SUSTAINABILITY REPORT 2020

FULL DATA DOCUMENT

Renewi PLC

This is our Sustainability Full Data Document. Our publicly available annual Sustainability Reports include highlights of our Sustainability performance. This document supports our Sustainability Report by giving additional and more in-depth information, such as divisional splits of data and detailed emissions figures. Please visit ourebsite https://www.renewi.com/en/investors for more information

RENEWI PLC SUSTAINABILITY REPORT 2020

Renewi Sustainability Report 2020 – Full data document

Renewi was formed in February 2017 by the merger of Van Gansewinkel Group (VGG) and Shanks. Each of our legacy businesses differed in how they defined and reported on Sustainability performance. As a result, Renewi's 2017 Sustainability Report was a transitional report in which the data was represented as a sum of the totals from the two legacy businesses. From 2018 onwards, we have calculated our Sustainability statistics on a fully merged basis, which also gives us the opportunity to report on divisional performance in this full data document. Our divisional structure is as follows:

- **Commercial Waste Belgium**
- **Commercial Waste Netherlands**
- **Hazardous Waste** (as of FY 2020 without Reym)
- **Municipal** (as of FY 2020 without Canada activities)
- **Monostreams**

We are a leading waste-to-product business ideally positioned to be part of the solution to some of the main environmental problems facing society today.

In a world where resources are limited, the status of waste is changing. By giving new life to used materials, we play an important role in the circular economy – an economy that keeps resources in use for as long as possible through recycling and recovery. This is our purpose. In order to fulfil our purpose, our vision is to be the leading waste-to-product company.

We use a range of sustainable and cost-effective technologies to make valuable products from waste that is thrown away. We see waste as an opportunity to give new life to used materials. We transform waste into useful products, such as recycled paper, metal, plastic, glass, woodchips, compost, energy and fuel, while generating returns for our shareholders.

Contents

Basis for data

Each of the above sections is presented below with a brief description of what the data is and what it shows. Sustainability data is split by our operating divisions. For further information on what each item of data means and how it has been calculated please see our 'Sustainability Indicators document', which is available in the Investors section on our Group website: (https://www.renewi.com/en/investors).

This Sustainability indicators document also explains how we treat data issues such as joint ventures, reporting cycle and other information on our Sustainability data.

1. Renewi at a glance

Overview. Our operations are diverse and widespread. The data to the right illustrates this and provides readers with an overview of our operations. Remarks:

Indicator	Commercial Waste Belgium	Commercial Waste Netherlands	Hazardous Waste	Municipal	Mono-streams	Renewi total
Number of employees (FTE)	1,887	2,994	232	574	472	**6,317**[1]
Number operating sites[2]	37	68	2	30	25	**162**
Operating sites with recycling/recovery	16	23	2	30	24	**95**
Operational landfill sites	1	1	0	2	3	**7**
Number waste collection and transport trucks	741	1,385	0	20	0	**2,146**
Total waste handled at sites[3] **(million tonnes)**	2.73	5.18	1.03	1.12	3.13	**13.18**
Recycling and recovery as % of total waste handled[4]	90.9%	96%	94.3%	93.2%	80%	**90.8%**
Green electricity generated (Megawatt hours)	44,550	2,615	934	7,490	56,157	**111,746**

[1] Total Renewi number of employees (FTE) also includes 158 FTE at Renewi Group Support
[2] Number operating centres does not include small stand-alone civic amenity, offices and other non- operational sites
[3] Total waste handled at sites is calculated based on total accepted waste which left our company to (third party) processors and recyclers or is recovered or disposed by ourselves or third parties

PLANET

Protecting and preserving the environment

We take waste and we create something new. This helps to protect the world's natural resources and preserve the planet for future generations. Our work is integral to preserving the environment and it puts us at the heart of the circular economy.

2. Planet – Recycling and recovery performance

Our vision is to be the leading waste-to-product company. Our recycling and recovery performance is key to this. The table below shows how much of the waste we handled at our sites was recycled and recovered, rather than being disposed of in the year compared to the previous year.

Indicator	Commercial Waste Belgium			Commercial Waste Netherlands			Hazardous Waste			Municipal			Monostreams			Renewi total		
	2017/18	2018/19	**2019/20**	2017/18	2018/19	**2019/20**	2017/18	2018/19	**2019/20**	2017/18	2018/19	**2019/20**	2017/18	**2018/19**	**2019/20**	2017/18	2018/19	**2019/20**
Total waste handled at sites (million tonnes)	2.59	3.03	**2.73**	5.02	4.91	**5.18**	1.88	1.62	**1.03**	1.63	1.36	**1.12**	2.91	2.93	**3.13**	**14.02**	**13.85**	**13.18**
Materials recycled (million tonnes)[1]	1.54	1.41	**1.30**	3.12	3.55	**3.50**	1.78	1.48	**0.95**	0.58	0.59	**0.31**	2.29	2.23	**2.46**	**9.30**	**9.27**	**8.52**
Materials recovered (million tonnes)[1]	0.80	1.49	**1.18**	1.59	1.06	**1.46**	0.05	0.06	**0.02**	0.70	0.55	**0.74**	0.05	0.05	**0.04**	**3.19**	**3.20**	**3.45**
Total materials recycled and recovered (million tonnes)[1,2]	2.34	2.90	**2.48**	4.71	4.61	**4.97**	1.82	1.54	**0.97**	1.28	1.14	**1.05**	2.34	2.28	**2.50**	**12.49**	**12.47**	**11.97**
Recycling as % of total waste handled	59.6%	46.6%	**47.6%**	62.1%	72.4%	**67.7%**	94.5%	91.3%	**92.4%**	35.6%	43.5%	**27.5%**	78.6%	76.3%	**78.6%**	**66.3%**	**66.9%**	**64.7%**
Recycling and recovery as % of total waste handled	90.5%	95.6%	**90.9%**	93.8%	93.9%	**96.0%**	97.0%	94.7%	**94.3%**	78.5%	84.0%	**93.2%**	80.4%	77.9%	**80%**	**89.1%**	**90.0%**	**90.8%**

[1] Recycling is materials given a 'second life' for reprocessing into new goods/materials. Recovery is waste used for energy production such as production of waste derived fuels, bio-mass and similar
[2] Includes water recovery and moisture loss during treatment for some technologies employed

1 Planet – Waste to raw materials

As a waste management company, our purpose is to turn the wastes we accept into raw materials. Below is a synopsis of the waste types we accepted, split into main categories (in '000 tonnes; figures rounded to the neares '000). As for other data this is split between our divisions plus a Renewi total. For an insight in which waste categories fall under these main-categories, see the Sustainability indicators document available on our Group web site in the 'Investors' section.

Indicator	Commercial Waste Belgium	Commercial Waste Netherlands[1]	Hazardous Waste	Municipal	Mono-streams	Renewi total
Residual (household) waste, SRF / RDF (incineration)	1,142	1,478	<1	775	243	**3,638**
Minerals	378	1,665	149	15	1,016	**3,224**
Glass	48	104	-	28	1,131	**1,311**
Wood	388	501	1	23	<1	**912**
Plastics	20	57	<1	10	55	**142**
Metals	67	121	<1	18	127	**333**
Paper	53	499	-	19	<1	**571**
Hazardous	195	260	936	1	<1	**1,392**
Organic waste	209	702	5	108	6	**1,030**
Other recyclates / PMD	7	-	-	95	-	**102**
Bulky household waste & Electrical/electronical waste (WEEE)	11	6	-	18	-	**36**
Other (mixed) waste streams	211	336	7	12	-	**566**
Totals	**2,728**	**5,727**	**1,099**	**1,122**	**2,578**	**13,184**

[1] Renewi Organics figures are included in the Commercial Waste Netherlands data. Previous years this data was part of monostreams data)

4. Planet – carbon footprints

Renewi total carbon footprint

This is our Renewi total carbon footprint. Renewi activities provide a potential carbon avoidance benefit in the supply chain through our recycling and recovery operations. The footprint below is split to reflect this. Figures are rounded to nearest 1,000 tonnes – totals may reflect rounding. The data is based on carbon 'factors' which are included in our Sustainability indicators document available on our Group web site in the 'Investors' section.

Carbon emissions from our activities (CO_2-equivalent '000 tonnes)[1]	2017/18	2018/19	2019/20
Process based emissions			
Emissions from green composting	76	90	**42**
Emissions from landfill	101	91	**85**
Emissions from hazardous waste treatment	256	204	**199**
Emissions from mechanical biological treatment (MBT)	67	50	**45**
Transport based emissions			
Fuel used by waste transport vehicles	120	120	**108**
Business travel (cars, trains, flights etc)	5	5	**6**
Energy use emissions			
Electricity used on sites and in offices	121	117	**110**
Gas used on sites and in offices	16	17	**23**
Fuel used on sites for plant and equipment / heating	36	36	**35**
Total emissions from significant sources	**799**	**732**	**653**

Carbon avoidance as a result of our activities (CO_2-equivalent '000 tonnes)[2]	2017/18	2018/19	2019/20
Materials separated for re-use/recycling	1,823	1,699	**1,749**
Renewable energy generated	56	47	**41**
Waste derived fuels produced and sold	946	970	**1,081**
Energy from waste used on site as a fuel	305	241	**201**
Total potential avoided emissions	**3,006**	**3,022**	**3,073**

Carbon emissions and avoidance intensity ratios	2017/18	2018/19	2019/20
Million tonnes greenhouse gases emitted (CO2 equivalent) per million tonnes waste handled	0.057	0.053	**0.050**
Million tonnes greenhouse gases avoided by our activities (CO2 equivalent) per million tonnes waste handled	0.214	0.218	**0.233**

1. Restatement of energy data also affects the carbon footprint. As a result, some of the data above relating to carbon emissions in 2017/18 is restated
2. Some of the 2017/18 data above relating to carbon avoidance is restated due to improved reporting on some of the indicators involved

Commercial Waste Belgium carbon footprint

Carbon emissions from our activities (CO_2-equivalent '000 tonnes)[1]	2017/18	2018/19	2019/20
Process based emissions			
Emissions from green composting	25	26	**23**
Emissions from landfill	29	30	**34**
Emissions from hazardous waste treatment	-	-	**-**
Emissions from mechanical biological treatment (MBT)	-	-	**-**
Transport based emissions			
Fuel used by waste transport vehicles	40	40	**34**
Business travel (cars, trains, flights etc)	1	2	**2**
Energy use emissions			
Electricity used on sites and in offices	14	11	**14**
Gas used on sites and in offices	2	2	**3**
Fuel used on sites for plant and equipment / heating	11	11	**12**
Total emissions from significant sources	**123**	**122**	**122**

Carbon avoidance as a result of our activities (CO_2-equivalent '000 tonnes)[2]	2017/18	2018/19	2019/20
Materials separated for re-use/recycling	453	415	**379**
Renewable energy generated	12	12	**12**
Waste derived fuels produced and sold	259	201	**110**
Energy from waste used on site as a fuel	-	-	**-**
Total potential avoided emissions	**725**	**628**	**501**

Carbon emissions and avoidance intensity ratios	2017/18	2018/19	2019/20
Million tonnes greenhouse gases emitted (CO2 equivalent) per million tonnes waste handled	0.046	0.047	**0.045**
Million tonnes greenhouse gases avoided by our activities (CO2 equivalent) per million tonnes waste handled	0.268	0.242	**0.184**

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2. Some of the 2017/18 data above relating to carbon avoidance is restated due to improved reporting on some of the indicators involved

Commercial Waste Netherlands carbon footprint

Carbon emissions from our activities (CO_2-equivalent '000 tonnes)[1]	2017/18	2018/19	2019/20
Process based emissions			
Emissions from green composting	11	9	**8**
Emissions from landfill	31	30	**21**
Emissions from hazardous waste treatment	-	-	**-**
Emissions from mechanical biological treatment (MBT)	-	-	**-**
Transport based emissions			
Fuel used by waste transport vehicles	71	70	**73**
Business travel (cars, trains, flights etc)	3	3	**3**
Energy use emissions			
Electricity used on sites and in offices	17	17	**16**
Gas used on sites and in offices	6	8	**9**
Fuel used on sites for plant and equipment / heating	13	13	**9**
Total emissions from significant sources	**153**	**150**	**141**

Carbon avoidance as a result of our activities (CO_2-equivalent '000 tonnes)[2]	2017/18	2018/19	2019/20
Materials separated for re-use/recycling	772	880	**927**
Renewable energy generated	1	1	**1**
Waste derived fuels produced and sold	178	229	**240**
Energy from waste used on site as a fuel	-	-	**-**
Total potential avoided emissions	**950**	**1,110**	**1,168**

Carbon emissions and avoidance intensity ratios	2017/18	2018/19	2019/20
Million tonnes greenhouse gases emitted (CO2 equivalent) per million tonnes waste handled	0.029	0.030	**0.027**
Million tonnes greenhouse gases avoided by our activities (CO2 equivalent) per million tonnes waste handled	0.178	0.221	**0.225**

1. Restatement of energy data also affects the carbon footprint. As a result, some of the data above relating to carbon emissions in 2017/18 is restated
2. Some of the 2017/18 data above relating to carbon avoidance is restated due to improved reporting on some of the indicators involved

Hazardous Waste carbon footprint

Carbon emissions from our activities (CO_2-equivalent '000 tonnes)[1]	2017/18	2018/19	2019/20
Process based emissions			
Emissions from green composting	-	-	-
Emissions from landfill	-	-	-
Emissions from hazardous waste treatment	256	204	**199**
Emissions from mechanical biological treatment (MBT)	-	-	-
Transport based emissions			
Fuel used by waste transport vehicles	8	9	**0**
Business travel (cars, trains, flights etc)	0.2	0.2	**0.2**
Energy use emissions			
Electricity used on sites and in offices	42	39	**37**
Gas used on sites and in offices	1	2	**5**
Fuel used on sites for plant and equipment / heating	2	3	**4**
Total emissions from significant sources	**310**	**258**	**245**

Carbon avoidance as a result of our activities (CO_2-equivalent '000 tonnes)[2]	2017/18	2018/19	2019/20
Materials separated for re-use/recycling	-	-	-
Renewable energy generated	-	-	-
Waste derived fuels produced and sold	-	-	-
Energy from waste used on site as a fuel	305	241	**201**
Total potential avoided emissions	**305**	**241**	**201**

Carbon emissions and avoidance intensity ratios	2017/18	2018/19	2019/20
Million tonnes greenhouse gases emitted (CO2 equivalent) per million tonnes waste handled	0.153	0.137	**0.240**
Million tonnes greenhouse gases avoided by our activities (CO2 equivalent) per million tonnes waste handled	0.150	0.128	**0.197**

1. Restatement of energy data also affects the carbon footprint. As a result, some of the data above relating to carbon emissions in 2017/18 is restated
2. Some of the 2017/18 data above relating to carbon avoidance is restated due to improved reporting on some of the indicators involved

Municipal carbon footprint

Carbon emissions from our activities (CO_2-equivalent '000 tonnes)[1]	2017/18	2018/19	2019/20
Process based emissions			
Emissions from green composting	30	46	**0.2**[2]
Emissions from landfill	16	17	**17**
Emissions from hazardous waste treatment	-	-	**-**
Emissions from mechanical biological treatment (MBT)	55	36	**33**
Transport based emissions			
Fuel used by waste transport vehicles	2	1	**1**
Business travel (cars, trains, flights etc)	0.2	0.2	**0.1**
Energy use emissions			
Electricity used on sites and in offices	23	26	**19**
Gas used on sites and in offices	2	1	**1**
Fuel used on sites for plant and equipment / heating	4	5	**5**
Total emissions from significant sources	**132**	**133**	**77**

Carbon avoidance as a result of our activities (CO_2-equivalent '000 tonnes)[3]	2017/18	2018/19	2019/20
Materials separated for re-use/recycling	124	126	**66**
Renewable energy generated	16	6	**3**
Waste derived fuels produced and sold	509	540	**731**
Energy from waste used on site as a fuel	-	-	**-**
Total potential avoided emissions	**650**	**673**	**800**

Carbon emissions and avoidance intensity ratios	2017/18	2018/19	2019/20
Million tonnes greenhouse gases emitted (CO2 equivalent) per million tonnes waste handled	0.076	0.082	**0.068**
Million tonnes greenhouse gases avoided by our activities (CO2 equivalent) per million tonnes waste handled	0.374	0.413	**0.713**

1. Restatement of energy data also affects the carbon footprint. As a result, some of the data above relating to carbon emissions in 2017/18 is restated
2. Due to the sale of our Canadian activities, the emissions due to green composting, an activity that mainly took place in Canada, are dropped to almost zero
3. Some of the 2017/18 data above relating to carbon avoidance is restated due to improved reporting on some of the indicators involved

Monostreams carbon footprint

Carbon emissions from our activities (CO_2-equivalent '000 tonnes)[1]	2017/18	2018/19	2019/20
Process based emissions			
Emissions from green composting	9	9	**10**
Emissions from landfill	25	14	**13**
Emissions from hazardous waste treatment	-	-	**-**
Emissions from mechanical biological treatment (MBT)	12	14	**12**
Transport based emissions			
Fuel used by waste transport vehicles	-	-	**0**
Business travel (cars, trains, flights etc)	0.1	0.1	**0.1**
Energy use emissions			
Electricity used on sites and in offices	24	24	**24**
Gas used on sites and in offices	4	4	**4**
Fuel used on sites for plant and equipment / heating	6	5	**5**
Total emissions from significant sources	**81**	**69**	**68**
Carbon avoidance as a result of our activities (CO_2-equivalent '000 tonnes)[2]	**2017/18**	**2018/19**	**2019/20**
Materials separated for re-use/recycling	351	343	**377**
Renewable energy generated	26	29	**26**
Waste derived fuels produced and sold	-	-	**-**
Energy from waste used on site as a fuel	-	-	**-**
Total potential avoided emissions	**377**	**371**	**403**
Carbon emissions and avoidance intensity ratios	**2017/18**	**2018/19**	**2019/20**
Million tonnes greenhouse gases emitted (CO2 equivalent) per million tonnes waste handled	0.028	0.024	0.022
Million tonnes greenhouse gases avoided by our activities (CO2 equivalent) per million tonnes waste handled	0.132	0.128	0.129

1. Restatement of energy data also affects the carbon footprint. As a result, some of the data above relating to carbon emissions in 2017/18 is restated
2. Some of the 2017/18 data above relating to carbon avoidance is restated due to improved reporting on some of the indicators involved

5. Planet – resources and spills

Our resource use. This data is a synopsis of our resource use across our activities. As for other data the basis for calculation is included in our Sustainability indicators document available on our Group web site in the 'Investors' section.

Indicator	Commercial Waste Belgium			Commercial Waste Netherlands			Hazardous Waste			Municipal			Monostreams			Renewi total		
	2017/18	2018/19	**2019/20**	2017/18	2018/19	**2019/20**	2017/18	2018/19	**2019/20**	2017/18	2018/19	**2019/20**	2017/18	2018/19	**2019/20**	2017/18	2018/19	**2019/20**
Electricity consumption (MWh)	20,102	15,364	**20,140**	26,544	26,608	**25,409**	64,712	60,447	**56,567**	46,947	53,148	**38,408**	37,429	36,526	**36,412**	195,735	192,091	**176,935**
Gas used at sites and offices (MWh)	11,405	12,132	**15,890**	33,182	41,386	**44,297**	6,633	10,511	**28,307**	12,078	6,405	**7,063**	18,521	19,648	**22,967**	81,820	90,082	**118,525**
Fuel use at sites and offices (MWh)	36,889	36,405	**39,639**	42,202	41,410	**31,168**	6,164	10,545	**13,300**	14,537	15,843	**15,993**	19,160	16,035	**16,002**	118,962	120,238	**116,102**
Total energy use at sites (MWh)	68,406	63,901	**75,669**	101,929	109,402	**100,875**	77,509	81,502	**98,174**	73,562	75,396	**61,464**	75,111	72,209	**75,381**	396,517	402,411	**411,563**
Fuel use waste collection vehicle (000' litres)	12,275	12,434	**10,498**	22,021	21,608	**22,644**	2,436	2,833	**0**[1]	466	338	**395**	-	-	**-**	34,296	34,042	**33,141**
Green electricity generated (MWh)	46,098	45,869	**44,550**	3,280	2,499	**2,615**	1,097	1,034	**934**	17,818	12,842	**7,490**	57,069	62,339	**56,157**	125,363	124,582	**111,746**
Significant spills at sites – reports of spills required by permits	2	10	**5**	1	6	**10**	39	11	**24**	1	1	**1**	7	6	**3**	50	34	**43**

1. Due to the sale of Reym, the fuel use at Hazardous Waste dropped to zero

PEOPLE

Keeping our people safe and well

Safety is our first value and number one priority. There is nothing more important than getting our people home safely every day. Ensuring the health, safety and wellbeing of our people and their full engagement with Renewi is crucial to our success. We are proud to have that responsibility and we take it very seriously.

6. People - Health and safety data

Our accident performance. The health, safety and wellbeing of all of our employees are key issues for Renewi. We accept that we operate in a known high-risk sector. The most basic measures of accident rate are shown right, along with severity and near miss close out. Together this data provides the top-line indicators of our success in this area See the key on next page for definitions and explanations.

Indicator	Commercial Waste Belgium			Commercial Waste Netherlands			Hazardous Waste			Municipal			Monostreams			Renewi total		
	2017/18	2018/19	**2019/20**	2017/18	2018/19	**2019/20**	2017/18	2018/19	**2019/20**	2017/18	2018/19	**2019/20**	2017/18	2018/19	**2019/20**	2017/18	2018/19	**2019/20**
Total Number LTIs	71	55	**55**	81	63	**57**	4	7	**7**	6	24	**14**	10	19	**14**	172	168	**147**
LTI rate	23.6	17.3	**16.8**	12.1	8.4	**9.8**	2.3	4.3	**6.2**	3.7	10.0	**12.1**	12.6	21.3	**16.3**	12.5	10.8	**9.6**
Number >3 day accidents	45	43	**37**	46	42	**37**	4	4	**5**	5	1	**8**	8	8	**8**	108	98	**95**
>3 day accident rate	2,315	2,165	**1,839**	1,500	1,465	**1,346**	440	430	**860**	695	140	**1,360**	1,540	1,685	**1,985**	1,505	1,404	**1,504**
Number fatal accidents	0	0	**0**	0	0	**1**	1	0	**0**	0	0	**0**	0	0	**0**	1	0	**1**
Severity Rate	20.3	32.9	**24.5**	15.8	14.5	**24.8**	23.5	25.1	**18.0**	13.2	2.1	**6.4**	10.4	11.4	**6.1**	17.4	18.8	**20.8**
Number near-miss reports raised	2,639	4,177	**7,789**	1,664	1,490	**3,534**	761	603	**521**	4,935	10,834	**16,162**	935	823	**1,892**	10,934	17,927	**29,898**
Number near-miss reports closed	2,013	3,162	**5,662**	1,942	1,330	**2,485**	533	354	**425**	3,859	6,535	**13,599**	750	912	**1,740**	9,097	12,293	**23,911**
Near-miss close-out rate	76%	76%	**73%**	100%	89%	**70%**	70%	59%	**82%**	78%	60%	**84%**	80%	100%	**92%**	83%	69%	**80%**

Graphs - Renewi >3 day accident rate and near-miss close out rate

Key to terms used in health and safety tables and graphs:

>3 day accident – any injury suffered by an employee which results in more than three days off work. Note – in some Renewi documents this type of accident is referred to as 'reportable'. In Renewi documents, the terms 'reportable' and '>3 day' are interchangeable and mean the same. Renewi has decided to use >3 day as a definition to allow comparison both between Renewi divisions and over time.

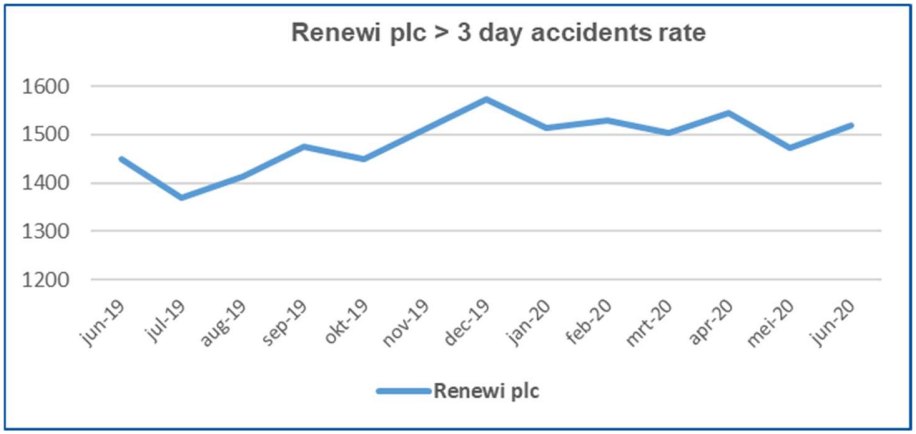
LTI (lost time Incident) injury – any injury suffered by an employee which results in at least one day off work.

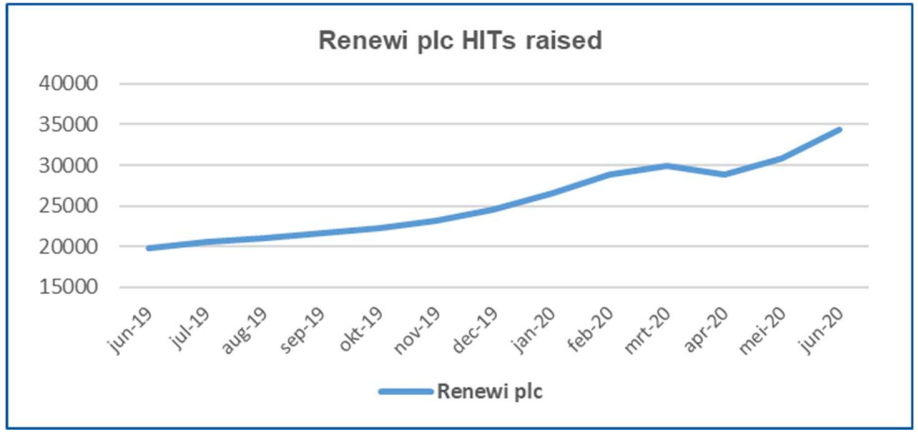
Fatal accidents – fatal employee workplace accidents.

>3 day accident and LTI rates – total accident figures do not allow adequate comparisons to be made over time as employee numbers can, and do, change. The accident rates quoted are per 100,000 employees. These rate figures are a truer measure of accident performance. Note – scale used in graph right is different to that in tables above. This is simply to allow all data to fit onto the graph right.

LTA frequency – number of lost time employee accidents per 100,000 days worked. Note – data is presented on a rolling 12 month basis to smooth any month-to-month changes and allow the data to represent trends

Incident severity rate – average number of days lost per lost time employee accident. Note – data is presented on a rolling 12 month basis to smooth month-to-month changes and allow the data to represent trends





People – Our employees, turnover and absenteeism

Our people. Below you will find synopsis data on our people performance

1. Employee numbers are by divisional reporting line and are reported in headcount (if not otherwise stated)
2. Statutory directors only as listed in company data
3. Other senior executives/directors such as divisional MD direct reports. Note – not including statutory directors noted in the lines above to avoid doublecounting
4. Male/female splits are as at year-end for reporting rules reasons, whereas total employee figures are averages – male/female splits may not total to averages
5. Director and senior executive data only given as Group totals

Indicator	Commercial Waste Belgium	Commercial Waste Netherlands	Hazardous Waste[1]	Municipal[2]	Mono-streams	Group support	Renewi total
Total number employees (FTE)	1,887	2,994	232	574	472	158	**6,317**
Total number employees	1,957	3,118	242	582	486	165	**6,550**
Number of female employees	462	469	37	93	58	54	**1,173**
Number of male employees	1,495	2,649	205	498	428	111	**5,377**
Number of full-time employees	1,692	2,639	212	564	426	125	**5,658**
Number of part-time employees	265	479	30	18	60	40	**892**
Number of operational employees	1,254	2,217	187	352	352	1	**4,363**
Number of admin/support employees	703	901	55	230	134	164	**2,187**
Number female senior managers	13	24	2	3	3	21	**69**
Number male senior managers	39	76	6	33	33	49	**233**
No. female Board statutory directors	NA	NA	NA	NA	NA	NA	**2**
No. male Board statutory directors	NA	NA	NA	NA	NA	NA	**6**
Number of employees who left the company during the year	254	329	25	117	45	12	**790**
Employee turnover %	13.0	10.6	10.3	20.1	9.3	20.1	**12.1**
Number of non-permanent employees (FTE)	519	798	1	9	278	44	**1,648**

No. Of permanent employees up until 20 years old	3	15	1	3	0	0	**22**
No. Of permanent employees from age 21 to 30	226	325	43	78	47	9	**728**
No. Of permanent employees from age 31 to 40	488	680	46	123	127	38	**1,507**
No. Of permanent employees from age 41 to 50	626	859	67	143	164	56	**1,912**
No. Of permanent employees from age 51 to 60	566	962	61	168	128	43	**1,935**
No. Of permanent employees from age 61 and above	48	277	24	67	20	10	**446**
Total employee absenteeism from work (% of available days)	2.6%	6.9%	10.4%	3.3%	6.0%	-[3]	**5.3%**

1. Due to the sale of Reym, the number of employees dropped significantly compared to last year
2. Due to the sale of the Canadian activities, the number of employees dropped significantly compared to last year
3. Integrated in Commercial Waste Netherlands data

PARTNERSHIPS

Making society better and being a good neighbour

Our actions and our innovations help society towards a more sustainable future. We also understand that our activities can have an impact on the communities that host us and we do our best to mitigate this. Our local communities and society as a whole are key stakeholders for us.

Partnership – Community performance

Community complaints performance. The local communities around our sites are a critical stakeholder group for Renewi. If we do not engage with local communities we may find it difficult to gain new environmental permits or develop existing permissions. One of the most obvious performance indicators of our neighbourliness is the number of environmental complaints received by our sites. This includes all complaints, both those substantiated and those not substantiated.

Indicator	Commercial Waste Belgium	Commercial Waste Netherlands	Hazardous Waste	Municipal	Mono-streams	Renewi total
Odour	17	1	3	271[1]	1	**293**
Litter	10	5	0	0	5	**20**
Vermin/flies	1	0	0	86	0	**87**
Traffic	0	0	0	0	0	**0**
Mud/Dust	2	4	2	0	3	**11**
Noise	1	3	0	19	1	**24**
Other	0	0	0	8	0	**8**
TOTAL number of complaints	31	13	5	384	10	**443**
Average number of complaints per site	**0.8**	**0.2**	**2.5**	**12.8**	**0.4**	**2.7**

1. The high number of odour complaints for Municipal is largely the result of complaints received by Renewi its new Derby plant, which is being commissioned by a contractor under our environmental permit

9. Partnership – Accreditations

Management systems – our accreditations. We seek to continuously improve the way we manage our operations to gain further sustainability benefits and to ensure we are compliant with the law and good practice. This is also a critical customer issue for us. Data is presented as number of operating centres covered by accreditations

Indicator	Commercial Waste Belgium	Commercial Waste Netherlands	Hazardous Waste	Municipal	Mono-streams	Renewi total
ISO 14001 / EMAS (environment)	37	68	2	30	25	162
ISO 9001 (quality)	37	68	2	30	25	162
OHSAS 18001 / ISO45001 (health and safety)	37	68	2	30	25	162
% operations with ISO 14001 / EMAS	100%	100%	100%	100%	100%	100%

10. Partnership – Compliance

Our compliance performance. Below is a synopsis of our compliance record. Data is for convictions (cases where the company goes to court) and administrative fines (such as those in Belgium and the Netherlands)

Indicator	Commercial Waste Belgium	Commercial Waste Netherlands	Hazardous Waste	Municipal	Mono-streams	Renewi total
Number of environmental convictions and fines	0	0	0	0	0	0
Number of health and safety convictions and fines	0	1	1	0	1	3
Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	0	0	0	0	0	0