

Closing the loop: our journey towards a circular economy

Renewi plc Sustainability Review 2023

We are Renewi

We are a waste-to-product company and a leader in sustainability, operating at the heart of the circular economy. As pure-play recyclers, our core purpose is to protect the world by giving new life to used materials.

Every day we help our customers progress towards their net-zero ambitions. We do this by creating secondary materials with a lower carbon footprint than the primary resources they replace. We help our customers help the planet.

Why what we do matters

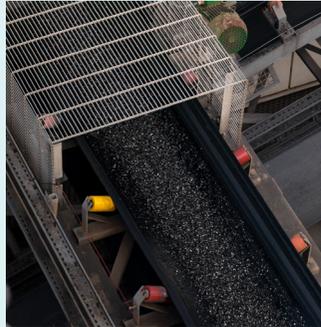
Most have realised the transition to clean energy alone is not enough to meet the climate challenges we face. Circular economies, through resource preservation and reduced reliance on incineration and landfill, play a vital role in slowing climate change.

Building on a legacy of more than 100 years, our work brings us one step closer to a cleaner, more sustainable world.



Secondary material
Maltha, recycled solar panels, part of the Photorama project

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Group overview

Our vision is to be the leading waste-to-product company in the world's most advanced circular economies – contributing to a sustainable society for all key stakeholders: our customers, suppliers, local communities, employees, regulators, governments, investors and lenders.



Secondary material

Mineralz & Water, gravel mix; polluted soil and asphalt is processed into gravel, sand and filler for the concrete industry



Our purpose drives our strategy

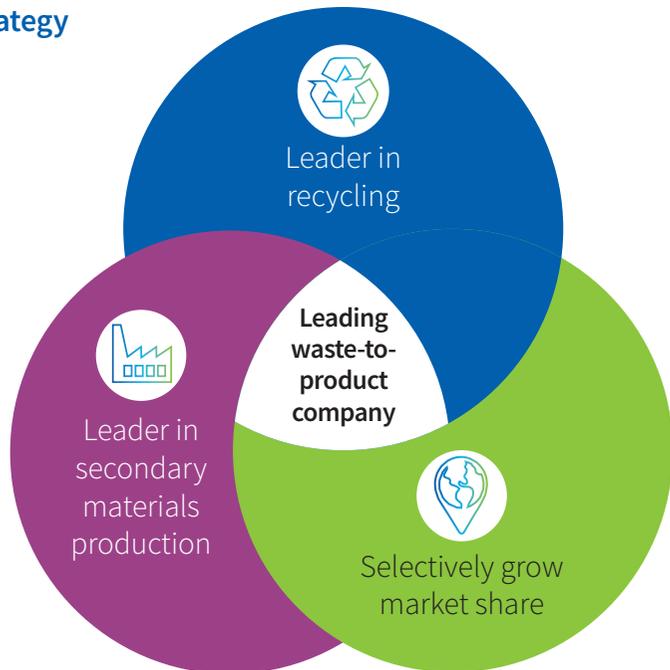
Our purpose

To protect the world by giving new life to used materials.

Our vision

To be the leading waste-to-product company in Europe's most advanced circular economies.

Our strategy



Sustainability themes



Enable the circular economy

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Reduce our carbon emissions

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Care for people

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Our values

Who we are



Safe

Safety above all else



Sustainable

Make a daily difference to our planet



Innovative

Do it better every day

How we act



Accountable

Do what we say we'll do



Customer-focused

Add value for our customers



Together

Always open and respectful



Our three divisions

Renewi operates in the Netherlands, Belgium, the United Kingdom, France and Portugal, across three business Divisions, as outlined below.

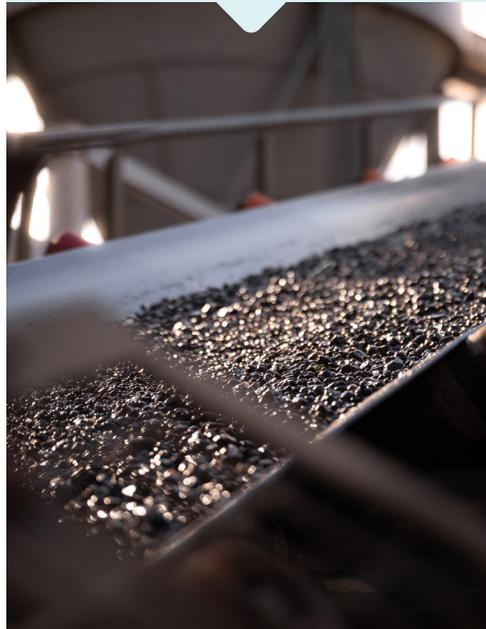
COMMERCIAL WASTE

Comprises industrial and commercial waste collection, processing and secondary materials production across the Netherlands and Belgium. Key activities include the processing of mixed waste streams and monostreams into high-quality recyclates and organic waste into biogas.



MINERALZ & WATER (M&W)

Comprises our Mineralz activities of processing and cleaning contaminated soil and tar and turning it into building products like gravel, sand and filler. It also includes cleaning of bottom ash and fly ash and cleaning of contaminated water and packed chemical waste processing activities.



SPECIALITIES

Comprises three businesses: Maltha glass recycling, Coolrec – our specialist Waste Electrical and Electronic Equipment (WEEE) recycling business and UK Municipal public-private partnership (PPP) contracts. This Division operates in Belgium, the Netherlands, the UK, France and Portugal.



154
operating sites

6,714
employees at year-end

11mT
of waste handled each year

63.6%
recycling rate for FY23
(new reporting methodology)

1988
listed on the London Stock Exchange,
and Euronext Amsterdam in 2020



Our progress this year

In FY23 Renewi has made strong progress on its sustainability objectives. Key achievements are shown below.

RECYCLING RATE (%)

63.6%

After a comprehensive review of our methodologies and recycling rate reporting framework, our industry-leading recycling rate for FY22 was restated to 61.8%. In FY23, our recycling rate has increased to 63.6%.



ABSOLUTE CARBON FOOTPRINT SCOPE 1&2 (KT)

574

We have already delivered a decrease in our scope 1 and 2 carbon emissions. Our goal is to reduce these by 50% by 2030.



CARBON INTENSITY FROM PROCESSING (KG CO₂ PER TONNE)

8.1

We are making efforts in lowering our on-site carbon emissions KPI. However, as our processed volumes went down, the intensity on a per tonne basis has slightly increased this year.



EMPLOYEE ENGAGEMENT (eNPS SCORE IN PULSE SURVEY)

+22

We position Renewi as a leading company to work for in the circular economy. This is borne out by the three Pulse surveys this year, revealing our eNPS score increased from 18 to 22. Our target is 30 by 2025.



CARBON AVOIDANCE (KG CO₂ PER TONNE)

233

The updated reporting framework also resulted in a restatement of our FY22 baseline of our total carbon avoidance. Our restated carbon avoidance per tonne of waste handled in FY22 was 225kg of CO₂/T. In FY23 it increased to 233.



CARBON INTENSITY FROM COLLECTION (KG CO₂ PER TONNE)

18.8

We are reducing our carbon footprint in the collection of waste by increasing route efficiency, fuel and driver efficiency and the electrification of our fleets.



LOST TIME INJURY RATE (LTIF) (NUMBER LTI/NUMBER OF HOURS WORKED X 1 MILLION)

9.3

The number of LTIF increased slightly this year, from 8.9 to 9.3. Safety is our number one priority, and we are unconditionally committed to improving our safety culture, with a strong emphasis on safety leadership.



WOMEN IN LEADERSHIP (%)

24%

We are making good progress with our Diversity and Inclusion strategy and have seen a 2 point increase of women in leadership positions this year, to 24%, moving closer to our 30% target.



Metrics for carbon emissions have been restated following a review of our methodologies and limited assurance.



A message from the CEO

I am pleased to report that Renewi is on a strong, upward trajectory with its sustainability performance. Giving new life to used materials is the very essence of this company and it is also at the heart of one of the most pressing sustainability challenges of our time: climate change.



Renewi's role is to reduce the need to extract and process virgin resources by producing high-quality secondary alternatives. This puts us at the heart of both climate action and resource preservation.

We continue to strengthen our ambitions and commitment to each of our sustainability pillars: enable the circular economy, reduce our carbon emissions and care for people. I am happy to report that we have made sound progress in each of these areas.

In FY23, our recycling rate increased to 63.6%, up from 61.8% last year, as restated. We put 7mT of secondary materials back into re-use and achieved a total carbon avoidance of 2.5mT. We also

decontaminated 1mT of wastewater, an achievement we are particularly proud of in light of current droughts in parts of Europe. Major environmental incidents and fires decreased significantly from 19 in FY22 to 3 in FY23.

We made significant progress in key aspects of sustainability reporting too, alongside disclosure and target setting. We introduced new and better calculations to measure our recycling rate and carbon footprint, with greater transparency in line with leading international standards. Our Scope 1, 2 and 3 emissions methodology was externally validated. We're also committing to net-zero and an application for the SBTi (the Science Based Targets Initiative) is underway. At Board level we have better codified our responsibilities around sustainability and climate change.

CARE FOR PEOPLE AND SAFETY

Caring for our people is an essential core value at Renewi. Their wellbeing is paramount and ensures we are able to deliver on our purpose. I am delighted to report that our employee Net Promoter Score has further increased to 22 (FY22: 18).

The safety of our people is our number one priority. We were devastated by the death of a

colleague due to an accident at our Amsterdam Westpoort site in December 2022. At Renewi, safety is our number one value and this accident further reinforced our unconditional commitment to embed the highest safety standards. Improving our safety culture will continue to be a key area of focus, with a strong emphasis on safety leadership. We are in the process of implementing the International Sustainability Rating System (ISRS), which includes a comprehensive safety approach, across the entire company.

FURTHER PROGRESS

Other progress included opening our new state-of-the-art advanced sorting facility in Ghent, achieving a >50% recycling rate on a 125kT residual waste stream. We acquired Renewi Westpoort to further strengthen our waste-to-product mission and continue to explore new uses for our secondary materials, with a landmark deal signed with Playmobil to produce a range of toys containing >80% recycled plastics provided by our Coolrec business.

We are proud to be a major operator in the Netherlands and Belgium, where the adoption of the circular economy is one of the highest within Europe.

Our activities are driven by an increasingly favourable legislative environment, and we expect governments will continue to legislate to mandate higher levels of recycling in the future. The drive from governments and industry towards decarbonisation is gaining momentum, manifesting in an increasing demand for secondary materials from manufacturers, and more legislation aimed at improving recycling from domestic consumers and corporate entities.

There's still much to do and we have set ambitious targets for 2025 and 2030. Circularity and recycling must be the driving force behind climate action. Systemic changes are needed to give real impetus to the transition to a circular economy, which can only be achieved through the re-use of materials.

This drives what we do at Renewi, while it is our values that guide us. Our employees are passionate about making a positive difference and we are grateful for their dedication and proud of our role in society. We remain confident we can continue to build and grow our positive impact.

Otto de Bont
Chief Executive Officer



Society is demanding change

Consumption levels are higher than ever, and we use more resources than our planet can sustain. Keeping it habitable requires decarbonisation, as well as circular economies and better waste management.

Inflation, cost of living, the war in Ukraine, the energy crisis and supply issues have had a major impact on companies and customers. Despite this turbulence, society is becoming increasingly mindful of the importance of reusing materials. By expanding the availability of secondary materials, we help companies and consumers transition to products with a lower carbon footprint.

THE WORLD IS EVOLVING

A desire for change

With the shift in understanding of the importance of circularity and achieving net-zero, there have been some notable societal changes:

- A shift from virgin materials to used materials with a correlating swing from high to low emissions, as more companies commit to the use of recycled materials and target

net-zero emissions

- An accelerating transition from incineration and landfill towards recycling
- A persistent legislative push by governments stimulating circular behaviour through new policies, directives, decrees, bans, incentives and taxation
- Increasing environmental standards which require more advanced recycling technology and processes

However, there are constraints in place that hinder our transition to a global circular economy.

To tackle these, we must do the following:

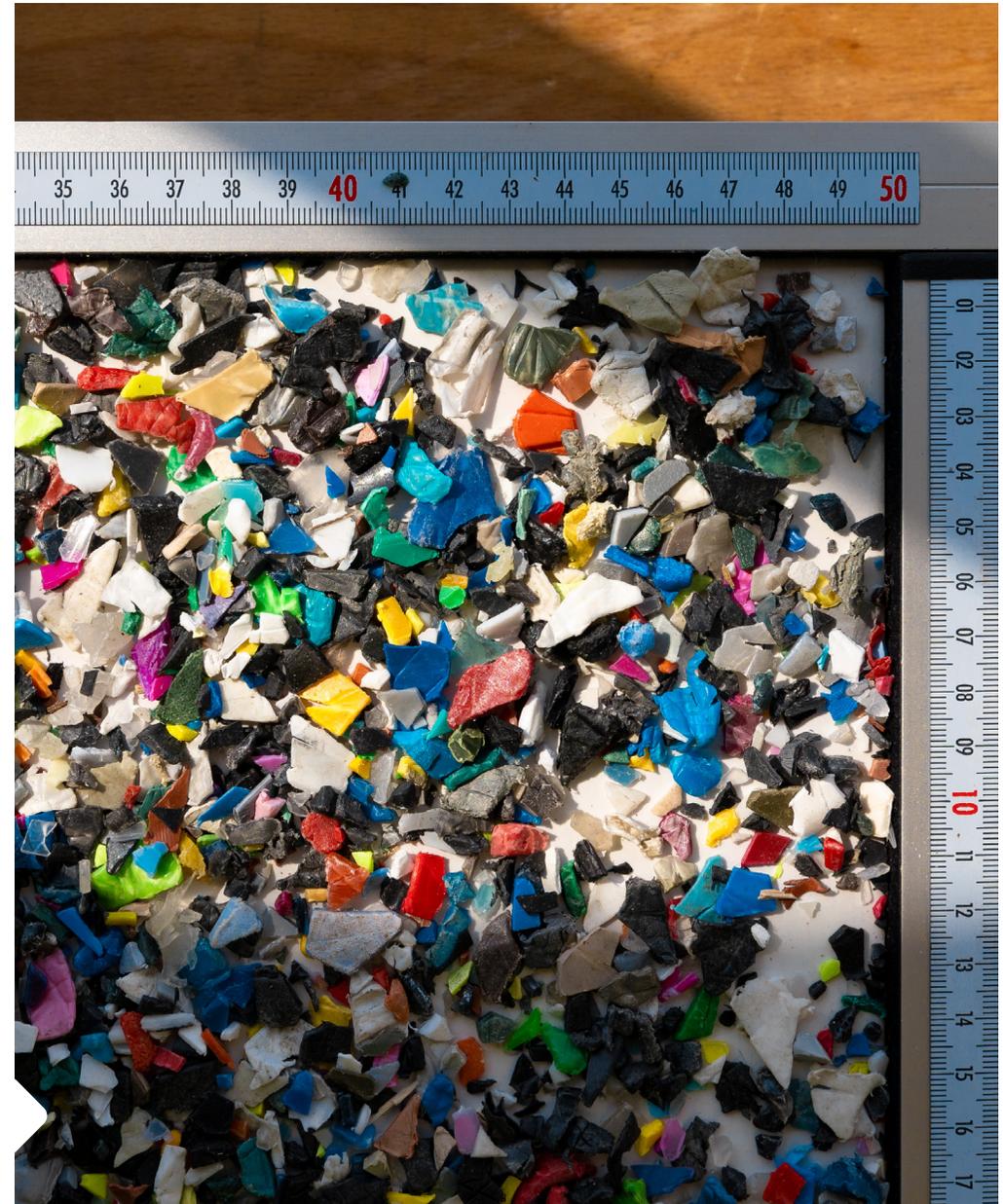
- Redesign value chains
- Align circularity with business interests
- Step up the promotion of circular behaviour
- Design effective policies and accelerate certification and permitting processes

100%

“The Netherlands will be 100% circular by 2050”

(The government in the Netherlands has published its ambition for the Dutch economy)

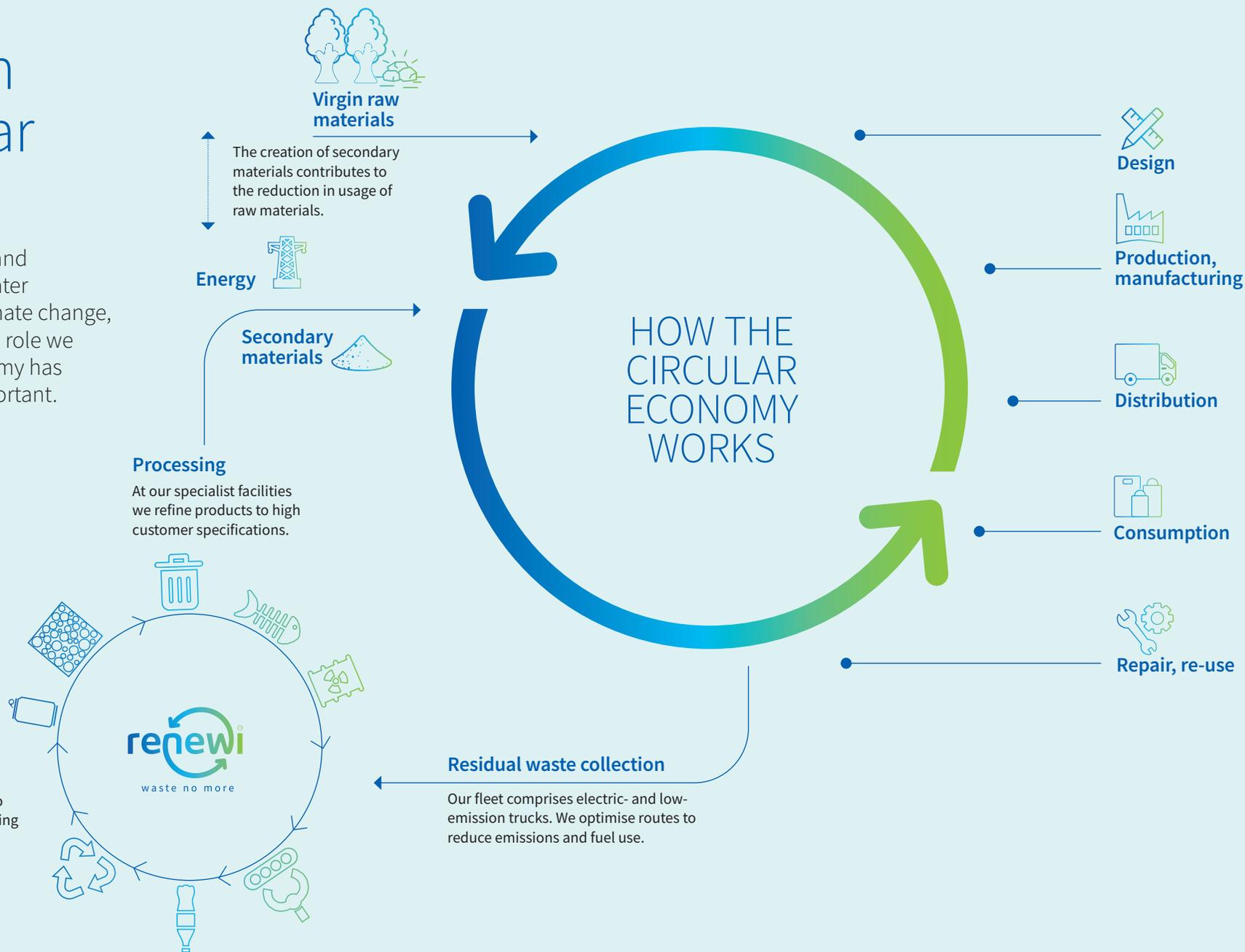
Quality control laboratory, Commercial Waste BE. These plastics are used for new electronic products





Our role in the circular economy

With people, companies and governments placing greater emphasis on tackling climate change, Renewi's position and the role we play in the circular economy has become increasingly important.





Our role in the circular economy CONTINUED

Secondary material,
M&W, FORZ® Filler,
made from tar and
polluted soil

OUR UNIQUE WASTE-TO-PRODUCT STRATEGY

At Renewi, we focus on secondary material production through innovation, technology and partnerships. This is leading to the creation of higher-quality secondary materials, which are becoming increasingly appealing for businesses who want to reduce their impact on the planet. We offer innovative processes for recycling a diverse range of products and materials. At 63.6%, we believe our recycling rates are leading internationally, and we seek to continually improve them.

Our activities avoid around 2.5mT CO₂ each year by putting 7mT of materials back into re-use, tangibly contributing to the circular economy. We work with a network of innovative customers and partners to provide closed-loop circular solutions.

We have the number-one position in our markets, handling 11mT of waste, a fleet of circa 2,000 trucks and around 0.5 million bins and containers across 154 sites.

We believe businesses have both the power and responsibility to help manage our planet's resources. At Renewi, we operate at the heart of the circular economy and are uniquely positioned to drive environmental leadership, address challenges and convert them into business opportunities. Our aim is to deliver a purpose-led positive impact for people and the planet.

Our goal is to recycle more and better, so that one day we can fully replace virgin materials.

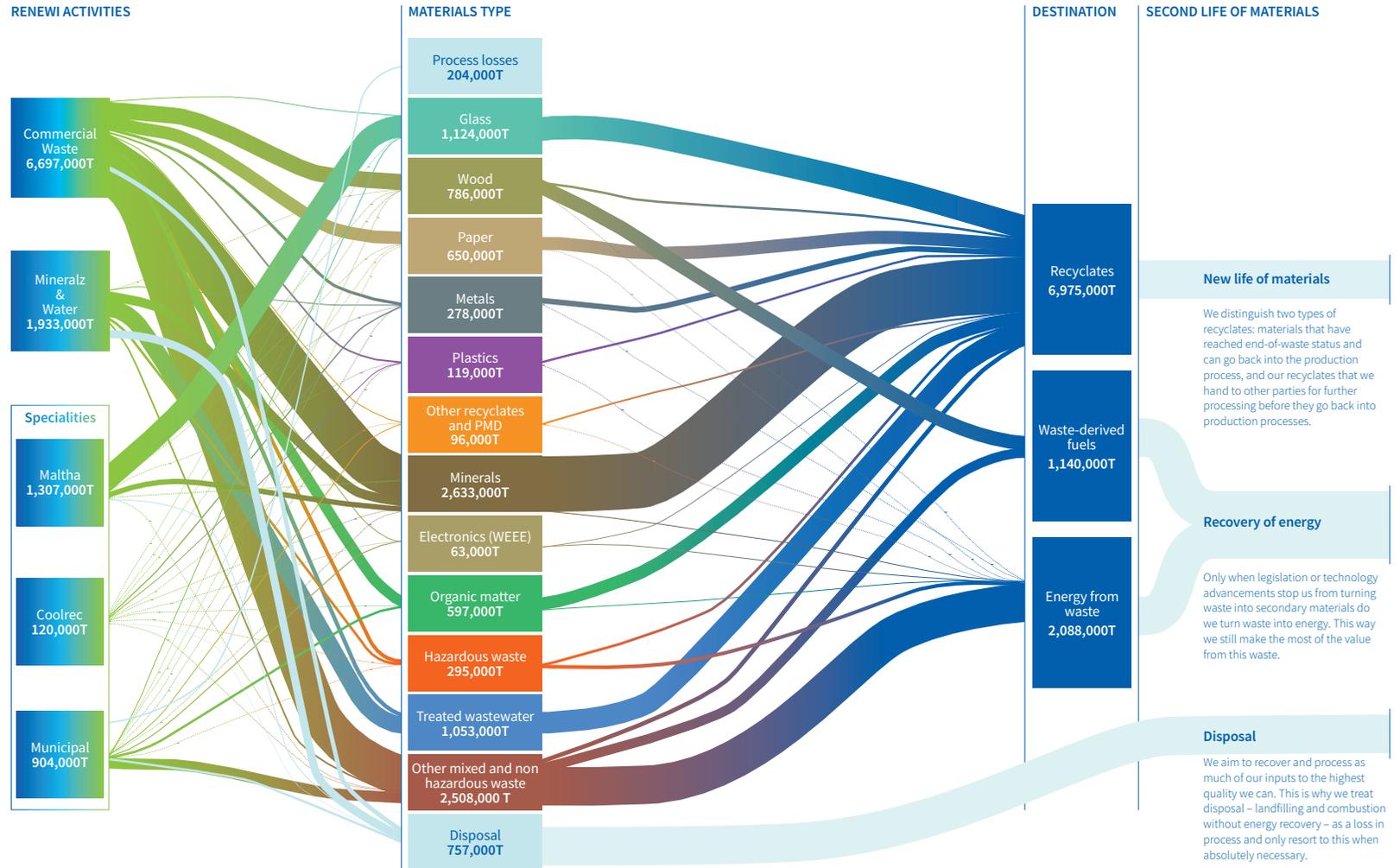
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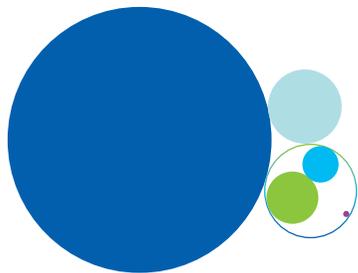
What we do: converting waste to product

As a pure-play recycling company, we generate revenue by converting the waste we process into secondary materials, which we sell to our customers. Unlike many of our competitors, who typically draw revenue from the incineration of waste, our activities generate revenue while contributing to a circular economy.

We process a broad range of materials, with the aim of giving them a second life wherever possible. We have outlined the vast majority of the waste we process and the new materials we create.



RENEWI ACTIVITIES BY SCALE



- LEGEND**
- Commercial Waste
 - Mineralz & Water
 - Specialities
 - Maltha
 - Coolrec
 - Municipal

Based on FY23 full year output volume data



Aligning to the UN SDGs

The UN Sustainable Development Goals (SDGs) help to provide a framework for the world to “achieve a better and more sustainable future for all”. Renewi prioritises 7 of 17 SDGs.



SDG 13

Objective: Take urgent action to combat climate change and its impacts.

How we're aligned: Our activities under our first two sustainability pillars, enable the circular economy and reduce our carbon emissions, contribute to SDG 13.

Our actions: We've created ambitious targets to lower our carbon footprint and are committed to the reduction of our absolute carbon emissions by 2030. We've committed to reduce absolute scope 1&2 GHG emissions by 50% by 2030 from a FY22 base year, and to reduce indirect use phase emissions by 25% by 2030 from the same base year. And, through our recycling activities, we enable the generation of carbon avoidance within its full value chain.

Our priorities: We have recently disclosed our second TCFD (Taskforce for Climate-related Risk Financial Disclosure) assessment in our 2023 Annual Report and Accounts. It outlines Renewi's climate change related risks and opportunities.



SDG 12

Objective: Ensure sustainable consumption and production patterns.

How we're aligned: Enabling the circular economy is central to our business. Through our collection and recycling operations we ensure used materials are given new life.

Our actions: We've achieved a leading recycling rate of 63.6%. We've almost perfected 'closed loop' recycling in some of our waste streams, including glass, soil, construction and demolition waste, and mattresses.

Our priorities: Our Mission75 programme maps out our goal to increase our recycling rate to 75%. We continue to collaborate with partners to develop sustainable innovations and create recycling opportunities.



Aligning to the UN SDGs CONTINUED**SDG 11**

Objective: Make cities and residential areas inclusive, safe, resilient and sustainable.

How we're aligned: Our fleet of waste collection trucks operates in various towns and cities, and we aim to contribute to improved air quality and waste management in these locations.

Our actions: We increased the proportion of Euro 6 trucks in our fleet from 67% to 76% and are operating joint waste collection partnerships in many urban areas in the Netherlands.

Our priorities: We're working towards our target of 100% Euro 6 trucks, and are expanding joint waste collection partnerships with other companies to minimise urban traffic.

**SDG 7**

Objective: Ensure access to affordable, reliable, sustainable and modern energy for all.

How we're aligned: This accords with our role as a producer of renewable energy and our aim of reducing our direct and indirect GHG emissions.

Our actions: We deliver a considerable proportion of our renewable energy to the grid, making it available to others. We also buy green electricity certificates, increasing the share of renewable energy in our own energy mix and stimulating the green electricity market.

Our priorities: We are expanding our solar power generation capacity by increasing our solar panel infrastructure at company sites. We are also exploring the possibility of constructing solar panels at landfill sites, so delivering more green kilowatt-hours to the grid. See page 26 for more on this.

**SDG 6**

Objective: Ensure availability and sustainability of water and sanitation for all.

How we're aligned: Our wastewater cleaning activities contribute to the circularity of water in local water ecosystems.

Our actions: A key part of our operations involve cleaning contaminated wastewater and making it available for local municipal water treatment stations. In some cases, we treat water to the standard required for it to be discharged into local surface water. In FY23 we increased the total volume of wastewater treated from 1.01mT to 1.05mT.

Our priorities: We now report wastewater treatment activities (see page 62). We are also looking at opportunities to expand wastewater treatment activities at our ATM facility in the Netherlands.

**SDG 3**

Objective: Ensure healthy lives and promote wellbeing for all.

How we're aligned: The health and safety of our employees and the communities where we operate are key priorities at Renewi.

Our actions: To improve onsite safety through better traffic management, we've collected best practices from across Renewi and other comparable companies. These will be combined into one upgraded standard to manage traffic-related risks.

Our priorities: We're launching a company-wide vitality programme to include our various health initiatives across the business, ensuring everyone benefits. (Read more on page 44.) We're also developing a sickness prevention initiative and a safety leadership programme.

**SDG 15**

Our Sustainability Strategy does not currently reference SDG 15, which aims to "protect, restore and promote the sustainable use of terrestrial ecosystems". However, we are investigating ways to align and commit to this new SDG. We are looking at how Renewi's recycling of organic waste, and its usage by customers, helps protect and restore ecosystems.



ESG accreditations, ratings and frameworks

We've earned a number of important ESG accreditations, having gained recognition and positive ratings for our sustainability performance from leading standards bodies.



GRI

Renewi reports on its non-financial metrics with reference to the Global Reporting Initiative (GRI). This important international benchmark is one of the criteria for UN Global Compact membership and is recognised as best practice for non-financial reporting. The GRI standards we report on include emissions, energy consumption, diversity and safety.



CDP

Formerly named the Carbon Disclosure Project, this is the gold standard of environmental disclosures. While we are striving to continuously improve, we are already proud to have achieved our best rating to date – a C score for our corporate transparency on climate change.



UN GLOBAL COMPACT

As a signatory of the United Nations Global Compact and a supporter of its Ten Principles, Renewi has pledged to continuously pursue improvements in the key areas of the environment, human rights, labour and anti-corruption. Our efforts in the past year have earned us an 'advanced' level for our reporting.



TCFD

For a second year in a row, Renewi has been reporting as per TCFD (Taskforce for Climate-related Financial Disclosures). This entire section can be found in the FY23 Annual Report and Accounts.



SBTi

In 2023 Renewi has committed to submit near-term targets to the Science Based Targets initiative (SBTi). This is the first step towards our net-zero carbon emission reduction goals for meeting the maximum 1.5°C global warming target, as per the Paris Agreement.



S&P

For the second year in a row, Renewi's best-in-class score of 83 from S&P (Standard & Poor's) Global Ratings recognises our actions to improve our recycling rate, produce more low-carbon secondary materials and lower GHG emissions.



ECOVADIS

Ecovadis evaluates the quality of sustainability management in our local entities, focusing on policies, procurement practices, labour standards and other responsible business aspects specific to the size and location of the entity, with an industry-specific angle.



ISO

100% of our Commercial Waste and Specialities sites are certified with the ISO 14001 standard for environmental management; 86% of our Mineralz & Water sites are certified under the same standard, and for the remaining one site, certification is planned.



Enable the circular economy

We aim to be a driving force in the transition to a circular economy, where all waste is converted into new products.



Secondary material

Commercial Waste NL, compost made from organic waste material, used to fertilise and enrich soil

Summary

- 17 Recycling rate and carbon avoidance
- 23 Wastewater treatment activities
- 25 Renewable electricity and low carbon footprint biogas production

SDG alignment





Recycling rate and carbon avoidance

When manufacturers choose to use secondary instead of primary materials, our recycling rate increases and substantial carbon savings are generated.



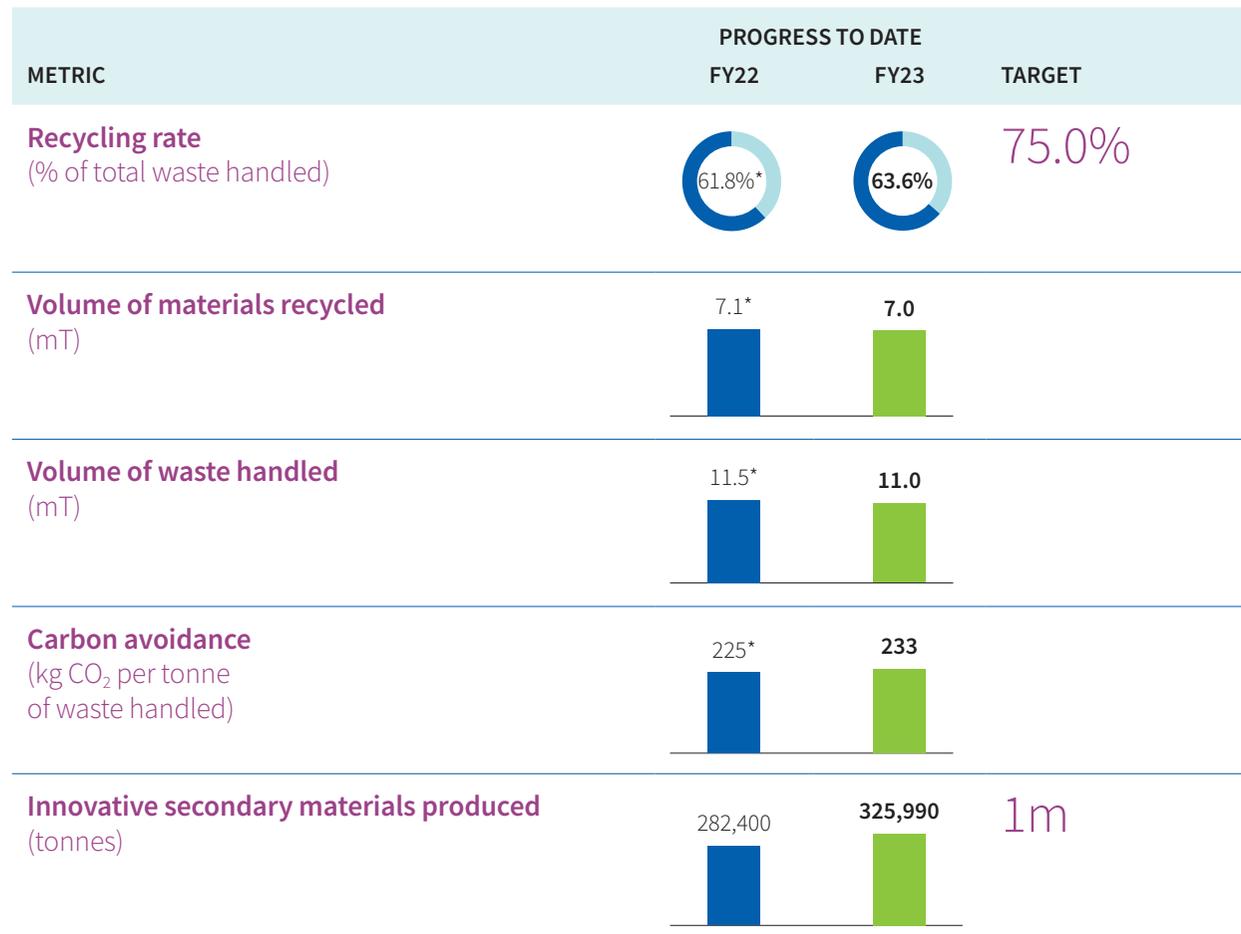
Highlights

- Restatement of our recycling rate and carbon avoidance baseline for FY22; good progress toward our 75% target with an increased recycling rate of 63.6% for FY23.
- Diverted 7.1mT from incineration and 3.2mT from landfill
- Absolute total carbon avoidance of 233kg CO₂ per tonne, up from 225 in FY22

Priorities going forward

- Working towards our target of 100% Euro 6 trucks, expanding joint waste collection partnerships with other companies to minimise urban traffic and expanding our solar power generation capacity
- Exploring the possibility of constructing solar panels at landfill sites to deliver more green kilowatt-hours to the grid

Key performance indicators



* FY22 metrics have been restated following a review of our methodologies.



Recycling rate and carbon avoidance CONTINUED

Secondary material,
Commercial Waste BE,
plastic recycle at Ghent

RESTATING OUR RECYCLING RATE TO ENSURE FULL COMPLIANCE WITH EVOLVING INTERNATIONAL REPORTING STANDARDS

We believe robust data and reporting methodologies are critical and we are committed to full compliance to all international standards on sustainability reporting. A cross-functional internal team has completed a comprehensive review of our methodologies and reporting framework, supported by external experts. This has resulted in the restatement of our FY22 recycling rate, carbon avoidance and carbon footprint baselines.

We track the volume of innovative secondary materials we create, and in FY23 we have made significant strategic progress, strengthening our leading role in recycling and raw material production.

After a comprehensive review of our methodologies and recycling rate reporting framework, our industry-leading recycling rate for FY22 was restated to 61.8%. In FY23, our recycling rate has increased to 63.6%.

Increased scrutiny means we can offer much greater clarity around the waste volumes we recycle. Firstly, because such a significant part of our business is decontaminating wastewater, we now report water treatment activities in our recycling rate (see page 23). Secondly, we've harmonised our reporting methodologies across

Renewi's three divisions – Commercial Waste, Mineralz & Water and Specialities. We've also aligned our recycling labelling for solid waste with international standards, whether these are EU or country-specific benchmarks.

We are further developing our Mission75 programme, which aims to raise our recycling rate to 75%.

CARBON AVOIDANCE

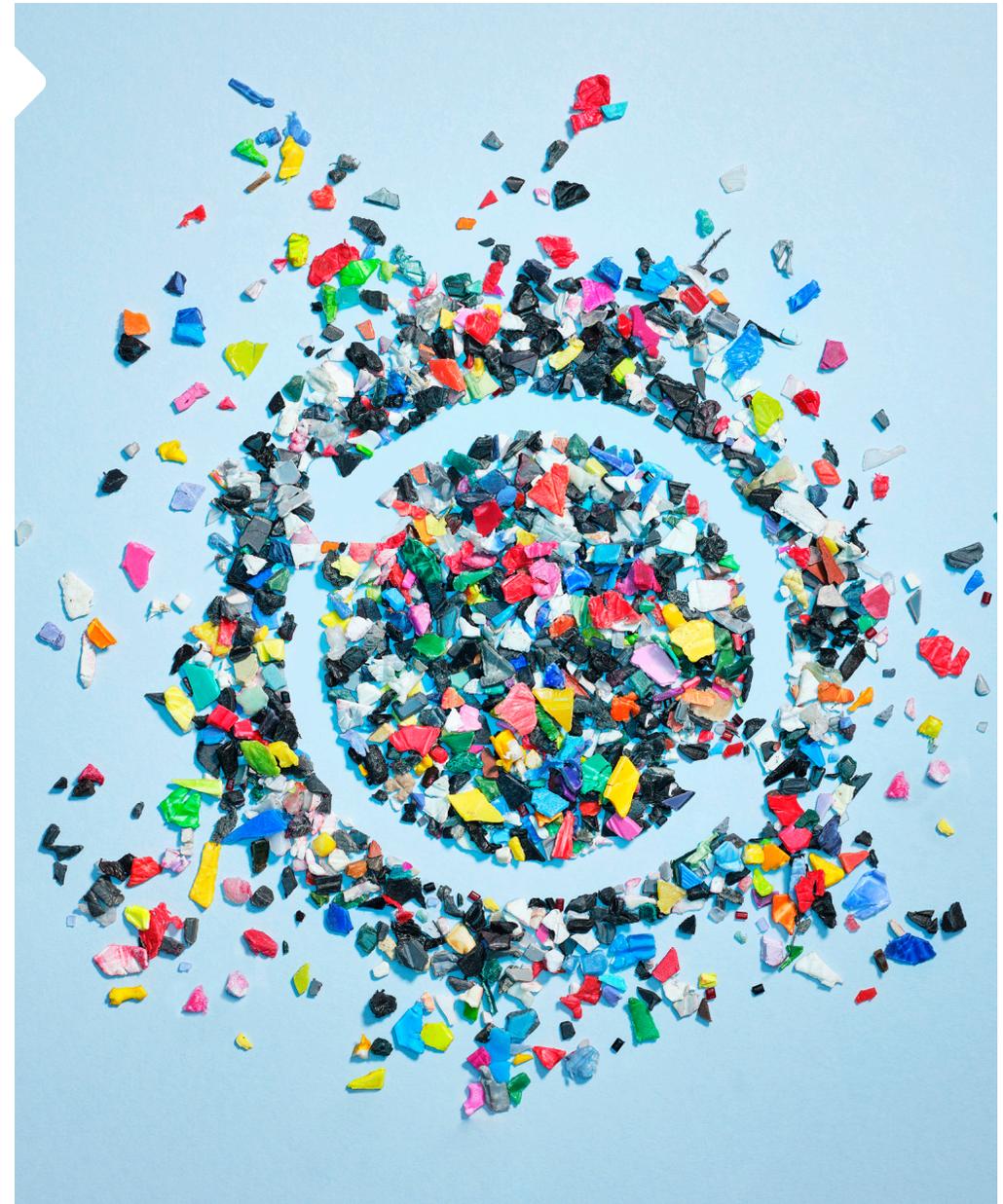
In FY23 Renewi avoided 233kg CO₂ per tonne of waste handled, compared with 225kg the previous year.

We deploy a range of strategies to maximise our total carbon avoidance. We produce raw materials that can replace primary materials, and produce energy from waste, with power generation from landfill gas and anaerobic digestion. We also produce waste-derived fuels in energy production that our customers can use to replace fossil fuels. This comprises refuse-derived or solid recovered fuel, Renewi's ICOPOWER® pellets, wood chips and other biomass fuels, and waste-derived fuels are used on our sites to drive our processes.

INNOVATIVE MATERIALS

Renewi's innovation strategy focuses on recycling more and recycling smarter.

We have diverted materials such as plastics, metal, wood, glass, ceramics, construction rubble,





Recycling rate and carbon avoidance CONTINUED

chipboard, drink cartons, and even orange peel and coffee grounds from landfill or incineration and given them new life as raw materials for products.

In FY23, Renewi produced 326kT of innovative secondary materials, compared to 282kT in FY22. Thanks to our internal innovation pipeline, we believe we're on course to meet our sustainability target of 1mT a year by 2025.

INNOVATING WITH OUR PARTNERS

The practical applications of our secondary materials are varied. Recycled plastic is used to create products for leading toy brand Playmobil. Renewi's joint investment collaboration with IKEA and RetourMatras results in 3 million mattresses being recycled every year (1.5 million in Belgium and the Netherlands, and 1.5 million in the UK).

We also deploy leading-edge technology to innovate waste collection and sorting activities, to ensure recyclable materials are not missed. We are currently building a modern rigid plastics sorting line at our Acht facility, which will greatly boost efficiency of sorting, thereby increasing the quality of plastics recycled. At the same time, we guide and advise our customers on how to separate their waste more effectively.

In a partnership between our Commercial Waste Division in the Netherlands and recycling firm PeelPioneers, we helped convert 60,500 tonnes of



Secondary material, Maltha; perfume bottles recycled at Lommel, then returned straight back to the glass industry

citrus peel from discarded fruit to make essential oils, food ingredients, cleaning agents and livestock feed. Renewi trucks collect the discarded fruit from supermarkets and caterers, and transport it to the PeelPioneers plant.

Meanwhile, our Commercial Waste Division in Belgium operates circa 400 smart collection trucks fitted with artificial intelligence (AI) cameras that monitor waste sorting.

Co-innovation is key to enabling the circular economy. We work closely with customers and technology providers and partners in the value chain, helping start-ups and scale-ups, supporting

them with know-how and supplying them with high volumes of circular feedstock. In return, we gain access to their innovative technologies, which help us deliver on our strategy. In the Netherlands, for example, Renewi is a partner in the Circular Factory programme, helping scale-up companies establish their first facilities for manufacturing circular products.



Recycling rate and carbon avoidance CONTINUED

Decarbonising supply chains

Renewi’s approach to carbon avoidance makes it easy to choose lower-emission recyclates over carbon-heavy virgin materials.

Businesses using our secondary raw materials can avoid the extraction or production of virgin raw resources. This also results in lower carbon emissions.

AVOIDING VIRGIN MATERIALS THROUGH GLASS RECYCLING

1.2 tonnes of raw materials



Silica sand Soda ash Limestone

EMISSIONS SOURCES

Extraction
Fuel and energy for the operation of all equipment at the site

Transportation
Fuel and energy for the transportation of raw materials, from the extraction site to the processing site

Processing
Fuel and feedstock combustion to supply heat at 1,600°C, release of carbon from raw materials in the melting process



1 tonne of raw materials



Waste glass

EMISSIONS SOURCES

Reverse logistics
Fuel and energy for the transportation of raw materials, from the extraction site to the processing site

Processing
Lower energy consumption than virgin glass, due to lower temperature needed (1,400°C), providing opportunity for electric furnaces, no release of carbon

58%

“Melting 100% cullet reduces the CO₂ emissions by about 58% compared to a situation where no cullet is used”

LCA study by PE International for the European Container Glass Federation

i For details of Renewi avoided emissions and references to the WBCSD guidance on Avoided Emissions (2023), please see page 263 of the Annual Report

For each type of material, depending on the energy-intensity of the recycling process, the difference between virgin and recycled material will vary. That also depends on the application: which virgin material is being replaced by a recyclate? For many materials, multiple applications are possible, some more carbon-efficient than others. Renewi calculates the carbon avoidance or each material and each application separately. The above example has been prepared on the basis of LCA results carried out by FEVE for bottle glass. Source: European Container Glass Federation: FEVE-brochure-Recycling-Why-glass-always-has-a-happy-CO₂-ending-.pdf

Recycling rate and carbon avoidance CONTINUED

CASE STUDY



Supporting local farmers with sustainable compost

Renewi Wakefield in the UK has set up a mutually beneficial arrangement with three local farms, which will take 6,000 tonnes of compost annually.

Our Wakefield site processes green waste from civic amenity sites and kerbside collection rounds. This is then shredded, tunnel composted (in a closed-off, controlled ventilation system) and then screened to produce a high-quality compost, classified as a product and no longer a waste. The compost is peat-free and a sustainable soil improver with no added chemicals. It also improves light soils by enhancing water retention, reduces loss of nutrients and stimulates beneficial soil life.

From 160 tonnes of initial green waste in a tunnel, we produce approximately 60 tonnes of final product compost. Compost processed at the site contains similar nutrients to fertiliser, but as organic matter it is much more beneficial to the soil – and the environment. The compost is of high quality and is PAS100-compliant (a widely recognised standard within the organics recycling sector).

Robert Copley, one of the farmers who is now using the compost on his farm, says: “Compost is so much better for the soil than fertiliser, which is laden with chemicals. It provides a much slower release of nutrients. It improves the soil’s

structure and fertility and can increase a crop’s yield potential.”

Drew Pearson, the site’s operations manager, added: “I’m really happy with this arrangement. It benefits the environment, saves us money and means we’re working closely with our local community. It’s a definite win-win.”

Councillor Jack Hemingway, Wakefield Council’s cabinet member for climate change and environment, said: “Reusing composted material locally in this way has multiple environmental benefits, including helping to address climate change by reducing reliance on manufactured fertiliser and improving soil conditions for agricultural use without damaging ecosystems. This is true circular economy principles put into practice.”

It benefits the environment, saves us money and means we’re working closely with our local community

Drew Pearson, site operations manager



Recycling rate and carbon avoidance CONTINUED

CASE STUDY

Innovative partnerships are the key to a sustainable future

Symbiotic business partnerships are a powerful tool we can use to build a circular economy and successfully tackle challenges like climate change, waste and pollution.

At Renewi, we understand the power of collaboration and co-innovation to create high-quality, circular raw materials and sustainable solutions. By working with the right partners, we gain access to technological expertise and new resources, which can result in truly innovative outputs.

Our shared bio-LNG facility with Nordsol



PLAYMOBIL

As large-scale suppliers of raw materials and experts in sustainable waste solutions, Renewi can offer large quantities of high-quality circular materials and state-of-the-art facilities to help our partners achieve their own circular ambitions. By teaming up with technology innovators, we remain frontrunners by gaining access to the latest innovations.

This is no better exemplified than by our relationship with Playmobil, which has resulted in the creation of the award-winning Wiltopia range of children's toys, which are made from recycled refrigerators.

NORDSOL/SHELL

Our partnership with Nordsol and Shell has resulted in a pioneering circular solution. Renewi collects organic waste throughout the Netherlands from restaurants, the retail sector and the food processing industry, which is processed and converted into biogas via anaerobic digestion in our plant in Amsterdam.



Secondary material, Maltha; glass powder made from processed glass, used for a powder in the batch recipe for furnaces

Nordsol then cleans and liquefies the methane within the biogas into liquid bio-CO₂, which is used to power heavy-duty trucks and short-haul shipping, meaning greener transportation and a reduced reliance on fossil fuels. The 3.4kT of bio-LNG produced each year is equivalent to about 13 million CO₂-neutral kilometres for an average truck. Shell makes this bio-LNG available for its road transport customers in the Netherlands at LNG filling stations.

START-UPS

Renewi helps start-ups too, and we work with some of our own customers to create new products from their inbound waste feedstocks. These pioneering innovations contribute to a cleaner, greener world and also help contribute directly to national and international sustainability goals.

In short, Renewi and its partners produce cutting-edge, sustainability solutions at scale. Our continued growth and success depends on co-innovation and the deployment of the very latest technology. Our doors are open to organisations interested in partnering with us to drive circularity and innovative solutions at a commercial scale.

Additional examples of some of our successful partnerships and circular innovations:

- Recycling 10 million kilogrammes of citrus peels per year with PeelPioneers, into essential oils and citrus pulp
- Artificial intelligence for improved waste separation with Viu More
- Recycling 3 million mattresses in Belgium, the Netherlands and the UK with Retourmatras



Wastewater treatment activities

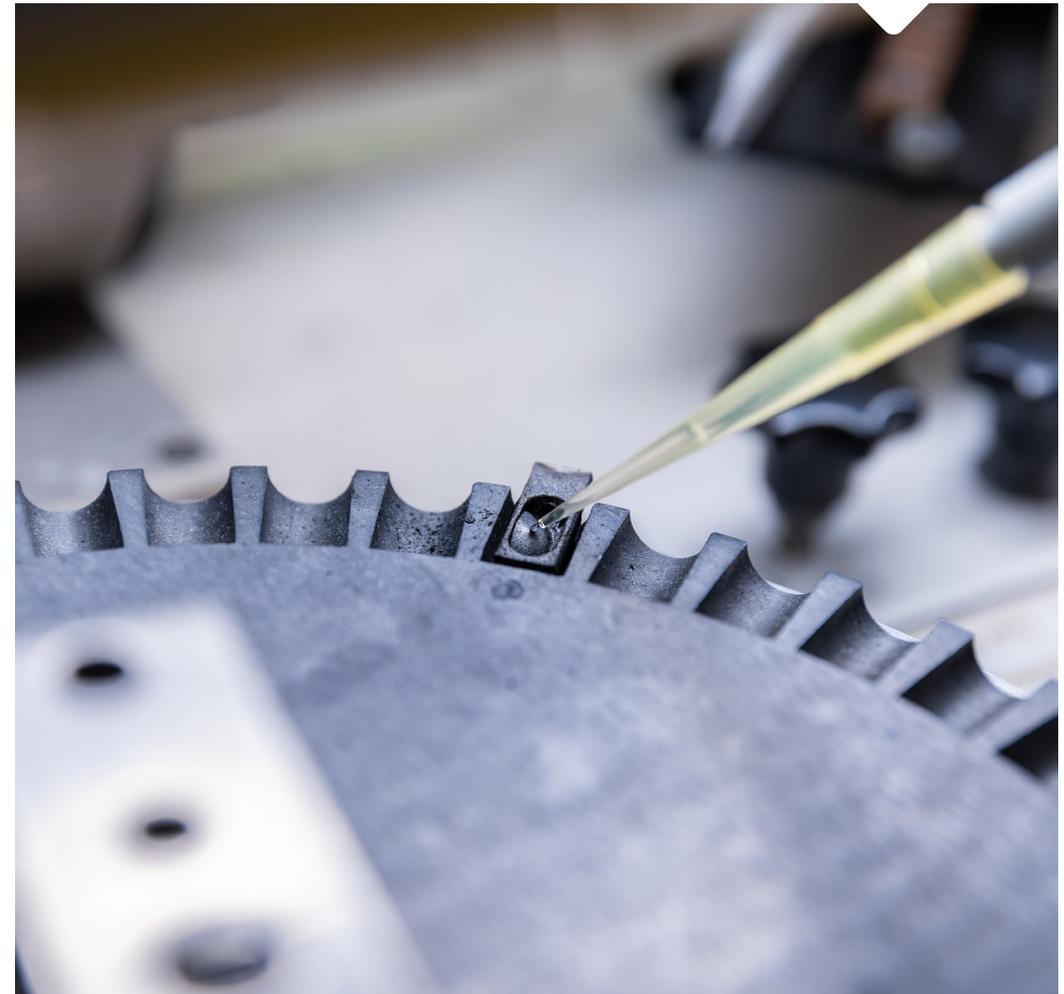
Renewi isn't limited to handling solid waste. Around 9% is water decontamination. This year, we decontaminated more than 1mT of it.

Laboratory, M&W,
ATM Moerdijk

Key performance indicators

METRIC	PROGRESS TO DATE	
	FY22	FY23
Wastewater cleaning activities¹ (total output in tonnes)	1,017,400	1,053,400

1. Newly reported KPI.



Highlights

- Increasing reporting and transparency
- More than 700kT of contaminated water cleaned at ATM each year

Priorities going forward

- Evolving water regulations, particularly in the Netherlands
- Improvements in effluent quality to ensure ongoing compliance



Wastewater treatment activities CONTINUED

Laboratory, M&W,
ATM Moerdijk

GIVING WATER NEW LIFE

A key part of Renewi's operations is cleaning highly contaminated wastewater from polluting industrial processes and making it available for local municipal wastewater treatment stations. This is vital work as large volumes of wastewater cannot be allowed to flow into local sewage systems – municipal water plants are not equipped to clean high levels of pollutants.

We decontaminate water to the standard required to be safely discharged into local surface water. In the past year, we increased the total volume of wastewater treated from 1.01mT to 1.05mT.

Our teams' work helps to ensure Renewi makes a significant contribution to returning clean water to local ecosystems, enhancing the circularity of the water cycle.

INCREASING TRANSPARENCY OF OUR PERFORMANCE

In FY23 we increased our transparency regarding the volumes of water we returned to the natural circulation cycle, through refined reporting methods for water treatment activities in our recycling rate. This means we can give more clarity on the volumes of water we treat. This is important bearing in mind a considerable part of our business is cleaning and decontaminating water: the tonnage of Renewi's paid treated wastewater operations represents around 9% of our total waste output.

OUR VITAL WATER-CLEANING WORK

Dedicated specialist teams treat water at five locations across our Commercial Waste and Mineralz & Water Divisions in the Netherlands and Belgium, removing oil and heavy metals. Much of the water comes from production processes in the chemical, petrochemical and bio industries, storage and transhipment sites, and industrial cleaning. In our waterside ATM facility – one of our biggest sites – at the Dutch port of Moerdijk, we also treat wastewater arising from the ship cleaning services we offer at the jetty.

Every year at ATM we clean more than 700kT of contaminated water, delivered by more than 2,500 ships and 18,000 tankers, which is mixed in with oil, chemicals, metals, sludge and sediment. After sampling and analysis in our on-site laboratory, the contaminated water enters one of our receiving tanks (our total storage capacity is 65,000 cubic metres). It is then biologically treated, where any insoluble elements such as oil and metal are skimmed from the water. The remaining organic components are biologically purified. Before we discharge the decontaminated water to the local water treatment plant, it is carefully analysed to ensure it is clean enough to leave the facility.

In addition, oil and hydrocarbons extracted from the water are used as substitute fuel in ATM's thermal treatment plants, increasing our carbon avoidance and reducing the need for virgin fuels.



IMPROVING OUR PROCESSES

ATM is planning to modify the Moerdijk wastewater treatment plant in order to improve the effluent quality. This is especially important as the removal of PFAS chemicals and nitrogen from the discharged water will be vital for complying with evolving Dutch water regulations. Our modification plans underline the fact that Renewi takes its

responsibilities to legal requirements, communities and the environment very seriously.

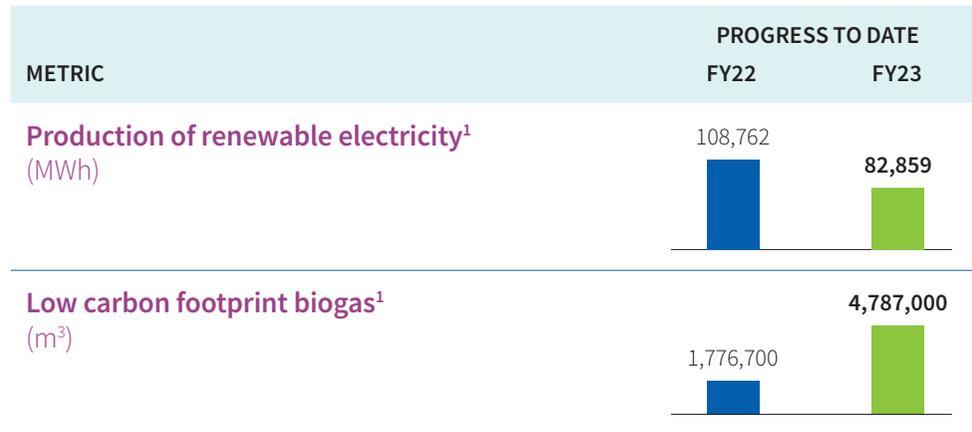


Renewable electricity and low carbon footprint biogas production

We understand the value of creating energy and continually seek ways to improve our contribution to the energy transition.

At 242m, this is the tallest wind turbine on the Belgian mainland, supplying green power to our Ghent site

Key performance indicators



1. New reported KPIs. Renewable electricity production for FY23 updated since the publication of the Annual Report due to final quarter data.

Highlights

- Improved granularity of reporting on renewable electricity production within Renewi.
- Production of renewable electricity lower than last year due to maintenance period of several of our CHP engines this year.

Priorities going forward

- Increasing use of solar panel infrastructure



Renewable electricity and low carbon footprint biogas production CONTINUED

Electric crane, Nieuwegein,
Commercial Waste NL

A primary challenge in the transition to a more sustainable economy is society's increasing reliance on energy. Renewi is responding by developing new methods of generating green electricity and alternatives to fossil fuels – thereby lowering both our and our customers' carbon emissions.

This focus has led to a number of exciting advances in the creation of cleaner energy for both our own facilities and delivery to the grid, using wind and solar power, and converted biomethane from landfill.

There's a powerful strategic benefit, too: less reliance on grid production will help make Renewi more resilient in the face of current economic turbulence and high energy costs.

RENEWABLE ELECTRICITY PRODUCTION

We continue to use a variety of methods to generate green electricity. Most notable is our wind turbine at Renewi's site in the Belgian port of Ghent. This is the tallest in the country and we expect it to supply 75% of the Ghent facility's electricity. It will lower our annual carbon emissions by circa 1,200 tonnes.

Innovation and leading-edge technologies are enabling us to maximise the use of by-products of our waste processing and waste management operations: biomethane from landfill gas and anaerobic digestion is captured, combusted and

converted to electrical energy.

Year on year, we are increasing our solar panel infrastructure and power generation capacity. We are exploring the possibility of constructing solar panels, allowing Renewi to play a greater role in local energy transition in a variety of regions, and deliver more green kilowatt-hours to the grid.

In 2022, we completed the construction of a 380kWp (kilowatt peak) solar photovoltaics (PV) installation at our Figueira de Foz site in Portugal. This is set to provide up to 25% of the facility's annual demand.

LOW CARBON FOOTPRINT BIOGAS PRODUCTION

Renewi leads the way for local transition to green vehicle fuel for long-haul transport in the Netherlands. In collaboration with Shell and clean fuel producer Nordsol, in 2022 we helped develop the country's first bio-LNG plant, in Amsterdam.

Bio-LNG fuel makes a significant contribution to enabling the circular economy – completing the cycle of transforming food waste into sustainable fuel.

The benefits of the fuel over diesel are huge: lower carbon and nitrogen oxide emissions, and considerably fewer particulate emissions. It also makes for quieter engines.

Renewable electricity and low carbon footprint biogas production CONTINUED

After a year of operations, the Amsterdam plant has delivered 2.1 million kilogrammes of clean, safe bio-LNG fuel, enabling 8.4 million kilometres of sustainable lorry travel.

In this strategic partnership, Renewi collects the organic waste streams and through anaerobic digestion produces biogas. The plant processes this into bio-LNG, which is then delivered to Nordsol, where it is transformed into biogas.

The bio-LNG project demonstrates the importance Renewi attaches to collaboration with like-minded partners – we believe such co-operation is essential for enabling the circular economy.





Reduce our carbon emissions

Renewi is delivering on its sustainability strategy through reducing its own carbon emissions, and has committed to submit a near-term target to the Science Based Targets initiative (SBTi). This is the first step toward net-zero goals by 2050. Our carbon reduction strategy articulates an absolute carbon reduction ambition on scopes 1, 2 and 3 and other goals, including carbon intensity of our day-to-day operations.

Summary

- 29 Reduce our carbon footprint
- 32 Reduce our carbon footprint in waste collection
- 34 Reduce our carbon footprint in operations

SDG alignment





Reduce our carbon footprint

Reducing our own carbon emissions is one of the key objectives of our sustainability strategy, and we have set ambitious targets.

Using renewable energy is one of the ways Renewi is reducing its carbon footprint

Key performance indicators

METRIC	PROGRESS TO DATE			
	FY22	FY23	2025 TARGET	2030 TARGET
Absolute carbon footprint scope 1&2 (market-based, kT of CO ₂ e)	648*	574	551 (-15%)	324 (-50%)
Absolute carbon footprint scope 3 (mT of CO ₂ e)	1.2	**		0.9 (-25%)

* FY22 metrics have been restated following a review of our methodologies and limited assurance.
 ** To be reported through our 2023 CDP disclosure (Climate Change questionnaire).



Highlights

- Renewi has committed to submit its near-term target to the SBTi this year. Near-term targets are following a 1.5°C pathway and are aligned with the net-zero standard.
- We delivered a 12% decrease in our scope 1&2 carbon emissions, down from 648kt in FY22 to 574kt this year

Priorities going forward

- Finalise and consolidating carbon reduction roadmaps for each Division
- Building the overall pathway for Renewi and looking for synergies internally and externally remain high on the agenda

Reduce our carbon footprint CONTINUED

In FY22, we announced our ambition to cut our scope 1&2 emissions by 50% by 2030, and that we would start building our net-zero carbon emission roadmap.

In the last 12 months, Renewi has taken another important step in the full disclosure of its carbon footprint data by hiring an environmental consulting agency to validate its carbon footprint scope 1&2 and calculate its scope 3 for the first time.

This has resulted in more granularity in our data, and better definition and accounting on our scope 1&2. Renewi uncovered +142kT of CO₂e on our scope 1&2 (+28%). At the beginning of 2023, Renewi has committed to submit its near-term target to the SBTi as a first step towards net-zero carbon reduction goals. Our restated FY22 carbon footprint is now our baseline for building our net-zero carbon reduction journey.

SCOPE 1&2 EMISSIONS

Renewi's carbon footprint reporting methodology has been improved and validated through collaboration with an environmental consulting agency, and is fully compliant with the GHG protocol. This exercise has led to a total scope 1&2 restatement of our previous reporting year (FY22).

As shown in the table on the right, our main source of carbon emissions in our scope 1&2 comes from our on-site industrial processes (scope 1). Our second source of carbon emissions originates from our logistics and fleet (scope 1). Our third source of carbon emissions is our energy usage on site (scope 1&2).

FY22 has been set as our baseline, so our near-term goals by 2030 use FY22 as the starting point. Renewi is currently enriching its carbon reduction roadmap to meet the absolute carbon reduction targets by 2025 and by 2030 for both carbon footprint scopes 1&2 and 3.

For Scope 1&2 the target is a reduction of 50% of carbon emissions scope 1&2 vs. FY22 by FY31. This target will be submitted for validation to SBTi over the coming months.

Absolute carbon footprint scope 1, 2 and 3

		Renewi Group TOTAL (incl. UK) FY22	UK Only ² FY22	Renewi Group TOTAL (incl. UK) FY23	UK Only ² FY23
Scope 1	Process emissions (kT CO ₂ e)	249	20	219	16
	Fuel Combustion (kT CO ₂ e)	131	4	124	4
	Fuel consumption on sites only (Fuel: Diesel, Gas, other)	38	3	44	3
	Fuel consumption in the logistic (Fuel: Diesel, Bio-LNG, other)	93	0	80	0
	Biogenic emissions from processes and combustion (kT CO ₂)	217	70	186	66
Total scope 1		597*	94	529*	86
Scope 2	Emissions from Purchased electricity ¹ (Market based) (kT CO ₂ e)	51*	11	45*	11
	Emissions from Purchased electricity ¹ (Location based) (kT CO ₂ e)	53*	7	45*	6
Total scope 1&2	(considering market-based emissions from Purchased electricity) (kT CO ₂ e)	648*	105	574*	97
Total scope 3	mT CO ₂ e ³	1.2	0.04	to be published in 2023 CDP disclosure	

1. Renewi does not currently procure any other form of energy than electricity. Heat and Steam are generated on premises where applicable therefore accounted for in scope 1.

2. As per SECR Regulation.

3. Including categories 1, 2, 3, 5, 6, 7 and 15.

* The Renewi Group FY22 and FY23 total scope 1&2 emissions have been assured through a limited assurance engagement conducted in accordance with the International Standard on Assurance 3410, "Assurance Engagements on Greenhouse Gas Statements" (ISAE 3410). The assurance report can be accessed here: <https://www.renewi.com/en/investors/investor-relations/reports-and-presentations>. This limited assurance engagement resulted in the total Group scope 1 and 2 values being amended from that shown in the 2023 Annual Report published in May 2023.

Reduce our carbon footprint CONTINUED

Renewi truck being filled with materials, Wateringen, Commercial Waste NL

SCOPE 3 EMISSIONS

Renewi has mapped and quantified its scope 3 carbon emissions for the first time this year.

The total scope 3 for FY22 is 1.2mT of CO₂ e and represents 65% of our total carbon footprint (see the table on page 30). Our total scope 3 for FY23 is not reported yet but will be published in our 2023 CDP disclosure in July.

Like any business we are part of a value chain with carbon emissions beyond our own operations. Scope 3 quantifies these indirect carbon emissions. Examples include the goods and services we purchase, the transportation of waste and raw materials on suppliers' trucks and the further processing of recyclates and/or waste leaving our operational boundaries.

By committing to submit a near-term target to the SBTi, Renewi also commits to reduce its carbon footprint scope 3 by 25% by 2030.

Renewi is working on an action plan to tackle indirect carbon emissions, paving the way to a collaborative strategy with key groups of suppliers and customers to tackle indirect emissions.

Procurement has an important role to play, and Renewi will introduce emissions-related criteria in supplier selection. In addition, we are looking to support our employees with greener business travel options.

Above all, collaboration is the key to help us design pathways to lower our scope 3 carbon emissions.





Reduce our carbon footprint in waste collection

The logistics of waste collection is an important part of our activities and requires a specific, fleet-centered approach.



Highlights

- The percentage of Euro 6 trucks in our fleet rose to 76% in FY23 (FY22: 67%)
- We focused on route optimisation – reducing the number of kilometres driven by our collection trucks, and reducing traffic and carbon emissions

Priorities going forward

- Further electrification of our fleet
- Extending relationships with local partners to improve route optimisation and load efficiency
- We are enriching our carbon reduction roadmap to meet the absolute carbon reduction targets by 2025 and by 2030 for carbon footprint scopes 1, 2 and 3

Key performance indicators

METRIC	PROGRESS TO DATE		2025 TARGET	2030 TARGET
	FY22	FY23		
Carbon intensity of collection (kg CO ₂ per tonne of waste collected)	20.1*	18.8		
Share of Euro 6 trucks (% of total fleet)	67%	76%	100%	100%
Zero-emission trucks (number)	2	4		65

* FY22 metrics have been restated following a review of our methodologies.



Reduce our carbon footprint in waste collection CONTINUED

Electric truck, Commercial Waste NL, Amsterdam

One of Renewi's core aims is to be a leader in clean and green waste collection, and we constantly look for ways to lower carbon emissions from our collection activities. Key elements of this strategy are:

- electrification of our truck fleet;
- cleaner fuel systems (reaching 100% Euro 6 trucks within our fuel-based fleet);
- route optimisation; and
- collaborations with partners to jointly collect waste.

We separately track our fleet emissions – currently 14% of Renewi's carbon footprint.

CARBON INTENSITY OF COLLECTION

Our carbon intensity of collection is the catalyst to reducing fuel consumptions and decreasing the absolute carbon emissions from our waste collection fleet. We are making good progress in our Commercial Waste Divisions in the Netherlands and Belgium. Here, the carbon intensity of our waste collection activities was 20.1kg CO₂ per tonne of waste collected in FY22 and decreased to 18.8kg CO₂ at the end of last year. This was enabled through the increase of Euro 6 trucks from 67% in FY22 to 76% in FY23.

MAKING OUR TRUCK FLEET GREENER

Currently our fleet comprises 1,967 trucks, of which 1,504 are meeting at least the Euro 6 norm. We remain confident Renewi is on track to transition to 100% Euro 6 trucks in its waste collection fleet by 2025. In addition, we are aiming to have 65 electric

trucks by FY31 in our efforts to electrify the fleet.

In the meantime, we are exploring other cleaner fuel systems, including hydrogenated vegetable oil.

We are scoping the possibility of introducing a green waste collection fleet in Liège, Belgium, following the successful pilot test of an electric truck in the city last year. In the week-long test, the 26-tonne DAF vehicle travelled more than 300 kilometres to complete two collections a day.

ROUTE OPTIMISATION

With our route optimising schemes, we continue to lower the number of kilometres driven by our collection trucks, reducing urban traffic and carbon emissions.

We have enhanced optimisation by collaborating with other waste collection companies – sharing routes so we have fewer trucks on the road at any one time. A notable successful initiative is the Green Collective, the first and leading white-label commercial waste collection initiative in the Netherlands that invites waste companies to co-operate in their collection of waste. This activity delivers a significant contribution to safer and cleaner cities, reducing traffic movements and emissions by more than 30%. It is now operational in 21 cities (FY22: 10) and is expected to expand to all major municipalities in future years. This kind of collaboration significantly supports the drive towards a circular economy.





Reduce our carbon footprint in operations

We are finding ways to reduce the environmental costs of keeping our day-to-day operations running, such as emissions from fuels and electricity use.

Electric car charging,
Zoeterwoude,
Commercial Waste NL

Key performance indicators

METRIC	PROGRESS TO DATE			
	FY22	FY23	2025 TARGET	2030 TARGET
Carbon intensity of our sites (kg CO ₂ per tonne waste handled)	7.7*	8.1*		
Share of renewable energy used on site (% of renewable electricity out of total electricity use)	32.6%	36.5%	50%	100%
Hybrid or electric lease cars (% (PH)EV vehicles out of total fleet)	39%	38%	40%	50%

* Metrics for carbon emissions have been restated following a review of our methodologies and limited assurance.



Highlights

- Continuously increasing our share of renewable energy usage
- New target of 100% by 2030: we aim for the share of renewable energy used on site to be 100%

Priorities going forward

- Continuous improvement for energy efficiency
- Increased production of own renewable energy
- Use of green certificates
- Evaluate the use of carbon capturing

Reduce our carbon footprint in operations CONTINUED

Colleagues at
Commercial Waste NL,
Amsterdam

Progress in lowering our on-site carbon emissions was made throughout the year by reducing energy consumption, increasing our use of cleaner energy and prioritising the purchase of renewable electricity.

The challenge in this industry is to tackle process and fuel combustion emissions, facilities' electricity consumption, and fuel and energy usage of onsite vehicles and machinery. We continuously look at innovative ways to reduce our footprint, using solar and wind power and switching to electric vehicles.

Our carbon intensity is a catalyst for reducing the

energy consumptions per tonne of waste handled. Transitioning to green electricity is a first step and one that does go hand in hand with the optimisation of our machines and processes.

The KPI for carbon intensity of our sites has been restated for FY22 as our carbon footprint was restated. The total waste handled was also adjusted through the restatement work done on Renewi's recycling rate.

We are looking forward to seeing the long-term outcomes of the efforts we have invested this year in greener electricity supply on new PV and wind installations. This is expected to bring back our

carbon intensity trajectory on a steadily decreasing path.

The share of renewable energy used on site (percentage of renewable electricity out of total electricity use) was 36.5% in FY23, versus 32.6% in FY22. We had already achieved our FY25 target of 25% at the end of FY22. In order to be aligned with our ambition to reduce by 50% our carbon emissions on scope 1&2 by 2030 (FY31), we have updated this target and are now aiming for 100% of renewable electricity by 2030.

Progress towards our FY31 target of 100% will become noticeable in the coming financial year, as more Divisions start purchasing green certificates. The Ghent wind turbine will be in full operation, delivering renewable electricity to the Ghent site, benefiting the Commercial Waste Belgium Division.

THE EMISSIONS CHALLENGE

Process emissions in scope 1 make up the largest share of the emissions arising from our activities. More can be found on page 30.

Within our manufacturing footprint, we have the following processes:

- Anaerobic digestion

- Mechanical biological treatment
- Landfill
- Waste incineration (we have one incinerator at the ATM site in our M&W Division, used for specific types of waste)

The remaining group of emissions are linked to standard or waste specific site activities, such as:

- steam boilers;
- odour control units; and
- the potential fugitive emissions from the recovery of coolants (when we recycle fridges and other similar equipment at Coolrec's sites).

The extent to which we can lower these emissions is limited by the physical properties of the processes we run. However, we can work on optimising our day-to-day operations. We maintain good management of compost to minimise uncontrolled anaerobic digestion that leads to a sharp rise in methane volumes. Where the anaerobic digestion is a designed process, we already capture the gas that's generated. We also capture most of the landfill gas generated at our sites to transform it into renewable electricity and we are carrying out further work to minimise losses in these processes.



Reduce our carbon footprint in operations CONTINUED

OUR STRATEGY AND PRIORITIES

Continuous improvement and energy efficiencies

Specialities

- **Coolrec** - we introduced electric forklifts at our Lesquin site in France in 2022, which replaced propane-fuelled vehicles. We now aim to replace the electrostatic separation equipment at the Waalwijk facility in the Netherlands in FY24, to help reduce on-site natural gas consumption.
- **Municipal** - we replaced a diesel road sweeper with an electric vehicle at our Sowerby Woods site in the UK. Continuous improvement work to reduce idling time of two shovels on our Frog Island site lowered fuel consumption and at the same facility, continuous improvement efforts to run the primary shredders more efficiently reduced electricity consumption.

Commercial Waste

Today eight sites in our Dutch Commercial Waste Division have solar panels and further discussions with our energy supplier aim to extend this.

- We are looking at the electrification of various generator-driven processes and machines on-site
- We are looking at technical solutions to reduce the process emissions from our on-site waste transformation activities. External experts are involved to get a large scope of technical options
- We are investigating the impact of increasing the energy efficiency of our buildings

Electric road sweeper,
Municipal UK



Mineralz & Water

At our ATM facility, we are working on new ways to capture emissions arising from the pyrolysis process for decontaminating soil. ATM has been taking part in the DIMMER (Decarbonising the Industry in Moerdijk by Managing Emissions Regionally) project. The aim of this long-term project is to explore collaboration between companies at Moerdijk to create an emission collection network to lower carbon capture costs and maximise capture rates.

Producing our own renewable energy

Commercial Waste Belgium - we're looking at ways to produce our own renewable energy, from wind power, solar power or biogas, at all our facilities. Currently seven of our 38 sites in Belgium have solar panels. Our wind turbine at Ghent is expected to supply 75% of the site's electricity (see page 26 for further details of the project). We're looking to extend our wind turbine network to sites in Puurs and Beringen.

Specialities

- **Coolrec** - we're studying options to install solar photovoltaics at our Dordrecht facility in the Netherlands in FY24, which could provide up to 25% of the energy required for operations there.
- **Maltha** - in June 2022 we completed the construction of a new 380kWp (kilowatt peak) solar photovoltaic installation at our glass recycling plant in Figueira de Foz, Portugal. Comprising 950 400Wp (Watt peak) panels, the

new infrastructure is set to generate 552.4 megawatts a year – fulfilling between 20% and 25% of the site's annual demand.

- **Municipal** - we use gas engines to generate electricity from landfill gas at our Lingerton site, and from the anaerobic digestion of the organic fraction of municipal solid waste at our Bolton Road and South Kirkby sites. We are also looking at opportunities to install solar photovoltaic infrastructure at some of our UK sites.

Buying green certificates

Alongside generating our own electricity, buying green electricity certificates has given us nearly 100% green energy coverage for our Commercial Waste Netherlands and Coolrec operations.



Care for people

We have a responsibility to deliver our employees home safe and well, create a rewarding, fair and inclusive workplace, and have a positive impact on communities where we operate.

Summary

- 38** Positively impacting our communities
- 40** Delivering people home safe, and well, every day
- 46** Make Renewi a rewarding, diverse and inclusive working environment

SDG alignment



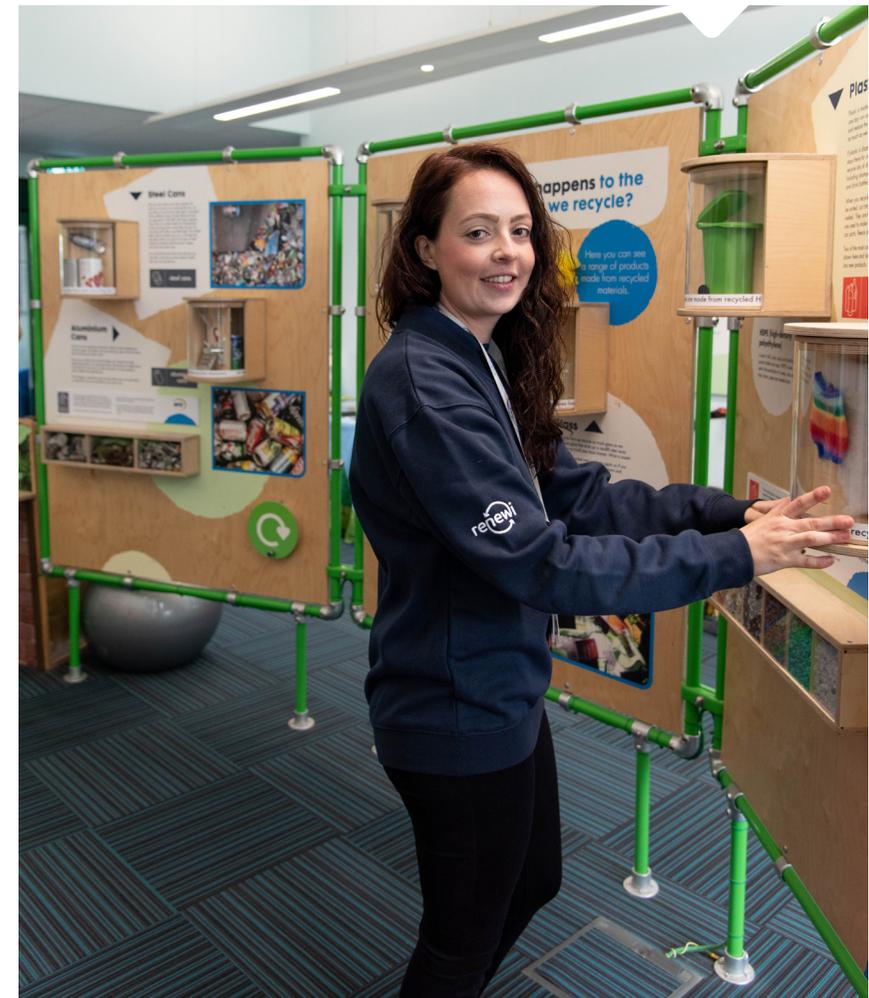
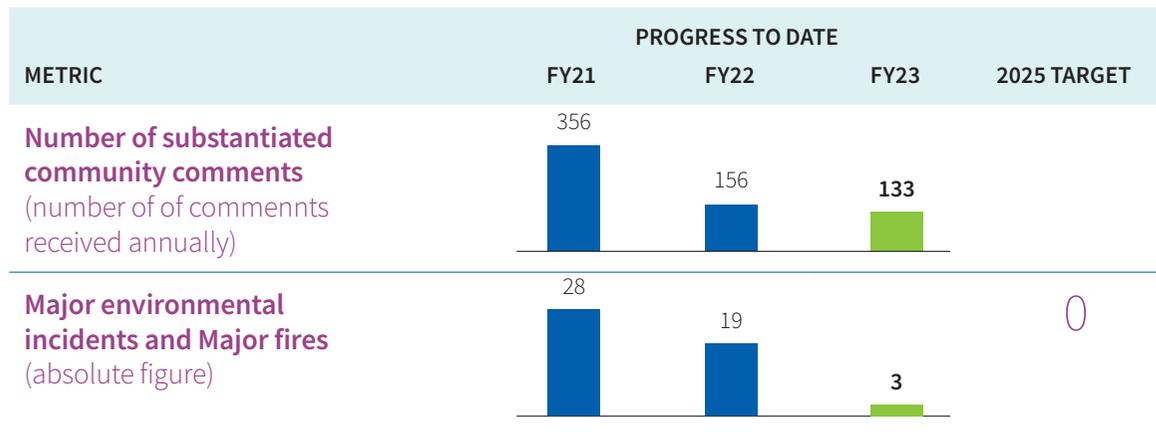


Positively impacting our communities

Being a positive force in the communities around us is fundamental to who we are and what we do.

Kids community center, Wakefield, Municipal UK

Key performance indicators



Highlights

- No major environmental incidents
- A 15% reduction in the number of substantiated community comments in FY23 compared with FY22

Priorities going forward

- We are committed to being a positive force in our communities. We will continue our work to reduce the number of complaints further, while encouraging the shift from a throw-away culture towards one of reuse

Positively impacting our communities CONTINUED

Financial Shared
Services Centre,
Lommel

We work tirelessly to minimise the impact of our operations on local communities.

LISTENING AND ACTING

Processing waste has the potential to impact neighbouring local communities. Odour, dust, noise pollution and flies are challenges that we work to address every day. Our site managers across 154 sites in the Netherlands, Belgium, the UK, France and Portugal maintain an open dialogue with their local communities to identify these issues as soon as possible, and take fast action where required to mitigate any impacts. Our sustainability progress means that we continue to reduce the emissions we release into the air, land and water – and pollution of any kind.

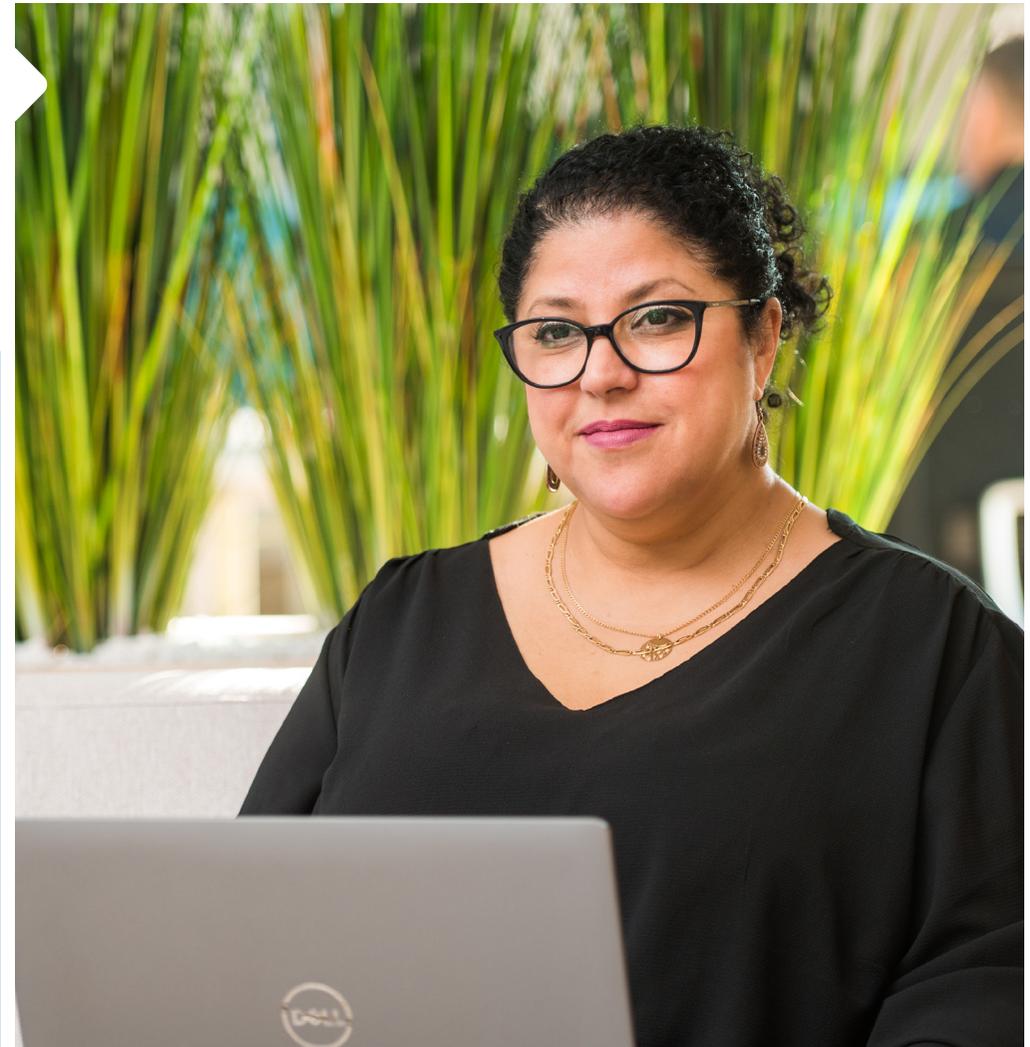
The Safety, Health, Environment and Quality (SHEQ) team reports on and tracks complaints each quarter. These, along with the actions taken, are registered in our central monitoring system. In FY23 the vast majority of complaints were from our operational sites' neighbours – approximately 50% were about odour, with others focused on dust and litter. The number of complaints in FY23 has reduced by 15% since FY22, through technology investment, staff awareness training and active communication with the community.

KEEPING COMMUNITIES SAFE

Fires remain a major issue in our industry. Because Renewi does not have full control over the incoming waste, we do sometimes have to deal with inappropriately discarded, combustible waste, which can cause fires. These are mostly lithium batteries and gas canisters.

We have undertaken measures to address these risks. These include improved waste storage protocols, new thermal sensors, sophisticated AI camera technology to identify dangerous items and state-of-the-art deluge systems to fight fires quickly. We collaborate with innovators to constantly redefine and maintain best-in-class practices. Renewi and the wider industry also works with regulators to improve dangerous waste-handling legislation and educate community members around separation and enforcement, to ensure when the waste arrives on site it is as safe as possible.

During FY23 we had no environmental incidents. We had three major fires. Our ongoing fire safety improvement programme includes investment in the latest fire detection technology, minimising on-site storage and carrying out frequent fire safety audits. While our main focus is on ensuring



there are no major fires or environmental impacts, we are also required to record and report minor environmental incidents, which largely comprise emissions of liquids, sometimes solids and, less frequently, gas. These take place on Renewi sites

and, although included in our reported numbers, have no impact on our surrounding neighbours and communities.



Delivering people home safe and well, every day

Renewi's first value is Safety and we are more committed than ever before to ensure our employees can return home safe every day.



Highlights

- To further improve and optimise our on-site traffic management we have collected internal and external best practices, resulting in one upgraded standard to optimally manage traffic-related risks across all our sites

Priorities going forward

- We are in the process of implementing ISRS, an internationally recognised system for measuring, improving and making safety, environmental and corporate performance visible and transparent

Key performance indicators

METRIC	PROGRESS TO DATE			2025 TARGET
	FY21	FY22	FY23	
Lost time/Injuries rate (LTIF) (number LTI/number of hours worked x 1 million)	14	8.9	9.3	7
Employee mood ('mood' score in Pulse)	7.3	7.3	7.4	7.5 (+5% versus base year FY20)
Healthy at work rate (% healthy employees)	95.1%	93.9%	92%	96.0%



Delivering people home safe and well, every day CONTINUED

A Renewi employee at Commercial Waste BE

Our people are our most important asset. We prioritise their wellbeing and put health and safety at the heart of everything we do.

We were devastated by the death of a valued Renewi colleague at a site in the Netherlands in December of last year. We will go above and beyond to prevent any future fatalities. Safety is a core value commitment and we strive to continually improve standards.

We have been embedding the Internationally recognised Sustainability Rating System (ISRS), which measures safety performance, among other benchmarks. We also strengthened our group SHEQ team, developed our compliance system, and improved our fire risk management. We continued to develop our safety culture, with enhanced training, new courses, and the introduction of a standardised site traffic plan.

STRENGTHENING OUR GROUP SHEQ LEADERSHIP TEAM

To help drive improvements in safety, health, environment and quality, we introduced new talent into the Group SHEQ team. Jacques de Jong was appointed our Director of Compliance. Jacques brings 26 years of experience in

compliance and SHEQ roles. Joining Jacques were Mitch Markerink, as Group SHEQ Manager Centre of Excellence, and Bart Simons as Group SHEQ Programme Manager.

ROLLING OUT ISRS

An ISRS programme manager was appointed and a governance ISRS structure for implementation established. We created a multilingual presentation explaining ISRS to employees. We selected ISRS processes relevant to the business (including leadership, compliance, risk evaluation and control) as well as loss categories (including occupational health, occupational safety and process safety). Following a gap analysis of our chosen processes and categories, we created divisional implementation plans for the chosen processes and categories.

BUILDING A SAFETY CULTURE SHEQ Campus

We continued to perfect the entry-level e-learning on our SHEQ Campus, the training platform offering courses developed with Renewi's SHEQ specialists. These were introduced in FY23 in a pilot rollout, and learner and expert-level courses will be developed in FY24.





Delivering people home safe and well, every day CONTINUED

Weighbridge,
Coolrec,
Dordrecht



One Reward

We finalised the harmonisation of all reward policies in the Netherlands and the UK, with Belgium to follow. This means our employees can be confident that we have a fair and transparent reward system in each country. We have optimised our HR processes, leading to greatly enhanced data quality and process efficiency. Further to harmonising rewards in the Netherlands and the UK, we are looking at simplifying and unifying rewards in Belgium.

Digitisation

The digitisation process is ongoing with the aim to improve our HR processes and communications with our employees. This year we focused on preparing for implementation of Workday, an HR software solution. We continue to optimise our internal communications channels, to encourage two-way communication and improve the way we engage with our frontline staff.

In June, Renewi holds a Safety Week with activities taking place all across the business for operations and office based employees to raise safety awareness. Activities include safety street, driver tours, site tours and a festive closing of the week on Friday. The purpose of a Safety Street is to provide a safe and interactive learning experience where employees can develop essential safety skills and knowledge related to on-site traffic, pedestrian safety, and other potential hazards they may encounter in their everyday work. In the UK, two Safety Days were held, with all operational colleagues participating in a five workshops, which covered risk awareness and safety engagement to contractor control.

Renewi also has a Winter Challenge, where employees can send in ideas and best practices regarding safety during the winter season.

Site traffic plan

Optimising on-site traffic management is a safety priority, so we've collected best practices from across the business and taken advice from external experts to develop a site traffic plan. We will

combine these insights into one upgraded standard to address traffic-related risks.

Safety leadership training

Commitment to safety comes from the top. That's why we're developing a detailed safety leadership programme for Renewi leaders – from members of the Executive Committee to our operational and functional leaders. The aim of the training is enabling our organisation to lead in safety and foster a culture of continuous improvement.

AUDITS BOOST SAFETY PREPAREDNESS

We carried out internal fire and emergency preparedness audits and invested in improvements to fire control procedures at sites, which led to a 88% reduction of major fires. This was supported by a 'fire season' awareness-raising campaign. For more information, see page 39.

In addition, a revised fire risk management standard and key guidance for all Renewi locations to raise the bar for on-site fire safety was introduced – these were developed with our divisional fire experts.

This year we will implement a comprehensive, risk-based internal audit programme, covering SHEQ and other relevant processes. It will enable us to improve efficiency and pool knowledge, meaning fewer audit visits and a fully integrated internal audit report.



Delivering people home safe and well, every day CONTINUED

LOOKING AFTER OUR PEOPLE'S HEALTH AND WELLBEING

Our employees' health is as important as keeping them safe. In early 2023 we launched the company-wide vitality programme and are planning a new initiative on sickness prevention.

In response to the cost-of-living crisis, in FY23 we set up a social fund to support colleagues facing financial emergencies. In addition, employees outside the bonus scheme received a one-off payment of €250.

Labour market

Despite challenges in the labour market, most notably staff shortages, we have loyal employees who are committed to our purpose and value the Renewi community. This is borne out by a good employee retention rate of 12%. We know our purpose is becoming increasingly appealing as society places ever greater importance on the environment. Our talent acquisition team filled 978 vacancies of which 29% are female colleagues.

Developing our future leaders and nurturing talent

We want to give our employees opportunities to grow and we nurture future talent. We ensure prospective leaders are fully prepared to lead and have the right skills to do so.

As part of our performance management cycle, we conduct annual talent reviews for all office-based employees above a certain grade. We actively use data from the review to provide our people with

development opportunities. This year, we expanded the scope to further enrich our data for talent acquisition.

For those who are office-based, we have new training programmes in place – for example, programmes in SHEQ and sales aim to give people more opportunity to progress in their area of work.

We launched our talent lunches, where selected employees have a meeting with Board members, to discuss Renewi in general. This open dialogue is invaluable and demonstrates we are listening and responsive to ideas and feedback.

Talent, development and leadership programmes

We always look to secure the best talent for the future and have invested in multiple programmes to support our existing, future and potential leaders. LEAD is the Renewi leadership development programme, launched in 2019. It has been expanded to offer training, development and support for managers, with uniformity across Divisions. In FY23 we trained 609 leaders in our organisation. The current LEAD programme will conclude in the coming year, to be replaced by an exciting new training plan for incoming leaders and new starters, tailored to people's specific role and development needs. Our Future Leaders programme is designed for those with potential, helping them to develop the skills to become a leader of the future. The pilot received strong, positive feedback and will likely be rolled out across the organisation. Leaders at Renewi place

great importance on supporting the next generation and contributing to society. We strongly support the placing of interns across many different departments, attached to different leaders, and in FY23 we placed 24 interns.

We recognise high inflation has placed a strain on many people's finances and have responded by giving all our staff a minimum 4% pay increase (with some variance depending on performance, calculated using the end-of-year scoring system).

Financial Shared
Services Centre, Lommel





All managers are informed about the help available so they are able to ensure their teams have access to budget, coaching and the social fund. They have also been given the knowledge to recognise signals that are stress-related and how to address them.

RUNewi

A yearly activity to support the health and wellbeing of our employees is the RUNewi challenge. This year, a large number of employees once again teamed up to exercise to boost

physical and mental health, while raising funds for chosen mental health charities.

This year, the goal was to exercise the equivalent of running 10 times around the moon. The total score was a whopping 111,098km, or 10.1 times around the moon! This yielded a donation of €50,000, to be divided equally among the chosen charities: Rethink Mental Illness, Hersenstichting (the Dutch Brain Foundation), Centrum ter preventie van zelfdoding (Centre for the Prevention of Suicide) and Un pass dans l'impasse.

Support options include smoking cessation programmes, regular health checks, training modules to promote healthy habits, financial and pension advice, and much more.

Our objective is a happy, healthy and productive workforce, with all employees able to do their job safely and well.

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Services Centre, Lommel



Renewi Vitality – promoting employee wellbeing

The wellbeing of our staff is our top priority, which is why we created Renewi Vitality. This is a programme of support for our employees aimed at promoting workplace wellbeing and a healthy work-life balance.

Under the Renewi Vitality banner, we offer a comprehensive programme of positive and preventative support packages, with a 'healthy body, healthy mind' ethos. Staying healthy and focused is especially important when many of our staff work with complex machinery, hazardous substances and heavy vehicles.

Renewi Vitality consists of three pillars, with a programme of support, training and guidance under each one:

- Feeling good about yourself
- Working in balance
- Ready for the future



Delivering people home safe and well, every day CONTINUED

CASE STUDY



Fire safety upgrades at UK sites

Our number one priority is keeping our people safe and well. Managing the risk of fires at our sites is a crucial part of this.

The risk of fires in recycling and waste management facilities is very real, putting people at risk and costing the industry millions worth of damage each year. Renewi implements strict control measures to minimise risk to staff, contractors, suppliers and all site visitors.

We are investing in a programme of major fire safety improvement works across the UK Municipal business, focused on improving fire detection and suppression, training and education. We also support the Zombie Battery Campaign, aimed at reducing lithium-ion batteries in waste streams.

Two large-scale projects have been completed at sites of two major contracts, where a fully automatic fire detection and suppression system has been installed. This includes two 500-cubic metre water tanks capable of supplying two hours of continuous water to any detected fire zone. Similar projects at other sites are scheduled for completion by 2025.

In planning fire safety upgrades, we worked closely with our insurers and Marsh Risk Consulting, who are certified fire engineers, to carry out a thorough assessment, and identify key risk areas and the most up-to-date solutions

We have deployed the latest technologies, for example automated water monitors in our bio-drying halls, shredder pits and shredders, National Fire Protection Association-standard linear heat detection, temperature alarm cameras and a vast increase in the volume of water held on site.

Reducing fire risk includes educating the public about the hazardous items which should not be discarded in the general waste streams. We support public initiatives like the Environmental Services Association's yearly Take Charge campaign, which aims to encourage the public to recycle batteries responsibly through raised awareness of the consequences of batteries discarded in waste. At our Household Waste Recycling Centres, guidance is given about the safe disposal of lithium-ion batteries found in many electrical products, such as electric toothbrushes and power banks, gas canisters and aerosols.

We are exploring artificial intelligence to be deployed in the future to detect hazardous items at the beginning of the waste process. This is a rapidly moving area of research and Renewi works collectively with the wider industry to monitor new developments.



Make Renewi a rewarding, diverse and inclusive working environment

We are committed to being the preferred employer in the industry.



Highlights

- We are making good progress with our Diversity and Inclusion strategy, moving closer to our target of 30% of our senior leadership positions held by women

Priorities going forward

- Make Renewi a rewarding, diverse and inclusive working environment

Key performance indicators

METRIC	BASE YEAR	PROGRESS TO DATE		2025 TARGET
	FY20	FY22	FY23	
Employee engagement (eNPS score in Pulse surveys)	+14%	+18%	+22%	+30% (doubled)
Females in higher management (% of all employees)	20%	22%	24%	30% (+10% points versus base year)
Women in workforce (% of all employees)	19%	20%	20%	25%



Make Renewi a rewarding, diverse and inclusive working environment CONTINUED

Engaged employees who feel valued and listened to will drive long-term success, alongside effective leaders with the skills to guide and inspire.

We have multiple training and leadership programmes in place, with a strong emphasis on diversity and inclusion. Our aim is to foster a rewarding work environment, where colleagues' talents are recognised and nurtured.

We have made good progress in this area – our people believe Renewi is more inclusive than ever; the number of women in senior leadership roles has risen and colleagues are feeling happier and more engaged.

DIVERSITY AND INCLUSION (D&I) **Our D&I Board actively drives five key D&I priorities:**

1 Diversity

We are committed to strengthening the diversity of our workforce and we are working towards a specific female diversity target of 25% of women working at Renewi and 30% of women in leadership positions by 2025. This is underpinned by initiatives like flexible working and the provision of female work gear.

Our progress:

- Women in workforce: 20% (same as FY22)
- Women in leadership positions: 24% (up from 22% in FY22)

2 Inclusion

We want everyone to feel included and heard. To improve engagement, our leaders spend time on site, taking time to have meaningful conversations with staff. Through employee surveys, lunches, face-to-face sessions and our internal social platform, Renewi aims to ensure everyone's voice is heard and feedback is acted upon.

Our progress:

- 82% of employees believe Renewi is an inclusive employer (increase from 78% in FY22)
- 74% of employees agree they and their colleagues are treated equally by management (77% in FY22)

3 Communication

We want to ensure our messaging on D&I is inclusive and understood. It is a topic we communicate regularly, reinforcing its importance to us.

Our progress:

- 86% of employees have heard about D&I at Renewi

4 Work on unconscious bias

During the year we piloted an unconscious bias training programme for managers and HR business partners in the Netherlands, Belgium and the UK. We are now rolling this out across the organisation to help combat unconscious bias and create a more inclusive working environment.

5 Diverse and inclusive celebrations

We are proud to celebrate the cultural diversity of our workforce. For example, we produced and circulated a video of colleagues sharing their experience of Ramadan, and briefed our leaders and managers on how to support colleagues who observe the holy month.

On 4 October 2022, we marked Diversity Day, when staff were encouraged to discuss their favourite cultural celebrations for this year's theme.



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24%
percentage of women in leadership positions

82%
of employees believe Renewi is an inclusive employer



Make Renewi a rewarding, diverse and inclusive working environment CONTINUED

Management trainees

ENGAGING COLLEAGUES

Pulse surveys – we're listening

We are committed to maintaining an open dialogue with our people. Through regular Pulse surveys, we seek to understand how they feel about working for Renewi. When they make suggestions, we respond, striving to continually improve their working experience.

We have run three Pulse surveys this year with a response rate of 70% (FY22: 70%). Employee mood received a score of 7.4 out of 10 (FY22: 7.3). During the year we have dedicated extra attention to following up on the insights from the Pulse surveys.

About Pulse

Pulse is a digital employee engagement survey that is conducted three times a year to measure how employees feel about their work and employer. After the survey, the intention is for managers to follow up on the results and to discuss them with their teams.

Pulse serves as a means to start a dialogue in which people can have an open and honest conversation with each other to pursue improvement in the team. It helps to create a culture where each is listened to and feedback can be given to pursue development and improvement or simply to express recognition and appreciation to each other.

Anonymity is 100% guaranteed by working with the independent research agency AnalitiQs.

Ensuring fair rewards

In FY23 we completed the harmonisation of reward policies in the Netherlands and UK and began the process in Belgium. In FY24 we will do the same in France and Portugal. This ensures employees across the business have a fair, transparent reward system.

Recognising employee commitment

Our six top-performing employees received a Star Award during the year, in recognition of going above and beyond in their performance. Each received a set of shares redeemable in three years, an engraved present and a dinner hosted by CEO Otto de Bont and HR Director Helen Richardson.

Lunch with the Board

Our new 'meet-and-greet' lunches provide an opportunity for employees to engage with Board members in an informal setting. As well as recognition, the aim is to motivate and inspire them in their work.

ATTRACTING AND RETAINING TALENT

Our sustainability mission resonates with many of our employees, who are loyal to the company and have long tenures. In FY23 we filled 940 vacancies, of which 188 (20%) were internal hires, compared with 501 the previous year. Our employer brand awareness rose 40%.



This is particularly gratifying in today's challenging labour market, but we continue to be responsive to the needs of today's candidates, for example, by increasing our part-time and training vacancies.

To build our employer brand we are active on Facebook, LinkedIn and Instagram, and more recently, TikTok, in order to attract a younger demographic.

TRAINING OUR PEOPLE

We'd like our people to remain fit and healthy for both their current and future roles, so they are able to advance their professional development and contribute more effectively to our future success.

Bespoke training is ongoing and includes free access to e-learning via our learning platform RenewiYou. This includes safety, the circular economy and EU regulations on waste transport.



Make Renewi a rewarding, diverse and inclusive working environment CONTINUED

In FY23 we launched the Renewi Archipel Academy portal in the Netherlands, giving easy access to a broad choice of external classroom training on technical, safety and personal professional development. In FY24 we intend to introduce these portals in Belgium and the UK.

DEVELOPING OUR LEADERS

LEAD

LEAD is Renewi's leadership development programme for current leaders across our Divisions. FY23 was a momentous year for LEAD, when we trained 609 leaders in our organisation. It will be superseded by a follow-up scheme in FY24.

Leadership Development Framework

We are introducing the Leadership Development Framework to create training for new leaders, with bespoke courses tailored to the individual.

Talent Reviews

We hold an annual talent review to identify capable colleagues with the skills and potential to become leaders. All office-based employees above a certain grade are considered and we have broadened eligibility, to enrich our data for talent acquisition, succession planning, and talent development.

We use the data to develop our people and move them across the business at the right time, so they're in roles that are right for their professional development and for Renewi.

Future Leaders

We created a Future Leaders programme after our annual Talent Review identified 38 young colleagues with the potential to fulfil a leadership role.

This cohort will collaborate on two projects: 'innovations' and 'care for people,' based around our values. We will be launching 'reverse mentoring', where current and future leaders share learning and experience.

Safety leadership

In our rollout of the International Sustainability Rating System (see page 41), in FY24 we will launch safety leadership training programmes for leaders in all Renewi divisions and functions.

OUR COMMITMENT TO INTEGRITY AND ETHICS

Our Code of Conduct

Read about our Code of Conduct on page 50.

Fair competition

We recognise the advantages of a free-market economy and free competition, and compete honestly within the context of the applicable competition laws. We do not exchange any competition-sensitive information, nor do we have discussions or enter into any agreements with competitors in relation to prices or allocation of the market. We are transparent in our marketing and communications.

Renewi leadership development model used in LEAD programme





Make Renewi a rewarding, diverse and inclusive working environment CONTINUED

We are educating our employees in two areas relating to ethics and integrity:

- Competition law – this online training is available in three languages and was rolled out in February 2023 to many of our employees.
- Digital security and privacy – this training is applicable to all office employees. They learn about various cyber security threats and best practices for protecting themselves and Renewi from these threats, and 100% of the training has been completed. In FY24 this training will be rolled out to our operations employees.

Internal processes relating to our Code of Conduct

The divisional managing and functional directors are responsible for ensuring employees are aware of the Code of Conduct, and each individual employee is personally responsible for complying with our Code of Conduct, which includes topics such as human rights, labour, working conditions and anti-corruption.

The Executive Directors and Executive Committee are ultimately responsible for oversight of the Company's integrity issues and therefore arrange for the deployment of people and resources to ensure employees are able to comply with the Code of Conduct.

Clearly outlined processes relating to reporting and investigation of concerns are available in our

Code of Conduct, which is available on our website. This includes contact details for raising concerns, via email or a free hotline, which are also available on noticeboards at our sites. Concerns can be made anonymously and all investigations contain safeguarding measures to ensure confidentiality.

MODERN SLAVERY STATEMENT UK Modern Slavery Act 2015

We take a zero-tolerance approach to modern slavery, and raise awareness across the business and our supply chains. We work hard to ensure our procurement practices are protected against people traffickers and exploitative recruiters.

Through identifying potential and actual risks, then adopting measures to combat such, the Board is confident, as far as possible, that there are and will continue to be sufficient measures and controls in place to discourage and deter modern slavery within our own business and those of our suppliers. Renewi's policies reflect our commitment to acting ethically and with integrity in all of our business relationships. However, we acknowledge that we must remain vigilant to the risks and ensure that our suppliers and service providers understand and play their part in ensuring that modern slavery and human trafficking does not occur in our own operations or supply chains.

Where necessary, we look to further strengthen



Our Code of Conduct

The Renewi Code of Conduct contains important elements of desirable honest conduct and, in addition to the policy principles, contains an overview of the provisions that are of major significance for all employees. The Code of Conduct does not prescribe exactly what has to be done in any given situation. Doing that would not leave sufficient scope for personal responsibility. The Code of Conduct not only specifies what conduct is expected of Renewi employees but also what employees can expect from Renewi.

The Code of Conduct details who we are, what we do and how we do it. Any ethical or legal issues with which we may be faced will be resolved in accordance with this Code of Conduct and current country-specific

legislation and regulations. This Code of Conduct is a dynamic document and will be updated whenever there is reason to do so.

The Renewi Code of Conduct also aims to safeguard that our organisation respects human rights. In particular the Code of Conduct addresses Renewi's zero-tolerance policy in respect of modern slavery, the importance of a safe and healthy working environment, gender equality and equal treatment of employees in general, policies in respect of undesired behaviour, non-discrimination and related complaints procedures, respect for privacy of employees and third parties, and guidelines in respect of external communication and social media.

Our Code of Conduct also relates to business integrity, such as how to deal with conflicts of interests, our tax strategy and the fact that Renewi does not support tax evasion, insider trading rules, prevention of money-laundering and financing of terrorism.

The Code of Conduct applies to all employees working for Renewi, this includes temporary staff, agency workers, individuals working on a consultancy contract basis and trainees.

The Code of Conduct is not yet applicable to our suppliers.

The last version of the Code of Conduct dates from 2019. We are preparing an update that we aim to launch in FY24.



Make Renewi a rewarding, diverse and inclusive working environment CONTINUED

controls throughout our business and our wider supply chain, and seek to develop Renewi's policies in line with best practice and continuous improvement principles.

Focus throughout our business and supply chains

Having undertaken a risk assessment, we have concluded that the greatest modern slavery risk lies within our supply chains and that we would benefit from a higher degree of oversight in relation to our indirect suppliers and contractors, where the modern slavery risk is deemed higher. We remain committed to identifying such potential risks:

- We demand that all our suppliers of labour, goods and services comply with relevant legislation and international standards relevant to their industry, and screen them to ensure that they do
- We have implemented a Group-wide global Source to Pay tool which improves control and monitoring of our supply chain as we grow and evolve
- Further control mechanisms are included in the yearly supplier audits carried out by external auditors as part of our ISO certification
- We are in the process of preparing for the implementation of Workday, a comprehensive HR solution that will improve the quality and management of our data, and we have made external workforce management a key selection



Dismantling appliances at our Coolrec site in Waalwijk

topic in the tender for the new system

- We operate a preferred supplier list for the provision of direct, temporary labour, contract workers and the recruitment of new employees
- We only work with recruitment agencies that share our stance against all forms of modern slavery

Should any indicators of modern slavery be identified, we would work with our suppliers to investigate and, where appropriate, report to the relevant authorities.

Integrity of the business and ethical trading

The Renewi Code of Conduct guides managers

and employees on how to act and what we expect from one another. The Integrity Management, HR and other Renewi organisational units collaborate to enhance awareness among employees, teach them how to handle integrity violations, improve social safety and provide care for our people. These investments delivered an increase in issues raised and investigations. Having an open, no-retribution reporting of concerns lets our management act and improve its performance. Renewi's Integrity management team independently conducts business investigations to ensure objectivity and protect those who report concerns. Another important item of the Code of Conduct is training managers on avoiding and

preventing fraud, bribery and similar issues, while teaching them fair practices within the business. Renewi complies with ethical trading requirements and standards.

Integrity management team and reporting processes

Renewi integrity management is based on four pillars:

1. Developing an integrity policy (our Code of Conduct and reporting and investigation protocol)
2. Creating awareness through training and campaigns
3. Management information and advice
4. Investigation

Requested and unsolicited advice processes are part of the pillars, as are activities to prevent and investigate external crime aimed at the Group, including support to our employees in cases of aggression and violence. Integrity management also provides support and care in case of major incidents, where necessary, in corporation with HR and SHEQ.

Employees and third parties can report concerns with Renewi's integrity management by email or using the free hotline, on an anonymous basis if desired. All concerns are dealt with; only cases that concern a potential breach of our Code of Conduct are investigated, if we are practically able to, and investigations are approved by the CEO.



Make Renewi a rewarding, diverse and inclusive working environment CONTINUED

Customer Care
department,
Amersfoort

Ethical trading, anti-bribery and inappropriate benefits

Renewi is a fair trading, anti-bribery organisation. The UK Bribery Act applies to everyone working for and all activities of Renewi, and a summary of the Act, including penalties, can be found in the Code of Conduct.

We define inappropriate benefits as those that are given in order to influence decision-making at any level or to encourage anyone to act in breach of his or her obligations. It is clearly stated in our Code of Conduct that inappropriate benefits, whether direct or indirect, should neither be expected nor accepted.

We are a fair-trading company, and have clear rules in place about how payments for goods or services are made, as well as rules that do not permit the collection or processing of more or different waste than is covered by the given contract.

In order to support fair competition, we have developed online training on competition law.

The Social Enterprise Performance Ladder

The Social Enterprise Performance Ladder (PSO¹) is a nationally recognised accreditation in the Netherlands, which recognises efforts in inclusive enterprise, particularly the importance of employing people who are at a disadvantage in the labour market. Renewi makes an above-average contribution in the field of inclusive and

social entrepreneurship. In addition, Renewi meets other requirements regarding appropriate work, integration, functioning, development and guidance for these employees.

As an equal-opportunities employer, Renewi is committed to nurturing a culture of equality and fair treatment throughout processes, including recruitment, training and development. In FY23 we retained the prestigious PSO certification in the Netherlands which recognises our activities in inclusive social enterprise, in particular the employment of disadvantaged people.

An ethical and respectful workplace

While we do not operate in higher-risk countries, we uphold the principles in the UN Universal Declaration of Human Rights and the UN Anti-Corruption Convention and subscribe to the UN Global Compact (see the table on page 59). We respect our employees' human rights. We support the rights of the child and don't employ anyone under 16. We consider the rights of other young people relative to their work and don't employ anyone under the age of 18 in operational roles. We have a Code of Conduct that formalises the way we work together by giving employees the tools to act in a safe and trustworthy manner. Freedom of association and the right to collective bargaining are self-evident, fundamental rights. As such, Renewi is committed, in accordance with local laws, to respect the rights of all employees to form and join trade unions, to bargain collectively



and to engage in peaceful assembly.

We exercise good governance across our planet, people and partnership activities. We seek external verification of our approach and performance where appropriate. This may be through accreditation to formal standards or assessment to known standards, such as FTSE4Good.

ENGAGEMENT AND RECOGNITION

Day of the Driver

A large proportion of our employees are drivers; on the road or on machines at our sites. Every year we celebrate these colleagues on national Day of the Driver in the Netherlands and Belgium. This includes a special breakfast on the sites, and other small tokens of appreciation.

1. Prestatieladder Socialer Ondernemen.



Make Renewi a rewarding, diverse and inclusive working environment CONTINUED

CASE STUDY

Our leaders of tomorrow

Our Management Trainee programme helps us secure the best talent for the future. It's a stepping stone for people with management potential to become our leaders of tomorrow. Here, we hear from management trainee Michelle Engelen.

Why did you choose Renewi's Management Trainee programme?

I chose Renewi for the very open working culture. Everyone is helpful and the value 'together' is evident in the way staff collaborate to help constantly improve and put forward new ideas. Staff are committed to their jobs, whether that be an HR colleague or a driver. Renewi is also a very practical, hands-on company. This matches my personal working style. I really think Renewi is genuinely trying to create a better, greener world while treating their employees well. The company wants to make a positive impact – for me, that is the main reason why I joined and wish to stay at Renewi.

Tell us about your journey on the Renewi Management Trainee programme

It is a two-year programme which I started in January 2022, just before I graduated. I have an International Business Administration Bachelors from Tiburg University and an International Management Masters too. The programme involves completing four assignments, and my first was focused on

optimising the Green Collective initiative. This is a joint venture between PreZero and Renewi, aimed at helping make cities cleaner and safer by reducing truck traffic. I was asked to evaluate the initiative.

My second assignment was for our sales department at Commercial Waste NL. It involved research to identify ways to reduce administrative workload in the sales department. The development of a training programme for Renewi's account managers selling our Mission75 to clients. I focused on Rotterdam as a pilot area for both assignments. I am now working on my third assignment in our Mineralz & Water Division in Tiselt, Belgium. Following the installation of new waste separation technology, my task is to look at the process and identify improvements. This is also my assignment for my 'green belt', which is something all trainees must acquire during their traineeship. My fourth and final assignment will be for the Group.

What do you hope to gain from your final assignment?

It will require me to use more strategic, analytical thinking. I'll focus on developing a new business plan rather than improving an existing one, and then develop it and possibly execute it too. It will involve collaborating with a team, which I'm really looking forward to.

What would your ideal role at Renewi be after you have completed the programme?

If had to choose right now, I think it would be a role within our innovation or sustainability department – I really like the interaction between our operation and the office. I joined Renewi to help make a positive impact and because of the focus on the circular economy, sustainability and innovation. Being able to combine these in some way would be great.

Has the programme met your expectations?

Absolutely. I asked if my assignments could be linked to our mission or to sustainability and all of them are, which links to my personal values and ambitions.



How have you grown professionally and personally in the last 18 months at Renewi?

Project and stakeholder management and working with others have been areas of growth. This is valuable experience as most of my assignments focus on improving ways of working. I have learned how to collaborate and the importance of an environment where you and your coworkers can function optimally by setting expectations, goals, working methods, working ethos and communication rules, in order to achieve the best result. I now have a good knowledge of the company, with its many different departments and activities. This is incredibly valuable, given the size of the company.

i For details about careers at Renewi visit renewi.com/en/careers



Beyond carbon

The field of sustainability is constantly evolving. At Renewi, work is underway to identify what additional elements we need to add to our sustainability scope.

Summary

- 55 Water and the climate
- 57 Mapping our water footprint

SDG alignment





Water and the climate

Contributing to a circular economy and climate change mitigation are our core focus areas, but we recognise there is more we must do to protect the planet's ecosystems.

Enabling the circular economy, reducing our carbon emissions and caring for people, both internally and externally, are the core themes of our sustainability strategy. These pillars are explained in detail in previous chapters.

The field of sustainability is continuously evolving and we know there is more we need to include in our sustainability scope. We are working to understand and evaluate what new elements we need to include in our strategy, in which likely areas of focus are biodiversity and water scarcity.

We have been evaluating our own water usage, and share some insights in this chapter.

CLIMATE CHANGE: A COMPLEX GLOBAL PHENOMENON

Climate change is the main lens through which we evaluate our environmental impacts and contribution. Our recycling activities and resulting carbon avoidance are a start, but more is required.

Ecosystems are a fragile network of interdependencies which must be protected. Carbon avoidance is imperative, but we know more must be done and we are looking beyond

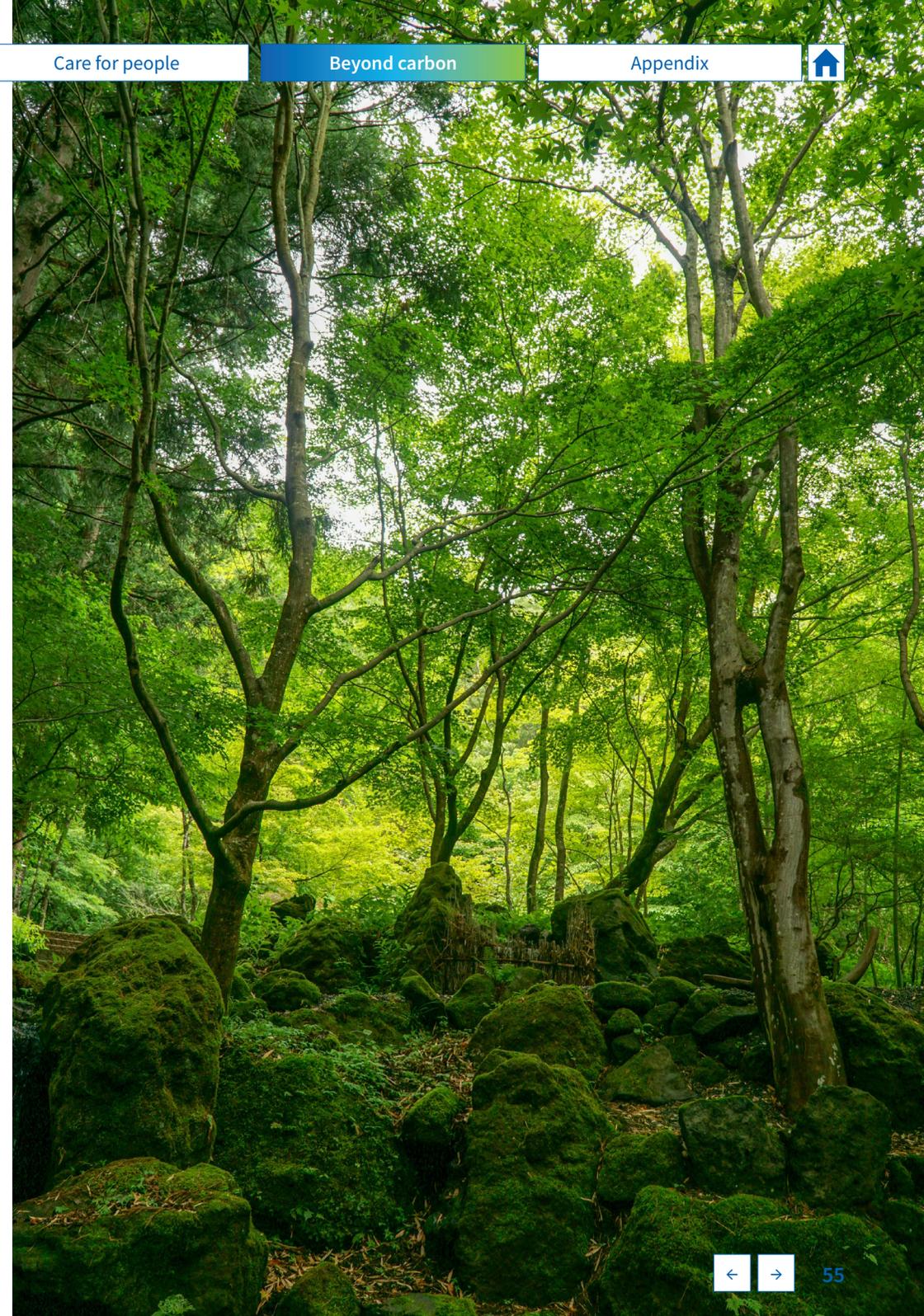
carbon to identify what we can do better, broadening our understanding of the environmental impact of our operations.

As part of this, we are carrying out the Task Force on Climate-related Financial Disclosures (TCFD) process a second time. This is helping us systematically evaluate the new elements we might need to include in our sustainability strategy (see pages 59 to 65 in our 2023 Annual Report for further details).

THE IMPACT ON THE WORLD'S WATER

Water and climate change are inextricably linked. Climate change affects the world's water in complex ways. These include unpredictable rainfall patterns to shrinking ice sheets, rising sea levels, floods and droughts. Climate change is exacerbating water-related hazards (such as floods and droughts) as rising temperatures disrupt precipitation patterns and the entire water cycle.

Renewi strives to support climate mitigation and resource preservation.



Beyond carbon CONTINUED

Sampling tank trucks
carrying contaminated
waste water, M&W,
ATM Moerdijk



Heat waves and potential scarcity of water was specifically highlighted in our assessment and our water use is something we have started to evaluate more closely.

ADDING TO OUR RISK MANAGEMENT FRAMEWORK

This year, the impact of climate change has been factored into our risk management processes. We have identified the following short-term climate risks:

- Increased pricing of GHG emissions
- Extreme heat

Water stress and drought are developing areas of risk that will impact Renewi and we continue with the TCFD exercise in order to evaluate what else we might include.

OUR WATER FOOTPRINT

To improve understanding of our water consumption, last year we looked at the sites with the biggest risk of water scarcity. An overview of the different inlet water sources, outlet destinations and their respective quantities was gathered. There is a wide range of technologies and processes within Renewi's sites, and we identified a diverse number of water consumption profiles.



Beyond carbon CONTINUED

Mapping our water footprint

A preliminary overview has identified which of our sites are at highest risk of water scarcity.

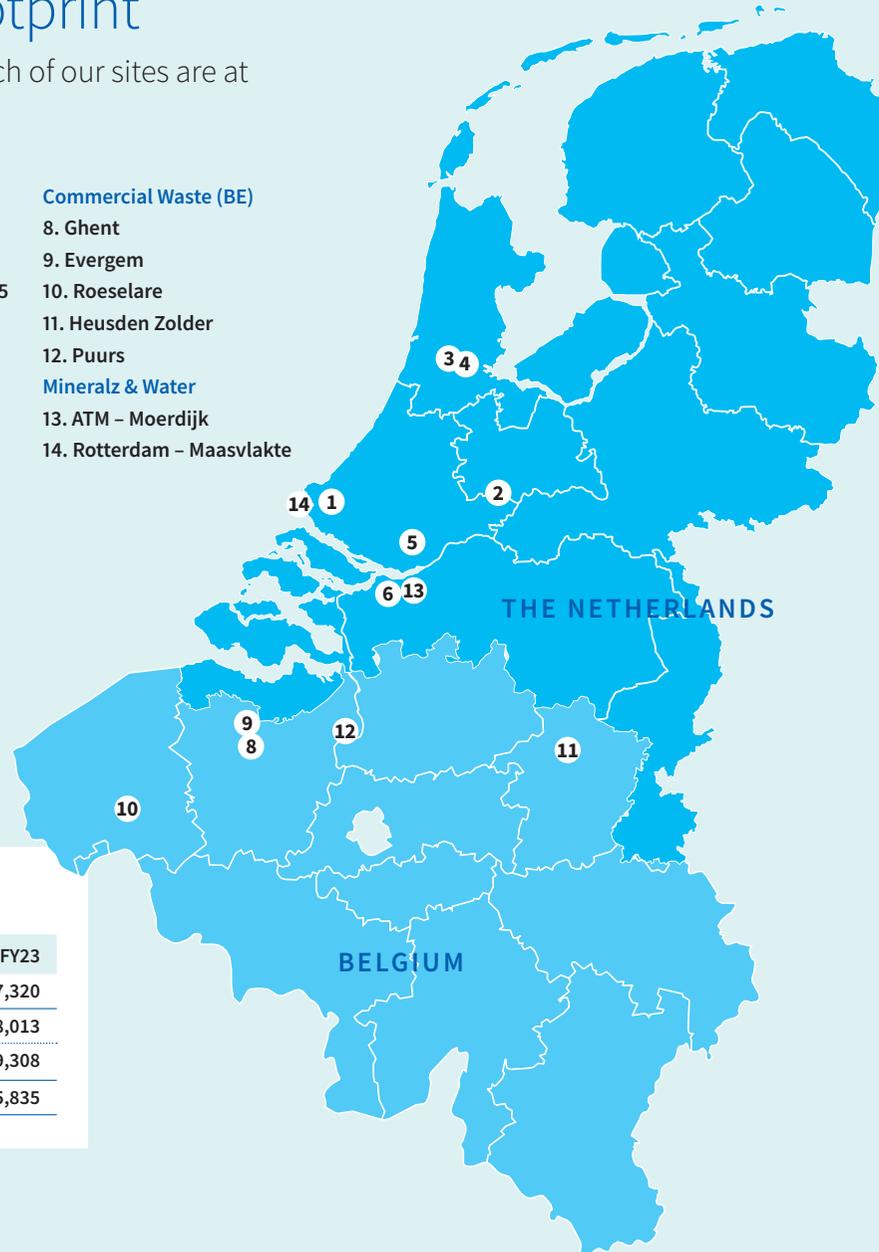


Commercial Waste (NL)

- 1. Wateringen
- 2. Nieuwegein
- 3. Amsterdam, Corsicaweg 15
- 4. Amsterdam, Kajuitweg 1
- Specialities**
- 5. Coolrec – Dordrecht
- 6. Maltha – Heijningen
- 7. Municipal – Wakefield

Commercial Waste (BE)

- 8. Ghent
- 9. Evergem
- 10. Roeselare
- 11. Heusden Zolder
- 12. Puurs
- Mineralz & Water**
- 13. ATM – Moerdijk
- 14. Rotterdam – Maasvlakte



8. Ghent, Commercial Waste Belgium

	FY22	FY23
Total water consumption (m³)	-	37,320
1st source: Surface water	-	8,013
2nd source: Municipal potable water	-	29,308
Total discharged water)	-	95,835

3. Amsterdam, Corsicaweg 15, Commercial Waste Netherlands

	FY22	FY23
Total water consumption (m³)	71,608	75,513
1st source: Surface water	19,309	20,016
2nd source: Municipal potable water	2,097	2,758
3rd source: External wastewater	50,202	52,739
Total discharged water	267,421	307,493

5. Dordrecht, Coolrec, The Netherlands

	FY22	FY23
Total water consumption (m³)	481,768	476,515
1st source: Surface water	480,480	475,200
2nd source: Municipal potable water	1,288	1,315
Total discharged water	481,768	476,515

13. ATM, Moerdijk, The Netherlands

	FY22	FY23
Total water consumption (m³)	3,194,142	3,198,346
1st source: Surface water	2,413,000	2,338,320
2nd source: Municipal potable water	70,000	77,376
3rd source: External wastewater	711,142	782,650
Total discharged water	2,959,000	2,878,624

Further detail on the water footprint of the other 8 sites is provided in the Appendix section.



Appendix



Secondary material
Commercial Waste NL,
recycled wood for the panel
board industry



UN Global Compact Ten Principles

Renewi stands in full support of the UN Global Compact's Ten Principles, committing to continuously pursue improvements in human rights, labour, the environment and anti-corruption.

This review describes our actions to continually improve the four areas established by the UN Global Compact and demonstrates how the Ten Principles are fully integrated into our business strategy, culture and day-to-day operations.

The table directs readers to the sections of Renewi FY23 disclosures in the Sustainability Review and 2023 Annual Report that apply to each of the Ten Principles.

This report has been prepared with reference to the GRI Standards. For the GRI content index, please see renewi.com/en/investors/investor-relations/reports-and-presentations.

	PRINCIPLES	PAGES
Human rights	Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights; and	52
	Principle 2 make sure they are not complicit in human rights abuses.	50–52
Labour	Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	52 (Sustainability Review) 125 (Annual Report)
	Principle 4 the elimination of all forms of forced and compulsory labour;	50–51
	Principle 5 the effective abolition of child labour; and	52
	Principle 6 the elimination of discrimination in respect of employment and occupation.	47
Environment	Principle 7 Businesses should support a precautionary approach to environmental challenges;	122–126 (Annual Report) 55–56, 60–68 (Sustainability Review)
	Principle 8 undertake initiatives to promote greater environmental responsibility; and	5, 10–14
	Principle 9 encourage the development and diffusion of environmentally friendly technologies.	18–19
Anti-corruption	Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.	49–52



Key divisional performance

Enable the circular economy

Recycling performance per Division

VOLUMES (mT)	RENEWI		COMMERCIAL WASTE NETHERLANDS		COMMERCIAL WASTE BELGIUM		MINERALZ & WATER		SPECIALITIES	
	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23
Total waste handled at sites	11.5	11.0	4.5	4.6	2.3	2.1	2.3	1.9	2.4	2.3
Materials recycled ^{1,2}	7.1	7.0	2.7	2.9	1.1	1.0	1.8	1.4	1.5	1.6
Materials recovered for energy production from waste ^{1,2}	3.6	3.2	1.7	1.6	1.1	1.0	0.1	0.1	0.7	0.6
Others	0.8	0.8	0.1	0.1	0.2	0.1	0.4	0.4	0.2	0.1
Recycling rate (% of total waste handled)	61.8%	63.6%	59.0%	63.0%	47.2%	48.1%	80.4%	73.8%	63.4%	70.6%

1. Recycling is material given a 'second life' for reprocessing into new goods/materials. Recovery is waste used for energy production such as production of waste-derived fuels, bio-mass and similar.

2. Includes water recovery and moisture loss during treatment for some technologies employed.

FY22 metrics have been restated following a review of our methodologies.

Key divisional performance CONTINUEDEnable the circular economy CONTINUED

Carbon avoidance performance per Division

VOLUMES ('000 TONNES)	RENEWI		COMMERCIAL WASTE NETHERLANDS		COMMERCIAL WASTE BELGIUM		MINERALZ & WATER		SPECIALITIES	
	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23
Carbon avoidance from materials separated for re-use/recycling	2,099	2,061	639	654	435	399	520	486	505	522
Carbon avoidance from energy recovery and waste-derived fuels produced and sold	262	278	46	64	(49)	(38)	(20)	(18)	284	270
Carbon avoidance from landfill gas/anaerobic digestion electricity production	41	24	23	6	11	11	3	3	3	5
Carbon avoidance from waste-derived fuel used at ATM	200	186	-	-	-	-	200	186	-	-
Total carbon avoidance	2,602	2,549	708	723	397	372	704	657	793	797
Carbon avoidance (kg CO₂ per tonne of waste handled)	225	233	157	158	169	176	307	340	331	342

Enable the circular economy CONTINUED

METRIC	RENEWI		COMMERCIAL WASTE NETHERLANDS		COMMERCIAL WASTE BELGIUM		MINERALZ & WATER		SPECIALITIES	
	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23
Innovative secondary materials produced (tonnes)	282,400	325,990	15,839	125,840	-	20,222	266,549	163,238	-	16,690
Wastewater cleaning activities¹ (total output in tonnes)	1,017,400	1,053,400	94,130	106,770	134,366	111,712	788,896	834,961	-	-
Production of renewable electricity¹ (MWh)	108,763	82,859	48,587	37,957	40,414	28,243	12,212	8,868	7,551	7,791
Low carbon footprint biogas¹ (m ³)	1,776,700	4,787,000	1,776,700	4,787,000	-	-	-	-	-	-

1. New reported KPIs.

Key divisional performance CONTINUED Reduce carbon emissions

Overview of Renewi's carbon footprint scope 1&2

		RENEWI		COMMERCIAL WASTE NETHERLANDS		COMMERCIAL WASTE BELGIUM		MINERALZ & WATER		SPECIALITIES	
		FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23
Scope 1	Process emissions (kT CO ₂ e)	249	219	32	27	70	54	125	121	22	17
	Fuel Combustion (kT CO ₂ e)	131	124	73	74	40	34	7	6	11	10
	Fuel consumption on sites only (Fuel: Diesel, Gas, other) (kT CO ₂ e)	38	44	7	19	14	10	7	6	10	9
	Fuel consumption in the logistic (Fuel: Diesel, Bio-LNG, other) (kT CO ₂ e)	93	80	66	55	26	24	0	0	1	1
	Biogenic emissions from processes and combustion (kT CO ₂)	217	186	78	63	30	26	39	31	70	66
Total scope 1		597*	529*	183	164	140	114	171	158	103	93
Scope 2	Emissions from Purchased electricity¹ (Market based) (kT CO ₂ e)	51*	45*	2	0	2	2	30	27	17	16
	Emissions from Purchased electricity¹ (Location based) (kT CO ₂ e)	53*	45*	15	13	2	2	23	19	13	11
Total scope 1&2	(considering market-based emissions from Purchased electricity) (kg CO ₂ e)	648*	574*	185	164	142	116	201	185	120	109

1. Renewi does not currently procure any other form of energy than electricity. Heat and Steam are generated on premises where applicable therefore accounted for in scope 1.

* The Renewi Group FY22 and FY23 total scope 1 and 2 emissions have been assured through a limited assurance engagement conducted in accordance with the International Standard on Assurance 3410, "Assurance Engagements on Greenhouse Gas Statements" (ISAE 3410). The assurance report can be accessed here: <https://www.renewi.com/en/investors/investor-relations/reports-and-presentations>. This limited assurance engagement resulted in the total Group scope 1 and 2 values being amended from that shown in the 2023 Annual Report published in May 2023.

Key divisional performance CONTINUEDReduce carbon emissions CONTINUED

Be a leader in clean and green waste collection

	RENEWI		COMMERCIAL WASTE NETHERLANDS		COMMERCIAL WASTE BELGIUM		MUNICIPAL	
	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23
Carbon intensity of collection (kg CO ₂ per tonne of waste collected)	20.1	18.8	21.4	19.4	17.7	17.8	12.2	13.0
Share of Euro6 trucks (% Euro 6 trucks of total fleet)	67%	76%	71%	80%	59%	69%	95%	89%
Zero-emission trucks (number)	2	4	2	4	-	-	-	-

Reduce the carbon impact of our operations

	RENEWI		COMMERCIAL WASTE NETHERLANDS		COMMERCIAL WASTE BELGIUM		MINERALZ & WATER		SPECIALITIES	
	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23
Carbon intensity of our sites (kg CO ₂ per tonne of waste collected)	7.7	8.1	*	*	*	*	*	*	*	*
Share of renewable energy used on site (% of renewable electricity out of total electricity use)	33%	37%	90%	100%	42%	33%	5%	0%	14%	22%
Hybrid or electric lease cars (percentage)	39%	38%	50%	55%	2%	8%	35%	*	33%	*

* Breakdown not available.

Key divisional performance CONTINUED Care for people

Number of substantiated complaints per division and at Group level

NUMBER	RENEWI			COMMERCIAL WASTE NETHERLANDS			COMMERCIAL WASTE BELGIUM			MINERALZ & WATER			SPECIALITIES		
	FY21	FY22	FY23	FY21	FY22	FY23	FY21	FY22	FY23	FY21	FY22	FY23	FY21	FY22	FY23
Substantiated community comments received	356	156	133	21	51	32	25	35	26	6	4	1	304	66	74

Number of significant environmental incidents and fires per Division and at Group level

NUMBER OF SIGNIFICANT COMMUNITY IMPACT EVENTS	RENEWI			COMMERCIAL WASTE NETHERLANDS			COMMERCIAL WASTE BELGIUM			MINERALZ & WATER			SPECIALITIES		
	FY21	FY22	FY23	FY21	FY22	FY23	FY21	FY22	FY23	FY21	FY22	FY23	FY21	FY22	FY23
Major environmental incidents	4	3	0	1	1	0	3	0	0	0	2	0	0	0	0
Major fires	24	16	3	8	3	2	10	10	0	2	0	1	4	3	0
Total number of significant environment incidents and fires	28	19	3	9	4	2	13	10	0	2	2	1	4	3	0

Key divisional performance CONTINUEDCare for people CONTINUED

Health and safety performance per Division and at Group level

SAFETY INDICATORS	RENEWI		COMMERCIAL WASTE NETHERLANDS		COMMERCIAL WASTE BELGIUM		MINERALZ & WATER		SPECIALITIES	
	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23
Lost time/Injuries rate (LTIF) (number LTI x1000000) / number of hours worked)	8.9	9.3	6.9	9	12.6	8.9	2.4	1.5	12.1	13.6
Number fatal accidents	-	1	-	1	-	-	-	-	-	-
Number of Total Recordable Injuries (TRI)	312	311	112	134	152	130	4	5	45	42
Number of Total Time Injuries (LTI)	137	140	58	75	50	35	2	1	27	29

Key divisional performance CONTINUED

Beyond carbon

Key water-related data for Commercial Waste Netherlands and Belgium*

VOLUMES IN M ³	WATERINGEN			NIEUWEGEIN			AMSTERDAM, CORSICAWEG 15			AMSTERDAM, KAJUITWEG 1		
	FY21	FY22	FY23	FY21	FY22	FY23	FY21	FY22	FY23	FY21	FY22	FY23
Total water consumption	13,127	44,278	26,142	12,355	10,459	7,896	44,184	71,608	75,513	31,327	17,153	10,357
1st source: Groundwater from wells, boreholes	-	-	-	-	-	-	17,064	19,309	20,016	-	-	-
2nd source : Municipal potable water	13,127	44,278	26,142	12,355	10,459	7,896	1,878	2,097	2,758	31,327	17,153	10,357
3rd source : External wastewater	-	-	-	-	-	-	25,242	50,202	52,739	-	-	-
Total discharged water	13,127	44,278	26,142	12,355	10,459	7,896	223,389	267,421	307,493	21,700	20,616	17,675

VOLUMES IN M ³	ROESELARE			HEUSDEN ZOLDER			GHENT ¹	EVERGEM ¹
	FY21	FY22	FY23	FY21	FY22	FY23	FY23	FY23
Total water consumption	-	2,375	7,713	9,106	4,179	8,143	37,320	36,593
1st source: Surface water	-	-	-	9,106	4,179	8,143	8,013	-
2nd source : Municipal potable water	-	-	-	-	-	-	29,308	-
3rd source : External wastewater	-	1,125	4,500	-	-	-	-	-
4th source : Sea water	-	1,250	3,213	-	-	-	-	-
5th source : Groundwater from wells, boreholes	-	-	-	-	-	-	-	36,593
Total discharged water		43,777	183,923	7,067	3,243	6,320	95,835	0

* Data has only been provided for the water sources relevant to a given site.
1. Reported for the first time.

Key divisional performance CONTINUEDBeyond carbon CONTINUED

Key water related data for Mineralz & Water*

VOLUMES IN M ³	ATM – MOERDIJK			ROTTERDAM-MAASVLAKTE		
	FY21	FY22	FY23	FY21	FY22	FY23
Total water consumption	1,741,000	3,194,142	3,198,346	36,043	42,583	37,551
1st source: Surface water	1,670,000	2,413,000	2,338,320	-	-	-
2nd source : Municipal potable water	71,000	70,000	77,376	36,043	42,583	37,551
3rd source : External wastewater	-	711,142	782,650	-	-	-
Total discharged water	2,131,000	2,959,000	2,878,624	59,974	47,929	52,996

Key water related data for Specialities*

VOLUMES IN M ³	COOLREC – DORDRECHT			MALTHA – HEIJNINGEN		
	FY21	FY22	FY23	FY21	FY22	FY23
Total water consumption	119,709	481,768	476,515	14,536	12,605	10,409
1st source: Surface water	118,800	480,480	475,200	-	-	-
2nd source : Municipal potable water	909	1,288	1,315	14,536	12,605	10,409
Total discharged water	119,726	481,768	476,515	14,536	12,605	10,409

* Data has only been provided for the water sources relevant to a given site.

If you have any queries on this document or other aspect of Renewi's sustainability performance please contact: info@renewi.com or by post or telephone to: Renewi plc, Enigma, Wavendon Business Park, Ortensia Drive, Wavendon, Milton Keynes, Buckinghamshire, England MK17 8LX.

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