



# 2022 Sustainability Report



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# Sustainability Statement

**At GreenWaste® we are committed to solving the world's hardest sustainability challenges and in the process, creating a greener world, a better world.**

Our exceptional, decades-long dedication to sustainability, community, and diversity and inclusion is fundamental to our business. We believe that by prioritizing Environment, Social, and Governance (ESG) issues and rights across our entire value chain in the service of communities, customers, employees, and the planet we share, we will help create a more sustainable and socially responsible world for future generations.

We reduce our customer generated waste by recovering and diverting materials to recycle or reuse and by creating renewable products from those materials that are good for the earth.

We champion being green-first and promote the use of renewable fuels and zero emission vehicles in our fleet. In fact, we were the first in the world to service customers using a full-sized zero emission electric side-loading collection truck.

GreenWaste continues to innovate and enhance our existing best management practices, minimizing negative and

maximizing positive ESG impacts. We are focused on increasing our commitment to sustainability by expanding the reach of our green-first operations and strengthening our relationships with stakeholders.

GreenWaste is a longstanding advocate of diversity and inclusion in its workforce, desiring to reflect the makeup of our communities; we are approximately 93% racially diverse. We incorporate diversity, equity, and inclusion principles in our hiring and retention programs, and within our supplier network. Our executive leadership team, management, operations, and office team members all engage in this process.

Our safety program reflects GreenWaste's commitment to protect and serve one another and our communities. In 2022, we significantly increased our investment in and use of state-of-the-art safety technology to help keep our employees safe.

As a socially responsible corporate citizen, we are keenly aware of the crucial role of good governance practices in ensuring

sustainable growth and fostering trust with our stakeholders. Guided by principles of honesty, transparency, and integrity, we value ethical decision-making and accountability in our business activities and we believe our policies reflect that.

GreenWaste is proud of our ESG program, the progress we have made toward a sustainable and responsible future, and our commitment to addressing ESG priorities as they evolve.



**Tracy Adams**

President and Chief Executive Officer

# Who We Are

**GreenWaste® is Northern California's premier resource recovery and recycling company, specializing in collection and processing of residential and commercial solid waste, organic materials, recyclable materials, and construction and demolition debris.**

As part of the circular economy, we deliver high quality recyclables, such as plastics, cardboard, and metal, to end markets and sustainably manufacture recycled products including nutrient-rich soil amendments, OMRI-listed<sup>1</sup> organic compost, and mulch for farmers, gardeners, landscape professionals, and the agricultural industry.

GreenWaste also produces renewable energy using organic waste as a feedstock, which generates power for our own use and contributes power with biomass environmental attributes to the electricity grid.



# GreenWaste by the Numbers in 2022

**14+**

ESG Awards Received Since 2000<sup>3</sup>

**100%**

Collection Fleet Powered by Renewable or Alternative Fuels

**37%**

Electricity Use Powered from Renewable Sources<sup>4</sup>

**2.1M+**

kWh of Excess Renewable Energy Sold to the Grid<sup>5</sup>

**12**

Facilities Across Northern California

**100+**

Different Types of Material Diverted from Landfill

**1M+**

Tons Diverted from Landfill<sup>2</sup>

**500K+**

Tons of Organics Processed

**360K+**

Tons of Recycled Products Produced

**39+**

Years of Innovation

**1K+**

Employees

**93%**

Employees Identify as a Racial Minority

**50+**

Communities Served

**300K+**

Customers

# Mission & Values

**GreenWaste® employees share a set of values that are fundamental to who we are. They guide our decision making. They influence the way we work with each other, and the way we serve and engage with our communities.**



## Integrity

Do what is right for each other and our communities.



## Creativity

Experiment and try something new, big or small.



## Teamwork

Work together to help our communities thrive.



## Innovation

Champion ideas that drive sustainability every day.

## Our Mission

To focus our innovation, people, and commitment to be green first to revolutionize how we transform the world's waste.

## Our Purpose

To constantly seek and inspire new ideas that solve the world's hardest sustainability challenges.

## Our Promise to Each Other and our Communities is to be:

**Resourceful:** We find the most effective solutions to any problem by tapping into our expertise and resources, being flexible and agile, and trusting our gut to do what's right.

**Authentic:** We are who we say we are, and we do what we say we'll do with honesty, transparency and integrity to deliver value to all we serve.

**Courageous:** We believe empowering others and dialogue are essential to creating strong, productive teams that can openly innovate and try new ideas.

**Dependable:** We are trustworthy and reliable for each other, our customers, the communities we serve and, most importantly, our environment.

# Our ESG Program

**Our sustainability program holistically incorporates ESG corporate social responsibility pillars through sustainability frameworks such as the Global Reporting Initiative (GRI)<sup>6</sup>. Using reporting frameworks provides a structure for measuring, tracking and disclosing our ESG performance, leading to increased transparency and accountability. Our ESG initiatives include environmental stewardship, sustainable business practices, ethical business conduct, workplace health and safety, diversity, inclusion, and community engagement.**

## **Environment: Our Commitment to a Greener World**

Environmental stewardship stands as a GreenWaste core tenet, driving our dedication to sustainable practices and innovative solutions that address complex global sustainability challenges. Our green-first circular commitment has led to the development of groundbreaking technologies that reduce, reuse, and recycle waste into valuable resources and products. We diligently pursue strategies to minimize our customers' and communities' carbon footprint, conserve resources, preserve biodiversity and uplift disadvantaged communities. Through strategic partnerships, investment in research and development, and continuous improvement, we have set sustainability industry benchmarks, shepherding a greener way to a better world.

## **Social: Our Commitment to our Employees and Communities**

Our ESG program is rooted in fostering a diverse, equitable, and inclusive workplace, while positively impacting the communities we serve. Embracing geographic, cultural, racial, gender expression, neuro, socioeconomic, and other diversity enriches our company and empowers employees to innovate and succeed in a safe environment. GreenWaste's commitments to teamwork, integrity, courageousness, and dependability drive collaboration, open dialogue, and trust for our employees, customers, and communities. By integrating social responsibility into our ESG program, we invest in our employees and communities, cultivating an environment that values respect, equality, safety, and shared success for a sustainable future.

## **Governance: Our Commitment to Transparency and Integrity**

The governance pillar of our ESG program embodies our commitment to ethical standards that ensure long-term sustainability, growth, and credibility among our stakeholders. Our governance strategy encompasses robust risk management, regulatory compliance, and continuous improvement in our responsible business conduct, policies, and practices. We are guided by core values like honesty, transparency, integrity, and authenticity. We shape corporate policies that emphasize responsible decision-making, accountability, and ethical behavior. By maintaining open communication with stakeholders and prioritizing ethical conduct, we can contribute positively to the global community.

# Tracking and Measuring Success

**We selected 2022 as our ESG data baseline year. Key performance indicators (KPIs) and priorities were established based on the 2022 baseline for each ESG pillar, providing clear direction for measuring meaningful trends and success.**

In 2022, we identified tracking indicators to evaluate progress and, with certain priority KPIs, we set targets for achievement in 2023 and beyond. Selected KPIs are monitored at least quarterly by our executive team and Board of Directors ESG Committee to assess progress, help evaluate, and iterate to increase the effectiveness of our ESG program.

This data-driven approach ensures that our efforts to protect the environment and be socially and ethically responsible are measurable and transparent, allowing us to be accountable and demonstrate our unwavering commitment to a greener, more sustainable future.

Additionally, stakeholder engagement can be a critical aspect of ESG reporting, helping us assess and determine materiality and relevance of ESG issues and topics. Engaging with internal and external stakeholders can help GreenWaste identify different viewpoints on ESG issues that are relevant and material to our operations and business activities, which can allow us to prioritize ESG strategy and allocate resources efficiently to material matters.

Key stakeholder groups for GreenWaste include our customers, communities, employees, directors, contractors, suppliers, vendors, and government agencies (including via franchise agreements and regulatory permits). Engagement activities with stakeholders can include site visits and tours, interviews, meetings, community events, collaborations, website activities, social media platforms, education, outreach and reporting initiatives and other forms of communication that enable stakeholders to provide feedback on our ESG performance and may assist in our development, prioritization and implementation of ESG strategies and initiatives.

## Our history of reporting

GreenWaste and its predecessors' operations have an extensive history of annually reporting, including since 2008 to The Climate Registry, and independently verifying our greenhouse gas (GHG) emissions Scope 1 and Scope 2 data.

We are committed to annual independent verification of our ESG reporting to demonstrate and validate our continuing accountability. External data verification assurance services are and will be independent, unaffiliated, and at arm's length to maintain the credibility of the verification process.

This ESG Report is the third formal sustainability report from GreenWaste and its predecessors' operations; prior reports were published in 2012 and 2020.

In addition to its sustainability reports, GreenWaste embraces and has certain established transparent reporting across our operations, including publishing our 12-month recycling rates with Recycling Certification Institute, reporting waste tonnage and diversion to CalRecycle's Recycling and Disposal Reporting System, and various regulatory reporting to our customers and regulators.

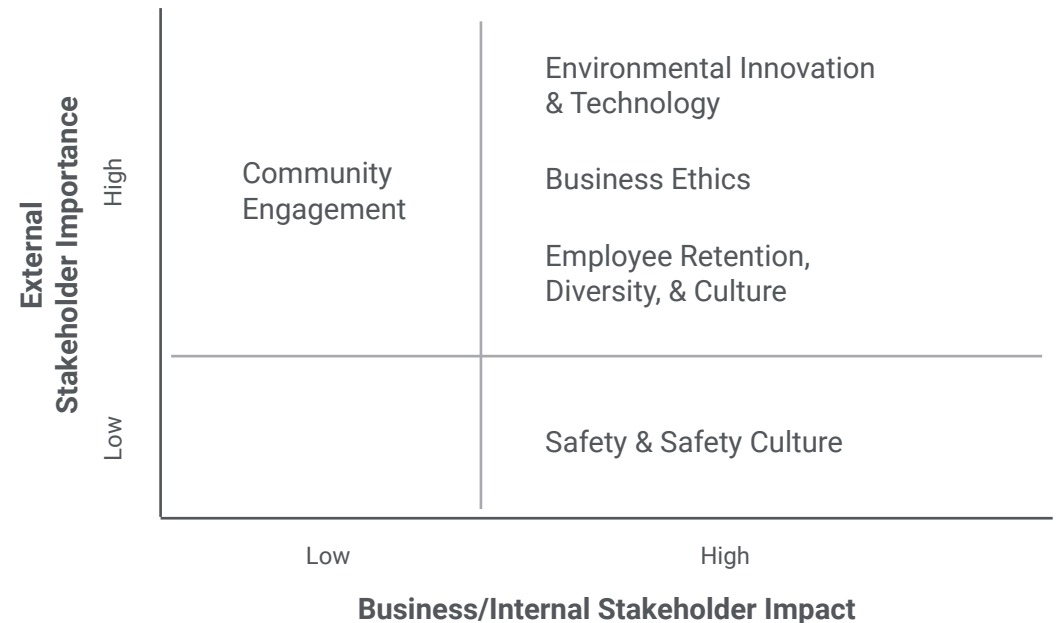


# Materiality Assessment

**In 2022, GreenWaste® conducted a limited materiality assessment based on interviews with internal and external stakeholders.**

Stakeholders interviewed included employees and a variety of customers. Some material topics resonated as being significant with both stakeholder groups including environmental innovation and technology, business ethics (“doing the right thing”), and employee retention, diversity, and culture. External stakeholders also identified community engagement as a priority area while internal stakeholders acknowledged safety as a priority area for GreenWaste. This matrix was used to determine the reported material topics in GreenWaste’s GRI Report and focus this report.

## Limited Assessment Materiality Matrix



## Why Assess Materiality?

Assessing materiality is a key step in sustainability framework reporting such as GRI, GRESB, and TCFD as it helps businesses and organizations identify and prioritize the most significant environmental, social, and economic issues that are relevant to their operations, activities, and stakeholders.

Material topics are those that can both have significant impact on GreenWaste, whether positive or negative, potential or actual, and substantively influence the considerations and decisions of its stakeholders.



**Our Commitment to  
a Greener World**

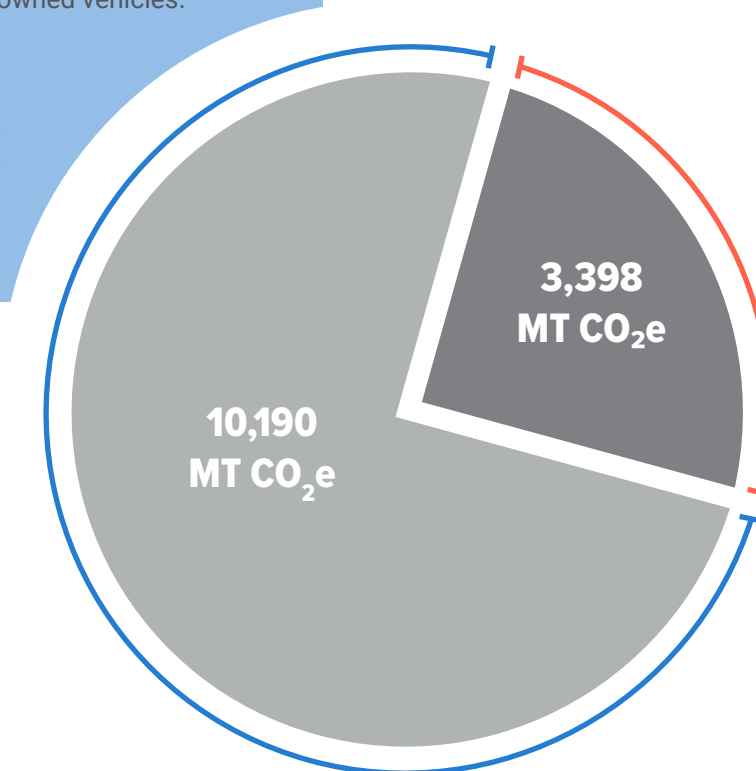
# Emissions Inventory

Understanding our emissions footprint will inform environmentally responsible decision-making including implementing effective strategies to minimize our scope 1 and 2 emissions.

## What are Scope 1 & 2 Emissions?

- Scope 1:** Direct emissions associated with sources owned or controlled by an organization, such as emissions from fossil fuels burned on-site or emissions from company-owned vehicles.
- Scope 2:** Indirect emissions associated with the generation of electricity, heat, or steam purchased and consumed by an organization. Although not directly produced, these emissions are based on an organization's energy consumption.

**Scope 1:** Our scope 1 emissions for 2022 totaled 10,190 MT CO<sub>2</sub>e. Our biogenic<sup>7</sup> emissions were 5,310 MT CO<sub>2</sub>e. These numbers reflect GreenWaste's substantial commitment to renewable fuels and electricity used in our collection vehicle and off-road equipment fleet, as well as in our operation of resource recovery equipment, machinery and facilities.



**Scope 2:** Our scope 2 emissions in 2022 were 3,398 MT CO<sub>2</sub>e (location-based) or 4,631 MT CO<sub>2</sub>e (market-based). Emission factors were sourced from EPA's Emissions & Generation Resource Integrated Database (eGRID) and EPA's GHG Emissions Calculator for location-based emissions, and from the most recent supplier-specific power content labels for the market-based emissions. GreenWaste has worked with our utility providers to increase our sourcing of renewable electricity from the grid and we continue to invest in opportunities for production and efficient use of renewable electricity, e.g. from our solar arrays, battery storage and digestion facility.

# Process & Methodology

We identified our greenhouse gas (GHG) emissions sources, collected emissions data, calculated emissions, and set our data baseline year as 2022 in accordance with the GHG Protocol Corporate Standard (GHG Protocol). GreenWaste's collected activity data from emission sources includes metered energy consumption from utility bills and purchased fuel from transportation fuel supplier invoices. Published and current emission factors from U.S. EPA and specific emissions factors from our energy providers were used in calculating emissions. (Note that for measuring CO<sub>2</sub>e emissions from renewable diesel, carbon intensity estimates were used from the California Low Carbon Fuel Standard). The EPA GHG Emissions Calculator was then used to quantify our scope 1 and 2 emissions in metric tons (MT) CO<sub>2</sub>e.

Recalculation and adjustment of our baseline data will be triggered if there is significant change, e.g. a company acquisition, to emissions that modifies our 2022 base year emissions and underlying assumptions. We would also need to revise our baseline data if significant errors were detected that required recalculation, or if there were changes to emission factors or calculation methodologies that would have a significant impact on the 2022 baseline calculation. Adjustments to baseline emissions could result in either an increase or decrease in emissions.

## Net Zero Goal by 2040

As part of our commitment to sustainability, we have dual ESG goals to **reduce our scope 1 and 2 emissions from our 2022 baseline by 45% by 2030 and be net zero by 2040** as part of our long-term GHG emission reduction strategy.

We plan to reduce both our direct GHG emissions from our operations (Scope 1) and indirect GHG emissions from the generation of purchased electricity (Scope 2). Achieving net-zero emissions by 2040 may require elimination or offset of GHG emissions by removing an equivalent amount of emissions from the atmosphere.

## What are Greenhouse Gases?

Greenhouse gases (GHG) are emissions released from human and natural activities that trap heat in the atmosphere and warm the planet. Human activities like burning fossil fuels, industrial processes, and transportation can produce these gases.

## What is CO<sub>2</sub>e?

Carbon dioxide equivalent, or CO<sub>2</sub>e, is a standardized measure used in sustainability reporting to express the number of metric tons of other greenhouse gases with the same global warming potential (GWP) as one metric ton of carbon dioxide (CO<sub>2</sub>) emissions. By reporting in CO<sub>2</sub>e, the climate impact of different greenhouse gases can be similarly compared.



# Resource Recovery

**GreenWaste® core business is based on the "circular economy," a concept that is integral to the environmental pillar of sustainability.**

The circular economy model minimizes the environmental footprint of human activities by promoting resource efficiency, waste reduction, and the overall preservation of the environment and habitats. By advocating for the continuous circulation of resources and materials throughout their entire lifecycle, we can optimize their value and utilization while minimizing raw material mining, environmental impact and waste. GreenWaste specializes in transformation of materials for ultimate reuse, including production of nutrient-rich, organic-certified compost from waste. GreenWaste also supports the circular economy by reducing GHG emissions associated with the extraction, production, and disposal of raw materials. For instance, GreenWaste uses recycled-content collection carts and recycled-content office paper.

**In 2022, through our network of collections, material recovery, anaerobic digestion, and composting facilities, GreenWaste diverted more than 500,000 tons of yard trimmings, food scraps, and other organic material from disposal and, instead, both generated renewable energy and transformed the material into OMRI-listed organic mulch and compost products.**

**Recovering materials from the waste stream benefits the circular economy by conserving resources, reducing waste and the use of virgin materials, minimizing potential environmental impacts of disposal, lowering energy consumption and GHG emissions, as well as encouraging sustainable behaviors and innovation.**

# Diversion

In 2022, GreenWaste® diverted more than 1,000,000 tons of material from the landfill. Our top 2022 diverted materials by tons:



500K

**Organics**



134K

**Wood**



100K

**Aggregate**



97K

**Soil & Sand**



62K

**Cardboard**



44K

**Metals**



29K

**Glass**



24K

**Concrete**



23K

**Mixed Paper**



17K

**Plastics**



8K

**Sheetrock**



3K

**Carpet**



2K

**Aluminum**



183

**E-waste**



84

**Tires**



21

**Mattresses**

## Organics Recovery

### Landscape & Agricultural Materials

By diverting organics from waste and transforming them into compost and mulch, we create valuable, nutrient-rich, organic soil amendments that replace the use of chemical fertilizers and other synthetic, non-renewable resources. Our compost and mulch enrich soil by adding nutrients, stimulating the growth of beneficial microorganisms, improving soil structure, and enhancing water retention. Natural resources are conserved, and sustainable agriculture practices are supported in alignment with the circular economy, leading to healthier plants and increased crop yields. Further, by removing organics before they go into a landfill, we significantly reduce potential methane emissions and create a powerful tool to fight global warming potential and other environmental impacts.

### Into Renewable Energy

Producing renewable energy from the anaerobic digestion of organics is another vital way we contribute to the circular economy. Through this process, organic waste is transformed into renewable energy using microscopic organisms in an environment free of oxygen ("anaerobic"). Anaerobic digestion generates biogas, a renewable energy source used to produce electricity, both powering our own GreenWaste Renewable Energy Digestion Facility and supplying renewable electricity with 1383<sup>8</sup> environmental attributes to the grid. The production of renewable biogas reduces reliance on fossil fuels and, therefore, GHG emissions, and contributes to regional renewable electricity sourcing.

# Innovation

**The GreenWaste® San Jose Materials Recovery Facility has been at the forefront of processing and recycling with a state-of-the-art facility allowing for the simultaneous and distinct processing of source separated recyclables, organic materials, and municipal or mixed solid waste.**

The processing and recovery of organics from a municipal or mixed solid waste line was the first in the United States when constructed and has resulted in our first application for OMRI-listed compost blend from mixed or municipal solid waste. The system is sophisticated with artificial intelligence (AI) controlled robotic and optical sorters, and results in high diversion (approximately 50% to 75%) of organics from regular trash that most MRFs never capture and would go straight to disposal. Adjacent to the mixed compostables sorting line, a separate and equally sophisticated recyclables processing line diverts up to 85% of source separated recyclable materials using optical, magnetic, air and AI-controlled units performing autonomous sorting and quality control.

GreenWaste has innovated at its other facilities, too. Nine of our construction and demolition (C&D) debris processing lines, which sort and divert recyclables, have received certification from the Recycling Certification Institute (RCI)<sup>9</sup>. The Greenwaste Zanker Resource Recovery Facility was the first facility in California to receive this distinguished certification. As a certified facility using RCI's accounting protocols, our verifiable twelve-month recycling rates are published monthly on RCI's website.

## Plastic Film Recycling

We are piloting an innovative solution for recycling traditionally hard-to-recycle film plastics. This novel technology recycles film plastics into thermoplastic polyurethane (TPU), a high-performance material known for its durability, flexibility, and resistance to abrasion, that can be utilized in the circular economy production of various products.

## Sustainability Initiatives

As part of our continued pursuit to solve current and future sustainability challenges, GreenWaste is researching food waste and textile recovery pilot programs. Managing both textile waste and food waste are important initiatives to minimize global and local environmental impacts.





**Our Commitment  
to our Employees  
and Communities**



# Our People

**We invest in our employees so they can invest in our communities.**

## Benefit Highlights

GreenWaste provides a comprehensive benefits package designed to support our employees. GreenWaste pays for 100% of the premium cost for all employees for medical, dental, and vision coverage. Recognizing the importance of family and the desire for employees to take time off during significant life events, GreenWaste provides paid holidays, vacation and sick time. Additionally, GreenWaste offers and contributes to a 401(k) plan to help employees save for their retirement, allowing them to invest in their financial future and plan for long-term security. As an added benefit, GreenWaste also provides life insurance and a health retirement insurance account for eligible retiring employees.

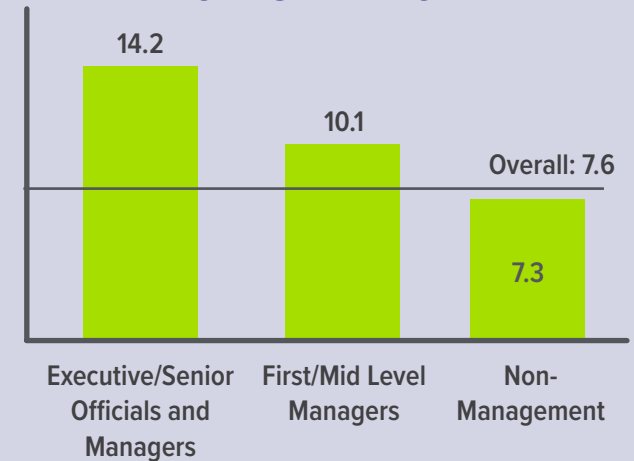
## Training and Development

GreenWaste supports the professional development and success of our employees. Our training program focuses on personal and professional development, providing management tools to effectively lead and support their teams and employees with the resources to grow and excel in their roles.

We educate our employees on the importance of maintaining a harassment-free workplace, providing them with the knowledge and resources to identify, address, and prevent such behaviors. Our training program also covers conflict resolution tactics to help employees navigate challenging situations, find common ground, and achieve mutually beneficial outcomes. Additionally, our training provides information on effective communication techniques that promote positive interpersonal interactions, encourage collaboration and inclusivity, and facilitate information sharing throughout the organization.

Moreover, employees in specific job categories, such as our CDL drivers and mechanics, receive targeted safety training. Operations employees regularly participate in safety briefings and training associated with their potential job hazards and other occupational health and safety topics.

## YEARS OF SERVICE



## Talent and Years of Service

Overall, our employees have worked at GreenWaste for an average of 7.6 years across all job categories with women at an average of 4.5 years of service and men for an average of 8.2 years of service.

Length of service of employees is a key indicator of a healthy working environment, reflecting engaged employees and a commitment to employee well-being and job satisfaction. Long-term employees tend to develop stronger bonds with their colleagues, leading to a sense of belonging and a supportive work culture.

# Diversity, Equity & Inclusion

**GreenWaste® embraces and values diversity, recognizing that each employee brings unique perspectives and experiences that can lead to positive decision-making, creativity, and innovation.**

## How We Define DE&I:

**Diversity:** Encompassing employee differences, including views and perspectives based on geographic, cultural and social economic upbringing and awareness, differences in race, ethnicity, gender, sexual orientation, age, religion, disability, neurodiversity, and socioeconomic status.

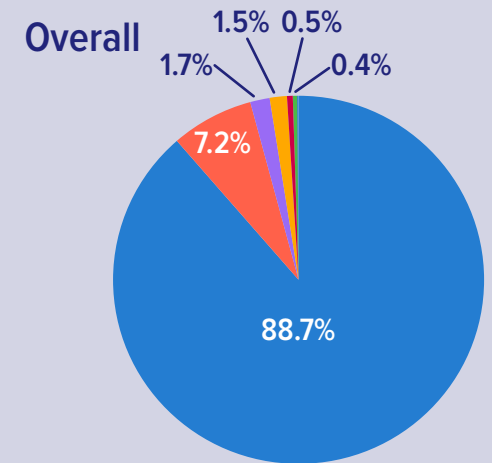
**Equity:** Eliminating barriers that might exist and engaging everyone to access opportunities equally. Equity is about supporting each employee with what they need to succeed.

**Inclusion:** Allowing for a welcoming environment where each member of the team is valued for their authentic self, while providing a culture where safety comes first and there is a sense of belongingness. It involves fostering a sense of belonging and creating a culture where differences are not just tolerated but celebrated.

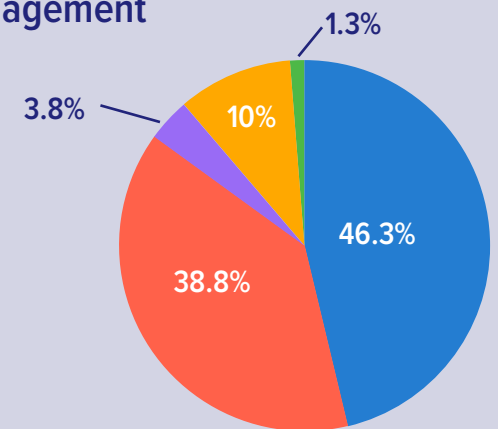
At GreenWaste, we are proud of our diverse workforce; 92.8% of our employees have reported they identify as a racial minority. GreenWaste has a strong track record of developing and promoting internal candidates and supporting career growth.

GreenWaste operations have historically focused on eliminating barriers to access and success by providing training and opportunities for promotion within the company and stability, compensation and benefits that assist employees in creating opportunities for themselves and their families. GreenWaste has put systems in place, including its Code of Conduct, whistleblower policy and ethics reporting hotline, to create a safe environment where employees feel comfortable expressing their thoughts and opinions without fear of discrimination or retaliation. GreenWaste prefers to seek out diverse perspectives and ideas, ensuring that all voices are heard and considered and creating a workplace culture that is welcoming, supportive, and empowering for all employees.

## RACIAL DIVERSITY



## Management



# DE&I Program

At GreenWaste we recognize the need for continuous improvement, specifically in increasing representation of women and racial minorities at executive and senior management levels. To address these areas, we have implemented various initiatives, programs, and benefits:

- A comprehensive 5-year leadership succession training plan to develop the next generation of leaders from within our diverse talent pool.
- Creation of our GreenWaste Women’s Group (GWWG) and its programs for women and their allies.
- Flexible work schedules and opportunities to accommodate employees' diverse needs and aspirations.
- Participation in the industry-led Next Generation Program to engage and mentor potential future leaders within our organization.
- An Open Door Policy that encourages open communication, feedback, and discussion among employees and management.
- Our anonymous ethics and integrity hotline reporting system (Red Flag) for employees, suppliers, vendors, and customers to report concerns.
- Annual harassment prevention and inclusivity training for all employees, with management team members receiving additional training every two years.
- New hire orientation to inform employees about available support and resources for overcoming obstacles or receiving assistance.
- An Employee Assistance Program (EAP) that offers confidential support and services for employees facing personal or professional challenges.
- A monthly HR newsletter featuring safety updates, CEO messages, employee recognition, and important reminders to keep our workforce informed and engaged.

## WOMEN AT GREENWASTE



**75%**

Senior managers were internally promoted from such roles as customer service, sorting, driving, and outreach.

## BOARD OF DIRECTORS



# Engaging our Communities

## Our Municipalities and Service Jurisdictions

GreenWaste often engages in local initiatives, non-profit and community events and drives throughout the communities we serve. We also engage local companies to provide services and supplies. Some of our rewarding events include Touch-a-Truck family-friendly community events where kids and adults can get up close, explore, and learn about our collection vehicles.

## Local Jobs for Persons with Disabilities

Since 2015, the GreenWaste Florin Perkins Resource Recovery Facility in Sacramento has worked with PRIDE Industries, a local nonprofit that finds job placements for persons with mental and/or physical disabilities. Currently, we have four people from PRIDE working three-days a week keeping our facility clean and safe. It's a privilege to support career development in our communities.

We lead community clean-up events throughout the year during which residents can drop off extra trash or household wastes requiring special handling, such as electronic waste and batteries.

We also participate in town picnics and open house events and provide organics and recycling collection containers to help keep the community clean. At some events, GreenWaste compost is provided to residents in collaboration with the city or county in which the residents live.

GreenWaste further provides resources for educational workshops and materials covering sorting and recycling guidance and waste reduction and reuse strategies.

## Schools and Universities

Offering internships and local job opportunities for students is a valuable way to engage with our communities and contribute to their growth.

GreenWaste operations have been investing in the future workforce for decades. More recently and since 2018, GreenWaste is proud to have sponsored two students a year from Cristo Rey San José High School in San Jose, CA; the school and the Cristo Rey network

provide and integrate four years of work study programs with college preparatory education to limited economic means students from underrepresented local communities.

## Company Philanthropy and Employee Volunteerism

Through our philanthropic and volunteer efforts, GreenWaste positively impacts our region and delivers on our promise to our communities to be resourceful, authentic, courageous, and dependable – helping to building stronger and more vibrant communities. We contribute and provide support to local non-profit organizations such as City Team, Coastal Kids Home Care, Happy Hollow Foundation, Habitat for Humanity, ReStore, Sacred Heart, and Good Karma. GreenWaste sponsors multicultural events such as Alviso's Day on the Bay and Pacific Grove's Good Old Days and participates in environmentally-focused events, including Earth Day and coastal and creek clean-ups such as Coyote Creek and Monterey Bay. GreenWaste also donates to community farms such as Veggelution and our employees participate in food and clothing donation drives across the region in addition to volunteering their time to organizations, e.g. Habitat for Humanity and Rotary Club.



# Safety at GreenWaste

**At GreenWaste®, safety is embedded in our identity, and our safety program is woven into every aspect of our operations.**

Our safety program is firmly rooted in our core values of Integrity and Teamwork, reflecting our unwavering commitment to doing what's right for both our employees and customers. By cultivating a culture of safety and responsibility, we ensure that our actions align with our promise to protect and serve one another and our communities by prioritizing safety at our facilities and in our operations. We strive to meet and exceed all relevant federal, state, and local laws and regulations, including OSHA, CalOSHA, and DOT.

Under the leadership of our CEO, who champions our safety culture, and our VP of Safety, who leads the success of the safety program, we are continually evaluating and optimizing our safety initiatives. Safety is a standalone KPI for all employees and our safety culture encourages active participation, suggestions and solutions to address near miss events and potential safety concerns or risks from all levels of management and staff. Our investment in and expectations of safety reinforce our position as a responsible and trusted partner.

At GreenWaste, we have implemented a range of health and safety measures, including offering periodic physicals and vaccines, installing

hydration stations at our facilities, providing personal protective equipment (PPE), and adjusting work schedules to accommodate heavy rain or high heat working conditions. We look to the “why” of reported issues and innovate to a solution; for example, in 2022 we changed to a new glove material type to add more resistance to cuts and punctures and added driver morning stretching exercises prior to embarking on their daily routes. Through these initiatives and others, we highlight best management practices to create a safe and comfortable working environment for our valued team members.

## 2022 TRIR/LTIFR Data

Total Recordables (#)	79
TRIR <sup>10</sup>	6.8
Lost Time Injuries (#)	5
LTIR <sup>11</sup>	0.43

## Some of our 2022 safety accomplishments include:

- Thermal imaging installed at resource recovery sites to monitor thermal levels, detect and remote-extinguish fires.
- Cameras, SensorZone and back-up sensors installed to capture driving incidents, protect persons from accidents and injury and coach employees, driving safer behavior.
- Life Saving Rules training and posters initiative launched to raise awareness of common life-threatening hazards.

A conference room with a long table, chairs, and a laptop, overlaid with a semi-transparent orange filter. The room features large windows on the right side, a projector on the ceiling, and a carpeted floor. The text is centered over the image.

# **Our Commitment to Transparency and Integrity**

# Corporate Governance

## Structure and Composition

GreenWaste's Board of Directors (Board) provides strategic guidance, advice, and oversight to our Executive Leadership Team (ELT). Our Board Members have knowledge, expertise and experience in the solid waste management industry and in other relevant business areas. Board Members serve on one or more of the following committees: Risk, Finance & Audit Assessment (RFA) Committee, ESG Committee, Development Committee, and/or Compensation Committee. Each Board Member agrees to commit the necessary time and attention to effectively fulfill their duties and their term is continuous until resignation or termination under their [Board Services Agreement](#). Board Members serve independently and are required to disclose and recuse themselves from discussions or matters if they have a conflict of interest.

## Delegation

The Board has delegated authority to the ESG Committee to make recommendations regarding setting and achieving ESG objectives. GreenWaste's CEO is a member of the ESG Committee and three additional ELT members, including our General Counsel, who directs overall implementation and execution of the ESG program and

strategies and reports quarterly to the Board and ESG Committee, are resources to the ESG Committee, underscoring the role of the ESG Committee and the Board in supporting GreenWaste's ESG commitments and initiatives. Further, GreenWaste's ESG Director is responsible for development and implementation of ESG initiatives and projects and the fulfillment of any ESG reporting; she is supported by GreenWaste's ESG Analyst, who collects, analyzes, and optimizes our ESG data and tracks and measures our ESG performance and improvement.

## Communication of Critical Concerns

Issues and topics that fall into a specific category, such as the implementation of actions or commitments of a certain value as outlined in our Delegation of Authority, are brought to the attention of the Board. These matters can be communicated to the Board or its Committees either as they arise or during quarterly Board meetings. Board minutes are recorded by the Board Secretary and the Board reviews any action items and critical items that may have been raised during each meeting or by a Committee.

## Conflict of Interests

Actual and potential conflicts of interest are required to be disclosed by Board Directors and ELT, including the detail and nature of the conflict. Any conflict of interest in a competitive business to GreenWaste must be disclosed by Directors to the Board.

## Communication of Policies

All company policies receive ELT approval before finalization and are reviewed periodically, and if there are any modifications to the principles, instruments, or laws they are based on, they may be adapted accordingly. We communicate our policies internally to employees, via the [Employee Handbook](#), internal websites and in-person and video conference training, and encourage open door discussions to ensure effective implementation. When applicable, we may communicate our policies to suppliers, vendors, contractors, and our jurisdictions. Responsible business conduct and our code of ethics are fundamental issues and are regularly discussed at meetings of the Board and ELT, e.g. compliance with laws and regulations, sustainability, including specific ESG principles such as diversity, equity, and inclusion, and ethical business practices.

# Our Governing Policies

## Human Rights Policy

GreenWaste is committed to the protection and respect of human rights. Under our [Human Rights Policy](#), we prohibit the use of forced labor, human trafficking, and slavery, including forced or indentured child labor, in our operations and across our value chain. Wherever possible, we integrate the Ten Principles of the UN Global Compact, fortified by the ILO's Fundamental Principles and Rights at Work and OECD Guidelines for Multinational Enterprises, in our company policies, ESG initiatives, and business strategies. International human rights we recognize and value include but are not limited to: non-discrimination; anti-forced labor including child labor and slavery; anti-human trafficking; diversity, equity, and inclusion; healthy, safe, and secure workplace environments; environmental responsibility; and promoting vibrant and healthy communities, including those with disadvantaged populations.

## Anti-Corruption Policy

Our [Anti-Corruption Policy](#) is an essential element of our responsible business conduct and practices. As such, we have zero tolerance for bribery or any other form of corruption in any of our business dealings or practices. Conducting ongoing risk assessments and due diligence, providing regular training and communication, protecting whistleblowers through anti-retaliation policies, and enforcing

a zero-tolerance policy are fundamental components of our [Anti-Corruption Policy](#). Through communication and publication of our policy and training, GreenWaste has established clear standards of ethical conduct and reporting procedures for our business transactions, employees and Board Members.

## Conflict of Interest Policy

To ensure our employees and Board Members act in GreenWaste's best interests and avoid conflicts of interest that may compromise our integrity and reputation, we have implemented a [Conflict of Interest Policy](#). Our policy requires all employees and Board Members to annually disclose any potential or actual conflicts of interest, whether personal or financial, including conflicts that involve a spouse. To reduce risk and promote ethical behavior within the company, employees are informed of the procedures for reporting any potential or actual conflicts of interest.

## Political Contribution Policy

GreenWaste's [Political Contributions Policy](#) outlines a structured approach for engaging in political activities, including approval procedures and disclosure requirements and following all applicable laws and regulations pertaining to political donations, contribution limits and disclosure.

## Anti-Harassment, Non-Discrimination, and Anti-Retaliation

GreenWaste has strict policies against unlawful harassment, discrimination, and retaliation, which apply to all employees. Retaliation against those who raise complaints or participate in investigations is also prohibited. Employees are encouraged to report any violations of our policies to their supervisor, HR, Legal and/or the ELT. An employee hotline is available twenty-four hours a day for anonymous reporting of complaints. Complaints may also be made to and investigated by Federal Equal Employment Opportunity Commission and the California Civil Rights Department.

## Data Privacy

At GreenWaste, we understand the importance of protecting our customers' privacy and maintain a published [Privacy Policy](#) that is periodically reviewed for compliance and updated with material changes. We only collect personal data for specific business purposes, limit our collection of such data when possible, and maintain transparency about how the data is gathered, used, and secured. We do not disclose or use personal customer information for purposes other than those published. GreenWaste has not had any substantiated breaches or complaints regarding customer privacy in the reporting year.





# Appendix

# GRI Disclosures

## GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
<b>2-1</b>	<b>Organizational Details</b>	
a.	Legal name	MIP V Waste, LLC dba GreenWaste
b.	Public or privately held & legal form of company	Privately held/LLC
c.	Headquarters location	San Jose, CA
d.	Countries of operation	United States
<b>2-2</b>	<b>Entities included in the organization's sustainability reporting</b>	
a.	Entities included in ESG reporting	GreenWaste Recovery, LLC; Zanker Road Resource Management, LLC, Zero Waste Energy Development, LLC; G W Debris Services, LLC; GreenWaste of Palo Alto, LLC
b.	If entities in company's financial reporting (public only) are also included in ESG reporting or if not, explain differences	N/A
c.	If have multiple entities, explain approach used for consolidating ESG info including:	
c.i	Any adjustments for minority interests	N/A
c.ii	How data takes into account mergers, acquisitions, and asset sell-offs	GreenWaste established reporting year 2022 as our baseline year of ESG data and it includes all of our individual facility data in aggregate. There were no mergers, acquisitions or asset sell-offs during this period so there were no adjustments made to the data for the reporting year.
c.iii	If approach differs across the GRI general disclosures and material topics	Our approach does not differ.
<b>2-3</b>	<b>Reporting period, frequency and contact point</b>	
a.	Start/end dates of ESG reporting & frequency	Annual Reporting, from January 1, 2022 to December 31, 2022
b.	Financial reporting time period (public only)	N/A
c.	Publication date of ESG report	May 31, 2023
d.	Contact for questions about report	esg@greenwaste.com

# GRI Disclosures

## GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
<b>2-4</b>	<b>Restatements of information</b>	
a.	Any restatements of information from previous reporting period. If no restatement, then state so.	2022 is GreenWaste's first year reporting in accordance with GRI; Emissions data was previously reported using the Climate Registry Information System (CRIS).
a.i	The reasons for the restatements	N/A
a.ii	The effect of the restatements	N/A
<b>2-5</b>	<b>External Assurance</b>	
a.	External assurance policy including whether highest governance body (HGB) and senior executives (SE) are involved	See Tracking and Measuring Success, pg 8. Previous years' reporting data has been externally verified by an independent third party. Data assurance for the 2022 reporting year is in process.
b.i	Link or reference to the external assurance report	
b.ii	Description of what has been assured, on what basis, assurance standards used, the level of assurance obtained, and any limitations	
b.iii	Description of the relationship between company and the assurance provider (level of independence)	
<b>2-6</b>	<b>Activities, Value Chain and Other Business Relationships</b>	
a.	The industry specific sector(s) in which we operate	562111: Collecting and/or hauling in combination with disposal of nonhazardous waste materials; 562920: Operating facilities for separating and sorting recyclable materials from nonhazardous waste streams and/or for sorting commingled recyclable materials; 562219: Other nonhazardous waste treatment and disposal facilities; 325315 - Compost Manufacturing
b.	Description of value chain, including:	
b.i	Company activities, products, services, and markets served	See Who We Are, pg. 4.
b.ii	The organization's supply chain	
b.iii	The entities downstream from the organization and their activities.	
c.	Other relevant business relationships including business partners	
d.	Description of any significant changes from previous reporting period	N/A



# GRI Disclosures

## GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
<b>2-7</b>	<b>Employees</b>	
a.	Total no. of employees, by gender, by region	As of 12/31/22, 1051 total, with 167 female perm employees, 859 male perm employees, and 2 perm not specified.
b.i.-v	No. of permanent, temporary, non-guaranteed hours, full-time & part-time employees, w/ breakdown by gender, by region	1028 perm (of which 2 part-time) and 23 temp employees.
c.	Methodologies and assumptions used to compile data	Relies on Employee Disclosure at time of hire.
c.i	Is data presented as head count or FTE or another methodology	Headcount.
c.ii	Whether data is presented at the end of reporting period, as avg across reporting period, or presented another way	Presented as of December 31st, 2022 (end of reporting period).
d.	Any contextual information needed to explain the data	
e.	Describe any significant fluctuations in no. of employees and reasons for fluctuations	N/A
<b>2-9</b>	<b>Governance Structure and Composition</b>	
a.	Describe governance structure including committees of the HGB	See Corporate Governance, pg. 23. Six voting board members and one non-voting board member.
b.	List committees of the HGB that are responsible for decision-making and oversight of management of impacts on ESG	
c.	Composition of HGB and its committees by:	
c.i	Executive and non executive members;	
c.ii	Independence	
c.iii	Tenure of members	
c.iv	No. of other significant positions and commitments held by each member and the nature of the commitments	
c.v	Gender	



# GRI Disclosures

## GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
<b>2-9</b>	<b>Governance Structure and Composition (cont.)</b>	
c.vi	Under-represented social groups	See Corporate Governance, pg. 23.
c.vii	Competencies relevant to the impact of GreenWaste	
c.viii	Stakeholder representation	
<b>2-11</b>	<b>Chair of the highest governance body</b>	
a.	Whether the chair of the HGB is also a SE	The Chair of the Board is not a senior executive of GreenWaste.
b.	If the chair is also a SE, explain their management function, the reasons for the arrangement, and how conflicts of interest are prevented and mitigated	N/A
<b>2-12</b>	<b>Role of the highest governance body in overseeing the management of impacts</b>	
a.	Describe role of the HGB and of SEs in developing, approving, and updating GreenWaste's purpose, value or mission statements, strategies, policies, and goals related to ESG	See Corporate Governance, pg. 23.
b.	Describe role of the HGB in overseeing due diligence/other processes to identify and manage impacts of GreenWaste on ESG, including:	
b.i.	Whether and how the HGB engages with stakeholders	
b.ii.	How the HGB considers the outcomes of these processes	
c.	Describe the role of the HGB in reviewing the effectiveness of GreenWaste processes as described in 2-12 b., and report the review frequency	
<b>2-13</b>	<b>Delegation of responsibility for managing impacts</b>	
a.	Describe how the HGB delegates responsibility for managing GreenWaste's impacts on ESG, including:	See Delegation, pg. 23.
a.i.	Whether the HGB has appointed any SEs with responsibility for the management of impacts	

# GRI Disclosures

## GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
<b>2-13</b>	<b>Delegation of responsibility for managing impacts (cont.)</b>	
	a.ii. Whether the HGB has delegated responsibility for the management of impacts to other employees	See Delegation, pg. 23.
	b. Describe the process and frequency for SEs or other employees to report to the HGB on the management of the impacts on ESG	
<b>2-14</b>	<b>Role of the highest governance body in sustainability reporting</b>	
	a. Whether the HGB is responsible for reviewing and approving reported ESG info, including the material topics. if so, describe process for reviewing and approving ESG info	See Corporate Governance, pg. 23.
	b. If the HGB is not responsible for reviewing and approving ESG info, including materials topics, explain reason	
<b>2-15</b>	<b>Conflicts of interest</b>	
	a. Describe the processes for the HGB to ensure that conflicts of interest are prevented and mitigated	See Conflicts of Interest, pg. 23-24.
	b. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts related to:	
	b.i. Cross-board membership	
	b.ii. Cross shareholding with suppliers and other stakeholders	
	b.iii. Existence of controlling shareholders	
	b.iv. Related parties, their relationships, transactions, and outstanding balances	
<b>2-16</b>	<b>Communication of critical concerns</b>	
	a. Describe whether/how critical concerns are communicated to the HGB	See Communication of Critical Concerns, pg. 23.

# GRI Disclosures

## GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
<b>2-16</b>	<b>Communication of critical concerns (cont.)</b>	
b.	Report total no. and the nature of critical concerns that were communicated to the HGB during the reporting period	See Communication of Critical Concern, pg. 23.
<b>2-22</b>	<b>Statement on sustainable development strategy</b>	
a.	Statement from the HGB or most SE about the relevance of ESG to GreenWaste and its ESG strategy	See Sustainability Statement, pg. 3.
<b>2-23</b>	<b>Policy commitments</b>	
a.	Describe policy commitments for responsible business conduct, including:	
a.i.	The authoritative intergovernmental instruments the commitments reference	See Our Governing Policies, pg. 24.
a.ii.	Whether the commitments stipulate conducting due diligence	
a.iii.	Whether the commitments stipulate applying the precautionary principle	N/A
a.iv.	Whether the commitments stipulate respecting human rights	
b.	Describe its specific policy commitment to respect human rights, including:	See Our Governing Policies, pg. 24.
b.i.	Internationally recognized human rights that the commitment covers	
b.ii	Categories of stakeholders, including at-risk or vulnerable groups, given particular attention to in the commitment	
c.	Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain why	<a href="#">Our policies are publicly published on our website.</a>
d.	Report the level at which each of the policy commitments was approved within GreenWaste and if it is the most senior level	See Communicating Our Policies, pg. 23.

# GRI Disclosures

## GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
<b>2-23</b>	<b>Policy commitments (cont.)</b>	
e.	Report the extent to which the policy commitments apply to GreenWaste's activities and to its business relationships	See Communicating Our Policies, pg. 23.
f.	Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	
<b>2-24</b>	<b>Embedding policy commitments</b>	
a.	Describe how policy commitments are embedded for responsible business conduct throughout GreenWaste's activities and business relationships, including:	See Communicating Our Policies, pg 23.
a.i.	How responsibility is allocated to implement the commitments across difference levels within GreenWaste	
a.ii.	How GreenWaste's integrates the commitments into organizational strategies, operational policies and operational procedures	
a.iii.	How GreenWaste implements its commitments with and through the business relationships	
a.iv.	Training that the organization provides on implementing the commitments	
<b>2-25</b>	<b>Process to remediate negative impacts</b>	
a.	Describe commitments to provide for or cooperate in the remediation of negative impacts that GreenWaste identifies it has caused or contributed to	See Anti-Harassment, Non-Discrimination, and Anti-Retaliation, pg. 24.
b.	Describe the approach to identify and address grievances, including the grievances mechanisms that GreenWaste has established or participated in	
c.	Describe other processes by which GreenWaste provides for or cooperates in the remediation of negative impacts identified as having caused or contributed to	



# GRI Disclosures

## GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
<b>2-25</b>	<b>Process to remediate negative impacts (cont.)</b>	
d.	Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms	See Anti-Harassment, Non-Discrimination, and Anti-Retaliation, pg. 24.
e.	Describe how GreenWaste tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback	
<b>2-26</b>	<b>Mechanisms for seeking advice and raising concerns</b>	
a.	Describe the mechanism for individuals to:	See Anti-Harassment, Non-Discrimination, and Anti-Retaliation, pg. 24.
a.i.	Seek advice on policies and practices for responsible business conduct	
a.ii.	Raise concerns about the GreenWaste's business conduct	
<b>2-28</b>	<b>Membership association</b>	
a.	Report industry associations, other membership associations, and national or international advocacy organizations in which GreenWaste participates in a significant role	<p><b>In California, we are currently members of:</b></p> <ul style="list-style-type: none"> <li>California Compost Coalition (CCC), California Resource Recovery Association (CRRA)</li> <li>Resource Recovery Coalition of California (RRCC)</li> <li>Northern California Recycling Association (NCRA)</li> </ul> <p><b>Nationally, we are members of:</b></p> <ul style="list-style-type: none"> <li>Solid Waste Association of North America (SWANA)</li> <li>Construction &amp; Demolition Recycling Association (CDRA)</li> <li>Carpet America Recovery Effort (CARE)</li> <li>U.S. Green Building Council (USGBC)</li> </ul>

# GRI Disclosures

## GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
<b>2-29</b>	<b>Approach to stakeholder engagement</b>	
a.	Describe approach to engaging with stakeholders, including:	See Tracking and Measuring Success, pg. 8.
a.i.	The categories of stakeholders it engages with, and how they are identified	
a.ii.	The purpose of the stakeholder engagement	
a.iii.	How GreenWaste seeks to ensure meaningful engagement with stakeholders	
<b>3</b>	<b>Material Topics 2021</b>	
3-1	Process to determine material topics	See Materiality Assessment, pg. 9.
3-2	List of Material Topics	

## GRI 200: Economic

Disclosure Number	Disclosure Title	Response
<b>205</b>	<b>Anti-Corruption 2016</b>	
205-1	Operations assessed for risks related to corruption	See Anti-Corruption, pg. 24. No confirmed incidents of corruption were reported.
205-2	Communication and training about anti-corruption policies and procedures	
205-3	Confirmed incidents of corruption and actions taken	
<b>206</b>	<b>Anti-Competitive Behavior 2016</b>	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None.

# GRI Disclosures

## GRI 300: Environmental

Disclosure Number	Disclosure Title	Response
<b>301</b>	<b>Materials 2016</b>	
301-1	Materials used by weight or volume	See Resource Recovery, pg. 13.
301-2	Recycled input materials used	
301-3	Reclaimed products and their packaging materials	
<b>302</b>	<b>Energy 2016</b>	
302-1	Energy consumption within the organization	398,026.9 GJ consumed, with 211,266 GJ coming from renewable sources. 51,580.2 GJ were devoted to electricity, heating, and/or cooling.
302-2	Energy consumption outside the organization	See Emissions Profile and Base Year Data in Sustainability Report.
302-3	Energy intensity	0.29 GJ/ton of diverted material.
302-4	Reduction of energy consumption	See Emissions Inventory, pg. 11.
302-5	Reductions in energy requirements of products and services	
<b>305</b>	<b>Emissions 2016</b>	
305-1	Direct (Scope 1) GHG emissions	See Emissions Inventory, pg. 11.
305-2	Energy indirect (Scope 2) GHG emissions	
305-3	Other indirect (Scope 3) GHG emissions	
305-4	GHG emissions intensity	0.01 tCO2e/ton of diverted material.
305-5	Reduction of GHG emissions	See Emissions Inventory, pg. 11.
305-6	Emissions of ozone-depleting substances (ODS)	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	

# GRI Disclosures

## GRI 300: Environmental

Disclosure Number	Disclosure Title	Response
<b>306</b>	<b>Waste 2020</b>	
306-1	Waste generation and significant waste-related impacts	See Resource Recovery and Diversion, pg. 13-14. 1,385,766 tons of waste were diverted and 536,848 tons were disposed prior to end-market processing. After end-market processing, an additional 137,304 tons were disposed.
306-2	Management of significant waste-related impacts	
306-3	Waste generated	
306-4	Waste diverted from disposal	
306-5	Waste directed to disposal	

## GRI 400: Social

Disclosure Number	Disclosure Title	Response
<b>401</b>	<b>Employment 2016</b>	
401-1	New employee hires and employee turnover	See Our People, pg. 17. There were 58 net new employees and a 17.4% turnover rate in 2022.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
401-3	Parental leave	
<b>403</b>	<b>Occupational Health and Safety 2018</b>	
403-1	Occupational health and safety management system	See Safety at GreenWaste, pg. 21 and Our People pg. 17.
403-2	Hazard identification, risk assessment, and incident investigation	



# GRI Disclosures

## GRI 400: Social

Disclosure Number	Disclosure Title	Response
<b>403</b>	<b>Occupational Health and Safety 2018 (cont.)</b>	
403-3	Occupational health services	See Safety at GreenWaste pg. 21 and Our People pg. 17.
403-4	Worker participation, consultation, and communication on occupational health and safety	
403-5	Worker training on occupational health and safety	
403-6	Promotion of worker health	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
403-8	Workers covered by an occupational health and safety management system	
403-9	Work-related injuries	
403-10	Work-related ill health	
<b>405</b>	<b>Diversity and Equal Opportunity 2016</b>	
405-1	Diversity of governance bodies and employees	See Diversity, Equity, & Inclusion, and DE&I Program, pg. 18-19. 18-30: 277 employees, 31-50 510 employees, 51+ 264 employees.
405-2	Ratio of basic salary and remuneration of women to men	
<b>413</b>	<b>Local Communities 2016</b>	
413-1	Operations with local community engagement, impact assessments, and development programs	See Engaging our Communities, pg. 20.
413-2	Operations with significant actual and potential negative impacts on local communities	
<b>418</b>	<b>Customer Privacy 2016</b>	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	See Data Privacy, pg. 24.

# UN SDGs

## GreenWaste supports UN SDGs through alignment with our ESG initiatives.

### UN Development Goal<sup>12</sup>



#### Goal 5:

Achieve gender equality and empower all women and girls

### GreenWaste ESG Initiative

Establishing GreenWaste Women's Group  
Tuition Reimbursement and/or Scholarship Program



#### Goal 8:

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Flex Remote Work Option  
Publish our Responsible Business Conduct Policies  
Employee Training and Development Plan



#### Goal 10:

Reduce inequality within and among countries

Pay Equity and Transparency by Job Description  
Collect DE&I Data from Contractors, Vendors and Consultants  
ESG/DE&I Champions and Sponsors Program  
Collaborate with Local Trade Schools and Community Colleges



#### Goal 11:

Make cities and human settlements inclusive, safe, resilient and sustainable

Decrease Scope 1 and 2 Emissions from 2022 baseline by 45% by 2030  
Net Zero by 2040  
Assess Scope 3 Emissions



#### Goal 12:

Ensure sustainable consumption and production patterns

100% of Collection & Heavy Equipment Fleet on Renewable or Alternative Fuels  
Increase our Electricity Consumption from Renewable Sources  
Increase our Solar Energy Output and Energy Storage Capacity  
100% of GreenWaste Office-Generated Waste is Processed by a Material Recovery or Composting Facility  
ESG KPIs tied to Executive Pay

# Endnotes

1 The Organic Materials Review Institute (OMRI) is an internationally recognized organization assuring the quality of products used in certified organic agriculture and production. All OMRI-listed products go through an OMRI application process including expert external review. Our OMRI-listed products can be found here: <https://www.omri.org/mfg/zbs>.

2 This data is reported through CalRecycle systems, such as RDRS and SWIS, and to local jurisdictions.

3 Since 2000, GreenWaste has received at least the following ESG-related awards and recognitions:

- Acterra Environmental Enterprise of the Year, 2000
- CRRRA Outstanding C&D Award, 2000
- CDRA Mixed C&D Recycling Facility of the Year, 2005
- CRRRA Dave Hardy Organics Award, 2006
- SWANA Recycling System Gold Excellence Award, Multi-Family MSW, 2009
- Acterra Environmental Enterprise of the Year, 2011
- CRRRA Outstanding C&D Award, 2014
- Climate Action Reserve Project Developer of the Year, 2014
- SWANA Recycling System Gold Excellence Award, Demolition Recycling, 2016
- NWRRA C&D Debris Recycler of the Year, 2016
- SWANA Recycling System Gold Excellence Award, Single Stream Recyclables, 2017
- CRRRA Outstanding C&D Award, 2020
- Carpet America Recovery Effort Recycler of the Year, 2021
- LEED Silver, GreenWaste Zanker Resource Recovery Facility

4 GreenWaste uses several sources for electricity. The total percentage for renewable electricity represents a combination of the renewable power content in each local mix (see 2021 power content labels for [Calpine Energy Solutions](#), [Silicon Valley Power](#), [San Jose Clean Energy's GreenSource](#), [Central Coast Community Energy's 3CE Choice](#), [Silicon Valley Clean Energy's Green Start](#), and [Sacramento Municipal Utilities District](#)) plus the power generated by our anaerobic digester.

5 This metered data is reported to the U.S. Energy Information Administration and California Energy Commission.

6 GreenWaste has reported the information cited in this GRI content index for the period from January 1, 2022 to December 31, 2022 with reference to the GRI Standards. Our GRI content index can be found in this report appendix and at <https://www.greenwaste.com/sustainability/gri>.

7 Biogenic emissions are emissions originating from biological sources. The carbon emitted is part of the natural life cycle. Plants absorb carbon releasing carbon when renewable fuels are combusted. The GHG Protocol recommends biogenic emissions from the combustion of renewable fuels be reported separately and not reported under the total scope 1 emissions.

8 California Senate Bill 1383 (SB 1383), passed in 2016, directs the state to adopt strategies aimed at reducing climate pollutants, such as methane. The law recognizes the potential of organic materials recovery to help decrease methane emissions. The generation of biogas from organic waste, which in turn produces renewable electricity, achieves SB 1383 objectives for diverting organics away from landfills and reducing methane emissions. [https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill\\_id=201520160SB1383](https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201520160SB1383)

9 RCI's national certification program ensures integrity, transparency, accuracy, and reliability in the recovery and recycling reports of certified C&D recycling facilities. RCI uses a rigorous process for developing and applying its facility certification protocols and ensures that recycling reports issued by certified facilities are real, verifiable, reproducible, and reasonable. <https://www.recyclingcertification.org/certified-facilities/>

10 Total Recordable Incident Rate (TRIR) is the rate of recordable work-related injuries and illnesses per employee hours worked in a specific time period.

11 Lost Time Injury Rate (LTIR) is an OSHA safety metric measuring the amount of lost time (time away from work) injuries per total hours worked.

12 The United Nations Sustainable Development Goals (SDGs) is an international sustainability framework and global call to action to solve sustainability issues facing our planet. <https://sdgs.un.org/>

# Forward-Looking Statement

This report contains “forward-looking statements” that may include but are not limited to statements about integration of the acquisition and outcomes of the acquisition, including future operations, synergies, cost savings, and impact on earnings, cash flow, revenue, return on capital, shareholder returns, strength of the balance sheet or credit ratings, future capital allocation, and future leverage ratio, which are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Words such as “expect,” “likely,” “outlook,” “forecast,” “preliminary,” “would,” “could,” “should,” “can,” “will,” “project,” “intend,” “plan,” “goal,” “guidance,” “project,” “target,” “continue,” “sustain,” “objective,” “synergy,” “on track,” “believe,” “seek,” “estimate,” “anticipate,” “may,” “possible,” “assume,” and variations of such words and similar expressions are intended to identify such forward-looking statements. Potential investors and other readers should view these statements with caution and should not place undue reliance on such statements. Any forward-looking statement made by GreenWaste is based on information and estimates currently available and known to GreenWaste as of the date the statement is made. Such forward-looking statements are not guarantees of performance and are subject to risks and uncertainties that could cause actual results to be materially different from those, whether express or implied, set forth in such forward-looking statements, including but not limited to, general economic and capital markets conditions; acts of war, terrorism, natural disaster, public health risk and other impacts, including increased costs, social and commercial disruption, service reductions and other adverse effects on business, financial condition, results of operations and cash flows; legal proceedings that may be instituted related to the acquisition; unexpected costs, charges or expenses; disruption from the transaction impacting business relationships and operations; inability to timely or failure to successfully close or integrate the acquisition, implement plans, obtain permits, realize anticipated synergies or obtain results anticipated; and other risks and uncertainties described in GreenWaste’s financial reporting. Except to the extent required by law, GreenWaste does not assume any obligation to publicly update any forward-looking statement that may be made from time to time, whether written or oral, including financial estimates and forecasts, whether as a result of new or future information, events, circumstances, developments or otherwise.