



Renewi sustainability targets, as published in the FY21 Sustainability Review

OBJECTIVE	METRIC	FY20	FY21	FY25 TARGET
Turn our customers' waste into new products	Recycling rate (% of total waste handled)	64.7%	65.8%	75.0% (+10% point)
	Carbon avoidance (kg CO ₂ per tonne waste handled)	257	261	275 (+15%)
	Innovative secondary materials produced (tonnes)	-200,000	353,500	1M

OBJECTIVE	METRIC	FY20	FY21	FY25 TARGET
Be a leader in clean and green waste collection	Carbon intensity of collection (kg CO ₂ per tonne waste collected)	10.04	9.84	<9.00 (-10%)
	Share of clean-emission trucks (% Euro 6 trucks of total fleet)	48.5%	60.9%	100%
	Zero-emission trucks (number)	0	2	65
Reduce the carbon impact of our operations	Carbon intensity of our sites (kg CO ₂ per tonne waste handled)	10.47	11.10	<9.42 (-10%)
	Share of renewable energy used on site (% renewable electricity out of total electricity use)	-15%	15.8%	25% (+10% points)
	Hybrid or electric lease cars (% (PH)EV vehicles out of total fleet)	12.5%	23.7	40.0% (+27.5% points)

OBJECTIVE	METRIC	FY20	FY21	FY25 TARGET
Deliver people home safe and well every day	>3-day accident rate (number >3-day accidents/FTE x 100,000)	1,504	1,495	600 (-60%)
	Safety training (% employees trained annually)	N/A	-25%	100%
	Employee mood (‘mood’ score in Pulse)	7.2	7.3	7.5 (+5%)
	Healthy at work rate (% healthy employees)	94.8%	95.1%	96.0%
Make Renewi a rewarding, diverse and inclusive working environment	Employee engagement (eNPS score in pulse survey)	+14	+21	+30 (doubled)
	Employee development (avg. annual # training hours)	-10	-10	16 (+60%)
	Females in higher management (% of all employees)	20%*	21%	30% (+7% point)

*Restatement of last year's numbers based on a different calculation methodology.