



CORPORATE SOCIAL RESPONSIBILITY

GRI STANDARDS NAVIGATOR DOCUMENT

Waste No More

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.



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Renewi CSR Report 2018 – 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 it’s CSR performance please contact: info@renewi.com or, use the contacts page at the rear of Renewi CSR Report

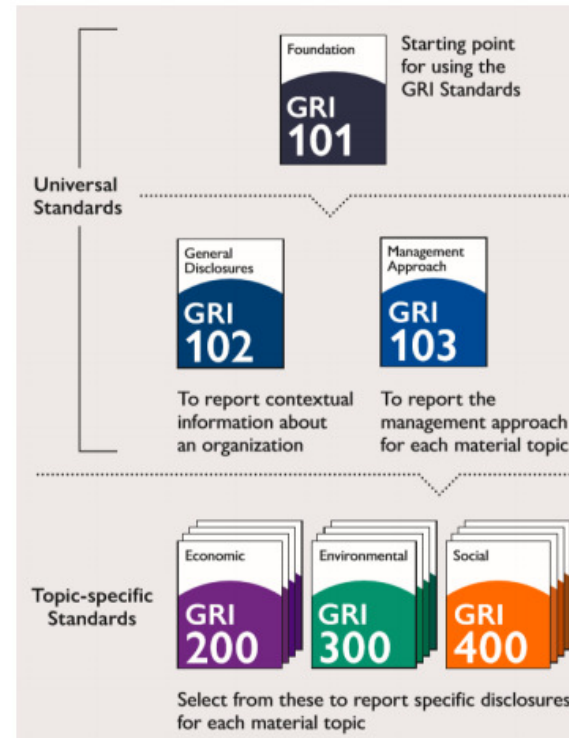
Or, by post or telephone to: Renewi plc, Dunedin House, Auckland Park, Mount Farm, Milton Keynes, Buckinghamshire, MK1 1BU, UK. Tel: +44 (0)1908 650650.

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:

<http://www.renewiplc.com/en/about-renewi/who-we-are>

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:

<http://www.renewiplc.com/en/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. In addition, our annual financial reports are referred to. These are available at the investor centre section of our web-site:

<http://www.renewiplc.com/en/investors>

As for CSR reports, select the 'Reports and presentations' tab.

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 not given in the navigator tables below. Rather the main report to look at and the section is noted. In addition to CSR reports, our website also includes specific pages on objectives, case studies and other similar information.

3. Renewi CSR Report 2018 – 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: 'About Renewi' section in the CSR Report ✓ For an extended overview: 'Operating Review' section in the Annual Report	6-11 34-59	
102-3	Location of headquarters	✓ See 'Main offices' section in the CSR Report	50	
102-4	Location of operations	✓ See 'Renewi at a Glance' page in the CSR Report	8	
102-5	Ownership and legal form	✓ Renewi is a PLC and listed on the London stock exchange. See 'About Renewi' section in the CSR Report	10	
102-6	Markets served	✓ For an extended overview: 'Operating Review' section in the Annual Report	34-59	
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	8 26-30	
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 breakdown: 'People' section in the CSR Report ✓ For an extended overview see the Full Data Document	8 38	
102-9	Supply chain	✓ For an overview of our supply chain see the Annual Report section on the 'Circular Economy'	20-24	
102-10	Significant changes to the organization and its supply chain	✓ See 'CEO's review' section in the Annual Report	8-15	
102-11	Precautionary Principle or approach	✓ The way we work and our core activities address the precautionary principle. For an explanation see the 'About Renewi' section in our CSR Report	7, 9-10	
102-12	External initiatives	✓ Renewi doesn't subscribe any principles, charters or initiatives yet (not taking into regard certifications like ISO)		NA



102-13	Membership of associations	✓ A list is provided in our CSR Indicators document , appendix 6	26
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2. Strategy

102-14	Statement from senior decision-maker	✓ See 'CEO's Statement' section in the CSR Report ✓ See 'CEO's review' section in the Annual Report	4-5 8-15
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102-16	Values, principles, standards, and norms of behavior	✓ See 'About Renewi' section in the CSR Report ✓ See 'Overview' section in the Annual Report	7 5
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102-18	Governance structure	✓ See 'Governance' section in the Annual Report	80-120
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102-40	List of stakeholder groups	✓ See 'Partnership' section in the CSR Report	41-42
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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 this document	5
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102-42	Identifying and selecting stakeholders	✓ See 'Our approach' section in the CSR Report	15-16
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102-43	Approach to stakeholder engagement	✓ See 'Our approach' section in the CSR Report	15-16
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102-44	Key topics and concerns raised	✓ See 'Circular Economy' section in the Annual Report	20-24
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6. Reporting practice

102-45	Entities included in the consolidated financial statements	✓ See 'Financial statements' in the Annual Report	174-179
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102-46	Defining report content and topic Boundaries	✓ See the 'Our approach' section in the CSR Report	13-18
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102-47	List of material topics	✓ See 'Our approach' section in the CSR Report	16
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102-48	Restatements of information	✓ See 'Our approach' section in the CSR Report	15, 17
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102-49	Changes in reporting	✓ See 'Our approach' section in the CSR Report	15, 17
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102-50	Reporting period	✓ See 'About this report' section in the CSR Report	2	
102-51	Date of most recent report	✓ See 'About this report' section in the CSR Report	2	
102-52	Reporting cycle	✓ See 'About this report' section in the CSR Report	2	
102-53	Contact point for questions regarding the report	✓ See 'Find out more' section in the CSR Report	49	
102-54	Claims of reporting in accordance with the GRI Standards	✓ See 'About this report' section in the CSR Report	2	
102-55	GRI content index	✓ See this document and 'About this report' section in the CSR Report	2	
102-56	External assurance	✓ See this document	2	



Material topics – Renewi Key themes table

GRI Standard	Material GRI Topic	Renewi key theme (page 16 CSR Report)
201	Economic performance 2016	✓ Financial performance
205	Anti-corruption 2016	✓ Anti-corruption
301	Materials 2016	✓ Waste no more
306	Effluents and waste 2016	
302	Energy 2016	✓ Energy, resource sustainability and carbon
305	Emissions 2016	
306	<i>Effluents and waste 2016</i>	
307	Environmental compliance 2016	✓ Environmental regulation, emissions and spills
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	✓ Overseas human rights and impacts
413	Local communities 2016	✓ Society and community
417	Marketing and labeling 2016	✓ Product liability ✓ Service continuity
418	Customer privacy	✓ Data protection

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	26-31	
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 	3 121-196	
201-2	Financial implications and other risks and opportunities due to climate change	✓ For our companies relation to climate change see the 'Circular Economy' section in the Annual Report	20-25	

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 'Governance' section in the Annual Report ✓ See the 'Partnership' section in the CSR Report 	86-89 42	
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> ✓ See the 'Governance' section in the Annual Report ✓ See the 'Governance, compliance and external accreditation' section in the CSR Report 	89 47	
205-2	Communication and training about anti-corruption policies and procedures	✓ See the 'Governance, compliance and external accreditation' section in the CSR Report	42, 47	



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 'Circular Economy' section in the Annual Report ✓ See the 'About Renewi' section in the CSR Report 	20-25 6-11	
301-1	Materials used by weight or volume	<ul style="list-style-type: none"> ✓ See the 'Recycling and recovery performance' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	20 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 for our approach with regards to green energy the 'Case Study Solar Panels' in the CSR Report ✓ See for our approach with regards to fleet energy efficiency the 'Case Study Route Optimisation' in the CSR Report ✓ See 'Our Objectives' in the 'Planet' section in the CSR Report 	21 24 28	
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> ✓ See for an overview of the energy consumption the 'Planet' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	25 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 	26, 28	
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 	28	

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 'Our Carbon Performance' section in the CSR Report	22	
		✓ See 'Our Objectives' in the 'Planet' section in the CSR Report	28	
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> ✓ See the 'Our Carbon Performance' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	22 7-12	
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> ✓ See the 'Our Carbon Performance' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	22 7-12	
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> ✓ See the 'Our Carbon Performance' section in the CSR Report 	22	
305-4	GHG emissions intensity	<ul style="list-style-type: none"> ✓ See the 'Our Carbon Performance' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	22 7-12	
305-7	Nitrogen oxidised (NOx), sulfur oxides (Sox), and other significant air emissions	<ul style="list-style-type: none"> ✓ See the 'E-PRTR' section of the CSR Full data document 	14-16	

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	✓ See the 'Circular Economy' section in the Annual Report	20-25	
		✓ See the 'About Renewi' section in the CSR Report	6-11	
		✓ See 'Our Objectives' in the 'Planet' section in the CSR Report	28	
306-2	Waste by type and disposal method	<ul style="list-style-type: none"> ✓ See the 'Recycling and recovery performance' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	20 5-6	
306-3	Significant spills	✓ See for an overview of the significant spills the 'Planet' section in the CSR Report	25	
		✓ For an extended overview, see the CSR Full data document	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 'Risks and uncertainties' section in the Annual Report	70-79	
		✓ See for our approach with regards to our environmental compliance policy the 'Governance' section in the Annual Report	82	
		✓ See the 'Partnership' section in the CSR Report	42	
307-1	Non-compliance with environmental laws and regulations	✓ See the 'Governance, compliance and external accreditation' section in the CSR Report	47	
		✓ For an extended overview, see the CSR Full data document	23	



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	✓ See for our approach to hiring new employees the 'Case Study Employment' in the CSR Report	37	
		✓ See the 'People' section in the Annual Report	60-65	
401-1	New employees hire and employee turnover	<ul style="list-style-type: none"> ✓ See the 'People Performance' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	38 20	

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	✓ See for our approach towards safety leadership the 'Case Study Safety Leadership Scheme' in the CSR Report	34	
		✓ See the 'People' section in the CSR Report	33	
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 'Health and Safety Performance' section in the CSR Report ✓ See the 'People Objectives' section in the CSR Report ✓ For an extended overview, see the CSR Full data document 	35 39 18-19	

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	✓ See for our approach to equal opportunity the 'Case Study Employment' in the CSR Report	37	
		✓ See the 'A diverse workforce' section in the CSR Report	36	
		✓ See the 'People' section in the Annual Report	60-65	
405-1	Diversity of governance bodies and employees	✓ See the 'People Performance' section in the CSR Report	33	
405-2	Ratio of basic salary and remuneration of women to men	✓ See the 'A diverse workforce' section in the CSR Report	36	

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	✓ See the 'People' section in the Annual Report	64	
		✓ See the 'Partnership' section in the CSR Report	42	
406-1	Incidents of discrimination and corrective actions taken	✓ See the 'Partnership' section in the CSR Report	47	

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	✓ See the 'People' section in the Annual Report	64	
		✓ See the 'A diverse workforce' section in the CSR Report	36	
412-1	Operations that have been subject to human rights reviews or impact assessments	✓ See the 'People' section in the Annual Report ✓ See the 'A diverse workforce' section in the CSR Report	64 36	



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 for our approach to local communities the 'Case Study Community Engagement' in the CSR Report	44	
		✓ See the 'Partnership' section in the CSR Report	41	
413-1	Operations with local community engagement, impact assessments, and development programs	✓ See the 'Case Study Community Engagement' in the CSR Report	44	
		✓ See the 'Case Study Products in Society' in the CSR Report	43	
		✓ See the 'Partnership' section in the CSR Report	45-46	

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 'Our values' section in the Annual Report	5	
		✓ See for our approach towards service quality the 'Partnership' section in the CSR Report	42	
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	78	
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	78	



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

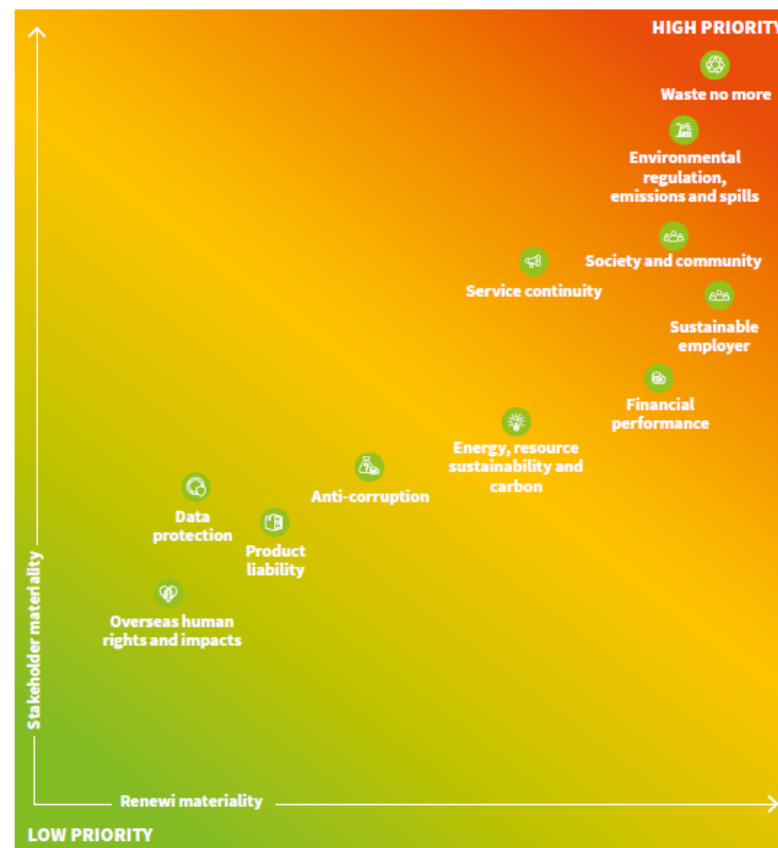
Our CSR reporting complies with Global Reporting Initiative (GRI) guidelines. Part of this is assessing our stakeholder materiality. We have a responsibility to ensure our CSR reporting is relevant to stakeholders, from local communities to employees, customers and shareholders.

Presented right is our stakeholder materiality matrix. The stakeholder issues identified in red are those which are of highest concern and are where we have set ourselves key CSR objectives (see objectives section of our CSR Report).

Main stakeholder audience groups

Employees, Renewi Board and 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)

Stakeholder materiality matrix



KEY ISSUES

Waste no more:

Recycling and recovery, carbon benefit, virgin raw materials conservation and public policy on waste management

Environmental regulation, emissions and spills:

Emissions to air, land and water including spills, potential pollution from activities, impact of environmental regulations and compliance

Society and community:

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

Service continuity:

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

Sustainable employer:

Employee rights, cultural needs, health and safety, working conditions and wellbeing, employee relations

and engagement, (non-discriminating) diversity and equality, and training and education

Financial performance:

Financial sustainability of the company

Energy, resource sustainability and carbon:

Energy consumption, carbon emissions and prevention, and raw material use

Anti-corruption:

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

Data protection:

Privacy of clients, customers and employees

Product liability:

Health and other potential impacts from products

Overseas human rights and impacts:

Complicity in poor human rights and economic impacts on third party countries from activities or via business partners