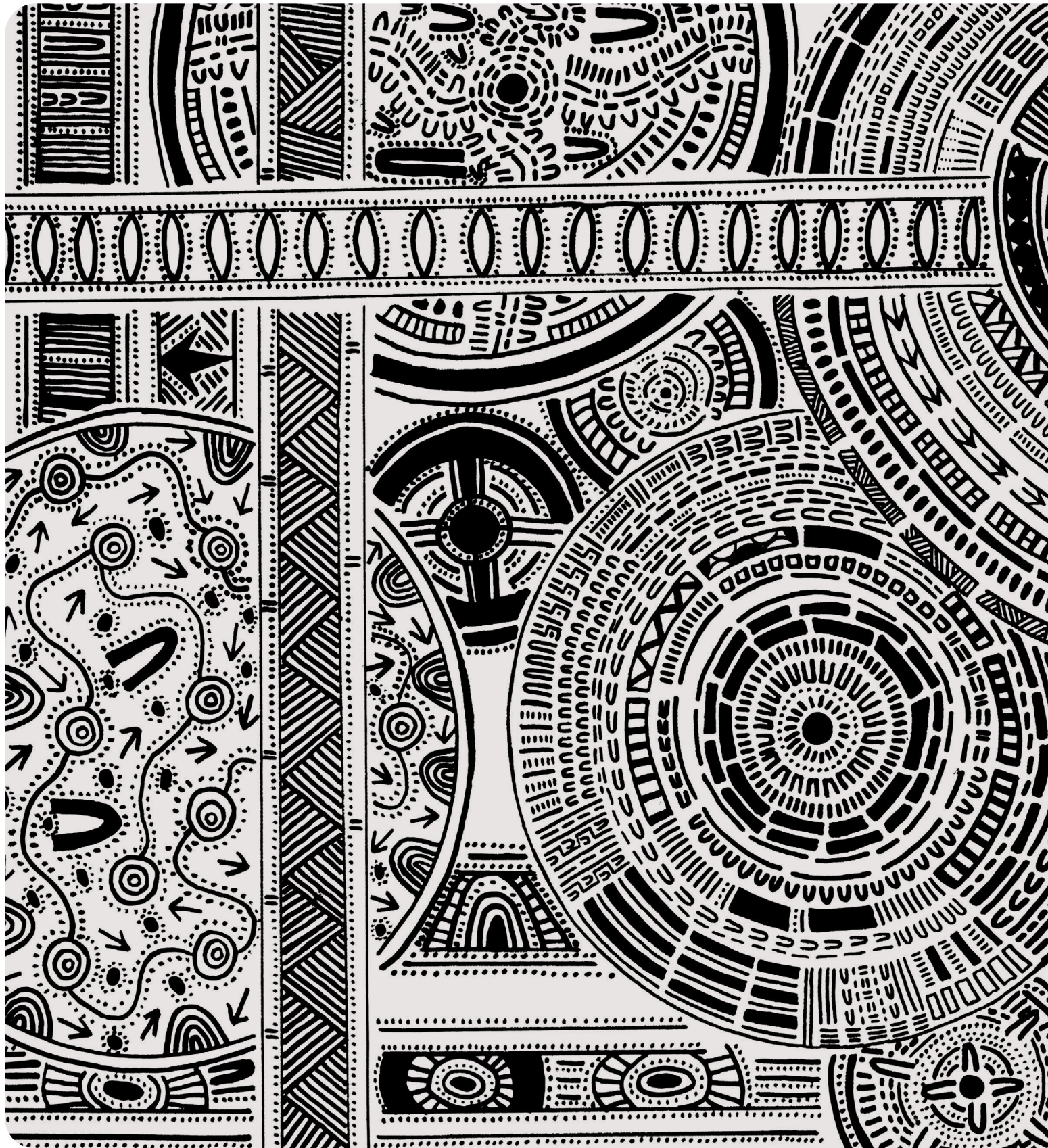


Modern Slavery Statement 2024

For the year ending 31 December 2024



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

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

^

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

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Björn Becker
CEO

Message from our CEO

REMONDIS Australia Pty Ltd, its related entities, and REMONDIS Aqua Australia Pty Ltd (collectively 'REMONDIS') are pleased to present our fifth Modern Slavery Statement for the calendar year ending 2024 (the Reporting Period), in accordance with the reporting requirements under the Modern Slavery Act 2018 (Cth) (the Act).

Throughout this Reporting Period, REMONDIS has continued to identify, assess, and address modern slavery risks in our operations and supply chain. Our Modern Slavery Working Group has broadened its composition with a dedicated ESG team and who have been working closely with our global parent, to investigate the use of a new platform provider that will upgrade our customer and supplier due diligence assessment system and reporting capabilities. This new platform aligns with the introduction of the German Supply Chain Due Diligence Act 2023, which requires our parent company in Germany to assess and address human rights and environmental risks in their supply chains in accordance with global best practices.

Our mission is not only to focus on mandatory reporting criteria, but also focuses on the risk to victimised people and identify any potential exploitation of any workers which goes beyond our business and our supply chain. While we all have a responsibility to be alert to modern slavery risks, we expect that all corporate and operational teams including drivers, suppliers, customers or auditors will

report any complaints or concerns through the appropriate reporting channels, and we will continue to elevate modern slavery awareness with our stakeholders across all of our operations and supply chains.

We are pleased to report that we have not received any reports, complaints or concerns relating to any instances of modern slavery in our business or supply chain during this Reporting Period. Nevertheless, we remain concerned at the number of modern slavery instances that have been statistically reported in Australia and abroad and are committed to vigilance in identifying and addressing such risks. To further strengthen our remediation efforts, we will work with new victim referral pathway providers should any issues be identified in our supply chain.

At REMONDIS we are dedicated to 'working for the future', and remain steadfast in our pursuit of our corporate, social and governance targets for 2024–25.

A stylized, handwritten signature in black ink, appearing to read 'B. Becker'.

Björn Becker
Chief Executive Officer
REMONDIS Australia Pty Ltd

This Modern Slavery Statement was approved by the Board of REMONDIS Australia Pty Ltd on 24 June 2025, and is issued on behalf of REMONDIS and the following non-reporting entities, during the Reporting Period, pursuant to the Act:

- _ Environmental Treatment Solutions Pty Ltd ACN 126 020 451; and
- _ REMONDIS Aqua Operations Pty Ltd ACN 630 442 812; and
- _ REMONDIS Aqua Australia Pty Ltd ACN 626 109 313.



At REMONDIS St Marys and in our facilities across Australia, cardboard and paper are separated, sorted and baled for re-entry into the circular economy via our Commodity Trading Desk.

Reporting criteria

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

MODERN SLAVERY ACT REPORTING CRITERIA	RELEVANT SECTION IN MODERN SLAVERY STATEMENT	PAGE
1. Identify the reporting entity	Message from our CEO Our organisation structure, operations and supply chains	2 6-7, 10
2. Describe the reporting entity's structure, operations and supply chains	Our organisation structure, operations and supply chains	6-7, 10
3. Describe the risks of modern slavery practices in the operations and supply chain of the reporting entity and any entities it owns or controls	Identified risks in our operations and supply chains	11
4. Describe any actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	Actions taken, assessment of effectiveness and plans for 2025	12-14
5. Describe how the reporting entity assesses the effectiveness of those actions	Actions taken, assessment of effectiveness and plans for 2025	12-14
6. Describe the process of consultation with any entities that the reporting entity owns or controls	Message from our CEO	2
7. Provide any other relevant information	Our organisation structure, operations and supply chains	6-7, 10



Local equipment supplier SKALA Australasia has supplied plant and equipment to our facilities. Pictured here is the decontamination line at REMONDIS Lake Macquarie Organics Resource Recovery Facility; this equipment has been locally sourced, built, assembled and installed (excluding screens), ensuring greater visibility over working conditions in the supply chain.

Our organisation structure, operations and supply chains

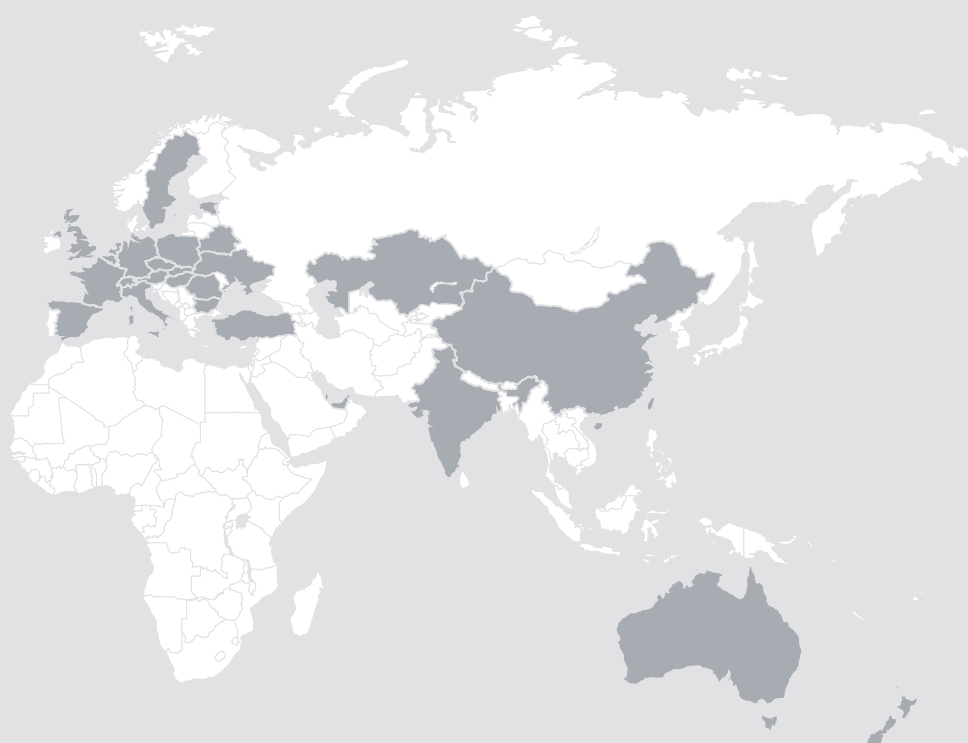
The REMONDIS entities set out in the introduction of this statement are part of the RETHMANN Group. The RETHMANN Group is a 100% family-owned German company comprising RETHMANN SE & Co. KG (RETHMANN Parent), (being a limited partnership under German law) and its subsidiaries.

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

RETHMANN Group is headquartered in Selm, Germany, where it was founded in 1934. It has approximately 96,000 employees and is present in several hundred cities over 4 continents and 50 countries, including Australia.

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

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



REMONDIS GROUP



1934 established in Germany



30+ countries



1,100 plants and facilities



46,000 employees



11,000+ company-owned commercial vehicles



200,000+ industrial and commercial customers



30 million people benefit worldwide

REMONDIS in Australia

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

REMONDIS provides waste collection services to more than 24,000 commercial customers and, through partnerships with local authorities, approximately 2 million residential premises. REMONDIS is the proud employer of approximately 1,000 Australian employed personnel (excluding labour hires), as at the end of the Reporting Period.

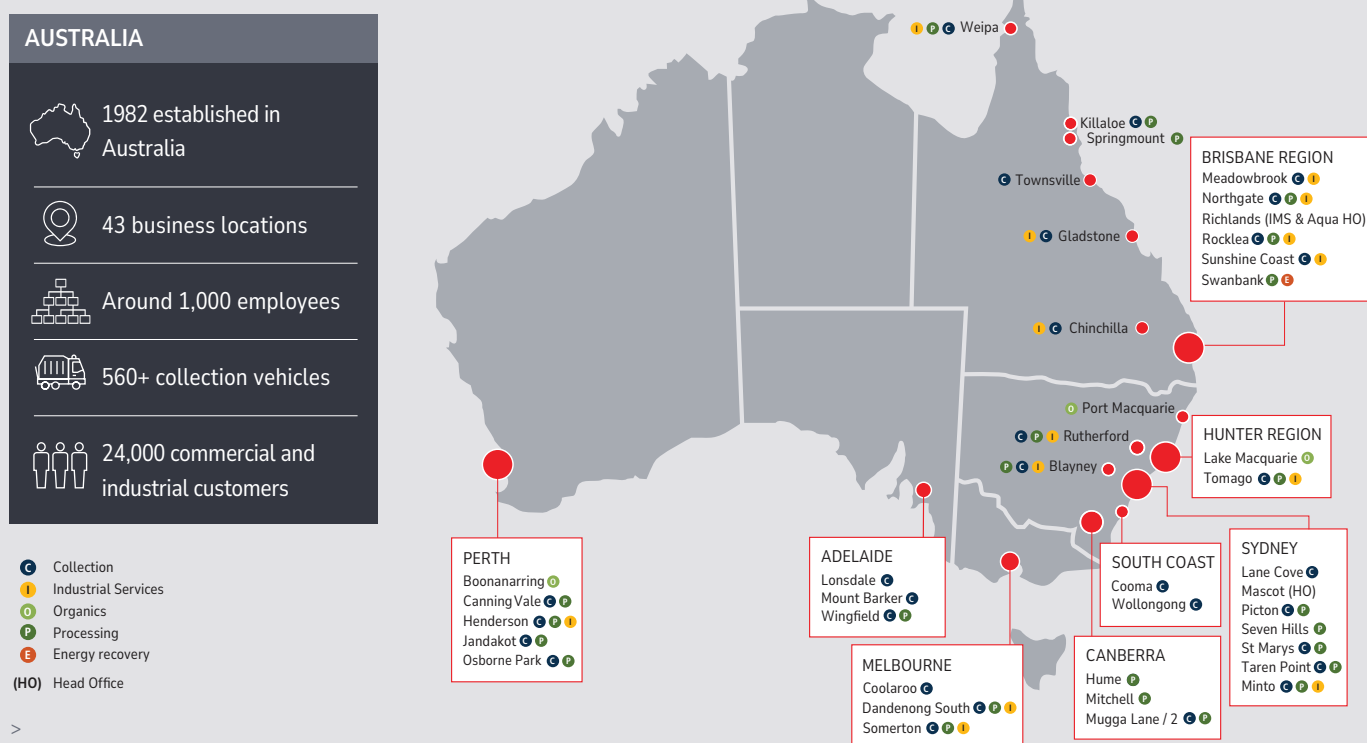
With 43 business locations across cities and regional areas of Australia, REMONDIS continues to fulfil customer needs nation-wide, passing on the benefits of operational efficiencies to both commercial and municipal customers.

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

services, material and resource recovery, organics processing, disposal, liquid waste treatment (ETS), water treatment (REMONDIS Aqua) and landfill operations.

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

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



Our business and operations

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

OUR STAKEHOLDERS

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

People

Competent, experienced and multi-disciplinary site representatives and drivers



Systems

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



Facility

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



Equipment

- _ 560+ collection vehicles
- _ Heavy plant equipment
- _ Mobile garbage bins
- _ Hook lift bins
- _ Compactors & balers
- _ Shredders
- _ De-packaging plant
- _ Refuse Derived Fuel plant
- _ Centrifuges



Waste streams

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

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

Our supply chains

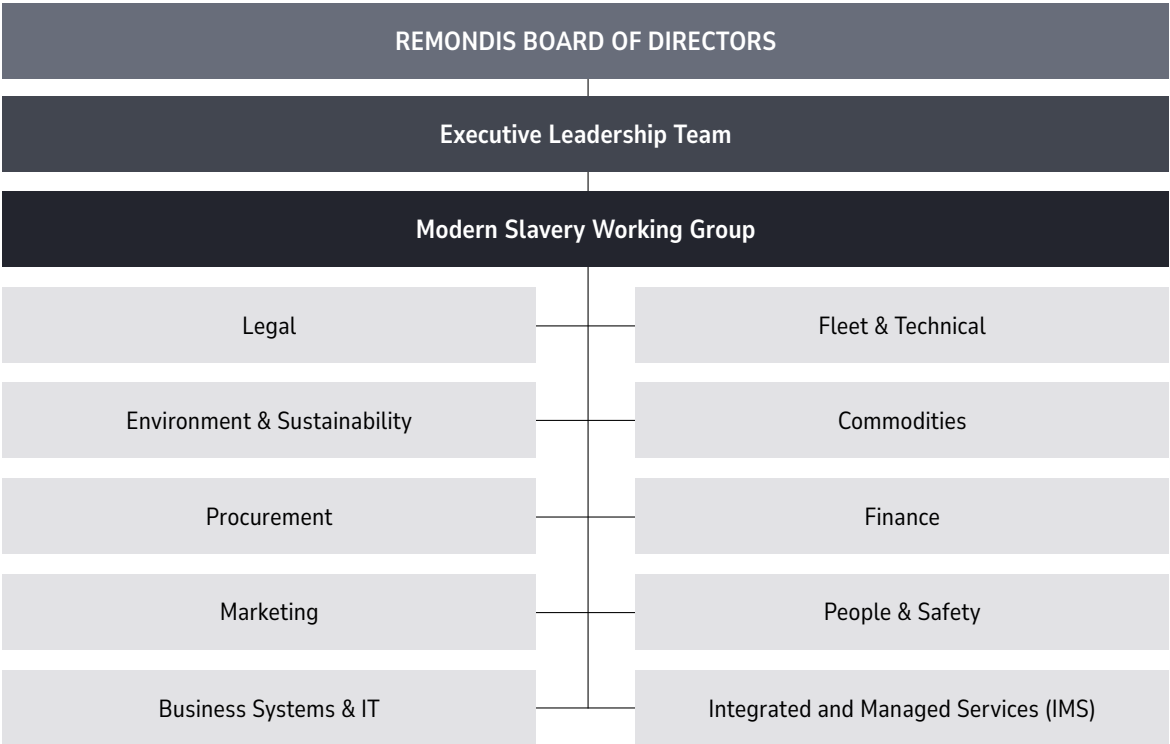
REMONDIS did not identify any instances of modern slavery practices occurring within our operations or supply chain during this Reporting Period.

REMONDIS's total supplier spend during this Reporting Period remained consistent with our previous reporting period at just over \$500 million. We are pleased to report that we did not detect any instances of modern slavery practices during the Reporting Period, nor did we receive any reports, complaints or concerns. We remain steadfast in our pursuit of modern slavery practices in our business or our supply chain through any of our reporting channels.

We continue to assess each sector of our supply chain and prioritise relationships with suppliers or contractors who share our values and ethical business practices. Our supplier relationships are managed to ensure that they align with our commitments to social and environmental responsibilities.

Our primary suppliers fall into two main categories:

- _ large scale Australian corporations who have published a modern slavery statement under the Act, being reporting entities themselves (e.g. entities in the petroleum, vehicle/equipment, construction, building and waste industry), or
- _ small to medium Australian enterprises (SME's) with whom we work closely, including subcontractors, cleaning, security, labour hire and recruitment services, insurance/accounting, IT and other professional service providers, (being Australian based sites with direct onsite activities).



Identified risks in our operations and supply chains

During the Reporting Period our higher risk category suppliers, consistent with previous years, are in the areas of IT, construction services, PPE gear, vehicle/equipment procurement and small operators such as cleaning and third party recycling facilities.

These suppliers are classified as higher risk categories primarily due to concerns around labour rights and working conditions of overseas manufacturers and work sites where we have limited visibility and direct oversight. Many of these products (or their parts) are sourced and manufactured offshore, through the REMONDIS International supply model, which inherently restricts our ability to monitor the working conditions in these locations.

While no instances of modern slavery have been identified in this Reporting Period, we will continue to explore appropriate remediation processes to combat modern slavery risks, and will look to upgrade our existing due diligence systems in the next reporting period with a globally focused data platform/system.



Our dedicated Modern Slavery Working Group (as set out on page 10) continues monitoring, reviewing and working on our ability to assess the geographical risks in our extended supply chain.






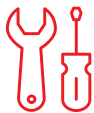
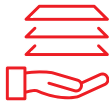
WORKING GROUP	DUE DILIGENCE	POLICY FRAMEWORK	TRAINING AND EDUCATION	SERVICE AND SUPPLIER CONTRACTS	REPORTING PROCESSES
Designed and implemented a modern slavery management framework	Reviewed modern slavery risks in the business supply chain and operations and conducted due diligence	Developed and implemented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

Actions taken, assessment of effectiveness and plans for 2025

During the Reporting Period, REMONDIS assessed the effectiveness of actions taken to address modern slavery risks and plans for its 2025 reporting period as follows:

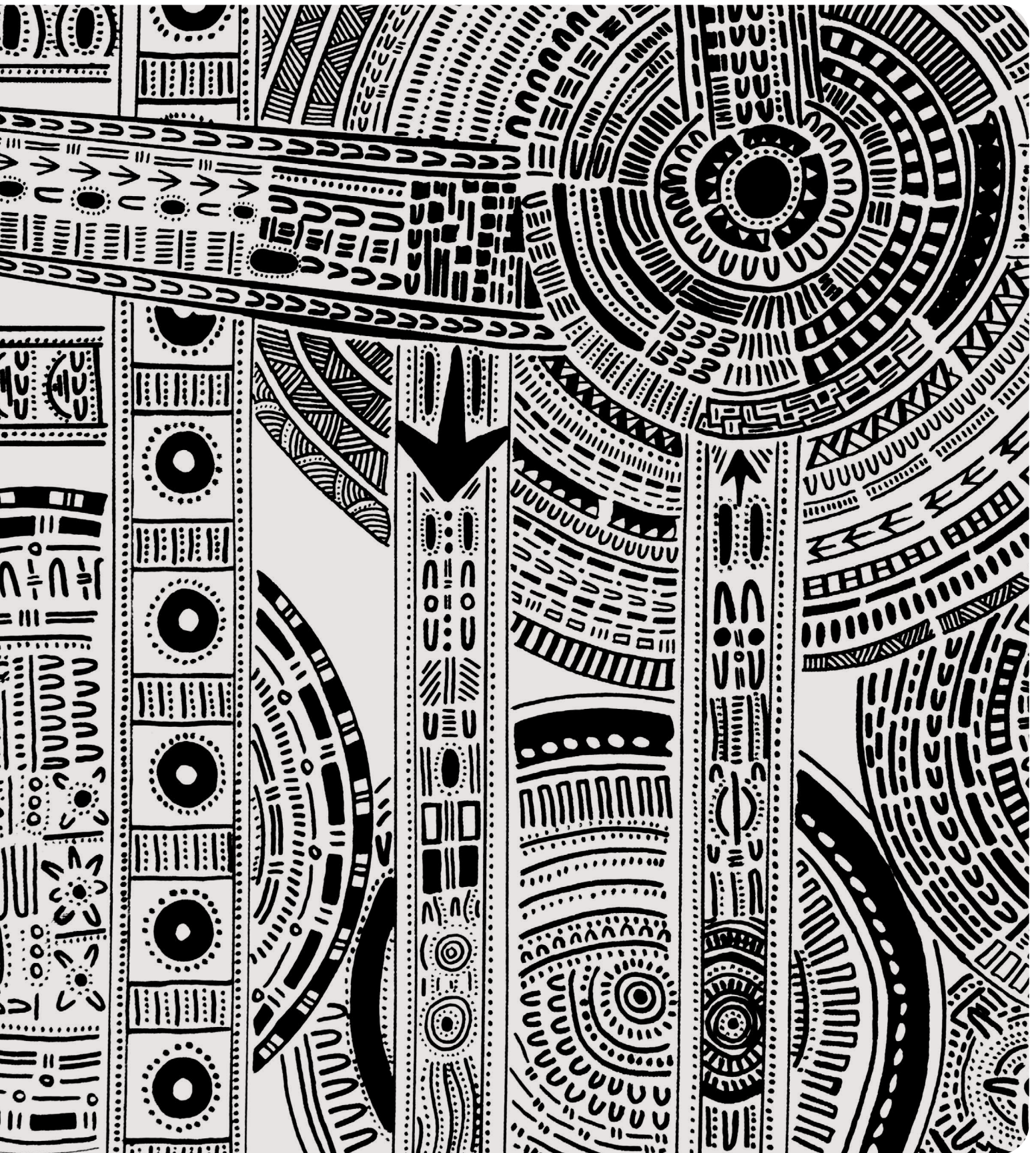
ACTIONS	ASSESSMENT OF EFFECTIVENESS	PLAN FOR 2025
<div>Working Group</div> <div>  </div>	<p>Our Modern Slavery Working Group meets annually and has a dedicated virtual group forum where they monitor and look for ways to support and adhere to our modern slavery management framework. The composition of the Modern Slavery Working Group has been broadened to include a restructured and dedicated ESG team.</p> <p>Throughout the Reporting Period, the Modern Slavery Working Group monitors media and news from our industry, peer competitors and other Australian businesses to identify emerging human rights risks in various geographic locations, particularly those locations where we source our products or services, so that REMONDIS can inform our workers and suppliers about current and emerging trends and modern slavery risks on our public facing website.</p>	<p>Our Modern Slavery Working Group has prepared a new modern slavery action plan for 2025. By the end of the next reporting period, we will aim to embed a new compatible global platform provider to upgrade our reporting, analysis and assessment of modern slavery risks in our supply chain. Our vision is to 'buy for good' with respect to advancing our anti-slavery and social goals through our procurement practices. We will conduct quarterly Modern Slavery Working Group meetings (instead of annually/biannually) to accelerate responsiveness and provide more regular oversight together with considering external expertise or independent advisors to provide an additional perspective of our plans and actions.</p>
<div>Due Diligence & Questionnaires</div> <div>  </div>	<p>REMONDIS continues working with our relevant business units, procurement specialists and suppliers to assess the effectiveness of our procurement processes. We will work with each of them to develop new approaches to supplier due diligence by engaging with a technology provider to meet our growing needs for a more sophisticated assessment tool. This tool will enable our suppliers to effectively share information on their ethical sourcing credentials and other ESG data.</p> <p>We monitored the activities of our top suppliers based on prior due diligence checks conducted during this Reporting Period. As a result of the ClearWaste, Speciality Services and GO Organics acquisitions in 2024–25, any new 'higher risk category' suppliers (that are not already on our supplier panel), are being vetted with new questionnaires by our compliance and procurement function as part of their assessment.</p>	<p>Our aim for 2025 is to implement a bespoke and vetted supplier due diligence questionnaire which can be adopted at branch level to conduct a state based face-to-face physical audit of any 'high risk' categories.</p> <p>In addition, we plan to launch a global supplier platform to:</p> <ul style="list-style-type: none"> _ conduct automated risk assessments, _ centralise supplier responses to ethical sourcing and modern slavery questionnaires, _ enable tiered risk categorisation and flag anomalies in real-time, and _ roll out this new platform across 100% of high-risk supplier categories (e.g. third-party recycling centres, IT, PPE, offshore manufacturing and cleaning/security service providers). <p>Until the platform is launched, we will continue issuing our questionnaires to a wider net of SME suppliers who are otherwise not reporting entities and whose operations are in the 'higher risk' categories.</p>

ACTIONS	ASSESSMENT OF EFFECTIVENESS	PLAN FOR 2025
<p>Website</p> 	<p>Our public-facing remondis-australia.com.au website includes links to all prior Modern Slavery Statements, plus anti-slavery materials (including the supplemental policies listed below). While we look for ways to be better equipped to respond to modern slavery enquiries from our customers, suppliers or media on our social media platforms we continue to upload any relevant information to the Modern Slavery Strategy landing page of our website.</p>	<p>Our vision for 2025 is to enhance the Modern Slavery Strategy section of our corporate website to include:</p> <ul style="list-style-type: none"> _ supplier/customer training tools and templates _ progress reports on risk mitigation efforts, and _ provide FAQs on REMONDIS's stance and obligations.
<p>Training and Education</p> 	<p>REMONDIS conducted internal modern slavery awareness training for white collar workers during the Reporting Period and rolled out a mandatory training module. REMONDIS will continue to develop and provide training and education material to management and relevant teams, including through employee newsletters, induction training, and refresher training.</p> <p>We believe we have made considerable progress in improving our workers' awareness of how to identify risks (including individuals/business sectors which may be at higher risk), how to respond, report and effectively remediate. Ongoing training and internal awareness for our business will continue to be adapted and updated, particularly to consider anticipated reforms to the Act during the next reporting period.</p>	<p>Our plan for 2025 is to expand mandatory e-learning to include:</p> <ul style="list-style-type: none"> _ tailored modules at branch level (e.g. toolbox talks for blue collar workers), _ continuing to incorporate modern slavery training in induction programs for new hires, and annual mandatory refresher sessions for all employees (including possible case studies illustrating high-risk practices and red flags), and _ encouraging awareness of new and existing remediation 'Referral Pathway Programs' as an additional remediation process which assist victims and survivors of modern slavery, such as: <ul style="list-style-type: none"> _ 1800 FREEDOM operated by the NSW Anti-Slavery Commissioner _ Additional Referral Pathway (ARP) run by the Salvation Army _ Survivor Connections, and _ Forced Marriage Specialist Support Program.
<p>Reporting & Remediation Processes</p> 	<p>REMONDIS received no reports, complaints or concerns of modern slavery practices under any of our reporting methods. While we always strive to remain vigilant, our reporting channels are available to all our workers, suppliers, contractors and customers, who are able to raise any concerns with a member of REMONDIS's Legal or People & Safety team, a REMONDIS manager, general manager, or director, or report in accordance with our Whistleblower Protection Policy and our Supplier Code of Conduct, which provides details for both internal and external reporting mechanisms. Any reported incidents will be reviewed by either BDO or relevant members of the REMONDIS leadership team to determine the appropriate actions and ensure compliance. The process will include, but is not limited to, steps to resolve or remediate the matter including undertaking further investigations, exercising contractual rights or engaging external advisors, consultants or such resources as REMONDIS considers necessary to assist in investigations or any remediation activities.</p>	<p>REMONDIS will continue promoting its reporting methods to be easily accessible to all workers, suppliers, contractors and customers so any instance of modern slavery practices can be addressed. REMONDIS continues to partner with BDO (its external reporting channel) to ensure that any anonymously reported potential practices of modern slavery are dealt with, if any.</p>

ACTIONS	ASSESSMENT OF EFFECTIVENESS	PLAN FOR 2025
<p>Contracts</p> 	<p>REMONDIS has maintained prescriptive modern slavery provisions in all standard contracts which are consistent with the contractual improvements made to our contracts in prior reporting periods. Our view is that those provisions remain effective and did not require revision or an update during this Reporting Period.</p> <p>We continue to require that suppliers adhere to our Supplier Code of Conduct and if they have their own code, at a minimum, to comply with our modern slavery provisions in supplier contracts, including the requirement to report to us any actual or suspected modern slavery breach by the supplier or in their supply chain and to work with REMONDIS to cure any breach.</p>	<p>Our supplier onboarding process ensures that any new supplier arrangements and contracts will include our standardised and prescriptive modern slavery provisions and Supplier Code of Conduct so, at a minimum, these suppliers meet our minimum expectations of conducting business with us.</p> <p>We will monitor the need for further updating in anticipation of reforms to the Act during the next reporting period, particularly in relation to supplier due diligence.</p>
<p>Policy Framework</p> 	<p>The following supplemental policies continue to operate effectively without the need for any updates:</p> <ul style="list-style-type: none"> _ Whistleblower Protection Policy – outlines the reporting processes for any unacceptable conduct, including modern slavery practices. _ REMONDIS Australia Code of Conduct & Corporate Compliance Code of Conduct – since 2016, the 5th business principle ‘Respect for human rights and fair working conditions – no compromises’, has been instilled globally across the REMONDIS Group. _ Anti-Slavery Policy – provides the policy framework for identifying, assessing, addressing, minimising and mitigating modern slavery risks. _ Supplier Code of Conduct – all REMONDIS suppliers are expected to not only comply with our Supplier Code of Conduct but also implement it in their own supply chain. We can provide guidance to suppliers on this Code when requested so that we can collaboratively strive for continual improvement in achieving our ethical procurement goals. _ Impact Report 2024 – reports on objectives and targets for 2024 across the environment, social and governance aspects of our business including SGD 5.1 and 8.7 alignment with modern slavery initiatives. 	<p>Although we determined these policies did not require updates during the Reporting Period, we will consider future revisions to ensure alignment with our Global Code of Ethics, 2024 update, which code had stemmed from our existing Corporate Compliance Code of Conduct.</p> <p>This update was driven by our global and parent entities in Germany that have been keeping up-to-speed with their compliance with the German Supply Chain Due Diligence Act, which came into effect from 1 January 2023, mandated all German companies assess and address human rights and environmental risks in their supply chains.</p>



In South East Queensland, REMONDIS Rocklea Resource Recovery Facility is the base of operations for a large commercial waste management and industrial services fleet, resource recovery infrastructure, and a sizeable local crew supporting our operations and our customers.



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

REMONDIS has branches and investments in over 30 countries and, with more than 46,000 employees, is one of the world's leading service providers for recycling, service and water. The group of companies provides services to millions of citizens and many thousands of companies. Working for the future, here in Australia and across the globe.