



CORPORATE SOCIAL RESPONSIBILITY REPORT 2019

GRI STANDARDS NAVIGATOR DOCUMENT

Renewi PLC

We produce our annual CSR Report to the standards set by GRI (the Global Reporting Initiative). This **NAVIGATOR** document shows how we are in accordance with the 2016 GRI standards. It also includes references to other Renewi CSR and other documents where the requirements of GRI STANDARDS may be found if not in our formal CSR Report: for example, where an item of information may be found in our annual Financial Report, one of our supporting CSR documents or similar.



Renewi CSR Report 2019 – GRI STANDARDS navigator overview

This document lists Renewi’s accordance with the 2016 GRI STANDARDS: Core Option, including the relevant performance indicators which are selected based on

The GRI Standards incorporate the key concepts and disclosures from the former G4 Guidelines and G4 Implementation Manual, but with a new structure and format. The Standards are issued by the Global Sustainability Standards Board (GSSB), GRI’s independent standard-setting body.

The set of GRI Standards includes 3 universal standards, applicable to all organizations, and 33 topic-specific Standards, organized into Economic, Environmental and Social series. Organizations select and use only the relevant topic-specific Standards, based on their material topics. For more information, please refer to www.globalreporting.org

If you have any queries on this document or other aspect of Renewi its CSR performance please contact: info@renewi.com or, use the contacts page at the rear of Renewi CSR Report

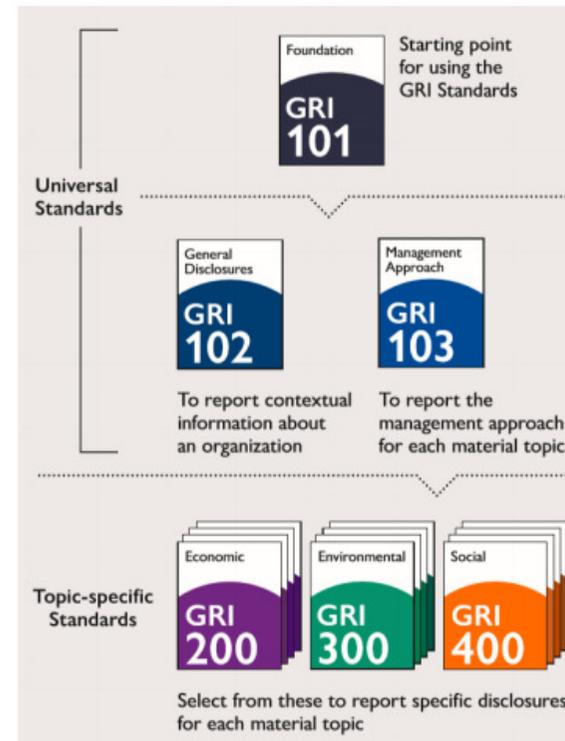
Or, by post or telephone to: Renewi plc, Dunedin House, Auckland Park, Mount Farm, Milton Keynes, Buckinghamshire, MK1 1BU, UK. Tel: +44 (0)1908 650650.

Note – Renewi’s CSR reporting is peer-reviewed internally by the Group CSR Committee. No external verification has been sought as a result of the specific aspects of waste management activities.

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1. General structure GRI STANDARDS





2. Documents referred to and how to find them

The main sources of information referred to in this document are:

- ✓ Renewi CSR Report
- ✓ Renewi CSR full data document
- ✓ Renewi CSR indicators document
- ✓ Renewi Annual Financial Report
- ✓ Renewi CSR and similar policies
- ✓ Renewi Our Responsibilities web-site pages

Right is an explanation of how to find these documents.

All of the documents referred to in the navigator tables below can be found on the Renewi plc website. It is suggested that you start with the 'about us' pages to familiarise yourself with what Renewi is and what we do:

<https://www.renewi.com/en/about-renewi>

The main documents referred to in this navigator are Renewi's CSR reports and policies. We produce three main CSR reporting documents:

- *Formal CSR Report* – an overview of performance, including case studies, CEO statement and other information
- *CSR Full Data Document* – in-depth CSR data, including data split by our operating divisions
- *CSR Indicators Document* – scope of reporting and how we calculate our CSR data

All of the above documents are available at the 'our responsibilities' page of the Renewi plc website:

<https://www.renewi.com/en/investors/our-responsibilities>

To access reports click the 'CSR reports' button, for policies the 'CRS policies' button etc. You will be taken to specific pages where documents can be downloaded as PDF files or the file directly starts downloading. In addition, our annual financial reports are referred to. These are available at the investor centre 'Reports and presentations' section of our website:

<https://www.renewi.com/en/investors/investors/reports-and-presentations>

Renewi keeps record of their reports from their founding year 2017 onwards, available as downloads on our web-site. Readers may want to look-at our previous reports, as well as our current reports. From year-to-year report design changes. For this reason page numbers for specific parts of reports are given in the navigator tables below. In addition to CSR reports, our website also includes specific pages on objectives, case studies and other similar information.



3. Renewi CSR Report 2019 – GRI Content index

GRI 102: GENERAL DISCLOSURES 2016

1. Organizational profile

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
102-1	Name of the organization	✓ Given throughout all reports (Renewi plc)	Front cover	
102-2	Activities, brands, products, and services	✓ For a general overview: 'Our approach' section in the CSR Report ✓ For an extended overview: 'Operating Review' section in the Annual Report	7-9 35-59	
102-3	Location of headquarters	✓ See 'Principal offices' section in the CSR Report	45	
102-4	Location of operations	✓ See 'Renewi at a Glance' page in the CSR Report	5	
102-5	Ownership and legal form	✓ Renewi is a PLC and listed on the London stock exchange. See 'Notes on the financial statements' section in the Annual Report	127	
102-6	Markets served	✓ For an extended overview: 'Operating Review' section in the Annual Report	35-59	
102-7	Scale of the organization	✓ For an overview of employees and operations: 'Renewi at a Glance' section in the CSR Report ✓ For an overview of financial scale: 'CFO's Review' in the Annual Report	5 25-34	
102-8	Information on employees and other workers	✓ For an overview of employees by region: 'Renewi at a glance' section in the CSR Report ✓ For an overview of employees numbers: 'Appendix' section in the CSR Report ✓ For an extended overview see the Full Data Document	5 41	
102-9	Supply chain	✓ For an overview of our supply chain see the Annual Report section 'Our business model'	4	
102-10	Significant changes to the organization and its supply chain	✓ See 'CEO's review' section in the Annual Report	13-20	
102-11	Precautionary Principle or approach	✓ The way we work and our core activities address the precautionary principle. For an explanation see the 'Planet' section in our CSR Report	21	
102-12	External initiatives	✓ Renewi subscribes the ten principles of the UN Global Compact. See the cross-reference table in the CSR Report	44	



102-13	Membership of associations	✓ A list is provided in our CSR Indicators document , appendix 6	28
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2. Strategy

102-14	Statement from senior decision-maker	<ul style="list-style-type: none"> ✓ See 'CEO's Statement' section in the CSR Report ✓ See 'CEO's review' section in the Annual Report 	10-11 13-20
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102-16	Values, principles, standards, and norms of behavior	<ul style="list-style-type: none"> ✓ See 'Our approach' section in the CSR Report ✓ See 'Partnership' section in the CSR Report ✓ See 'Strategic Report People' section in the Annual Report 	9 31-32 63
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102-18	Governance structure	✓ See 'Corporate Governance Report' section in the Annual Report	81-83
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102-40	List of stakeholder groups	<ul style="list-style-type: none"> ✓ See 'Stakeholders and objectives' section in the CSR Report ✓ See 'Strategic Report Our Stakeholders' section in the Annual Report 	15-19 10-11
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102-41	Collective bargaining agreements	✓ 100% of our employees are covered by collective bargaining agreements as part of the law in the countries we operate. See 'People' section in the CSR Report.	27
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102-42	Identifying and selecting stakeholders	<ul style="list-style-type: none"> ✓ See 'Stakeholders and objectives' section in the CSR Report ✓ See 'Strategic Report Our Stakeholders' section in the Annual Report 	15-19 10-11
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102-43	Approach to stakeholder engagement	<ul style="list-style-type: none"> ✓ See 'Stakeholders and objectives' section in the CSR Report ✓ See 'Strategic Report Our Stakeholders' section in the Annual Report 	15-19 10-11
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102-44	Key topics and concerns raised	<ul style="list-style-type: none"> ✓ See 'Stakeholders and objectives' section in the CSR Report ✓ See 'Strategic Report Risk and Uncertainties' section in the Annual Report 	15-19 72-76
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6. Reporting practice

102-45	Entities included in the consolidated financial statements	✓ See 'Financial statements' in the Annual Report	185-189
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102-46	Defining report content and topic Boundaries	<ul style="list-style-type: none"> ✓ See 'Stakeholders and objectives' section in the CSR Report ✓ See 'Appendix' section in the CSR Report 	15-19 36
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102-47	List of material topics	<ul style="list-style-type: none"> ✓ See 'Stakeholders and objectives' section in the CSR Report ✓ See 'Appendix' section in the CSR Report 	15-19 36
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102-48	Restatements of information	✓	See 'General reporting guidelines and boundaries' section in the CSR Indicators document 2019	2	
102-49	Changes in reporting	✓	See 'General reporting guidelines and boundaries' section in the CSR Indicators document 2019	2	
102-50	Reporting period	✓	See 'General reporting guidelines and boundaries' section in the CSR Indicators document 2019	2	
102-51	Date of most recent report	✓	See 'General reporting guidelines and boundaries' section in the CSR Indicators document 2019	2	
102-52	Reporting cycle	✓	See 'General reporting guidelines and boundaries' section in the CSR Indicators document 2019	2	
102-53	Contact point for questions regarding the report	✓ ✓	See 'Find out more' section in the CSR Report See this document	45 2	
102-54	Claims of reporting in accordance with the GRI Standards	✓	See 'Stakeholders and objectives' section in the CSR Report	17	
102-55	GRI content index	✓	See this document	4-15	
102-56	External assurance	✓	See this document	2	



Material topics – Renewi Key themes table

GRI Standard	Material GRI Topic	Renewi key theme (page 18 CSR Report)
201	Economic performance 2016	✓ Financial performance
205	Anti-corruption 2016	✓ Integrity and ethical trading
301	Materials 2016	✓ Environment and sustainability
306	Effluents and waste 2016	
302	Energy 2016	✓ Environment and sustainability
305	Emissions 2016	
306	<i>Effluents and waste 2016</i>	✓ Environment and sustainability
307	Environmental compliance 2016	
401	Employment 2016	✓ Sustainable employer
403	Occupational health and safety 2016	
405	Diversity and equal opportunity 2016	
406	Non-discrimination 2016	
412	Human rights assessment 2016	
413	Local communities 2016	✓ Society and community
417	Marketing and labeling 2016	✓ Customers and consumers
418	Customer privacy	

GRI 201: Economic Performance 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	✓ See the 'CFO's review' section in the Annual Report	25-34	
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> ✓ For an overview see the Financial Highlights page in the Annual Report ✓ For the total overview see the 'Financial Statements' in the Annual Report 	2 121-206	
201-2	Financial implications and other risks and opportunities due to climate change	✓ See the 'CEO's review – Our competitive environment' section in the Annual Report	16-17	

GRI 205: Anti-corruption 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	<ul style="list-style-type: none"> ✓ See the 'People' section in the Annual Report ✓ See the 'Partnership' section in the CSR Report 	63 32	
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> ✓ See the 'People' section in the Annual Report ✓ See the 'Partnership' section in the CSR Report ✓ See the 'Appendix' section in the CSR Report 	63 32 43	
205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> ✓ See the 'Partnership' section in the CSR Report ✓ See the 'Appendix' section in the CSR Report 	32 43	

GRI 301: Materials 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	<ul style="list-style-type: none"> ✓ See the 'Strategic Report' section in the Annual Report ✓ See the 'Our approach' section in the CSR Report ✓ See the 'Planet' section in the CSR Report 	4 7-9 21	
301-1	Materials used by weight or volume	<ul style="list-style-type: none"> ✓ See the 'Planet' section in the CSR Report ✓ See the 'Appendix' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	21 37 5-6	

GRI 302: Energy 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	<ul style="list-style-type: none"> ✓ See the 'Planet' section in the CSR Report ✓ See for our approach with regards to fleet energy efficiency the 'Case Study Route Optimisation' in the CSR Report 	22 24	
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> ✓ See for an overview of the energy consumption the 'Appendix' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	37 13	
302-3	Energy intensity	<ul style="list-style-type: none"> ✓ See for our energy intensity ratio's the 'Planet' section in the CSR Report 	22	
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> ✓ See for our energy reduction objectives the 'Planet' section in the CSR Report 	22-24	

GRI 305: Emissions 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	✓ See the 'Planet' section in the CSR Report	21-22	
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> ✓ See the 'Appendix' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	38 7-12	
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> ✓ See the 'Appendix' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	38 7-12	
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> ✓ See Carbon Avoidance figures in the 'Appendix' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	38 7-12	
305-4	GHG emissions intensity	<ul style="list-style-type: none"> ✓ See the 'Planet' section in the CSR Report ✓ See the 'Appendix' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	21-22 38 7-12	

GRI 306: Effluents and waste 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	<ul style="list-style-type: none"> ✓ See the 'Strategic Report' section in the Annual Report ✓ See the 'Our approach' section in the CSR Report ✓ See the 'Planet' section in the CSR Report 	4 7-9 21	
306-2	Waste by type and disposal method	<ul style="list-style-type: none"> ✓ See the 'Planet' section in the CSR Report ✓ See the 'Appendix' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	21 37 5-6	
306-3	Significant spills	<ul style="list-style-type: none"> ✓ See for the number of significant spills the 'Appendix' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	37 13	



GRI 307: Environmental compliance 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	✓ See for our approach with regards to our environmental compliance risks the 'Strategic Report Risks and uncertainties' section in the Annual Report	72-76	
		✓ See the 'Partnership' section in the CSR Report	31-32	
307-1	Non-compliance with environmental laws and regulations	✓ See the 'Appendix' section in the CSR Report	43	
		✓ For an extended overview, see the CSR Full data document	21	

GRI 401: Employment 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	<ul style="list-style-type: none"> ✓ See the 'People' section in the CSR Report ✓ See the 'People' section in the Annual Report 	27 60-63	
401-1	New employees hire and employee turnover	<ul style="list-style-type: none"> ✓ See the 'Appendix' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	38 17-18	

GRI 403: Occupational health and safety 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	<ul style="list-style-type: none"> ✓ See the 'People' section in the CSR Report ✓ See the Case Study 'UK Safety Champions' in the CSR Report ✓ See the 'CSR' section in the Annual Report 	26 28 64-65	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, an number of work related fatalities	<ul style="list-style-type: none"> ✓ See the 'People' section in the CSR Report ✓ See the 'Appendix' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	26 41 15-16	

GRI 405: Diversity and equal opportunity 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	<ul style="list-style-type: none"> ✓ See the 'People' section in the CSR Report ✓ See the 'People' section in the Annual Report 	27 60-63	
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> ✓ See the 'Appendix' section in the CSR Report 	41	
405-2	Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"> ✓ See the 'People' section in the CSR Report 	63	

GRI 406: Non-discrimination 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	<ul style="list-style-type: none"> ✓ See the 'Partnership' section in the CSR Report ✓ See the 'People' section in the Annual Report 	32 63	
406-1	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> ✓ See the 'Appendix' section in the CSR Report 	43	

GRI 412: Human rights assessment 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	<ul style="list-style-type: none"> ✓ See the 'Partnership' section in the CSR Report ✓ See the 'People' section in the Annual Report 	32 63	
412-1	Operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> ✓ See the 'Partnership' section in the CSR Report ✓ See the 'Appendix' section in the CSR Report 	32 43	

GRI 413: Local communities 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	✓ See the 'Partnership' section in the CSR Report	31	
		✓ See the Case Study 'Odour reduction' in the CSR Report	34	
413-1	Operations with local community engagement, impact assessments, and development programs	✓ See the 'Partnership' section in the CSR Report	31	
		✓ See the 'Appendix' section in the CSR Report	42	
		✓ For an extended overview, see the CSR Full data document	20	

GRI 417: Marketing and labeling 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	✓ See for our approach towards customers the 'Strategic Report Operating Review' in the Annual Report	35-59	
417-2	Incidents of non-compliance concerning product and service information and labeling	✓ No significant incidents took place during the reporting period		Not applicable

GRI 418: Customer privacy 2016

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	✓ See for our approach with regards to our ICT risks and GDPR the 'Risks and uncertainties' section in the Annual Report	68-77	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	✓ No breaches have taken place and our GDPR compliance was completed in time. See the 'Risks and uncertainties' section in the Annual Report	68-77	

Appendix 1. Audiences and stakeholder engagement and materiality

Audiences for Renewi CSR Reports

Many groups of our stakeholders may be interested in Renewi CSR Report. However, from work conducted by Renewi Group CSR Committee, we consider the main stakeholder groups the report is aimed at to be

Our CSR reporting complies with Global Reporting Initiative (GRI) guidelines. Part of this is assessing our stakeholder materiality. We have a responsibility to ensure our CSR reporting is relevant to stakeholders, from local communities to employees, customers and shareholders.

Presented on the next page is a summary of our stakeholder materiality matrix. For an extended overview please see the appendix of the 2019 CSR Report. The stakeholder issues identified in red are those which are of highest concern and are where we have set ourselves key CSR objectives (see also objectives section of our CSR Report). From the materiality matrix we derived a heat map to show the most important themes.

Main stakeholder audience groups

Employees, Renewi Board, shareholders and other financial stakeholders, contractors and suppliers/off-takers of wastes and existing and potential customers and clients, regulators and non-governmental organisations, communities and businesses near to Renewi sites and operations and educational establishments, internal and external auditors, researchers, ratings agencies and corporate responsibility organisations, politicians and civil servants (national and local). See figure below for an overview:

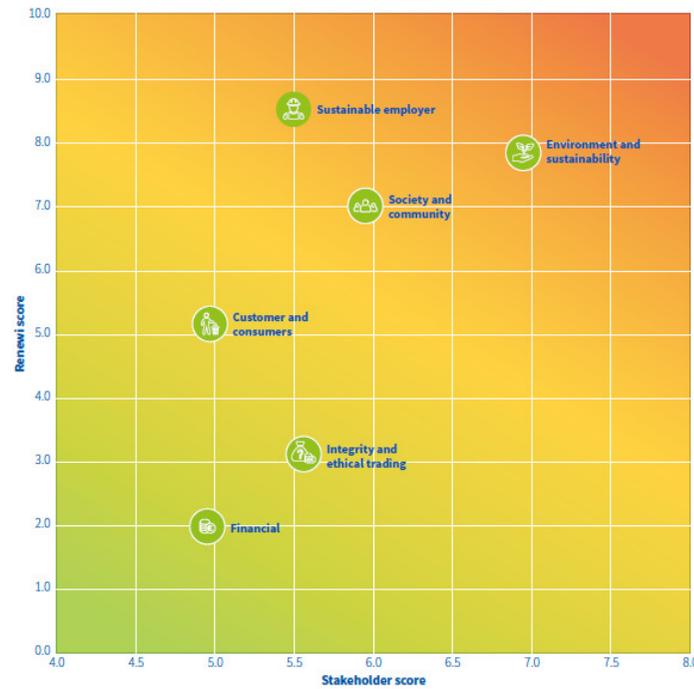




See the next page for this map.

Stakeholder materiality matrix and heat map

Summary CSR subject area	Financial	Sustainable employer	Integrity and ethical trading	Environment and sustainability	Society and community	Customer and consumers	Summary and example main engagement routes
Internal stakeholders	6	12	13	14	8	6	Employee engagement surveys, consultation meetings, whistleblowing line, internal communications, newsletters, announcements, reports, briefings and Board meetings
Customers and clients	7	14	28	30	14	20	Customer feedback surveys, direct face-to-face contact, emails, letters and websites
Financial bodies and investors	10	14	26	26	11	11	Annual report, shareholder briefings, face-to-face meetings, ESG surveys, AGM, websites, audits at half-year and full year with ad hoc communication between, CSR Report, direct contact and completion of assessments
Government and national structures	10	35	43	60	38	25	Lobbying activity, face-to-face contact, email, letters, site visits and membership of bodies including regulators
Community and society	4	8	15	26	18	12	Liaison committees, site visits, leaflets, meetings, websites and other communications
Overall score for stakeholders	37	83	125	156	89	74	
Overall score factored to score out of ten	4.9	5.5	5.6	6.9	5.9	4.9	
Renewi score out of ten (based on Renewi CSR materiality matrix)	2.0	8.5	3.2	7.8	7.0	5.3	
Reference icon given in heat diagram on page 18							



KEY THEMES

Sustainable Employer

Health and safety; employee rights; cultural needs; working conditions and wellbeing; employee relations and engagement; (non-discriminating) diversity and equality; training and development

Environment and Sustainability

Potential emissions to air, land and water, including spills; recycling and recovery; potential pollution from activities; impact of environmental regulations and compliance; energy consumption, carbon emissions and prevention; raw material use

Society and community

Positive contribution to society from recycling and recovery activities and knowledge sharing and education, potential negative impacts on local communities close to operations

Customer and consumers

Continuity of service to clients and customers for their waste (waste does not stop being produced); privacy of clients and customers

Integrity and ethical trading

Prevention of fraud, bribery and similar; financial governance; good control environment; integrity management; fair practices in business

Financial

The financial sustainability of the company