



SUSTAINABILITY REVIEW 2021

# GRI CONTENT INDEX

## *Renewi PLC*

We produce our annual Sustainability Report to the standards set by GRI (the Global Reporting Initiative). This document shows the GRI Content Index and explains how we are in accordance with the 2016 GRI standards - Core. It also includes references to other documents where the requirements of GRI Standards may be found if not in our formal Sustainability Review. For example, where an item of information may be found in our Annual (Financial) Report.





## Renewi Sustainability Review 2021 – GRI STANDARDS overview

This document lists Renewi’s accordance with the 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](http://www.globalreporting.org)

If you have any queries on this document or other aspect of Renewi its Sustainability performance please contact: [info@renewi.com](mailto:info@renewi.com)

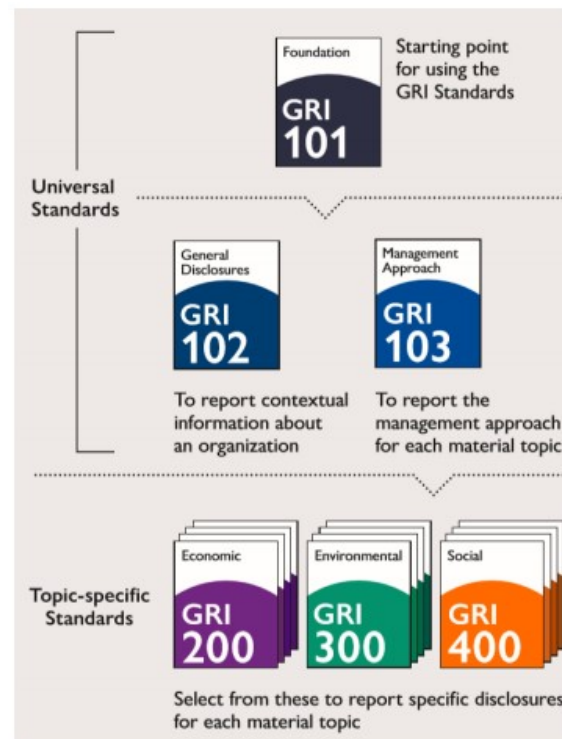
Or, by post or telephone to: Renewi plc, Dunedin House, Auckland Park, Mount Farm, Milton Keynes, Buckinghamshire, MK1 1BU, UK. Tel: +44 (0)1908 650650.

Note – Renewi’s Sustainability Review is peer-reviewed internally by a Group 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 Sustainability Review
- ✓ Renewi Annual (Financial) Report
- ✓ Renewi Sustainability website pages
- ✓ Renewi Sustainability Indicators document

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 Sustainability Review and Annual Report:

- *Sustainability Review* – an overview of performance, including case studies, CEO statement and other information
- *Sustainability Reporting Manual* – Scope of reporting and how we calculate our Sustainability data (including calculation factors)
- *GRI Content Index* – This document

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

<https://www.renewi.com/en/sustainability>

This web page take you to all the relevant information. To access the report click the 'Sustainability Review' button. In addition, our Annual (Financial) Report is referred to. This is the main document with regards to Renewi's (financial) results, strategy, corporate governance, risk management, etc. This report is available at the investor centre 'Reports and presentations' section of our website:

<https://www.renewi.com/en/investors>

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 tables below. In addition to Sustainability Reviews, our website also includes specific pages on objectives, case studies and other similar information.



### 3. Renewi Sustainability Review 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 Sustainability Review ✓ For an extended overview: 'Strategic Report' section in the <b>Annual Report</b>	26-30 <b>5-85</b>	
102-3	Location of headquarters	✓ See 'Company information' section in the <b>Annual Report</b>	225	
102-4	Location of operations	✓ See 'Renewi at a Glance' page in the <b>Annual Report</b>	<b>6</b>	
102-5	Ownership and legal form	✓ Renewi is a PLC and listed on the London stock Exchange and Euronext Amsterdam. See 'Notes to the financial statements' section in the <b>Annual Report</b>	<b>143</b>	
102-6	Markets served	✓ For an extended overview: 'Operating Review' section in the <b>Annual Report</b>	<b>42-58</b>	
102-7	Scale of the organization	✓ For an overview of employees and operations: 'Renewi at a Glance' section in the Sustainability Review ✓ For an overview of financial scale: 'CFO Review' in the <b>Annual Report</b>	27-28 <b>37-41</b>	
102-8	Information on employees and other workers	✓ For an overview of employees by division: 'Operating Review' section in the <b>Annual Report</b>	<b>42-58</b>	
102-9	Supply chain	✓ For an overview of our supply chain see the <b>Annual Report</b> section 'Renewi at a glance' / 'Business model'	<b>6-7 / 10-11</b>	
102-10	Significant changes to the organization and its supply chain	✓ See 'CEO's review' section in the <b>Annual Report</b>	<b>29-33</b>	
102-11	Precautionary Principle or approach	✓ The way we work and our core activities address the precautionary principle. For an explanation see the 'Enable the Circular Economy' section in our Sustainability Review	42-44	
102-12	External initiatives	✓ Renewi subscribes the ten principles of the UN Global Compact. See the cross-reference table in the Sustainability Review	54	
102-13	Membership of associations	✓ A list is provided in our <b>Renewi Sustainability Reporting Manual 2020</b> , appendix 4	<b>28</b>	



## 2. Strategy

102-14	Statement from senior decision-maker	✓	See 'CEO's review' section in the <b>Annual Report</b>	29-33
102-16	Values, principles, standards, and norms of behaviour	✓	See 'Section 172(1) statement in the <b>Annual Report</b>	27
102-18	Governance structure	✓	See 'Corporate Governance Report' section in the <b>Annual Report</b>	88-127
102-40	List of stakeholder groups	✓	See 'Engaging with Stakeholders' section in the <b>Annual Report</b>	24-26
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 'Care for people' section in the Sustainability Review.	50-51
102-42	Identifying and selecting stakeholders	✓	See 'Engaging with Stakeholders' section in the <b>Annual Report</b>	24-27
102-43	Approach to stakeholder engagement	✓	See 'Engaging with Stakeholders' section in the <b>Annual Report</b>	24-27
102-44	Key topics and concerns raised	✓	See 'Engaging with Stakeholders' section in the <b>Annual Report</b>	24-27

## 6. Reporting practice

102-45	Entities included in the consolidated financial statements	✓	See 'Notes to the financial statements' in the <b>Annual Report</b>	143-209
102-46	Defining report content and topic Boundaries	✓	See appendix 1 in this document	15-17
102-47	List of material topics	✓	See 'Material topics – Renewi Key themes table' in this document	7
102-48	Restatements of information	✓	See 'General reporting guidelines and boundaries' section in the <b>Renewi Sustainability Reporting Manual 2020</b>	3
102-49	Changes in reporting	✓	See 'General reporting guidelines and boundaries' section in the <b>Renewi Sustainability Reporting Manual 2020</b>	3
102-50	Reporting period	✓	See 'General reporting guidelines and boundaries' section in the <b>Renewi Sustainability Reporting Manual 2020</b>	3
102-51	Date of most recent report	✓	See 'General reporting guidelines and boundaries' section in the <b>Renewi Sustainability Reporting Manual 2020</b>	3



102-52	Reporting cycle	✓ See 'General reporting guidelines and boundaries' section in the <b>Renewi Sustainability Reporting Manual 2020</b>	3	
102-53	Contact point for questions regarding the report	✓ See 'Company information' section in the <b>Annual Report</b> ✓ See this document	45 2	
102-54	Claims of reporting in accordance with the GRI Standards	✓ See 'UN Global Compact Ten Principles' section in the Sustainability Review	54	
102-55	GRI content index	✓ See this document	8-14	
102-56	External assurance	✓ See this document	2	



### Material topics – Renewi key themes table

GRI Standard	Material GRI Topic	Renewi key themes
201	Economic performance 2016	✓ Financial performance
205	Anti-corruption 2016	✓ Integrity and ethical trading
301	Waste 2020	✓ 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	✓ Society and community
413	Local communities 2016	
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 <b>Annual Report</b>	37-41	
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>✓ For an overview see the Financial key performance indicators page in the <b>Annual Report</b></li> <li>✓ For the total overview see the 'Financial Statements' in the <b>Annual Report</b></li> </ul>	22 138-221	
201-2	Financial implications and other risks and opportunities due to climate change	✓ See the 'CEO's review' section in the <b>Annual Report</b>	29-33	

### 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"> <li>✓ See the 'Integrity of the business and ethical trading' section in the <b>Annual Report</b></li> <li>✓ See the 'Audit Committee Report' in the <b>Annual Report</b></li> <li>✓ See the 'Care for People' section in the Sustainability Review</li> </ul>	72 105 50-51	
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> <li>✓ See the 'Integrity of the business and ethical trading' section in the <b>Annual Report</b></li> <li>✓ See the 'Audit Committee Report' in the <b>Annual Report</b></li> </ul>	72 105	
205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>✓ See the 'Integrity of the business and ethical trading' section in the <b>Annual Report</b></li> <li>✓ See the 'Care for People' section in the Sustainability Review</li> </ul>	72 50-51	





### 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"> <li>✓ See the 'Business model' section in the <b>Annual Report</b></li> <li>✓ See the 'Business Strategy' section in the <b>Annual Report</b></li> <li>✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b></li> <li>✓ See the 'Enable the Circular Economy' section in the Sustainability Review</li> </ul>	<p><b>10-11</b></p> <p><b>16-17</b></p> <p><b>59-64</b></p> <p>42-44</p>	
301-1	Materials used by weight or volume	<ul style="list-style-type: none"> <li>✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b></li> <li>✓ See the 'Enable the Circular Economy' section in the Sustainability Review</li> <li>✓ For an extended overview, see the <b>Appendix</b> in the Sustainability Review</li> </ul>	<p><b>59-64</b></p> <p>42-44</p> <p>55</p>	

### 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"> <li>✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b></li> <li>✓ See the 'Reduce Carbon and Waste' section in the Sustainability Review</li> </ul>	<p><b>65-67</b></p> <p>45-47</p>	
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> <li>✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b></li> <li>✓ See the 'Reduce Carbon and Waste' section in the Sustainability Review</li> <li>✓ For an extended overview, see the <b>Appendix</b> in the Sustainability Review</li> </ul>	<p><b>66</b></p> <p>47</p> <p><b>58</b></p>	
302-3	Energy intensity	<ul style="list-style-type: none"> <li>✓ See for our energy intensity ratio's the <b>Appendix</b> in the Sustainability Review</li> </ul>	<b>58</b>	
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> <li>✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b></li> <li>✓ See the 'Reduce Carbon and Waste' section in the Sustainability Review</li> </ul>	<p><b>65-67</b></p> <p>45-47</p>	



### 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 'Sustainability strategy focus' section in the <b>Annual Report</b>	<b>65-67</b>	
		✓ See the 'Reduce Carbon and Waste' section in the Sustainability Review	45-47	
305-1	Direct (Scope 1) GHG emissions	✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b>	<b>65-67</b>	
		✓ See the 'Reduce Carbon and Waste' section in the Sustainability Review	45-47	
		✓ S For an extended overview, see the <b>Appendix</b> in the Sustainability Review	<b>57</b>	
305-2	Energy indirect (Scope 2) GHG emissions	✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b>	<b>65-67</b>	
		✓ See the 'Reduce Carbon and Waste' section in the Sustainability Review	45-47	
		✓ For an extended overview, see the <b>Appendix</b> in the Sustainability Review	<b>57</b>	
305-3	Other indirect (Scope 3) GHG emissions	✓ See the 'Business Strategy' section in the <b>Annual Report</b>	<b>16-17</b>	
		✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b>	<b>59-64</b>	
		✓ See the 'Enable the Circular Economy' section in the Sustainability Review	42-44	
		✓ For an extended overview, see the <b>Appendix</b> in the Sustainability Review	56	
305-4	GHG emissions intensity	✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b>	<b>65-67</b>	
		✓ See the 'Reduce Carbon and Waste' section in the Sustainability Review	45-47	
		✓ For an extended overview, see the <b>Appendix</b> in the Sustainability Review	<b>57</b>	

### GRI 306: Waste 2020

Profile Disclosure	Description	Cross-reference/direct answer (main source only given)	Page number(s)	Reason for omission / explanation
103	Management approach	✓ See the 'Business model' section in the <b>Annual Report</b>	<b>10-11</b>	
		✓ See the 'Business Strategy' section in the <b>Annual Report</b>	<b>16-17</b>	
		✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b>	<b>59-64</b>	
		✓ See the 'Enable the Circular Economy' section in the Sustainability Review	42-44	
306-2	Management of significant waste-related impacts	✓ See the 'Business model' section in the <b>Annual Report</b>	<b>10-11</b>	
		✓ See the 'Business Strategy' section in the <b>Annual Report</b>	<b>16-17</b>	
		✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b>	<b>59-64</b>	
		✓ See the 'Enable the Circular Economy' section in the Sustainability Review	42-44	



306-3	Waste generated	✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b>	59-64		
		✓ See the 'Enable the Circular Economy' section in the Sustainability Review			42-44
		✓ For an extended overview, see the <b>Appendix</b> in the Sustainability Review			55
306-4	Waste diverted from disposal	✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b>	59-64		
		✓ See the 'Enable the Circular Economy' section in the Sustainability Review			42-44
		✓ For an extended overview, see the <b>Appendix</b> in the Sustainability Review			55
306-5	Waste directed to disposal	✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b>	59-64		
		✓ See the 'Enable the Circular Economy' section in the Sustainability Review			42-44
		✓ For an extended overview, see the <b>Appendix</b> in the Sustainability Review			55

### 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 the 'Sustainability Strategy focus' section in the <b>Annual Report</b>	70-71	
		✓ See the 'Risk Management' section in the <b>Annual Report</b>	76-84	
307-1	Non-compliance with environmental laws and regulations	✓ See the 'Appendix' section in the Sustainability Review	59	



### 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"> <li>✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b></li> <li>✓ See the 'Care for people' section in the Sustainability Review</li> </ul>	68-73 42-44	
401-1	New employees hire and employee turnover	<ul style="list-style-type: none"> <li>✓ See the 'Appendix' section in the Sustainability Review</li> </ul>	60	

### 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"> <li>✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b></li> <li>✓ See the 'Care for people' section in the Sustainability Review</li> </ul>	68-73 42-44	
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"> <li>✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b></li> <li>✓ See the 'Care for people' section in the Sustainability Review</li> <li>✓ For an extended overview, see the <b>Appendix</b> in the Sustainability Review</li> </ul>	68-73 42-44 60	



### 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"> <li>✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b></li> <li>✓ See the 'Care for people' section in the Sustainability Review</li> </ul>	68-73 42-44	
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>✓ See the 'Corporate Governance Report' section in the <b>Annual Report</b></li> <li>✓ For an extended overview, see the <b>Appendix</b> in the Sustainability Review</li> </ul>	94-95 60	
405-2	Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"> <li>✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b></li> </ul>	68-72	

### 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"> <li>✓ See the 'Integrity of the business and ethical trading' section in the <b>Annual Report</b></li> <li>✓ See the 'Audit Committee Report' in the <b>Annual Report</b></li> <li>✓ See the 'Care for People' section in the Sustainability Review</li> </ul>	72 105 50-51	
406-1	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> <li>✓ See the 'Appendix' section in the Sustainability Review</li> </ul>	59	

### 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"> <li>✓ See the 'Care for People' section in the Sustainability Review</li> </ul>	50-51	
412-1	Operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> <li>✓ See the 'Care for People' section in the Sustainability Review</li> </ul>	50-51	



### 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	<ul style="list-style-type: none"> <li>✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b></li> <li>✓ See the 'Care for people' section in the Sustainability Review</li> </ul>	74-75 53	
413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>✓ See the 'Sustainability strategy focus' section in the <b>Annual Report</b></li> <li>✓ See the 'Care for people' section in the Sustainability Review</li> </ul>	74-75 53	

### 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	<ul style="list-style-type: none"> <li>✓ See the 'Engaging with Stakeholders' section in the <b>Annual Report</b></li> <li>✓ For an extended overview of how we approach our customers see the 'Strategic Report' in the <b>Annual Report</b></li> </ul>	24 6-85	
417-2	Incidents of non-compliance concerning product and service information and labeling	<ul style="list-style-type: none"> <li>✓ No significant incidents took place during the reporting period</li> </ul>		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	<ul style="list-style-type: none"> <li>✓ See the 'Risk Management' section in the <b>Annual Report</b></li> </ul>	76-85	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> <li>✓ No breaches have taken place and our GDPR compliance was completed in time. See the 'Risk Management' section in the <b>Annual Report</b></li> </ul>	76-85	



## Appendix 1. Audiences and stakeholder engagement and materiality

### Audiences for Renewi Sustainability Reviews

Many groups of our stakeholders may be interested in our annual Renewi Sustainability Review and Annual Report. However, from work conducted by the Renewi Group Sustainability Strategy Committee, we consider here the main stakeholder groups the report is aimed at.

Our Sustainability Review and Annual Report comply with Global Reporting Initiative (GRI) guidelines. Part of this means assessing our stakeholder materiality. We have a responsibility to ensure our Sustainability Strategy is relevant to all our stakeholders.

Presented on the next page is a summary of our stakeholder materiality matrix. The stakeholder issues identified in red are those which are of highest concern and are where we have set our Sustainability Strategy

### 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:



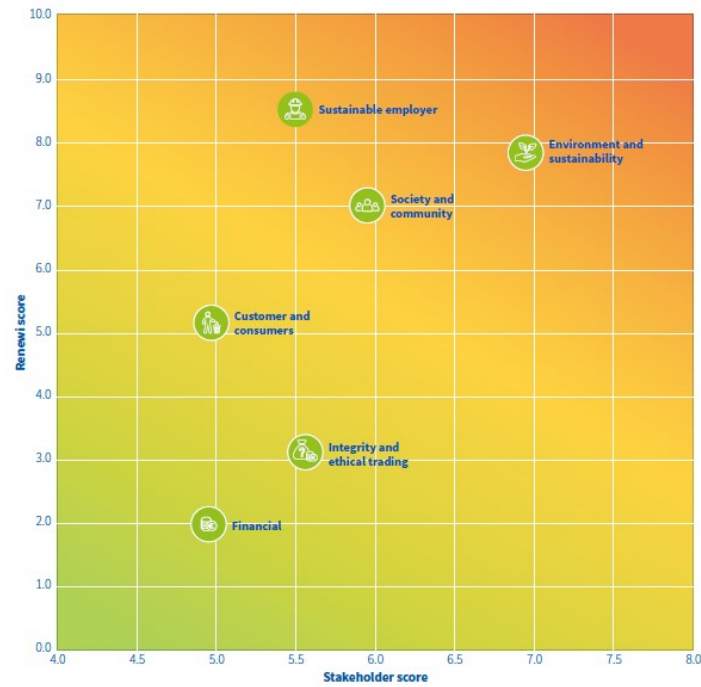


Objectives. From the materiality matrix we derived a heat map to show the most important themes. See the next page for this map. A more extended analyses is available upon request.

### 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