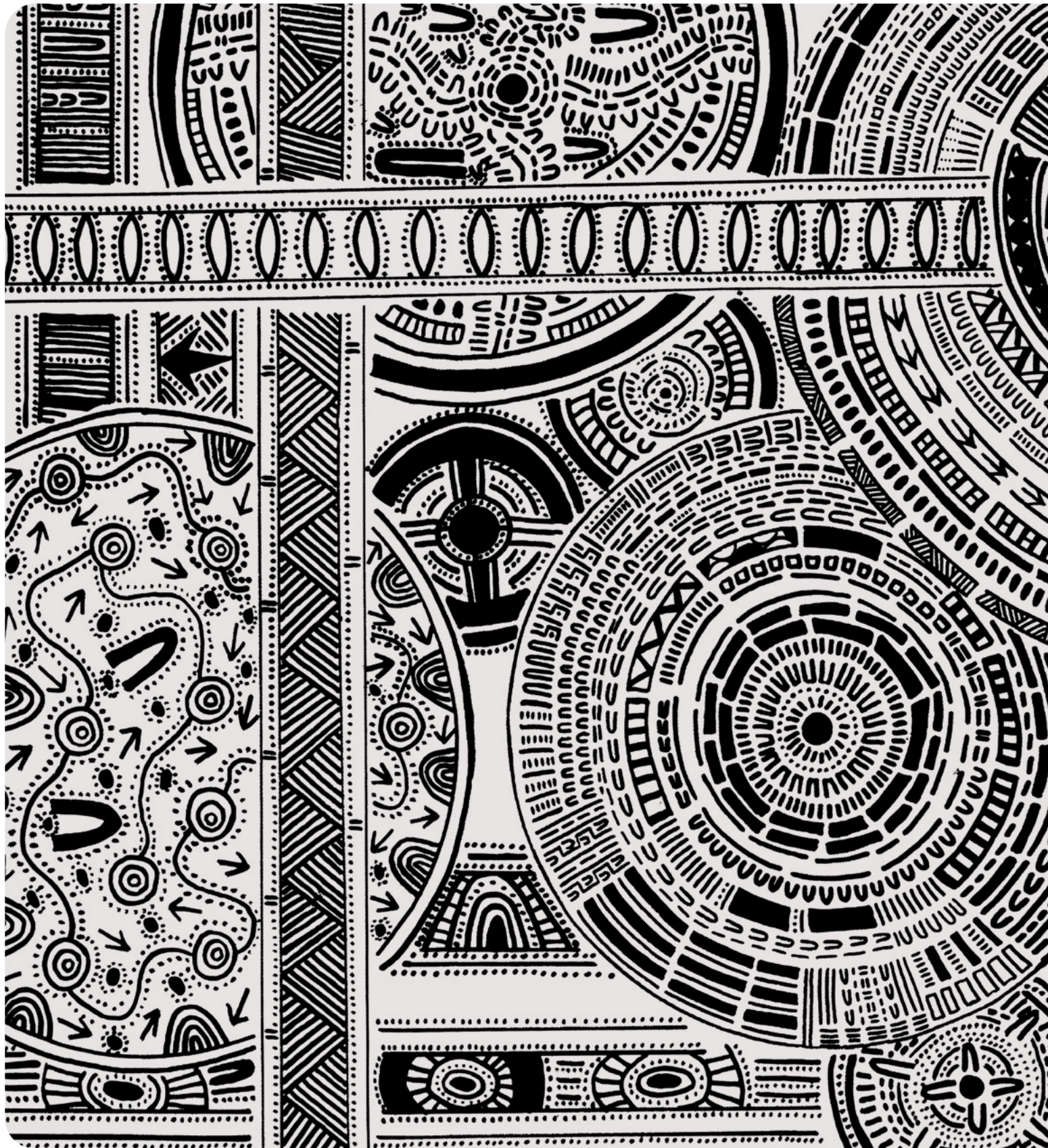


Modern Slavery Statement 2025

For the year ending 31 December 2025



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.

^

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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Björn Becker
CEO / Director

Message from our CEO

REMONDIS Australia Pty Ltd ('REMONDIS') presents its sixth Modern Slavery Statement for the calendar year ending 2025 (the Reporting Period), in accordance with the reporting requirements under the Modern Slavery Act 2018 (Cth) (the Act).

During this Reporting Period, REMONDIS has continued to identify, assess, and address modern slavery risks in our operations and supply chain, building on the actions and commitments outlined in previous statements. REMONDIS has deepened our risk management and corporate governance framework with the support of a new Sustainability Committee.

REMONDIS continues to strengthen its supplier due diligence processes and expand modern slavery training and awareness initiatives specifically for our suppliers and blue-collar workers.

These initiatives are further detailed in the 'Actions taken, assessment of effectiveness and plans for 2026' section of this Statement and reflect our ongoing commitment to continuous improvement and responsible business conduct. This includes investigating a new local (but globally aligned) digital platform to enhance our supplier and customer due diligence processes, risk identification, and reporting capabilities. This work is intended to ensure REMONDIS is well positioned to effectively respond to upcoming proposed reforms to the Act, including the anticipated introduction of mandatory due diligence obligations and strengthened

reporting requirements, reinforcing our commitment to proactive regulatory readiness and evolving best practice.

Our focus remains not only on meeting mandatory reporting requirements, but on identifying and addressing risks to our people and those within our supply chain. We are committed to proactively identifying potential exploitation and ensuring that all workers connected to our operations and supply chain are treated with dignity and respect.

We expect all employees, contractors, and stakeholders to remain vigilant and to report any concerns through appropriate channels. We will continue to build awareness and capability across our organisation and supply chain through training, engagement, and collaboration initiatives, consistent with the actions outlined in our previous statements.

We recognise that addressing modern slavery risk is an ongoing responsibility and we will continue to evolve our approach to 'working for the future', especially to achieve our environmental, social and governance (ESG) targets for 2026 and to ensure we are making a meaningful contribution to the protection of human rights.

A handwritten signature in black ink, appearing to read 'B. Becker', written in a cursive style.

Björn Becker
Chief Executive Officer / Director
REMONDIS Australia Pty Ltd

This Modern Slavery Statement was approved by the Board of REMONDIS Australia Pty Ltd on 2 June 2026.



Our fleet of 580+ heavy vehicles includes this customised medical waste transportation vehicle // Wingfield SA

Reporting criteria

This Statement was prepared to meet the mandatory reporting criteria set out in the Act. The table below identifies where each criterion is disclosed within the various sections of this Statement and/or where more information can be found.

MODERN SLAVERY ACT REPORTING CRITERIA	RELEVANT SECTION IN MODERN SLAVERY STATEMENT	PAGE
1. Identify the reporting entity	Message from our CEO	2
	Our organisation structure, operations and supply chains	6-7, 10
2. Describe the reporting entity's structure, operations and supply chains	Our organisation structure, operations and supply chains	6-7, 10
3. Describe the risks of modern slavery practices in the operations and supply chain of the reporting entity and any entities it owns or controls	Identified risks in our operations and supply chains	11
4. Describe any actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	Actions taken, assessment of effectiveness and plans for 2026	12-15
5. Describe how the reporting entity assesses the effectiveness of those actions	Actions taken, assessment of effectiveness and plans for 2026	12-15
6. Describe the process of consultation with any entities that the reporting entity owns or controls	Message from our CEO	2
7. Provide any other relevant information	Our organisation structure, operations and supply chains	6-7, 10



Commercial soft plastics are received, sorted and processed into re-usable pellets at this specialised facility // Jandakot WA

Our organisation structure, operations and supply chains

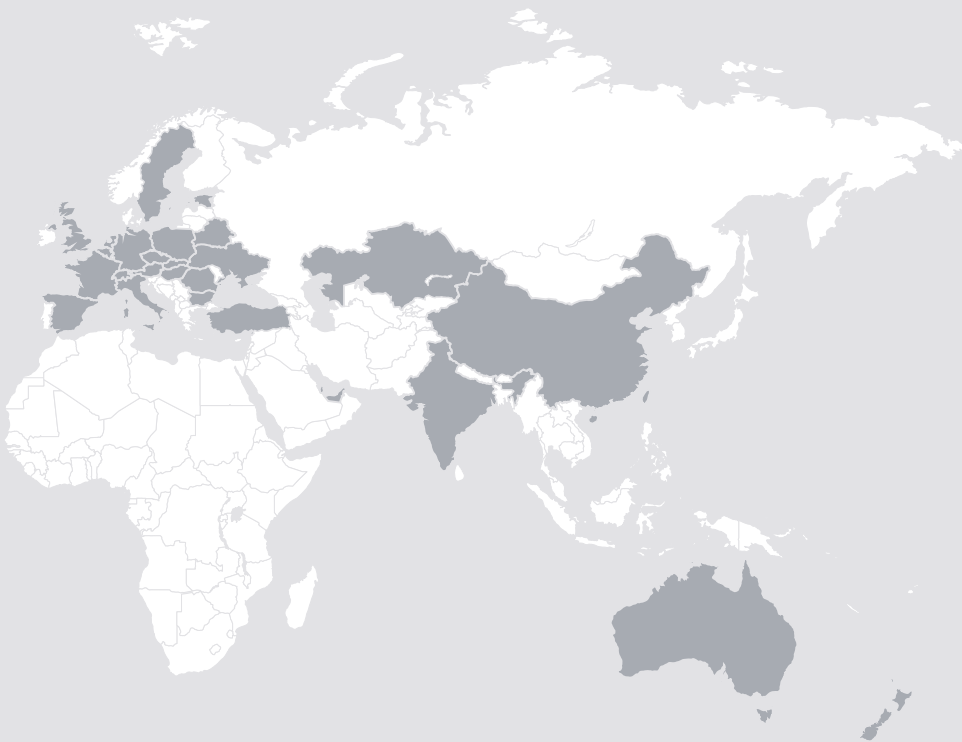
The REMONDIS entities set out in the introduction of this statement are part of the RETHMANN Group. The RETHMANN Group is a 100% family-owned German company comprising RETHMANN SE & Co. KG (RETHMANN Parent), (being a limited partnership under German law) and its subsidiaries.

The RETHMANN Group internationally operates in three broad industries: (1) water and environmental services; (2) logistical services and public transport; and (3) bio-technologies. In Australia, many other subsidiaries of the RETHMANN Parent are involved in these industries.

RETHMANN Group is headquartered in Selm, Germany, where it was founded in 1934. It has approximately 207,000 employees and is present in several hundred cities over four continents and 50 countries, including Australia.

REMONDIS is a wholly owned subsidiary of REMONDIS SE & Co. KG (a company incorporated in Germany, refer to the REMONDIS International website), which itself is a wholly owned subsidiary of the RETHMANN Parent.

The REMONDIS Group is a leading international waste, recycling, water and environmental service company. Across the world, the REMONDIS Group provides professional services to more than 30 million individuals and thousands of companies, with over 1,100 plants and facilities in over 30 countries in Europe, Asia and Australia.



REMONDIS GROUP

-  1934 established in Germany
-  30+ countries
-  1,100 plants and facilities
-  48,000 employees
-  11,000+ company-owned commercial vehicles
-  200,000+ industrial and commercial customers
-  30 million people benefit worldwide

REMONDIS in Australia

Operating locally in Australia since 1982, REMONDIS has grown and diversified to become one of the country's largest waste and recycling companies. 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. REMONDIS is the proud employer of approximately 1,200 Australian employed personnel as at the end of the Reporting Period.

With 43 business locations across cities and regional areas of Australia, REMONDIS continues to fulfil customer needs nation-wide, passing on the benefits of operational efficiencies to both commercial and municipal customers.

As set out on the map below, we provide a wide range of processing and treatment services across our business divisions and units, including commercial and industrial

services, material and resource recovery, organics processing, disposal, liquid waste treatment, water treatment and landfill operations.

All our business divisions report to and are managed by our Head Office in Mascot, Sydney. Our Integrated and Managed Services division (REMONDIS IMS) delivers comprehensive management of complex and geographically diverse waste, recycling, water treatment, site remediation, product stewardship and ancillary management services across Australia and New Zealand.

For more information on our business divisions and local operations please refer to our website, remondis.com.au.

AUSTRALIA

 1982 established in Australia

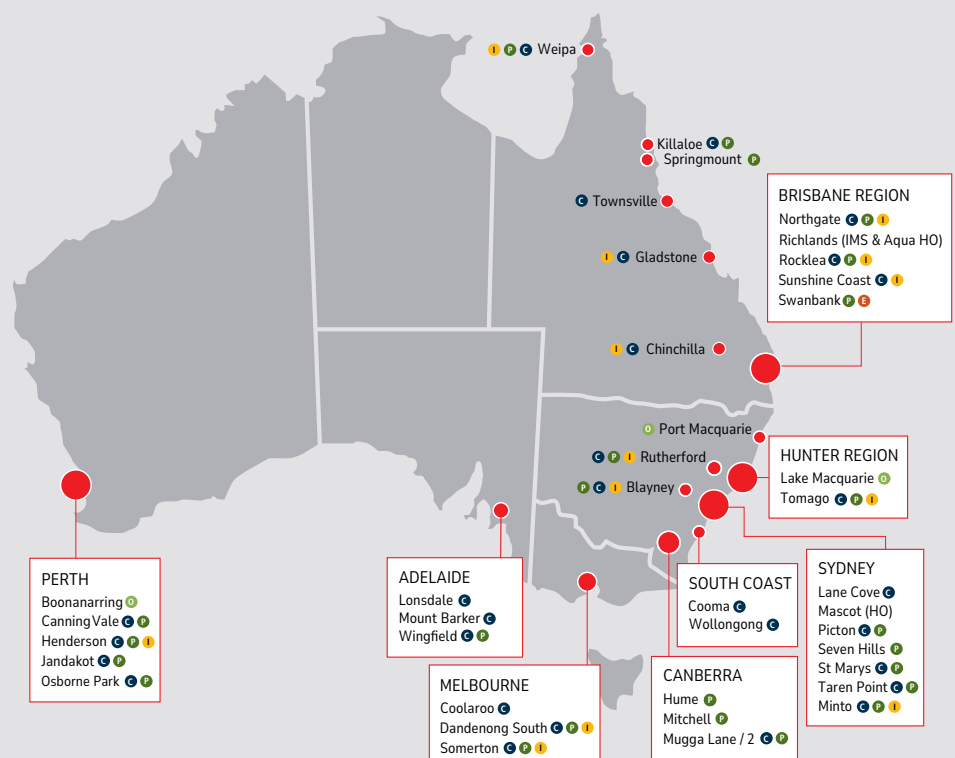
 43 business locations

 Around 1,200 employees

 580+ collection vehicles

 24,000 commercial and industrial customers

- Collection
- Industrial Services
- Organics
- Processing
- Energy recovery
- (HO) Head Office



Our business and operations

Our business operates under an Integrated Business Management System, which encompasses internationally accredited Quality, WHS and Environmental Management Systems, as well as supporting Human Resources and Operational Management to deliver service excellence to all our customers.

OUR STAKEHOLDERS

REMONDIS PRIDES ITSELF ON DEVELOPING LONG-TERM RELATIONSHIPS WITH ITS CUSTOMERS, CONTRACTORS AND SUPPLIERS.

People

Competent, experienced and multi-disciplinary site representatives and drivers



Systems

- _ Quality management
- _ Environmental management
- _ Health & Safety management



Facility

- _ Landfills
- _ Materials Recovery Facilities
- _ Resource Recovery Facilities
- _ Organics Recycling Facilities
- _ Transfer Stations
- _ Energy Recovery
- _ Water Treatment Plant



Equipment

- _ 580+ collection vehicles
- _ Heavy plant equipment
- _ Mobile garbage bins
- _ Hook lift bins
- _ Compactors & balers
- _ Shredders
- _ De-packaging plant
- _ Centrifuges



Waste streams

We provide waste management services to our customers across the following waste streams:

<p>COMMON RECYCLABLES </p> <ul style="list-style-type: none"> _ Co-mingled _ Glass _ Paper & cardboard _ Plastic containers _ Steel containers _ Aluminium containers 	<p>CLINICAL & RELATED WASTE </p> <ul style="list-style-type: none"> _ Anatomical _ Clinical _ Cytotoxic _ GMO _ Medical _ Pharmaceutical _ Sanitary _ Sharps 	<p>OTHER RECYCLABLES </p> <ul style="list-style-type: none"> _ Paint _ Polystyrene _ Soft plastics
<p>SECURE WASTE </p> <ul style="list-style-type: none"> _ Confidential paper _ Product destruction 	<p>LIQUID WASTE </p> <ul style="list-style-type: none"> _ Grease trap _ Drill mud _ Effluent _ Oily water _ Septic & sullage _ Storm water _ Waste oil _ Ship bilge wash water _ Sludge 	<p>HAZARDOUS & REGULATED WASTE </p> <ul style="list-style-type: none"> _ Acids & alkalines _ Asbestos _ Chemicals _ Contaminated soil _ Detergents & solvents _ Drums, bags & IBCs _ E-waste _ Oily rags & filters _ Paints, inks & dyes _ Quarantine waste _ Resins & latex
<p>ORGANIC WASTE </p> <ul style="list-style-type: none"> _ Biosolids _ Food organics _ Garden organics 	<p>GENERAL WASTE </p> <ul style="list-style-type: none"> _ Any residual material that is not technically or financially viable to recycle 	<p>CONSTRUCTION & DEMOLITION WASTE </p> <ul style="list-style-type: none"> _ Brick _ Concrete _ Metal _ Timber

Our supply chains

No instances of modern slavery practices were detected during the Reporting Period, nor did we receive reports, complaints or concerns in relation to modern slavery practices in our business or our supply chain via any of our reporting channels.

REMONDIS's total supplier spend during this Reporting Period remained consistent with our previous reporting period at just over \$568 million.

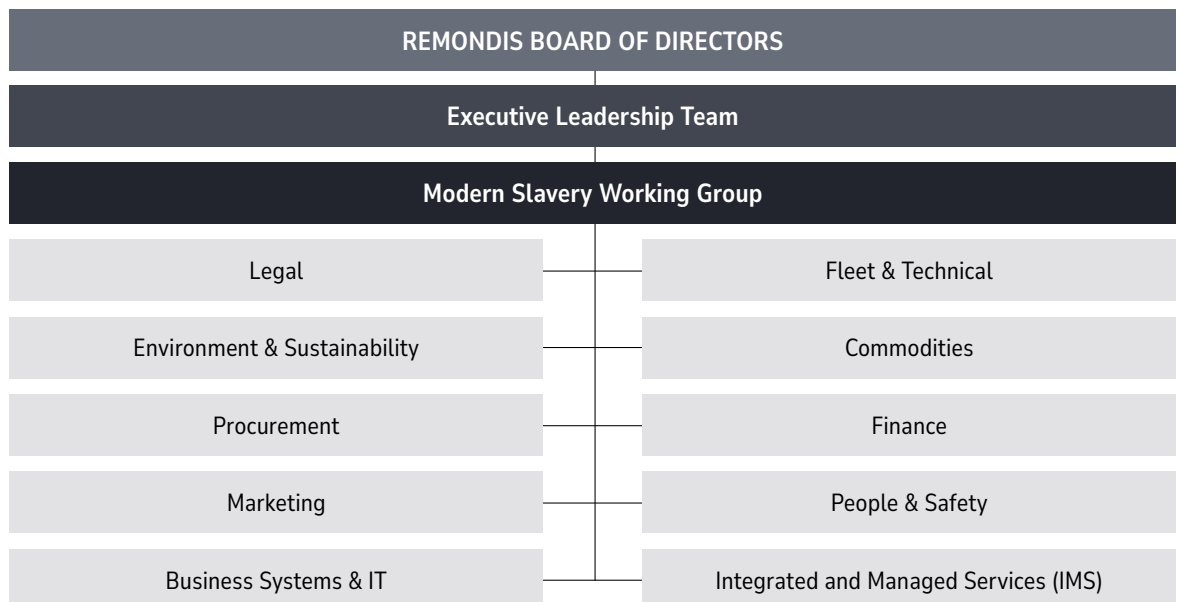
Each segment of our supply chain is subject to ongoing evaluation, and we place significant importance on engaging with suppliers and contractors who demonstrate values and ethical business practices aligned with our own. We actively manage these relationships by seeking assurance that our partners share our commitment to upholding legal, social and environmental responsibilities.

Our supplier ecosystem continues to be defined by two principal segments, differentiated by scale, operational complexity, and the nature of our engagement.

The first comprises large, well-established Australian corporations that are subject to the reporting obligations under the Act and have developed formal modern slavery statements and governance frameworks. These entities are considered low risk as they typically operate within

capital-intensive and highly regulated industries – such as petroleum, construction, building, waste management, and vehicle and equipment supply – and generally maintain more mature compliance structures and risk management systems aligned with legislative expectations.

The second segment encompasses small to medium Australian enterprises (SMEs), which form a critical component of our operational delivery and with whom we maintain close, often long-standing relationships. These enterprises and their workers predominantly provide labour-intensive and site-based services, including third party subcontracting, cleaning, security, labour hire and recruitment, as well as insurance, accounting, IT, and other professional advisory services. Given the more decentralised and operationally embedded nature of these engagements, our approach places particular emphasis on active oversight, ongoing engagement, and the integration of responsible business conduct expectations into procurement and supplier management processes for this second segment of suppliers.



Identified risks in our operations and supply chains

During the Reporting Period, our higher-risk supplier profile remained broadly consistent with that of the prior year, encompassing sectors such as information technology, construction services, personal protective equipment (PPE), vehicle and equipment procurement, and smaller-scale operators including cleaning services and third-party recycling providers.

These classifications reflect the inherently elevated exposure to labour rights risks and substandard working conditions within offshore manufacturing environments and operational contexts, where supply chains are often complex, multi-tiered, and less transparent. In particular, where products or component inputs are sourced and manufactured internationally in accordance with the REMONDIS International supply model, our direct visibility into, and capacity to influence, labour practices across these extended supply chains remains constrained.

In recognition of the evolving risk landscape and increasing expectations regarding supply chain transparency and accountability, our dedicated Modern Slavery Working Group (as detailed below) continues to enhance its oversight through the systematic monitoring, review, and refinement of our risk assessment methodologies, with a particular focus on geographic and sector-specific exposures across our global supply network.

While no instances of modern slavery were identified during the Reporting Period, we remain committed to the ongoing strengthening of our remediation frameworks and due diligence processes. This includes advancing our

capability to identify, assess, and respond to potential risks through the planned implementation of a globally integrated supplier data management system in the forthcoming reporting period. The absence of reported concerns does not necessarily indicate that modern slavery risks are absent from our business and our supply chain, and so implementation of a globally integrated supplier data management system will allow us to close our identified supplier due diligence gaps by:

- (a) giving us oversight of suppliers' risk categorisation and spend patterns beyond tier 1; and
- (b) digitising our tracking of supplier responses.



In parallel, we are progressing initiatives to deepen supplier engagement and strengthen expectations regarding responsible business conduct, including the continued integration of modern slavery considerations into procurement practices, contractual frameworks, and supplier onboarding processes. Through these measures, we seek to promote greater transparency, reinforce accountability across our supply chain, and support the continuous improvement of labour standards within the environments in which we operate.




WORKING GROUP	DUE DILIGENCE	POLICY FRAMEWORK	TRAINING AND EDUCATION	SERVICE AND SUPPLIER CONTRACTS	REPORTING PROCESSES
Designed and implemented a modern slavery management framework	Reviewed modern slavery risks in the business supply chain and operations and conducted due diligence	Developed and implemented policies	Embedded internal modern slavery awareness and training of the business to mitigate modern slavery risks	Reviewed and updated modern slavery provisions	Our reporting channels are available to all our workers, suppliers, contractors and customers



Actions taken, assessment of effectiveness and plans for 2026

During the Reporting Period, REMONDIS assessed the effectiveness of actions taken to address modern slavery risks and plans for its 2026 reporting period as follows:

ACTIONS	ASSESSMENT OF EFFECTIVENESS	PLAN FOR 2026
<p>Working Group</p> 	<p>REMONDIS's Modern Slavery Working Group ('MS Group') continued to drive proactive risk management across the organisation during this Reporting Period. Our MS Group implemented a revised Modern Slavery Action Plan and is assessing the integration of a local but globally aligned reporting and assessment platform, enhancing our ability to evaluate and mitigate risks throughout the supply chain. The MS Group has also transitioned to more frequent quarterly meetings, ensuring that our modern slavery management framework remains agile, responsive, and capable of driving tangible improvements across all levels of our operations.</p>	<p>In 2026, our MS Group updated the Supply Chain and Operational Risk Classification Register to re-evaluate and sub-categorise high risk suppliers.</p> <p>Our MS Group will closely collaborate with our new Sustainability Committee by harnessing real-time insights on emerging risks, regulatory developments, and industry trends. It will support higher-risk suppliers through targeted guidance and training to strengthen ethical practices, while escalating key findings and risk intelligence to senior leadership and relevant governance forums to enhance accountability and decision-making. This approach will ensure that REMONDIS's modern slavery management strategy is proactive, adaptive, and embedded through close collaboration with our Sustainability Committee.</p>
<p>Due Diligence & Questionnaires</p> 	<p>REMONDIS has strengthened its procurement oversight and supplier due diligence processes by working closely with relevant business units and stakeholders to ensure robust risk management across our supply chains. We released a more comprehensive questionnaire to our broader network of SMEs (those being our top 100 non-reporting entities) and targeted any new SMEs onboarded in the Reporting Period via asset acquisitions of ClearWaste, GO Organics and Speciality Services. Relevant members of our MS Group will continue issuing those questionnaires to any new non-reporting entity suppliers in our system, particularly those operating in high-risk categories, to ensure ongoing engagement, visibility of potential risks, and continuous improvement in our ethical procurement practices.</p> <p>We separately developed a digital supplier due diligence questionnaire, designed for adoption at branch level to support targeted, state-based, face-to-face audits of suppliers should any issue be identified in high-risk categories.</p>	<p>Given the anticipated modern slavery reforms, our approach to supply chain risk will require more regular governance cycles and visibility beyond tier 1.</p> <p>Our aim for 2026 is to assess and then, if appropriate, implement a locally based supplier platform that will, once operational, automate risk assessments, centralise supplier responses to ethical sourcing and modern slavery questionnaires, enable tiered risk categorisation beyond tier 1, and flag anomalies in real time. Once implemented, this platform will provide AI-enabled supplier risk screening which will facilitate continuous monitoring, automated supplier screening, enhanced document management, and real-time escalation of high-risk indicators. It will ensure that REMONDIS has a unified and scalable approach to overseeing all high-risk supplier categories, including our third-party recycling centres, IT services, PPE procurement, offshore equipment manufacturing, cleaning and security service providers.</p>

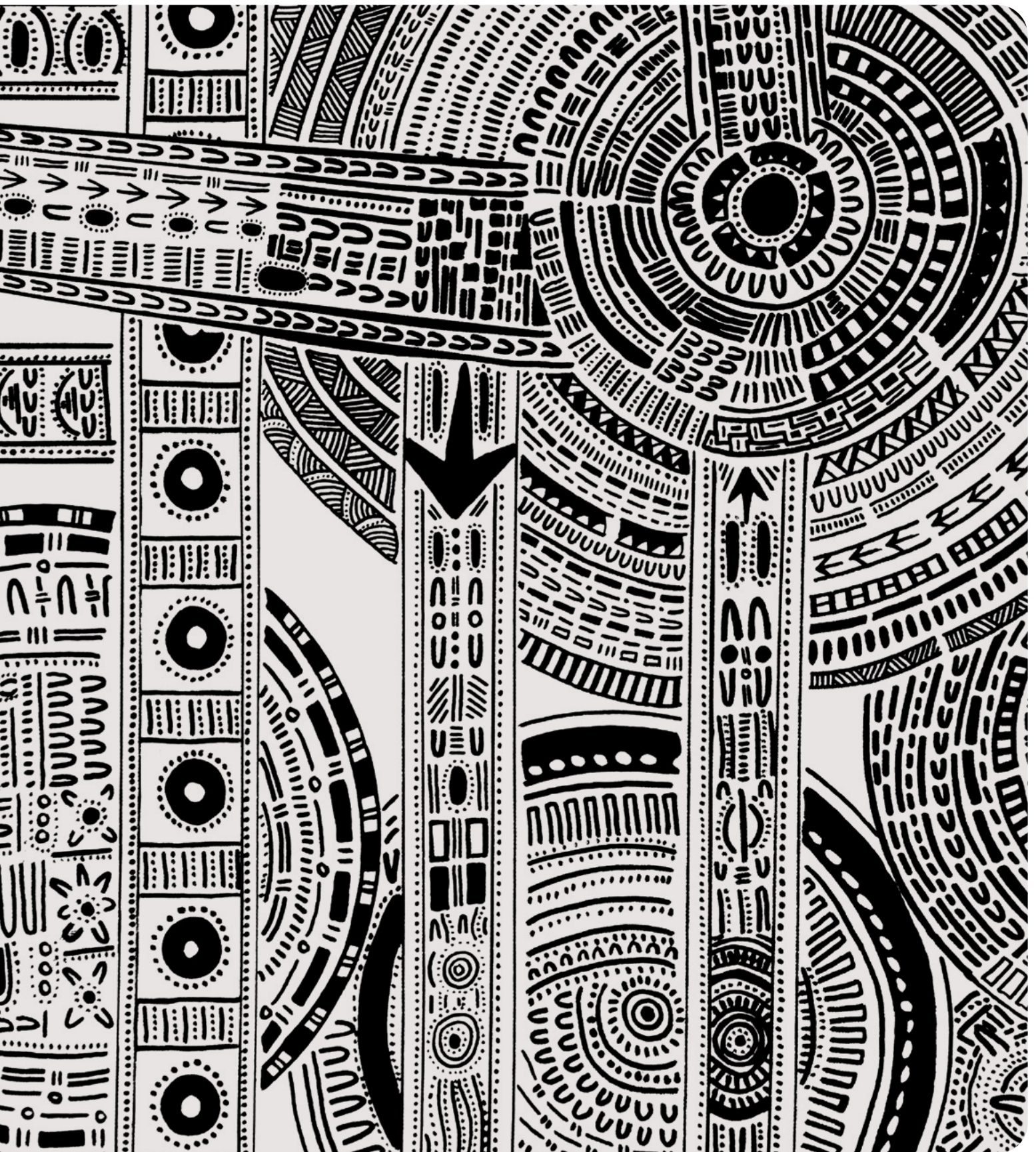
ACTIONS	ASSESSMENT OF EFFECTIVENESS	PLAN FOR 2026
	<p>Members of our MS Group and REMONDIS IMS also attended an interactive and educational Supplier Workshop with one of our largest national REMONDIS IMS customers (which has now been extended to an annual event). This workshop was hosted by our major customer to discuss how we can address modern slavery risks and due diligence practices through our shared supply chains and to:</p> <ul style="list-style-type: none"> _ Identify areas where suppliers feel they are making progress and where they may need more support; _ Explore what businesses could do differently in this area; _ Provide an update on current global data and risks of modern slavery; _ Review new modern slavery education, training, and resources available in Australia; _ Summarise our combined efforts in human rights and modern slavery to date; _ Discuss what suppliers are hearing across the industry about modern slavery in Australia and overseas; and _ Outline some of the impact metrics and indicators of vulnerability used across property and construction industry. 	<p>Additionally, until such time that the supplier platform is operational, we will test and if necessary, recalibrate our internal processes to be satisfied that, in practice, all existing and new high-risk suppliers are adequately screened via the comprehensive due diligence questionnaire.</p> <p>REMONDIS also intends to develop a comprehensive Supplier Handbook that will consolidate guidance on modern slavery expectations, ethical procurement standards, reporting obligations, and practical approaches to remediation. Once finalised, the handbook will be aligned with the Supplier Code of Conduct and broader ESG objectives and will be issued to all new and existing high-risk suppliers. This initiative aims to strengthen supplier understanding of our expectations for all suppliers working for REMONDIS.</p> <p>In 2026, REMONDIS will again attend our IMS national customer workshop in order to consider, apply and integrate those learnings in our own supply chain.</p>
<p>Training and Education</p> 	<p>REMONDIS has significantly strengthened its mandatory modern slavery e-learning program to enhance awareness and accountability across all levels of the organisation. The program now includes tailored modules designed specifically for operations personnel, drivers, procurement teams, and management, incorporating practical toolbox talks for frontline workers at all branches and structured modules for management and supervisory staff. Modern slavery training has been fully integrated into induction programs for new employees, ensuring early exposure to REMONDIS's ethical and compliance expectations, and is reinforced through an annual mandatory refresher for all staff.</p> <p>These initiatives aim to embed a culture of vigilance, equip employees with the knowledge to identify and report potential risks, and ensure that modern slavery awareness and ethical practices are consistently upheld throughout our workforce.</p>	<p>Modern slavery awareness training will continue to be embedded in induction programs for new hires, complemented by ongoing learning modules and periodic refresher 'lunch & learn' workshops for existing staff. The program will also extend to key suppliers and contractors through digital toolkits and collaborative sessions, reinforcing REMONDIS's expectations for ethical practices across the supply chain.</p> <p>In 2026 REMONDIS will build on its existing e-learning program by further strengthening modern slavery training and education across the organisation. This will include the introduction of enhanced, role-specific learning pathway involving an interactive video presentation targeted at our suppliers and for high-risk functions such as procurement, accounts teams, and frontline operations, ensuring employees receive targeted guidance relevant to their responsibilities. These interactive video modules and scenario-based simulations will be publicly available to educate our suppliers and to reinforce practical decision-making and risk recognition.</p>

ACTIONS	ASSESSMENT OF EFFECTIVENESS	PLAN FOR 2026
<p>Website</p> 	<p>REMONDIS has commenced enhancing the Modern Slavery section of its corporate website to provide a more comprehensive and accessible resource for stakeholders. Our public-facing website now at www.remondis.com.au, (previously www.remondis-australia.com.au), continues to host all prior modern slavery statements and related anti-slavery materials, including supplemental policies. While the enhancements remain in development, we are progressively improving our ability to respond to modern slavery enquiries from customers and stakeholders.</p>	<p>REMONDIS remains committed to ensuring that its reporting channels are widely accessible to employees, suppliers, contractors, and customers, facilitating the timely identification and resolution of any potential modern slavery concerns. In addition, REMONDIS maintains its partnership with BDO, which provides an independent reporting avenue, to ensure that any anonymously submitted reports of suspected modern slavery are thoroughly reviewed and appropriately addressed.</p>
<p>Reporting & Remediation Processes</p> 	<p>Throughout the Reporting Period, REMONDIS did not receive any notifications, complaints, or concerns regarding modern slavery through any of our available reporting channels. Despite this, we maintain a strong commitment to vigilance, ensuring that all employees, suppliers, contractors, and customers can raise issues through multiple avenues via the processes set out in our Whistleblower Protection Policy and Supplier Code of Conduct, which outline both internal and external mechanisms.</p> <p>Any submitted concerns are assessed by either BDO or designated members of REMONDIS's leadership, who determine the necessary course of action to ensure compliance. The process will include, but is not limited to, steps to resolve or remediate the matter including undertaking further investigations, exercising contractual rights or engaging external advisers, consultants or such resources as REMONDIS considers necessary to assist in investigations or any remediation activities.</p>	<p>REMONDIS remains committed to ensuring that its reporting channels are widely accessible to employees, suppliers, contractors, and customers, facilitating the timely identification and resolution of any potential modern slavery concerns. In addition, REMONDIS maintains its partnership with BDO, which provides an independent reporting avenue, to ensure that any anonymously submitted reports of suspected modern slavery are thoroughly reviewed and appropriately addressed.</p> <p>We will also continue encouraging awareness of new and existing remediation 'Referral Pathway Programs' as an additional remediation process which assist victims and survivors of modern slavery, such as:</p> <ul style="list-style-type: none"> _ Work Right Hub run by the Australian Red Cross; _ 1800FREEDOM operated by NSW Anti-Slavery Commissioner; _ Additional Referral Pathway (ARP) run by Salvation Army; _ Survivor Connections; and _ Forced Marriage Specialist Support Program. <p>We will issue an awareness flyer on branch and head office noticeboards and alert staff about these pathways via a notification on our intranet.</p>

ACTIONS	ASSESSMENT OF EFFECTIVENESS	PLAN FOR 2026
<p>Contracts</p> 	<p>REMONDIS has maintained prescriptive modern slavery provisions in all standard contracts which are consistent with the contractual improvements made to our contracts in prior reporting periods. Our view is that those provisions remain effective and did not require revision or an update at this stage. We continue to request that suppliers adhere to our Supplier Code of Conduct and if they have their own code, at a minimum, to comply with our modern slavery provisions in supplier contracts, including the requirement to report to us any actual or suspected modern slavery breach by the supplier or in their supply chain and to work with REMONDIS to remedy any breach.</p>	<p>We will continue our cadence with our supplier onboarding process to ensure that any new supplier arrangements and contracts will include our standardised and prescriptive modern slavery provisions (including obligations to comply with our Supplier Code of Conduct and the Act) so that these suppliers meet our minimum expectations of conducting business with us.</p> <p>We will monitor the need for further contractual provisions in anticipation of reforms to the Act during the next reporting period, particularly in relation to supplier due diligence obligations.</p>
<p>Policy Framework</p> 	<p>The following supplemental policies comprising our broader corporate governance framework supporting modern slavery risk mitigation continue to operate as follows:</p> <ul style="list-style-type: none"> _ Whistleblower Protection Policy – outlines the reporting processes for any unacceptable conduct, including modern slavery practices. _ REMONDIS Australia Code of Conduct & Corporate Compliance Code of Conduct – since 2016, the 5th business principle ‘Respect for human rights and fair working conditions – no compromises’, has been instilled globally across the REMONDIS Group. _ Anti-Slavery Policy – provides the policy framework for identifying, assessing, addressing, minimising and mitigating modern slavery risks. _ Supplier Code of Conduct – all REMONDIS suppliers are expected to not only comply with our Supplier Code of Conduct but also implement it in their own supply chain. We can provide guidance to suppliers on this Code when requested so that we can collaboratively strive for continual improvement in achieving our ethical procurement goals. _ Impact Report 2024 – replacement to our prior ‘Sustainability Strategy Report’ which documents our progress achieving the targets we set ourselves for the environment, corporate governance and social spheres in the calendar year 2024. _ Sustainable Supplier Guide – set out objectives and targets across the environment, social and governance aspects of our business including UN Sustainable Development Goals 5.1 and 8.7 alignment with modern slavery initiatives. _ Sustainability Report 2025 – submitted with our annual financial report for the year ending 31 December 2025, prepared in accordance with the Australian Sustainability Reporting Standards (ASRS) AASB S2 Climate-related Disclosures. 	<p>REMONDIS will continue integrating modern slavery risk management into broader ESG governance and sustainability reporting frameworks, including alignment with ASRS, evolving climate-related disclosure obligations, and international human rights due diligence expectations.</p>



The handling and disposal of medical and clinical waste is regulated and requires a specialised service team // Wingfield SA



“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

REMONDIS has branches and investments in over 30 countries and, with more than 48,000 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.