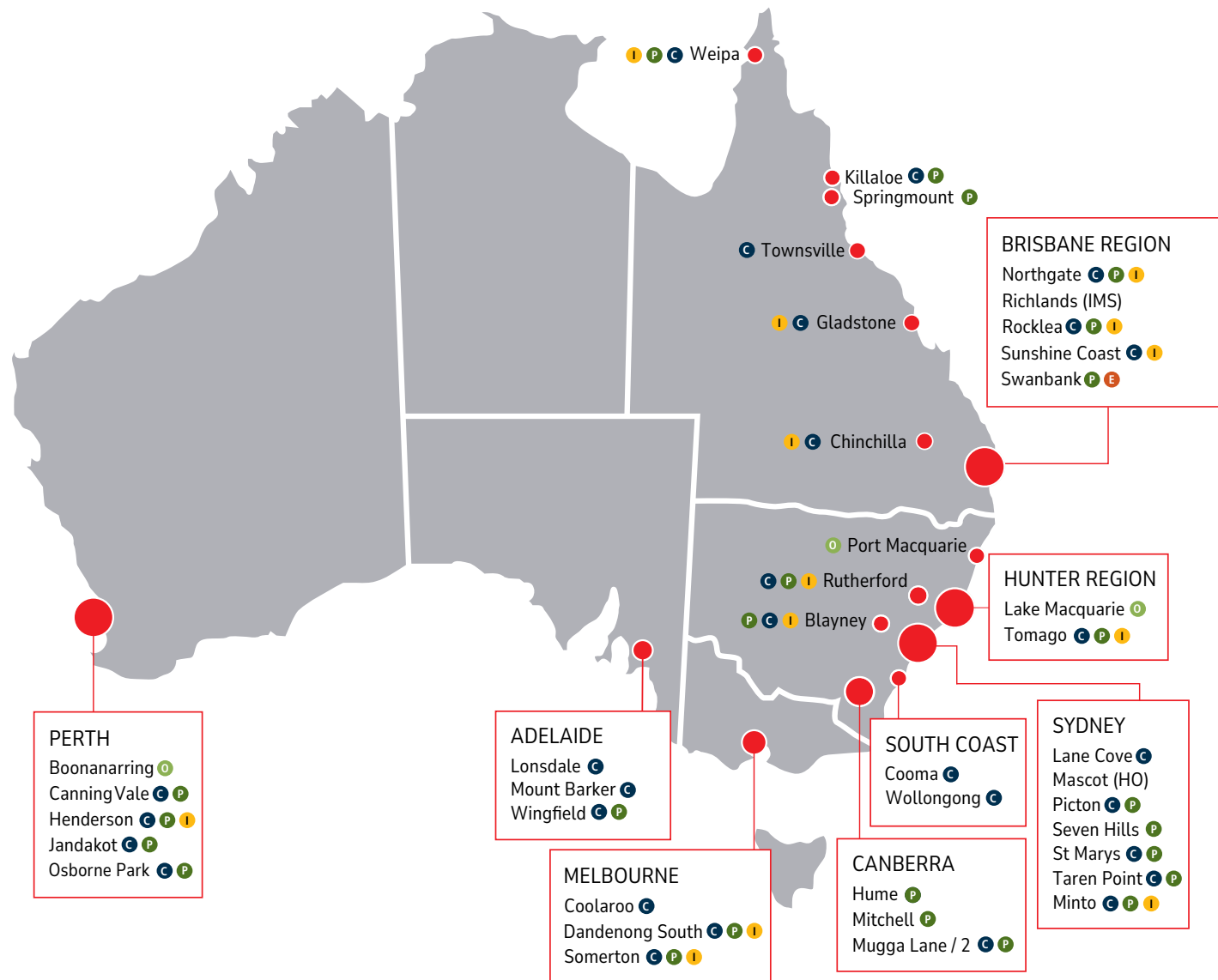
Together with our customers, we believe we can achieve a more sustainable future – a future in which waste is a resource.



Trinity College, Gawler SA // Located on Kaurna Country

>
REMONDIS Australia's branch
network as at May 2026

- C Collection
- I Industrial services
- O Organics
- P Processing
- E Energy recovery
- (HO)** Head Office



Governance and leadership

- _ Corporate governance
- _ Sustainability governance
- _ Combating modern slavery



Corporate governance

Good governance ensures the quality, reliability, and effectiveness of the services we provide for our customers.

REMONDIS Australia operates under an integrated Business Management System (BMS), which encompasses accredited Quality, Workplace Health & Safety and Environment Management Systems. Our BMS supports our Human Resources and Operational Management Teams to deliver excellence across all our services.

Our Total Waste Management approach is underpinned by good governance – comprehensive risk management, unrelenting attention to health, safety and the environment, and independently audited and accredited systems.

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

Climate leadership development

During 2025, REMONDIS delivered a series of introductory knowledge sessions to the Board and Executive Leadership Team (ELT) covering mandatory reporting (AASB S2) requirements, climate scenario analysis, and climate risk governance. These sessions were designed to build foundational climate literacy across senior leadership as REMONDIS entered its first year of mandatory sustainability reporting.

REMONDIS is now developing a structured capability-building pathway for the Board and ELT that will include deeper technical briefings on climate risk quantification, the integration of climate considerations into capital allocation decisions, and regular updates on evolving Australian disclosure requirements. This ongoing investment in leadership capability ensures that climate oversight at REMONDIS remains informed, strategic, and fit for purpose.

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





Sustainability governance

In 2025, REMONDIS Australia took a decisive step toward embedding sustainability into the core of our business by establishing a dedicated, standalone Sustainability Team. This team was purpose-built to drive REMONDIS's preparedness for mandatory climate reporting under the Australian Sustainability Reporting Standards (ASRS), including AASB S2 Climate-Related Disclosures and the National Greenhouse and Energy Reporting Scheme (NGERs).

Alongside the formation of the Sustainability Team, REMONDIS established the Sustainability Report Integration Steering Committee (SteerCo), a dedicated management-level governance body overseeing the development and implementation of our inaugural climate reporting framework. The SteerCo comprised senior leaders from Finance, Technical Operations, and Sustainability, ensuring that climate-related decisions were informed by comprehensive operational, financial, and governance perspectives.

During 2025, the SteerCo guided the organisation through:

- _ Oversight of REMONDIS's first AASB S2 compliant climate report
- _ Integration of sustainability data across business functions
- _ Implementation of a dedicated ESG platform and data governance protocols
- _ Development of a long-term ESG governance structure, including preparation for a permanent Board Advisory Sustainability Committee from 2026
- _ Delivery of introductory climate knowledge sessions to the Board and Executive Leadership Team covering AASB S2 requirements, climate scenario analysis, and climate risk governance

This governance architecture ensures that climate-related risks and opportunities are overseen at the highest levels of the organisation, with the Board of Directors holding ultimate accountability and management driving day-to-day implementation.



REMONDIS Australia Pty Ltd
A company of the REMONDIS-Group

69/100 Score

EVID: DA640159

EcoVadis

In November 2025, REMONDIS Australia Pty Ltd, as part of the REMONDIS Group, achieved a Bronze Medal in the EcoVadis sustainability assessment, placing the organisation in the top 35% of companies assessed globally across the waste management and environmental services sector.

EcoVadis is the world's largest provider of business sustainability ratings, assessing company performance across four themes:

1. Environment
2. Labour and Human Rights
3. Ethics
4. Sustainable Procurement

The assessment is benchmarked against international standards including the UN Global Compact, the International Labour Organisation conventions, the Global Reporting Initiative, and ISO 26000.

For our stakeholders, this translates into greater security, transparency, and verifiable sustainability performance across the entire value chain.

This is REMONDIS's first EcoVadis assessment, representing a significant milestone in our commitment to externally validated sustainability performance.

The rating complements our existing ISO 14001, ISO 9001, and ISO 45001 certifications by providing an independent, holistic assessment of our environmental, social, and ethical practices – extending beyond operational management systems to encompass supply chain responsibility, business ethics, and human rights.

Combating modern slavery

REMONDIS is committed to identifying and addressing the risk of modern slavery across its operations and supply chains. As a national waste management and environmental services provider, our supply chain encompasses fleet procurement, fuel supply, equipment manufacturing, labour hire, personal protective equipment, and subcontracted services – sectors that carry inherent modern slavery risk factors.

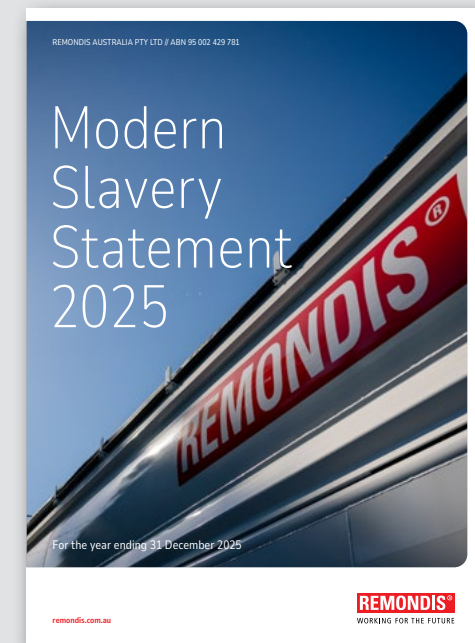
In June 2026, REMONDIS released its sixth annual Modern Slavery Statement under the Commonwealth Modern Slavery Act 2018. For the reporting period ending 31 December 2025, no instances of modern slavery were detected in our operations, and no reports of modern slavery were received through our reporting channels.

During 2025, our focus areas included:

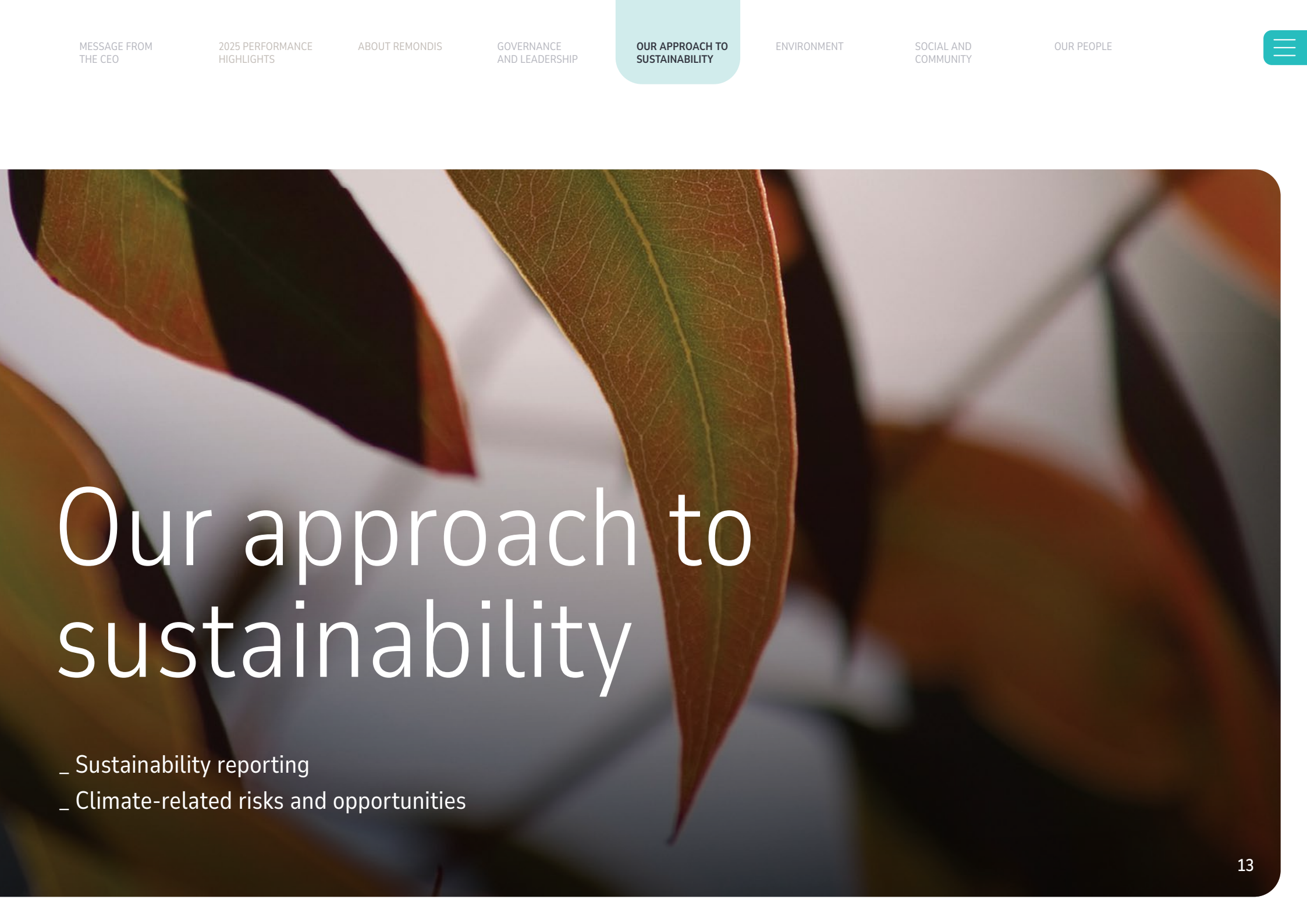
- _ Continued operation of the Modern Slavery Working Group, bringing together senior and executive management to oversee risk assessment and response
- _ Ongoing engagement with related entities, workers, contractors, suppliers, and customers on modern slavery awareness
- _ Further development of strategies and processes to strengthen our understanding of modern slavery risks across our supply chains
- _ Collaboration across operational and procurement teams to raise awareness of modern slavery indicators

Looking ahead, REMONDIS is monitoring the Australian Government's consultation on reforms to the Modern Slavery Act, including the potential introduction of mandatory due diligence obligations and civil penalties for non-compliance, recommended by the Australian Anti-Slavery Commissioner in early 2026. We are committed to ensuring our frameworks remain aligned with evolving legislative expectations and continue to strengthen our approach to identifying and mitigating modern slavery risks.

Our dedication to combating modern slavery is an integral part of REMONDIS's social licence to operate in Australia.



Read our Modern Slavery Statement 2025



Our approach to sustainability

- _ Sustainability reporting
- _ Climate-related risks and opportunities

Sustainability reporting

Recent investments in our systems, people, and governance have resulted in a significant transformation in our approach to sustainability reporting. Our goal is not merely to keep pace with regulatory change, but to create real value for our colleagues, partners and clients.

REMONDIS released its first Sustainability Report for the calendar year 2025 in accordance with the Australian Sustainability Standards (ASRS) AASB S2 Climate-Related Disclosures.

The report provides material information about climate-related risks and opportunities that could reasonably be expected to affect REMONDIS's prospects, including cash flows and cost of capital over short-term (2025–2028), medium term (2029–2035), and long term (2036–2050) horizons.

As the Australian arm of a global company headquartered in Germany, our sustainability reporting is not only shaped by local standards, but also European standards, ensuring we meet the expectations of diverse stakeholders and regulatory environments. REMONDIS is committed to understanding both how climate change affects our business and how our operations affect the environment and society.



REMONDIS Australia's 2025 Annual Report included the Sustainability Report for the year ending 31 December 2025

Climate-related risks and opportunities

Climate change presents material physical and transition risks for REMONDIS and the broader sector. These risks interact with operational reliability, regulatory settings, access to capital, workforce safety, and asset-planning. Through the transition to lower-emissions technologies, opportunities such as improved resource efficiency, and emerging markets will arise.

In 2025, REMONDIS conducted a comprehensive climate risk and opportunity assessment across three time horizons of short-term (2025–2028), medium-term (2029–2035), and long-term (2036–2050), under two climate scenarios: a low-emissions pathway (SSP1-1.9, limiting warming to approximately 1.5°C) and a high-emissions pathway (SSP3-7.0, projecting approximately 3.6°C of warming by 2100).

Key physical climate risks

As a waste management company with activities spanning all Australian states and territories, REMONDIS faces material physical climate risks including:

- **Heat stress:** Extreme heat events and chronic heat stress pose direct risks to worker safety and operational capacity, particularly for collection and outdoor processing operations
- **Bushfire risk:** Bushfire events threaten facilities located in fire-prone regions, with the potential to damage fleet assets, compromise waste containment systems, and disrupt collection schedules
- **Extreme rainfall and flooding:** Intense rainfall events risk exceeding landfill leachate design capacity, compromising environmental containment and triggering regulatory intervention
- **Water scarcity:** Reduced rainfall in southern and Western Australian regions constrains operations dependent on water-intensive processing, including organics composting and dust suppression
- **Infrastructure failure:** Extreme weather events can damage critical infrastructure including power networks and transport routes, disrupting service delivery
- **Supply chain disruption:** Severe weather disrupts supplier operations, fuel supply chains, and transportation networks, affecting operational continuity

Key transition climate risks

- **Regulatory transition:** Evolving climate regulations, waste diversion targets, and extended producer responsibility schemes increase compliance costs and may accelerate landfill closure timelines
- **Energy transition:** Grid instability during the energy transition may reduce electricity reliability, while the shift to electrified fleets requires significant capital investment
- **Customer transition:** As customers transition to lower-emission processes and circular economy models, traditional waste volumes may shift, requiring service diversification
- **Social licence:** Increased stakeholder expectations for transparent climate governance and disclosure create reputational risk for organisations that fail to demonstrate genuine progress

Our response

REMONDIS is prioritising immediate adaptation measures (2025–2028) focused on worker safety in heat, site-level fire protection, and water security. In the medium term (2029–2035), the focus shifts to major facility hardening, micro-grid electrification, and fleet transition. Over the long term (2036–2050), REMONDIS is investigating in climate-controlled and automated facilities, strategic site evaluation, and climate-negative organics processing capabilities.

Environment

- _ Greenhouse gas emissions
- _ Organics recycling
- _ Product destruction
- _ Industry accreditation
- _ Environmental compliance

REMONDIS Swanbank customer //
PHAM-TASTIC Produce – Patrick Estate, QLD

Greenhouse gas emissions

At REMONDIS, we regard waste as a resource to power the future, striving to protect and conserve the natural environment and its resources.

These principles are fundamental to our business practices and essential for the wellbeing of future generations. Through collaboration with our customers and suppliers, we strive to achieve best practice environmental outcomes.

Leveraging our global expertise, we focus on innovative processes and technologies tailored to the Australian landscape. Improving efficiency across our operations is integral, enhancing environmental protection and outcomes for our community and customers.

REMONDIS measures its Scope 1 emissions consistent with the Greenhouse Gas Protocol (GHG Protocol) Corporate Standard and activity data collected under the National Greenhouse and Energy Reporting Scheme and application of National Greenhouse Accounts emission factors, identifying emission sources, collecting activity data, and applying appropriate emission factors.

Scope 1 emissions are direct emissions from sources owned or controlled by REMONDIS, including fuel combustion in REMONDIS owned vehicles, equipment, and facilities, as well as fugitive emissions from waste decomposition in landfill, and process emissions from composting or anaerobic treatment of organics.

Scope 2 emissions are indirect emissions from purchased electricity used by REMONDIS operations. REMONDIS measures Scope 2 emissions consistent with GHG Protocol Corporate Standard, utilising location-based method reflecting the average emissions intensity of the electricity grid supplying REMONDIS facilities using the 2025 National Greenhouse Accounts (NGA) Factors.

GHG EMISSIONS	TONNES OF CO _{2-e}
Scope 1	271,289
Scope 2	3,110
TOTAL Scope 1 & 2 GHG Emissions	274,399

[GHG Emissions for 2025](#)



Methane Bioenergy Facility // Swanbank QLD

Renewable energy

Electricity is one of the most material contributors to REMONDIS's greenhouse gas emissions profile, and transitioning to renewable energy is one of the most immediate and impactful steps we can take toward our decarbonisation goals.

Our renewable energy program reduces our exposure to fossil fuel price volatility, strengthens our Scope 2 emissions performance under AASB S2, and positions REMONDIS as a credible sustainability partner for the customers and councils who face their own mounting pressure to demonstrate the credentials of their supply chains.

Our approach operates across three complementary streams; landfill gas capture, onsite solar generation, and renewable electricity procurement, combining what we generate ourselves with a formal commitment to source 100% renewable electricity from the grid for all sites over which we have operational control. As Australia's electricity grid continues to decarbonise, this comprehensive approach ensures our Scope 2 reductions reflect genuine transition, not accounting treatment alone.

Landfill gas capture

REMONDIS Swanbank Renewable Energy and Waste Management Facility in the City of Ipswich, Southeast Queensland, is one of Australia's largest landfills employing a leachate recirculation system to accelerate decomposition of waste and the production of methane gas to generate electricity, in a power generation operation we call ReOrganic, operated in joint venture with REMONDIS and LMS Energy.

Methane produced naturally by the decomposition of organic waste at Swanbank's landfill is captured and destroyed in the process of generating renewable energy, resulting in the reduction of approximately 160,000 tonnes of CO₂-e in 2025. Last year, this significant environmental project generated 24,689 MWh of renewable electricity, enough energy to supply power to approximately 4,000 households each day.

Onsite solar generation

Across our national network, REMONDIS has invested in onsite solar photovoltaic (PV) systems to generate clean electricity directly at our facilities. By generating power at the point of consumption, our solar installations reduce grid electricity demand, lower operating costs, and provide a visible signal of our renewable energy commitment to the customers, communities, and employees who work at our sites.

In 2025, REMONDIS generated 1,610 MWh of onsite clean electricity.

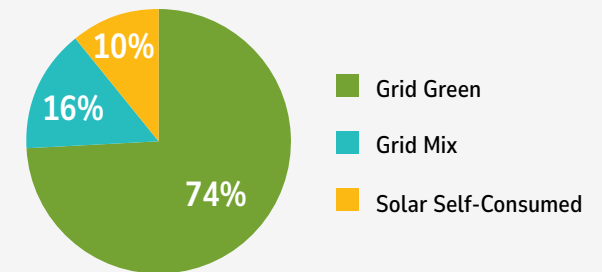
Renewable electricity procurement

Beyond onsite and captured generation, REMONDIS has made a formal commitment to procure 100% renewable electricity from the grid for all sites over which we have operational control. This ensures our clean energy transition extends across the full breadth of our operational footprint, not only where generation infrastructure is in place.

REMONDIS's electricity profile

The chart opposite illustrates REMONDIS Australia's total electricity consumption in 2025 alongside the proportion sourced from onsite renewable generation; including landfill gas capture at Swanbank and solar PV across our facilities, and electricity procured from renewable sources. Together, these streams demonstrate the scale of our transition away from fossil fuel-based grid electricity and provide a baseline against which we will measure progress toward our 100% renewable electricity commitment in future reporting periods.

Total electricity consumption



2025 // Electricity Consumption Sources

Organics recycling

REMONDIS operates a network of organics recycling facilities across Australia, processing food and garden organics into valuable compost and soil products that return nutrients to productive land and divert waste from landfill. In 2025, our organics processing operations handled a combined total of approximately 175,000 tonnes of organic waste across four key facilities:

- _ **Swanbank // QLD:** 36,931 tonnes processed in 2025
- _ **Port Macquarie // NSW:** 32,402 tonnes processed in 2025
- _ **Lake Macquarie // NSW:** 45,739 tonnes processed in 2025
- _ **REMONDIS Go Organics // WA:** 60,000 tonnes processed in 2025

Our Swanbank facility is also undergoing upgrades to expand processing capacity and introduce new operational initiatives, reinforcing REMONDIS's investment in organics infrastructure to meet growing demand for food and garden organics recovery across Southeast Queensland.

By converting organic waste into beneficial products rather than directing it to landfill, these facilities play a critical role in reducing methane emissions, supporting circular economy objectives, and helping local councils and commercial customers meet their waste diversion targets.



REMONDIS Go Organics // Boonanarring WA



Product destruction

Swanbank upgrade // QLD

The Swanbank Product Destruction team is training up to boost its beverage product destruction operations with the upcoming handover of a pre-processing line for packaged beverages. The pre-processing line is a significant step forward in improving productivity and quality of recovered recyclables from the product destruction process.

The new pre-processing line complements the existing Turbo-Separator, which has been processing separated loose aluminium and PET beverage containers since October 2024.

The system has an overall capacity to process 8–10 tonnes, or over 10 pallets of beverage containers per hour.

The new pre-processing equipment allows for the processing of whole pallets of boxed beverages, separating the beverage containers from cardboard and film packaging. The separated bottles and cans are then processed through the existing Turbo-Separator.

The line is co-located in the Product Destruction area with the existing Turbo-Separator and comprises a re-purposed feed conveyor and trommel screen for separating bottles from transport packaging materials, along with a picking station where the operators remove any remaining packaging material from the separated beverage containers.

Product Destruction // Swanbank QLD



The National Circular Textiles Pilot in action – step-by-step

National Circular Textiles Pilot

Each year, an estimated 220,000 tonnes of clothing ends up in Australian landfills, making textile waste a major sustainability challenge. In 2025, REMONDIS teamed up with long-standing REMONDIS IMS client Australia Post to help change this – first by taking part in a Circular Proof of Concept Showcase in September 2025, then becoming a key delivery partner in the National Circular Textiles Pilot, launched in December 2025 with support from the Seamless Circular Clothing Textiles Fund.

The pilot tested a circular 'satchel as a service' model, in which customers of R.M. Williams could add a specially designed recycling satchel – made from 100% recycled content by iQRenew – to their online order, then use it to send back their end-of-life clothing via the Australia Post network. REMONDIS received and sorted the returned garments, directing each item to its highest-value recovery option and capturing the traceability data needed to verify the circular process. Garments that were no longer wearable were sent to BlockTexx for chemical recycling into reusable polyester and cellulose, while the used satchels were recycled back into pellets ready for re-manufacture.

The pilot finished in early 2026 with promising results. Over a two-week period, customers added 672 satchels to 635 online orders, and 24% of the clothing returned were suitable for reuse or recommerce, with the remainder going to recycling. These findings show that when circular solutions are simple, traceable and convenient, consumers will participate – and that collaboration across industries is critical to diverting textiles from landfill at scale.



Source Separation // Wingfield SA

Industry accreditation

REMONDIS's operation in South Australia has reached a significant milestone, achieving certification as a verified Green Star waste contractor.

Our SA operation, spanning three locations at Wingfield, Mount Barker and Lonsdale, successfully completed independent verification against the Green Building Council of Australia's (GBCA) Construction and Demolition Waste Reporting Criteria. This rigorous process assessed our ability to accurately report on waste collection, landfill diversion, and our commitment to directing construction and demolition waste to approved, compliant facilities.

This certification means REMONDIS can now provide local Green Star projects with the documentation required to secure credits in the Construction and Demolition Waste category. By engaging our construction waste and recycling management services, clients can earn valuable points toward Green Star ratings, while demonstrating responsible practices that prioritise recycling and reduce landfill.

With the South Australian Government continuing to emphasise sustainable building practices, Green Star ratings remain vital in delivering major projects across the state.

Environmental compliance

As a responsible operator of environmentally licensed facilities, REMONDIS is committed to conducting all activities with the lowest practicable impact on the environment. We recognise our responsibility in the transport, handling, and treatment of waste and continually strengthen the controls, systems, and oversight that underpin environmental compliance across our operations and supply chain.

Environmental compliance remains a core component of our sustainability framework. Through transparent reporting aligned with our corporate values and the United Nations Sustainable Development Goals, we aim to demonstrate accountability, recognise progress, and address areas requiring further attention. Continuous improvement is embedded in our approach, supported by training, auditing, and a hands-on approach to environmental incident mitigation.

During 2025, REMONDIS Australia received two Clean-up Notices and two Penalty Notices issued by regulatory authorities. None of these matters constituted material environmental harm and no environmental prosecutions were brought against the business during the year. This outcome represents an improvement compared with the previous reporting period, reflecting the impact of strengthened compliance oversight and proactive engagement with operational teams.

While any regulatory intervention is taken seriously, the reduction demonstrates positive progress in risk management across the business.

We acknowledge that our performance has not yet reached our target standard; environmental excellence remains our benchmark. Each incident has been thoroughly reviewed, with learnings translated into corrective actions, system enhancements, and targeted controls to reduce the likelihood of recurrence. This disciplined response continues to strengthen our environmental management capability and resilience.

Looking ahead, REMONDIS is focused on further embedding these improvements through the execution of our enhanced compliance strategy, with the objective of achieving zero penalty notices in 2026. We will continue to report transparently on our environmental compliance performance as we work to meet, and exceed, stakeholder expectations and regulatory obligations across Australia.



Resource Recovery Facility // Rocklea QLD

Social and community

- Community investments
- Our impact in Weipa
- Educational programs



Community investments

With our operations stretching from Weipa to Wingfield and from Jandakot to St Marys, with countless communities in between, our workforce of over 1,100 employees helps us see that our impact extends far beyond our own sites. It touches our employees and their families, our business partners and the communities where we live and work.

Our people are deeply rooted in the communities we serve. Over the years, we have seen that the initiatives which last and deliver real value are those driven locally, championed by passionate colleagues who know their communities best.

Roundabout Canberra // ACT

Building collaborative partnerships with local business and community groups underpins the success of the public-access resource management facilities we operate on behalf of the ACT Government.

In that spirit, in 2025 we began a collaboration with a local ACT charity, Roundabout Canberra.

Roundabout Canberra is a volunteer-driven charity that provides safe, high-quality baby and children's items to families in need, working through partnerships with social services to ensure dignity and support. Their mission is to relieve pressure on families by supplying essentials (such as clothes, gear, and nursery goods) so that broader support services can focus on other critical needs. They also accept donations of goods, money and time, and offer support to social workers or agencies seeking items for their clients.

The ACT team have started by assisting Roundabout with their waste and recycling requirements and will also be working with them on their sustainability approach. Our first collaborative sustainability initiative is to provide the Roundabout team with a metal recycling bin for donated metal items which are damaged, and which can now be recovered rather than sent to landfill.

Another avenue of support is placing Container Deposit Scheme (CDS) bins in the REMONDIS ACT team's lunchrooms, with the rebate being donated to Roundabout.



Roundabout // Canberra ACT



Melon Festival 2025 // Chinchilla QLD

The Groundswell Collective // NSW

In the Hunter region of NSW, the team at our Lake Macquarie Organics composting facility is delighted to support The Groundswell Collective to create 'Tiny Forests' – an approach to rewilding and reforestation in which hundreds of native trees of various species are planted very densely in enriched soil. The dense planting promotes competition among the trees, resulting in accelerated growth.

What began in 2023, with a donation of 1 tonne of high-quality compost to the Urban Hum Tiny Forest, has since grown into a longstanding partnership with over 30 tonnes of compost donated by 2025 – including a now-thriving Tiny Forest at Edgeworth Public School.

Chinchilla Melon Festival // QLD

When REMONDIS acquired Speciality Services, a Chinchilla-based waste and water management company, maintaining and nurturing the local team's links to community was a priority. The first step was to provide continued support for the iconic Chinchilla Melon Festival, a bi-annual event attracting crowds of 20,000 to celebrate 'the melon capital of Australia'. REMONDIS provided financial and in-kind support to the festival, and our local team and their families joined in, with spirit.

"It was an incredible weekend of fun, laughter, and celebration. The whole community came together, and it was such an honour to be involved. Supporting local events like the Chinchilla Melon Festival is always a privilege, and it's great to be part of a company that values community spirit as much as REMONDIS does," said local team leader, Matt.

Good Sammy Enterprises // WA

Since launching our collaboration with Good Sammy Enterprises in 2023 at our Canning Vale depot, our commitment to Western Australia's Containers for Change scheme continues to provide more than just environmental benefits.

In the two years since the project's inception, REMONDIS has more than doubled its operational capacity. Our sorting and counting facility now operates five days a week, 7.5 hours per day.

The true value of this partnership lies in the people. Each week, between four and six people with disability gain meaningful, regular employment across two full-time roles. This model allows a larger group of individuals to gain essential workplace skills, financial independence, and the social connection that comes with being part of a professional team.

Gnalla Enviro // WA

The partnership between REMONDIS Australia and Gnalla Enviro is founded on a shared conviction: that structured employment, purposeful investment in people, and culturally grounded training can fundamentally change lives. Through targeted workforce development programs, this collaboration has opened lasting employment pathways for Aboriginal and Torres Strait Islander workers, many of whom had previously faced significant barriers to accessing formal career opportunities.



Gnalla Enviro and REMONDIS closely collaborate // Jandakot WA

Our impact in Weipa



Western Cape 'GET READY' Disaster Expo // Weipa QLD

REMONDIS Weipa is our most remote branch, located 800 kms north of Cairns on the Cape York Peninsula. Locally owned and operated joint venture Red Earth Industrial Services undertakes twice-weekly domestic waste collections for nearly 3,500 residents of Weipa, Napranum and Mapoon, and services the industrial waste and services needs of Rio Tinto and the Weipa Town Authority.

Community engagement

In 2025, REMONDIS Weipa participated in a collaborative discussion forum alongside Napranum Aboriginal Shire Council and James Cook University exploring the potential of microfactories in remote Indigenous communities. Microfactories (small-scale, modular recycling facilities) offer a promising pathway for remote communities to generate local income streams while transforming recycled waste into new, usable products.

The forum explored how this technology could be adapted to the unique context of Cape York communities, supporting both economic self-determination and sustainable waste management in regions where traditional recycling infrastructure is limited.

The discussion was attended by Richard Barkley, a Thanakwith Traditional Owner, whose deep connection to Country and Sea is widely recognised across the Cape York region. Uncle Richard is a long-standing advocate for Indigenous education and cultural preservation and is featured in the Queensland State Library's collection for his contributions to Indigenous education in Far North Queensland. His presence at the forum reflected the

importance of ensuring that First Nations voices and knowledge are central to any conversation about economic development and resource management on Country.

Western Cape Futures Symposium

REMONDIS proudly participated in the Western Cape Futures Symposium¹ as an exhibitor and sponsor. This biennial event gathered leaders from across the region, including government, traditional owners and corporate partners to discuss the long-term vision for the Cape.

From mining transitions to space exploration and sustainable development, it was a vital opportunity to listen, learn and plan for a shared future.

Community events

In 2025, REMONDIS deepened its commitment to the Weipa community by facilitating waste services for several key regional events. Our team ensured that high-traffic gatherings, such as the Weipa Fishing Classic and Weipa Bullride, operated with efficient waste infrastructure, including large-scale RORO and front-lift bin systems. Beyond standard waste removal, we provided pro-bono services for youth-focused events including the Western Cape College Athletes Day and the C&K Kindy fundraiser. Most notably, our partnership with the Weipa Feral Animal Society played a direct role in local conservation efforts; by managing the disposal of 10 tonnes of feral animal waste during their annual hunt, we helped mitigate the impact of invasive species on our precious local biodiversity.

¹<https://www.tnqdroughthub.com.au/turning-waste-into-opportunit-as-world-leading-recycling-innovation-comes-to-far-north-queensland/>



L-R // Iain Tivendale and Tanya Bognuda (REMONDIS), Luanna de Jersey (artist), Sandra Kirk and Jai Christie (Red Earth) // Photographer: Bee Exposed Photography

Child of the Tribe

Local artist Luanna de Jersey was commissioned to create a work reflecting her connection to this remote Country and was delighted to know that this work would be reproduced on the collection vehicles serving the Weipa and Amrun communities.

Here's how Luanna describes this work, Child of the Tribe:

"Under the vast night sky, where the stars whisper stories of the past, a child walks a winding path, guided by the wisdom of their ancestors. The land beneath their feet pulses with life, each step echoing with the footsteps of those who walked before.

The journey is not walked alone. Beside the child are the elders, sharing their knowledge, their songs, their dreams. Friends and family weave through the path like rivers through the land, their voices lifting in laughter, in sorrow, in unity. Each challenge faced – a dry season, a storm, a moment of doubt – is softened by the hands of those who guide, empower, and uplift.

The lines of the earth ripple, shifting and flowing like time itself. Each swirl, each dot, each stroke of colour represents the interconnectedness of the child's journey – never a straight line, but a path rich with meaning. The red ochre speaks of strength, the yellow of wisdom, the white of spirit, and the deep black of the past that grounds them.

Through every twist and turn, the child is nourished by the tribe. They carry the stories in their heart, their culture in their hands, and their people in their soul. For no matter where the journey leads, they will always belong.

They are a Child of the Tribe – forever walking, forever growing, forever connected."

Educational programs

Community-centred waste education, Wollongong // NSW

In 2025, REMONDIS Wollongong's education team delivered a year-round program of community engagement activities designed to improve waste literacy, increase recycling participation, and support the rollout of Food Organics and Garden Organics (FOGO) collection services across the region. Highlights included:

Enviro Day

In September, REMONDIS participated in Enviro Day at the Wollongong Botanic Garden, delivering interactive waste education activities for primary school-aged children focused on reducing, reusing, and recycling.

National Recycling Week

During National Recycling Week in November, our team hosted a community pop-up stall at Warrawong Plaza, engaging directly with local residents about the waste services available to them and how they can divert waste from landfill through improved recycling practices.

FOGO in Multi-Unit Dwellings

A key focus throughout the year has been promoting the adoption of FOGO services in multi-unit dwellings, a historically underserved segment for organics collection. Our team worked closely with residents and strata managers to encourage behaviour change, address common barriers, and build confidence in using FOGO services correctly.

Community Pop-Up Events

Earlier in the year, our education team hosted pop-up events at local shopping centres, providing face-to-face waste education to residents and promoting FOGO services and available waste collection options. These informal, accessible touchpoints have proven effective in driving positive behaviour change around household waste habits.



University of Wollongong // 2025 O-Week

REdiscovery Hub

Aligned to the Australian National Curriculum, the REdiscovery Hub, located within our REMONDIS Swanbank Renewable Energy and Waste Management Facility in Queensland, is an interactive education space that addresses the impacts of waste generation and disposal, and explains practical methods to minimise waste by reducing, reusing, and recycling.

Over 1,300 students, accompanied by their teachers and parents, visited the REdiscovery Hub in 2025. The free tours focus on landfill operations, the volume of waste received at the facility, and the environmental benefits of recycling, reusing, and home composting.

Chemical storage information sessions

The team at Environmental Treatment Solutions (ETS) runs several outreach and training initiatives focused on safe chemical and hazardous waste management.

In 2025, ETS participated in several school science conferences and university events, running workshops on the correct sorting, packing, and segregation of chemical waste in line with ADG 7 (Australian Dangerous Goods Code) requirements. These sessions focus on improving awareness of chemical compatibility, correct packaging and labelling, and the safety risks that arise from improper storage or disposal of laboratory chemicals. The aim is to help educators, laboratory technicians, and students better understand how hazardous materials should be managed before they enter the waste stream.

ETS also provides technical training for NSW EPA Community Recycling Centres (CRC). This program is designed to ensure site operators can manage both the facility and the waste streams safely, compliantly, and efficiently. The training covers day-to-day operational procedures, correct identification and segregation of household problem wastes, appropriate storage in line with Dangerous Goods and EPA requirements, and the use of systems such as WasteLocate and tracking documentation.

The training reinforces environmental and safety obligations, including spill response, incident management, and risk minimisation, while providing practical guidance on customer interactions and site flow. Overall, it equips operators with the knowledge and confidence to run the CRC in accordance with NSW EPA standards and best practice.



REdiscovery Hub // Swanbank QLD



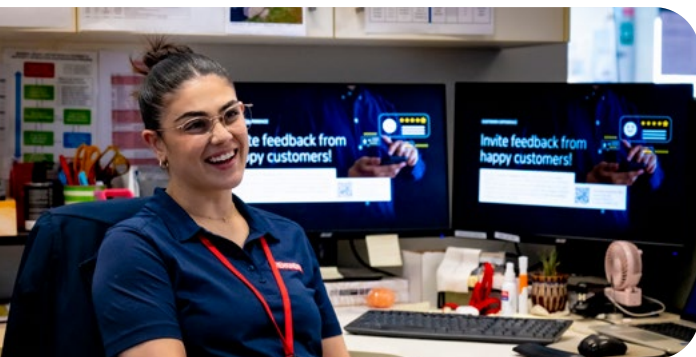
Our people

- _ Health, safety and wellbeing
- _ Gender equality and WGEA reporting
- _ Graduate Program

Health, safety & wellbeing

With over 1,100 employees nationally, the safety and wellbeing of our people is at the forefront of everything that we do.

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 – and to our business partners and community members who may be impacted by our activities.



Resource Recovery Facility // Wingfield SA

At REMONDIS, safety remains a core organisational value, underpinning every aspect of our operations and decision-making. Throughout 2025, we continued to strengthen our approach to health and safety through a combination of structured leadership frameworks, robust management systems, and targeted health and wellbeing initiatives.

Central to this approach is our certified Occupational Health and Safety Management System, aligned with ISO 45001. This system provides a consistent, risk-based framework for identifying hazards, managing risks, and driving continual improvement across all operations. Maintaining certification to ISO 45001 remains a key priority, ensuring our systems are independently verified and aligned with international best practice.

In parallel, we further enhanced our Safety Leadership Program through the implementation of a structured performance framework. This framework improves visibility of safety performance across all operational areas, enabling data-driven decision-making and reinforcing accountability at all levels of the business.

Recognising the importance of regulatory alignment and shared accountability, REMONDIS also commenced a comprehensive review and uplift of its Chain of Responsibility (CoR) framework. This work responds to evolving expectations under the Heavy Vehicle National Law and the anticipated Master Code, with a focus on strengthening governance across the transport supply chain.

Supporting our safety systems and leadership initiatives, we continue to promote the health and wellbeing of our workforce through targeted programs. In 2025, this included the continuation of our annual influenza vaccination program, the introduction of onsite physiotherapy services at our Tomago facility, and the rollout of the Fitness Passport program, providing employees and their families with greater access to health and fitness facilities.

Together, these initiatives reflect REMONDIS's ongoing commitment to fostering a safe, healthy, and resilient workforce, supported by strong leadership, effective systems, and a culture of continuous improvement.

Fitness Passport

Recognising the important role exercise plays in employee wellbeing, REMONDIS has partnered with Fitness Passport to provide our employees and their families with discounted, flexible gym memberships. This program offers all-in-one access to pools and gyms conveniently located near their work, home, or while travelling across the country.

Fitness Passport supports employee wellbeing by promoting regular physical activity and encouraging a healthy work-life balance for both employees and their families.

Gender equality & WGEA reporting

Each year, in accordance with the requirements of the Workplace Gender Equality Act 2012, REMONDIS lodges its annual public report with the Workplace Gender Equality Agency (WGEA). The Act is designed to encourage large companies to focus on improving gender equity and diversity, and at REMONDIS we support both the requirements and the intent of the Act. In June 2025, we lodged our report with WGEA.

For the reporting period 1 April 2025 to 31 March 2026, REMONDIS focused on developing formal policies and/or strategies relating to equal remuneration, starting with conducting a comprehensive gender remuneration gap analysis, including:

- **Like-for-like pay gap analysis:** Comparing remuneration for the same or similar roles of equal or comparable value to identify potential inequities
- **By-level pay gap analysis:** Assessing differences in average remuneration between women and men within the same employee category or classification level
- **Organisation-wide gender pay-gap analysis:** Evaluating the difference between women's and men's average pay, as well as overall gender composition across the organisation
- **Comprehensive remuneration review:** Examining base salary and total remuneration, workforce composition, talent acquisition practices, and employee movement trends



Jandakot WA



Graduate Program

One of the key pathways for attracting emerging talent into our organisation is through our Graduate Program.

This two-year professional development program provides recent graduates with structured learning opportunities and practical experience across diverse roles within the business. The six graduates from our 2024–2025 cohort are already making meaningful contributions while developing strong operational and commercial capabilities. Reflecting on their first 12 months with REMONDIS,

our graduates say the program deepens their understanding of our operations and waste management solutions, and they appreciate the breadth of exposure gained across the organisation.

To highlight the success of the Graduate Program, from the 2024/2025 cohort, two thirds have progressed into permanent full-time roles with REMONDIS.

REMONDIS has branches and investments in over 30 countries and, with more than 46,000 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.

