

REMONDIS AUSTRALIA PTY LTD // ABN 95 002 429 781

Modern Slavery Statement 2023

For the year ending 31 December 2023

remondis-australia.com.au

REMONDIS®
WORKING FOR THE FUTURE





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

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

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Björn Becker
CEO

Message from our CEO

REMONDIS Australia Pty Ltd and its related entities (REMONDIS) presents its fourth Modern Slavery Statement in accordance with the reporting requirements under the Modern Slavery Act 2018 (Cth) (the Act).

REMONDIS maintains a zero-tolerance approach to any form of modern slavery in our business and supply chains. We have continued to identify, assess, and address modern slavery risks in our operations and supply chain for the calendar year ending 2023, being the reporting period of this statement (the Reporting Period).

Our Modern Slavery Working Group has reassessed our supply chain risk profile and refreshed our modern slavery action plan to align with anticipated legislative reforms of the Act ahead of the next reporting period. We are currently investigating the use of a new and compatible platform provider to enhance our customer and supplier due diligence assessment system and reporting tools.

We all share the responsibility to be vigilant to modern slavery risks, no matter how minor, in our business and in the wider supply chain. Our teams are expected to report any complaints or concerns, using the appropriate reporting channels, and we continue to collaborate and raise modern slavery awareness across all our operations and supply chain together with relevant stakeholders.

I am pleased to advise that we have not received any reports, complaints or concerns regarding any instances of modern slavery in our business or supply chain during this Reporting Period.

We look forward to accomplishing all of our corporate, social and governance targets for 2024 as an integral part of our 'working for the future' mission at REMONDIS.

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

Björn Becker
Chief Executive Officer
REMONDIS Australia Pty Ltd

This Modern Slavery Statement was approved by the Board of REMONDIS Australia Pty Ltd on 11 June 2024, and is issued on behalf 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.

One of the world's first zero-emission waste collection trucks is now in commercial operation within REMONDIS Australia's fleet, achieved in collaboration with valued suppliers aligned with our goals.

This innovative vehicle was developed for REMONDIS by Hyzon Motors in Australia, in partnership with Superior Pak. The heavy vehicle's fuel cell electric engine relies on hydrogen funneled from specially made tanks, which combines with air to generate electricity that powers the truck, and emits only water vapour.



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
<p>1. Identify the reporting entity</p>	<p>Message from our CEO (p4) Our organisation structure, operations and supply chain (p8-9 and p12)</p>
<p>2. Describe the reporting entity's structure, operations and supply chains</p>	<p>Our organisation structure, operations and supply chain (p8-9 and p12)</p>
<p>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</p>	<p>Identified risks in our operations and supply chains (p13)</p>
<p>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</p>	<p>Actions taken, assessment of effectiveness and plans for 2024 (p14-16)</p>
<p>5. Describe how the reporting entity assesses the effectiveness of those actions</p>	<p>Actions taken, assessment of effectiveness and plans for 2024 (p14-16)</p>
<p>6. Describe how the process of consultation with any entities that the reporting entity owns or controls</p>	<p>Message from our CEO (p4)</p>
<p>7. Provide any other relevant information</p>	<p>Our organisation structure, operations and supply chains (p8-9)</p>



Safety is central to the operations and culture of REMONDIS, across all our facilities and operations, including here at REMONDIS Dandenong South Liquid Processing Plant, in Victoria.

Our organisation structure, operations and supply chains

REMONDIS Group

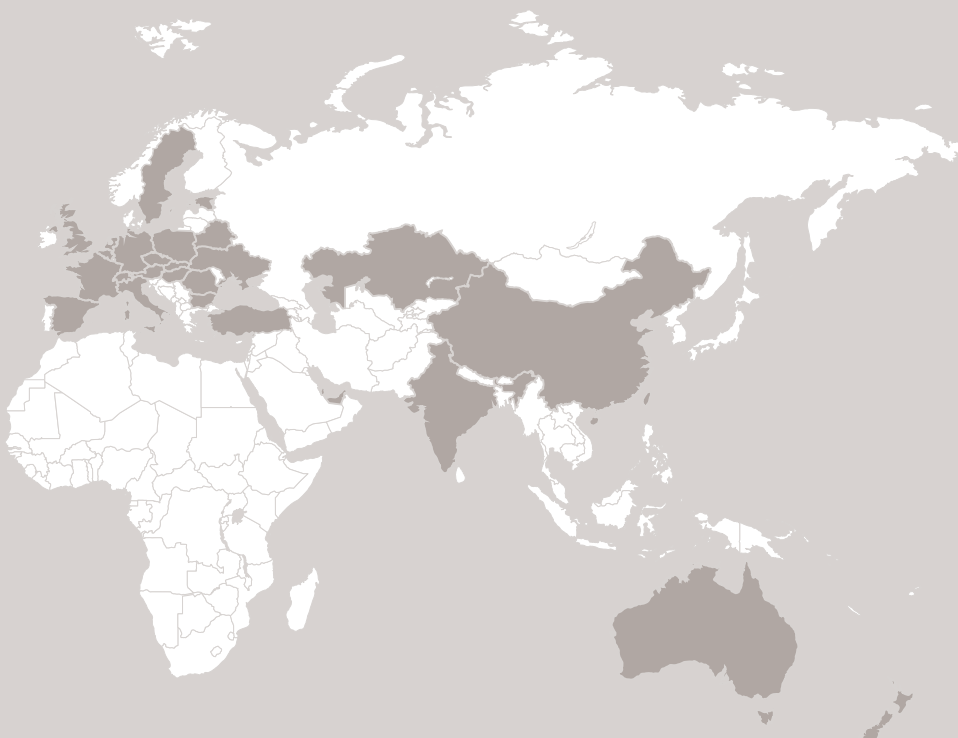
The REMONDIS entities set out in the introduction of this statement are part of the RETHMANN Group. The RETHMANN Group is a 100% family-owned German company comprising RETHMANN SE & Co. KG (RETHMANN Parent), (being a limited partnership under German law) and its subsidiaries.

The RETHMANN Group internationally operates in three broad industries: (1) water and environmental services; (2) logistical services and public transport; and (3) biotechnologies. 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.



Global



1934 established in Germany



30+ countries, 4 continents



1,100 plants and facilities



43,000 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.

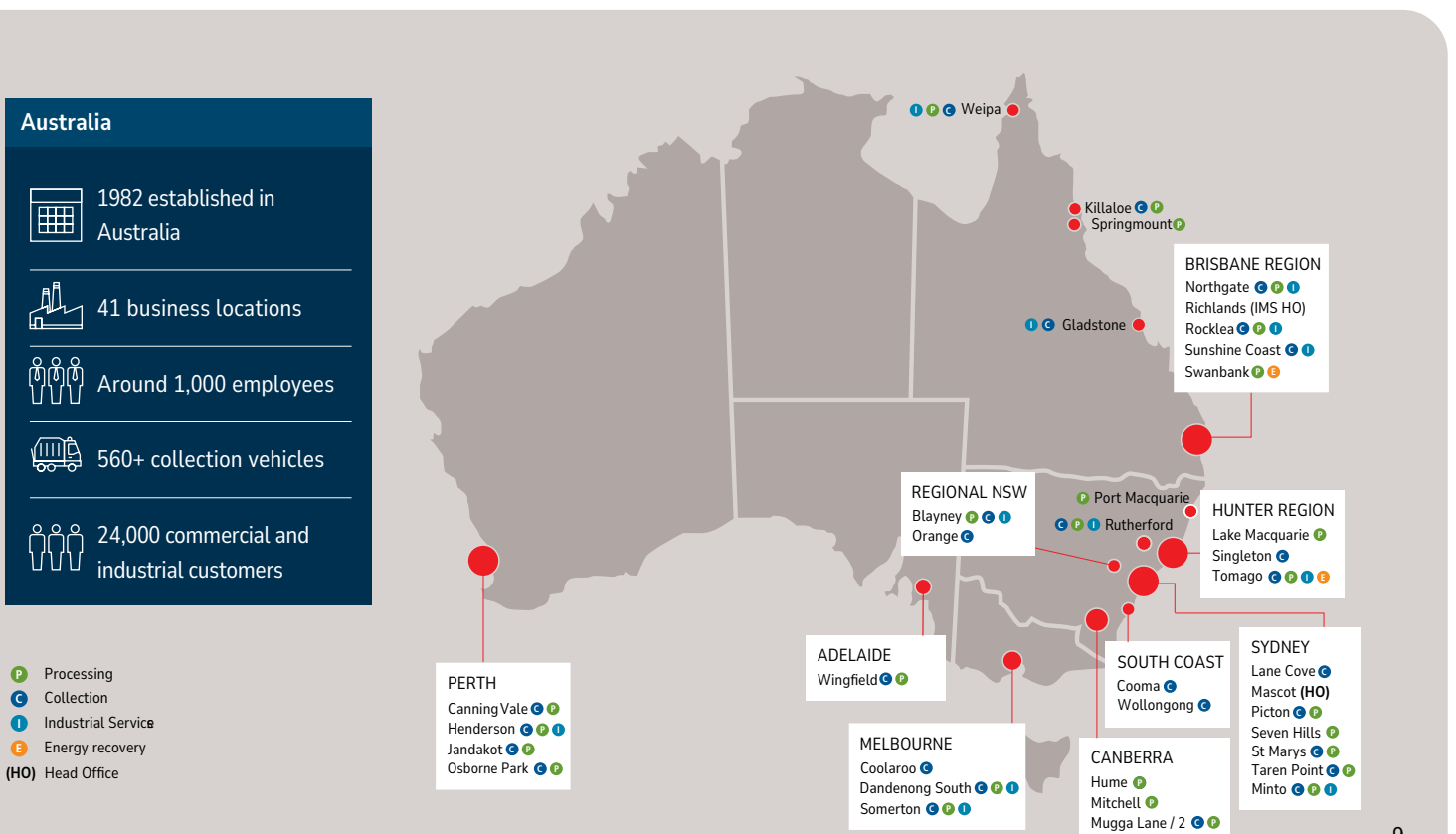
With 41 business locations across cities and regional areas of Australia, REMONDIS continues to fulfil customer needs nation-wide, passing on the benefits of operational efficiencies to both commercial and municipal customers.

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.

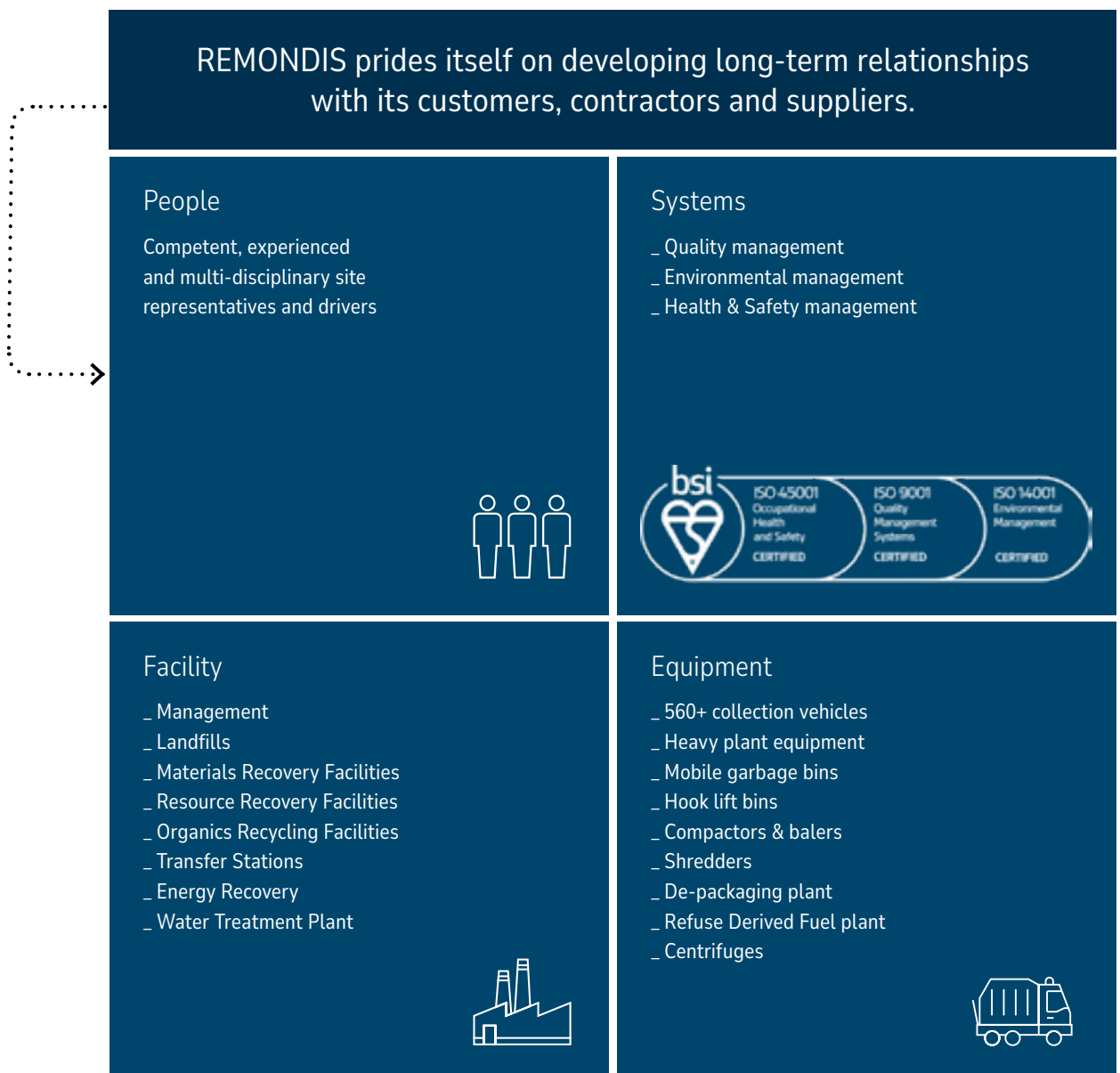
For more information on our business divisions please refer to our Corporate Profile on our website, remondis-australia.com.au.



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



Waste streams

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



Common Recyclables

- _ Co-mingled
- _ Glass
- _ Paper & cardboard
- _ Plastic containers
- _ Steel containers
- _ Aluminium containers



Clinical & Related Waste

- _ Anatomical
- _ Clinical
- _ Cytotoxic
- _ GMO
- _ Medical
- _ Pharmaceutical
- _ Sharps



Other Recyclables

- _ Paint
- _ Polystyrene
- _ Soft plastics



Secure Waste

- _ Confidential paper
- _ Product destruction



Liquid Waste

- _ Grease trap
- _ Drill mud
- _ Effluent
- _ Oily water
- _ Septic & sullage
- _ Storm water
- _ Waste oil
- _ Ship bilge wash water
- _ Sludge



Hazardous & Regulated Waste

- _ 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

- _ Biosolids
- _ Food
- _ Garden organics



General Waste

- _ Any residual material that is not technically or financially viable to recycle



Construction & Demolition Waste

- _ 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' total supplier spend during this Reporting Period grew to approximately \$500 million, yet we are pleased to advise that we did not identify any instances of modern slavery practices during the Reporting Period, nor did we receive any reports, complaints or concerns in relation to modern slavery practices in our business or our supply chain via any of our reporting channels.

Each categorised sector of our supply chain continues to be assessed and it is important to us to do business with suppliers or contractors that have similar values and ethical business practices to us. We manage our relationships with our suppliers by ensuring that they uphold our commitment 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 (eg entities in the petroleum, vehicle/equipment, construction, building and waste industry); or
- _ small to medium Australian enterprises (SME's) with whom we work closely with including subcontractors, cleaning, security, labour hire & recruitment services, insurance/accounting, IT and other professional service providers, (being Australian based sites with direct onsite activities).



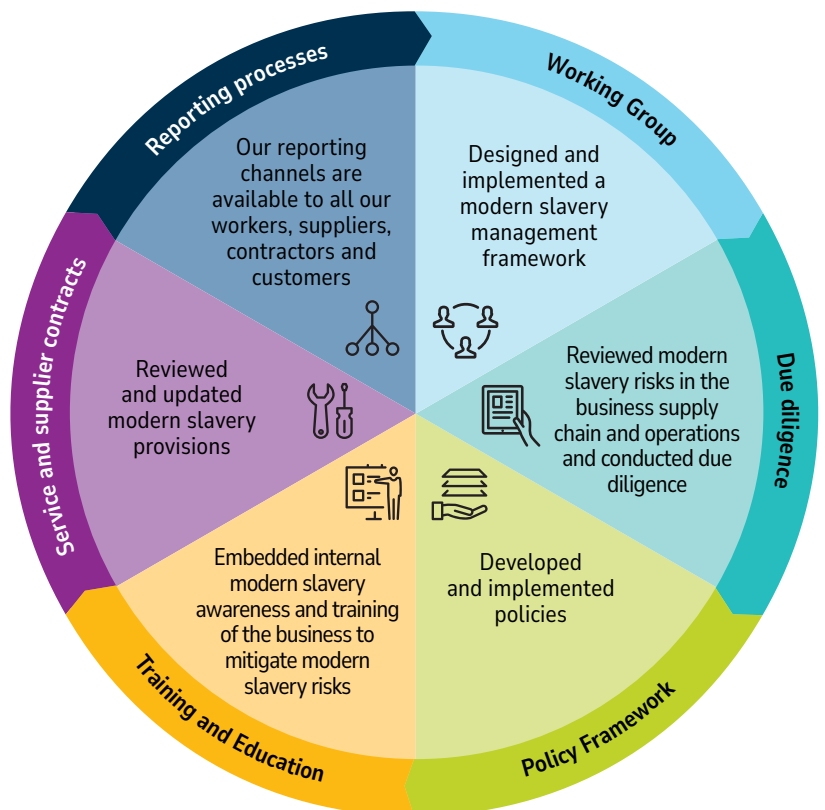
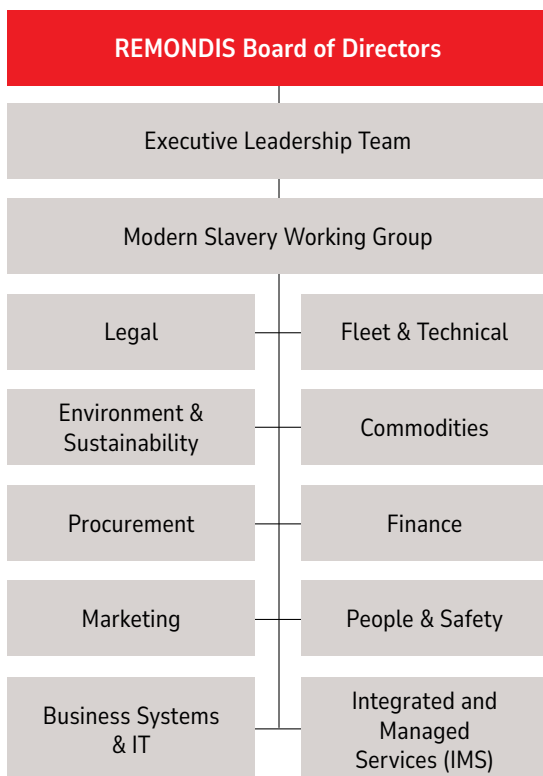
Identified risks in our operations and supply chains

For the Reporting Period we have identified our higher risk category suppliers in the areas of IT, construction services, PPE gear, vehicle/equipment procurement and small operators such as cleaning and third party recycling facilities.

The allocation of these suppliers to higher risk categories is due to potential labour rights and working condition concerns from overseas manufacturers and work sites to which we have limited visibility. Since some of these products (or their parts) are sourced and manufactured offshore, as per the REMONDIS International supply model, REMONDIS' visibility and control over the working conditions of overseas manufacturers of these products, services, equipment and materials remains limited.



We are taking steps to enhance transparency into these higher risk supply chains to better monitor and mitigate potential modern slavery risks.

During this Reporting Period, our organisational structure changed to include an Executive Leadership Team, that reports directly to the Board of Directors. Our dedicated Modern Slavery Working Group (as set out below) continues to monitor, review and work on enhancing our ability to assess the geographical risks in our extended supply chain overseas. While no instances of modern slavery were identified in this Reporting Period, we remain committed to exploring appropriate remediation processes to combat modern slavery risks. In the next reporting period we will seek to upgrade our existing due diligence systems to further strengthen our modern slavery prevention efforts.





Actions taken, assessment of effectiveness and plans for 2024

During the Reporting Period, REMONDIS assessed the effectiveness of actions taken to address modern slavery risks and plans for its 2024 reporting period as follows:

Actions	Assessment of effectiveness	Plan for 2024
<p>Working Group</p> 	<p>Our Modern Slavery Working Group continues to meet annually to monitor and explore ways to support and adhere to our modern slavery management framework. Throughout the Reporting Period, the Modern Slavery Working Group monitored media and news from our industry and other Australian businesses to identify emerging human rights risks in various geographic locations, particularly those locations where we source our products or services. This proactive approach enables REMONDIS to inform our workers and suppliers about current and emerging trends, as well as modern slavery risks, to enhance awareness and vigilance.</p>	<p>Our Modern Slavery Working Group has prepared a new modern slavery action plan for 2024, with an expanded scope to consider technology options to upgrade our supplier assessment capabilities and reporting tools. We are engaging with several efficient and affordable modern slavery reporting providers with a vision to partner with one supplier analysis platform to assist us moving our business to a more prescriptive due diligence system which may be required as minimum mandatory standard as a result of anticipated reforms to the Act. By the end of the next reporting period, we will embed a new compatible platform provider to upgrade our reporting, analysis and assessment of modern slavery risks in our supply chain to meet anticipated regulatory expectations. This proactive measure will enhance our ability to identify and mitigate potential modern slavery risks, while ensuring compliance with evolving regulatory requirements.</p>
<p>Due Diligence & Questionnaires</p> 	<p>We monitored the activities of our top suppliers based on prior due diligence checks conducted during this Reporting Period (by spend and in the relevant categories of identified risk). For any newly onboarded suppliers, REMONDIS IMS and our procurement function issued questionnaires as part of their assessment criteria. No questionnaires or checks raised concerns about any modern slavery conduct. Consistent with previous years, we dedicate our resources to reviewing and assessing targeted SME suppliers during this Reporting Period. Additionally, we continue to monitor newly released statements, policies and ethical sourcing initiatives of our larger suppliers. We also regularly benchmark our own processes and procedures against peer companies in our industry to ensure alignment with best practices and industry standards.</p>	<p>REMONDIS will be undergoing continuous improvement of our supplier due diligence analysis and monitoring processes of existing and new suppliers. We will continue collaborating with our relevant business units, procurement specialists and suppliers to assess the effectiveness of our procurement processes. Together, we will 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 will enable our suppliers to effectively share information on their ethical sourcing credentials and other ESG data. The platform will need to be fit for purpose in light of enacted modern slavery reforms.</p>

Actions	Assessment of effectiveness	Plan for 2024
<p>Websites</p> 	<p>Our public facing remondis-australia.com.au website includes links to all prior Modern Slavery Statements over the last three years and contains our corporate and social responsibility initiatives in 2023, including our Anti-Slavery Policy. By providing easy access to these resources, we demonstrate our commitment to transparency and accountability in our efforts to combat modern slavery. Stakeholders, including customers, suppliers, and the general public, can readily access our modern slavery statements and policies, enabling them to understand our approach, progress, and ongoing initiatives in this critical area.</p>	<p>While we look for better ways to be equipped to respond to modern slavery enquiries from our customers, suppliers or media on our social media platforms, we will continue to upload any relevant information on the Modern Slavery Strategy landing page of our website.</p>
<p>Training and Education</p> 	<p>REMONDIS conducted internal modern slavery awareness training for white collar workers during the mid-year of the Reporting Period. REMONDIS will continue to develop and provide training and education to management and relevant teams, including through employee newsletters, induction training, and refresher training. 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.</p>	<p>Ongoing training and internal awareness for our business will continue to be adapted and updated, particularly to take into account anticipated reforms to the Act during the next reporting period. We will also aim to expand our mandatory e-learning modules to roll out modern slavery awareness training during the next reporting period.</p>
<p>Reporting & Remediation Processes</p> 	<p>During the Reporting Period, REMONDIS did not receive any reports, complaints or concerns of modern slavery practices through our established reporting channels. While we always strive to remain vigilant, our reporting channels are available to all our workers, suppliers, contractors and customers. Stakeholders can report potential issues to a member of REMONDIS' Legal or People & Safety teams, a REMONDIS manager, or general manager, a REMONDIS director or report in accordance with our Whistleblower Protection Policy and our Supplier Code of Conduct. These policies provide details of 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 advisers, consultants or such resources as REMONDIS considers necessary, to assist in investigations or any remediation activities. Our comprehensive reporting channels and robust investigative processes demonstrate our unwavering commitment to addressing potential modern slavery risks promptly and effectively.</p>	<p>REMONDIS will continue promoting its reporting methods to ensure that they are 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 potential anonymously reported practices of modern slavery are dealt with effectively and appropriately.</p>

Actions	Assessment of effectiveness	Plan for 2024
<p>Contracts</p> 	<p>During this Reporting Period, we updated and rolled out new template C&I Subcontractor and Owner Driver Agreements to include our standard modern slavery provisions (among other compliance obligations). REMONDIS has otherwise maintained prescriptive modern slavery provisions in all standard construction contracts and works order arrangements, consistent with the contractual improvements made in prior reporting periods. Our view is that those provisions remain effective and did not require revision or an update. We continue to request suppliers to 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 all new supplier arrangements and contracts will include our standardised and prescriptive modern slavery provisions/ Supplier Code of Conduct. This ensures that these suppliers meet our minimum expectations of conducting business with us. We will continue to monitor the need for further changes in anticipation of reforms to the Act during the next reporting period, particularly concerning supplier due diligence.</p>
<p>Policy Framework</p> 	<p>While REMONDIS has not introduced any new policies during this Reporting Period, the following supplemental policies have continued to operate effectively and did not require 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. _ Sustainability Targets & Objectives 2023 – set out objectives and targets for 2023 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 that these policies did not require any updates during the Reporting Period, we will proactively consider future updates in alignment with anticipated reforms to the Act during the next reporting period. We are committed to ensuring that our policies remain current, comprehensive and compliant with evolving regulatory requirements related to modern slavery.</p>

Cleaning and maintenance of our fleet of specialised liquid management vehicles, at REMONDIS Somerton Non-Destructive Digging Plant, in Victoria.



REMONDIS has branches and investments in over 30 countries and, with more than 40,000 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. At the highest level. On behalf of the future.