



2023

Sustainability Report

this vehicle powered by

**RENEWABLE
FUEL**



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FORWARD-LOOKING STATEMENTS: 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.

Our 2023 Sustainability Update

Leading the Way to a Greener, Better World

In our 2023 sustainability report update, we proudly highlight our ongoing commitment to and progress toward a greener, more equitable future, aligning with our fundamental values of sustainability, diversity, community, and inclusivity. By transforming waste into renewable products and promoting recycling and reuse, we're reducing our environmental footprint and supporting our customers in doing the same.

Just one year after setting our baseline, we achieved a significant milestone: **a 36.3% reduction in our total combined Scope 1 and Scope 2 emissions from our 2022 baseline**, bringing us closer to our 2030 goal of reducing Scope 1 and Scope 2 emissions by 45%. Importantly, as a testament to our 'green-first' philosophy, these are actual emissions reductions, primarily achieved through our complete transition in 2023 to 100% renewable fuels powering our off-road, heavy equipment, in addition to our prior transition to 100% renewable or alternative fuel collection fleet.

Our commitment extends beyond environmental action. We champion a 93% racially diverse workforce, and are proud of our 75% internal promotion rate. Moreover, our enhanced safety programs and significant investments in advanced technology help safeguard our dedicated employees and communities and optimize our operations.

As a responsible corporate citizen, we celebrate our sustainability accomplishments while moving confidently toward a sustainable future and continuing to foster stakeholder trust.



A handwritten signature in black ink that reads "Tracy M Adams".

Tracy Adams
President and Chief Executive Officer

Our Sustainability Program

In 2023, our ESG program sharpened its focus on sustainability initiatives, tangible emissions reductions, workplace safety successes, and enhanced reporting.

In addition to our Global Reporting Initiative (GRI) reporting in 2023, we added Task Force on Climate-related Financial Disclosures (TCFD) reporting and Science Based Targets (SBTi) commitment.¹ By reporting under these ESG frameworks, we both maintain and expand our transparent and structured system for assessing, monitoring, and communicating our ESG performance.

TRACKING, MEASURING AND REPORTING SUCCESS

In 2023, we tracked, measured, and assessed our Environmental, Social, and Governance (ESG) performance against our ESG benchmarks and baseline established in 2022. We focused on selecting key performance indicators (KPIs), with progress evaluated quarterly by our Executive Leadership Team (ELT) and the Board of Directors ESG Committee. By using data-driven progress tracking and metrics to inform our strategic business decisions and priorities, we ensure both accountability and tangible advancement toward our sustainability goals.

GreenWaste conducted a limited materiality assessment in 2022 based on interviews with internal and external stakeholders, which we continued to follow in 2023. The assessment identified community engagement, environmental innovation/technology, business ethics, employee retention/diversity/culture, and safety/safety culture.

Our ESG reporting reflects our longstanding dedication to environmental stewardship, social responsibility, and governance excellence. We voluntarily reported 2023 data to established ESG frameworks such as GRI and TCFD. Our ESG data is annually verified, adhering to rigorous, globally recognized ISO 14064-3:2019 standards, reinforcing the integrity and reliability of our data and reporting.² We also conducted a climate scenario analysis in 2023 to help identify our potential climate-related risks and opportunities. Further, we transparently report our diversion and recycling rates to customers and municipalities, as well as to CalRecycle. Our resource recovery facility diversion and recycling rates are certified by the Recycling Certification Institute (RCI), which independently verifies the accuracy of reported recycling rates.³

Environmental: Our Commitment to a Greener World

Reducing our GHG Emissions Footprint

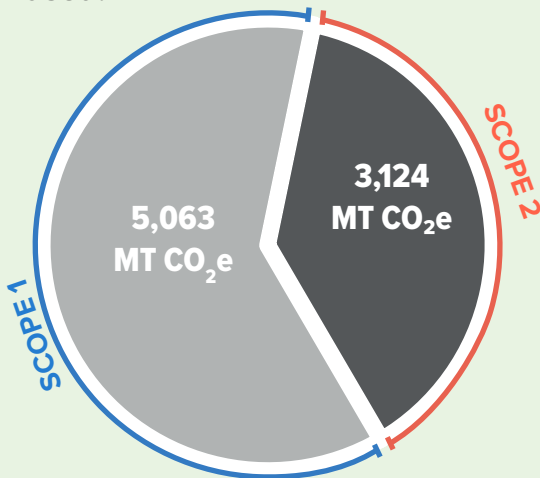
As Northern California’s premier material and resource recovery and recycling company, our dedication to sustainability and environmental stewardship is unwavering. Our strategic shift to using 100% renewable and alternative fuel sources in our collection fleet, support vehicles, and off-road equipment, combined with efforts to improve operational efficiencies and embed sustainable practices throughout our operations, has led to a notable reduction in our carbon footprint. These efforts are crucial steps toward achieving our long-term goals of sustainability and reaching net zero emissions.

In 2023, our Scope 1 GHG emissions were 5,063 MT CO₂e (metric tons of CO₂ equivalent). Our 2023 biogenic emissions were 12,143 MT CO₂e. Scope 1 emissions were decreased by 5,127 MT CO₂e from 2022 to 2023 – an approximate 50% emissions reduction from our baseline. This noteworthy reduction highlights GreenWaste’s 2023 pivotal shift to exclusively using 100% renewable fuels in our off-road, heavy equipment fleet.

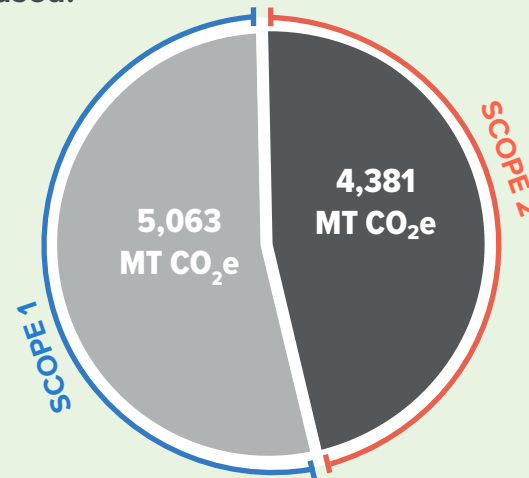
In 2023, our Scope 2 GHG emissions were 3,124 MT CO₂e (location-based⁴) or 4,381 MT CO₂e (market-based).⁵ Scope 2 emissions were decreased by 758 MT CO₂e using the location-based method and 250 MT CO₂e using the market-based method – a 8% and 5% emissions reduction, respectively.

SCOPE 1 AND SCOPE 2 GHG EMISSIONS INVENTORY

Location Based:



Market Based:



We significantly reduced our annual total combined Scope 1 and Scope 2 GHG emissions by 36.3% against our 2022 baseline.

OFF-ROAD EQUIPMENT TRANSITION TO RENEWABLE AND ALTERNATIVE FUELS

We completed our transition to using renewable fuels in off-road equipment across our facilities in 2023, furthering our emission reduction efforts. Due to the timing of the transition, we expect an additional related Scope 1 emissions reduction in 2024.

Our 100% prior transition to and investment in a collection fleet powered by renewable and alternative fuel, including electric, renewable diesel and renewable natural gas (RNG), also continues to keep our Scope 1 emissions low.

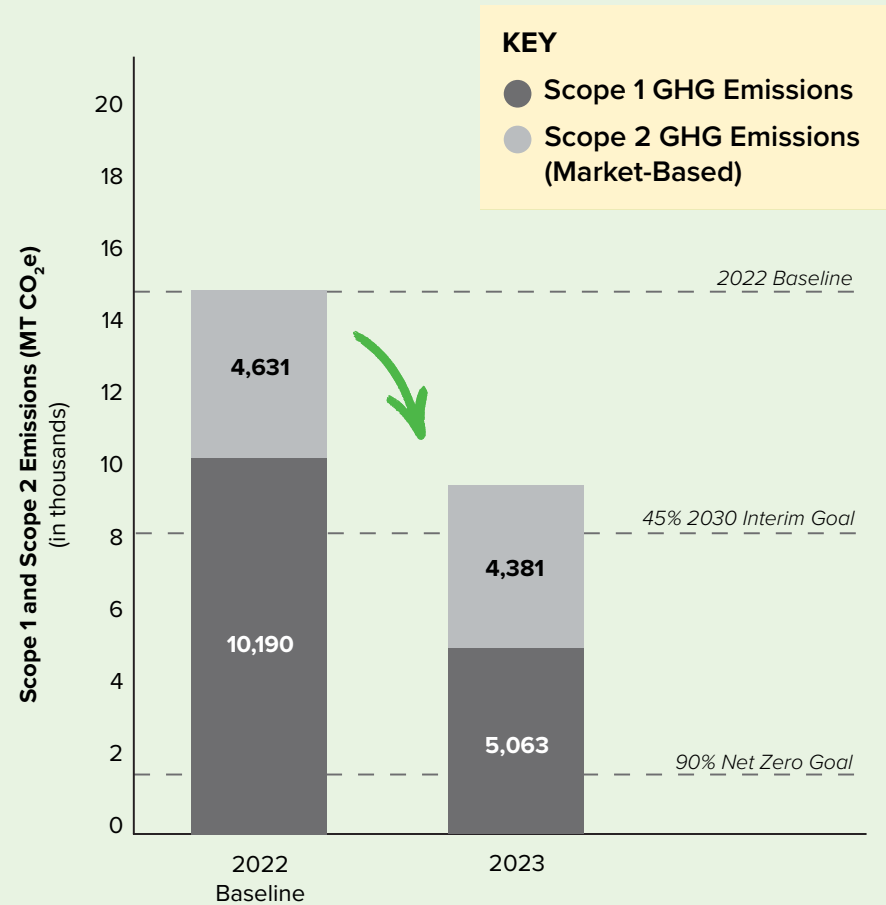
RENEWABLE ELECTRICITY ADOPTION

The strategic regulatory shift toward renewable-sourced electricity will play a pivotal role in diminishing our Scope 2 emissions. We received a reduction in Scope 2 emissions in 2023 due to this shift and use of specific supplier emission factors, where available, and anticipate further reductions with the greening of the California energy grid and our investments in sourcing more renewable energy such as solar.

OPERATIONAL EFFICIENCIES

We continued to review optimization of energy-efficient practices in our material and resource recovery, composting, and offices to reduce our overall energy consumption. In 2023 we made some additional energy-efficient decisions in designing our corporate office renovation and replacing some lights and sensors at our field offices.

SCOPE 1 AND SCOPE 2 GHG EMISSIONS VS. BASELINE



Greening Our Fleet: Driving to Net Zero Emissions

GreenWaste has been at the forefront of green transportation. We prioritized sustainability and adopted renewable fuel sources and zero-emission vehicles (ZEVs) in our fleet. Notably, we proactively transitioned our collection fleet to be 100% powered by renewable or alternative fuels and invested in and commercially operated the world's first full-sized electric side-loading waste collection truck. **In 2023, we completed our heavy equipment fleet transition to 100% renewable fuel.**

2023 ACCOMPLISHMENTS

- Completed transition to renewable red-dye diesel for our off-road fleet.
- Invested in additional ZEV collection fleet vehicles and EV charging stations.
- Determined the feasibility and priority of electrification by evaluating opportunities for public-private partnerships and grants, fast charging infrastructure and the operational demands of each vehicle, considering factors like daily mileage, route complexities, and load capacities.

REGULATORY LANDSCAPE

The State of California's Advanced Clean Fleet (ACF) regulation is accelerating the transition to ZEVs as part of the State of California's broader effort to reduce GHG emissions, improve air quality, and achieve carbon neutrality. Starting in 2025, the regulation requires retiring internal combustion engine vehicles at the end of their useful life. Alternatively, ZEVs can be progressively phased in using specific milestone percentages, depending on vehicle type and usage, beginning in 2025, with a full ZEV fleet expected in 2042. Under ACF, off-road vehicles and equipment operations are expected to be zero emissions by 2035.

Harnessing Solar Energy: Illuminating our Path to Net Zero

To effectively reduce our emissions footprint and achieve our sustainability goals, we recognize the significant role that capturing solar energy can play in our strategy. **Investing in additional solar energy capture and storage reduces our carbon footprint, enhances our resilience, offers economic benefits, and supports our position as a leader in sustainable business practices.**

2023 ACCOMPLISHMENTS

- Determined additional solar potential at our locations. Factors such as energy demand, installation feasibility, sunlight duration, intensity, and angles were evaluated to initially select sites with the highest solar energy generation potential. We further assessed site available space, structural integrity for rooftop installations, and open ground areas for ground-mounted panels and/or canopies.
- Performed maintenance of solar PV installations to increase performance and efficiency.

REGULATORY LANDSCAPE

In 2023, the State of California, through its California Energy Commission (CEC), was the first state to mandate that all new and some retrofit commercial buildings must have solar photovoltaic (PV) and energy storage systems installed, including new permit applications under the 2022 Building Energy Efficiency Standards. California Public Utilities Commission (CPUC) and local utilities such as PG&E also have specific interconnection standards associated with PV energy installations. California employs a Distributed Energy Resources (DER) plan, for coordination across utility and regulatory requirements for seamless grid integration.

Optimizing Efficiencies: Building Net Zero

GreenWaste has implemented a mix of technological, operational, and energy building efficiency measures, and continues to prioritize energy-saving initiatives in furtherance of our sustainability goals. GreenWaste incorporates green standards and efficiencies in permitting, operating, and maintaining our buildings and has implemented a solar installation and energy capture program to decrease our dependence on the electricity grid and non-renewable energy sources. **Employing operational efficiencies within our fleet and processing facilities can reduce emissions through reduction in use of electricity and fuel.**

SELECTED ACCOMPLISHMENTS TO DATE

- Installed LED lighting and occupancy sensors to reduce energy consumption.
- Installed appropriately-sized, energy-efficient heating, ventilation, and air conditioning (HVAC) systems in buildings and implemented regular maintenance schedules for efficient HVAC operations.
- Utilized smart building systems to optimize energy use, heating, and cooling based on occupancy and time-of-day.
- Committed to achieving U.S. Green Building Council (USGBC) Leadership in Energy and Environmental Design (LEED) measures or certification for new building construction projects and maintaining such for existing certifications.
- Investigated federal, state, and local incentives, rebates, or grants for adopting energy efficiencies.
- Dynamically optimized route review using advanced routing software and GPS to reduce mileage and fuel consumption.

REGULATORY LANDSCAPE

The State of California requires compliance with its Building Energy Efficiency Standards and first-in-the-nation mandatory California Green Building Standards Code (CalGreen). These standards, updated every three years, mandate energy-saving measures in buildings to reduce energy consumption, thereby lowering GHG emissions. Compliance with the 2022 energy efficiency standards, including installing solar PV panels and battery storage systems, is currently mandatory for all new building permit applications. These regulations promote cost-effective GHG emission reductions through reducing energy usage, contributing to net zero energy systems and investing in and using renewable energy.

Greening of the Grid: Decarbonizing Electricity

Although GreenWaste already prioritizes use of renewable-sourced electricity and provides renewable electricity to the grid, the greening of the electric grid is a part of GreenWaste's decrease in emissions. The State of California's strategies for achieving carbon neutrality will support our efforts to attain our GHG emission reduction targets.

REGULATORY LANDSCAPE

The State of California's ambitious climate commitment requires carbon neutrality by 2045 as set forth in Assembly Bill 1279. Senate Bill 100 set interim requirements for renewable energy and zero-carbon resources to supply retail sales of electricity to end-use customers, including 60% by 2030. Senate Bill 1020 then set additional requirements of renewable energy and zero-carbon resources to supply 90% of retail sales of electricity to end-use customers by 2035, 95% by 2040 and 100% by 2045. Likewise, California Public Utilities Commission (CPUC) has committed to adding substantial capacities of solar, wind, and battery storage, aiming to reach 73% renewable energy by 2032.

GreenWaste and the Circular Economy

TRANSFORMING WASTE TO RESOURCE

In our commitment to sustainability, we embrace and advocate for the principles of a circular economy, a model aimed at minimizing use of raw materials and waste by extending the life cycle of products through the reuse or recycling of resources. Circularity encourages responsible and efficient use of resources, reducing environmental impact and contributing to a healthier, greener planet. We treat waste materials as valuable resources and specialize in facilitating their recovery, recycling, and reuse.

GreenWaste processes recyclables, construction and demolition waste, food waste, yard waste and trimmings, and mixed wastes, reclaiming valuable resources and materials from waste streams. Instead of these materials ending up in landfills, they are recovered, sorted, and redirected back into the supply chain, thereby reducing the need for new raw materials, minimizing environmental impact, and lowering GHG emissions associated with raw material processes.

By transforming waste into valuable resources, we play a crucial role in driving and supporting the circular economy, paving the way for a more sustainable, greener future and world.

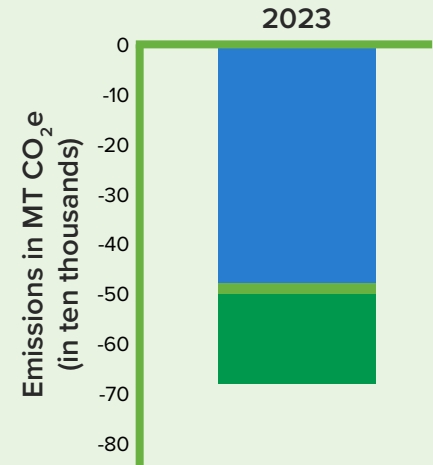
AVOIDED EMISSIONS

Composting converts organic material through aerobic decomposition, resulting in a soil amendment rich in nutrients and beneficial for soil restoration and regenerative agriculture. Mulch is generally used for surface applications to control weeds, retain moisture, and protect against temperature extremes. In addition to its other environmental attributes, diverting organic waste from landfills to composting and mulching facilities reduces methane emissions from landfill decomposition, aligning with national GHG reduction goals and California's climate action strategy.

In 2023, GreenWaste processed 524,572 tons of organics, producing 179,714 tons of compost and mulch. Although we do not use avoided emissions as an offset in our ESG reporting, as calculated using California's Air Resources Board GHG Benefits Calculator Tool, by processing organics into valuable agricultural and landscape materials, we reduced GHG emissions by 111,000 MT CO₂e. Adding compost to soil increases its ability to retain moisture and reduces soil erosion, further reducing emissions by an estimated 25,000 MT CO₂e per ton of compost produced in 2023.

Compost also enriches the soil with essential nutrients, resulting in a GHG emissions reduction benefit of approximately 47,000 MT CO₂e per ton of compost produced. The total avoided emissions for processing organics and producing compost is 183,000 MT CO₂e.

GREENWASTE'S ESTIMATED EMISSIONS AVOIDED



KEY

- **Recycling**
est. -478,000 MT CO₂e in 2023
- **Anaerobic Digestion**
est. -21,000 MT CO₂e in 2023
- **Mixed Organics to Compost**
est. -183,000 MT CO₂e in 2023

Organics Recovery and Diversion

In 2023, GreenWaste successfully diverted over 520,000 tons of yard waste, food scraps, and other organics from landfills through our comprehensive system of collection, material recovery, anaerobic digestion, and composting operations. Instead, these materials were converted into renewable energy or transformed into organic compost and mulch products certified by the Organic Materials Review Institute (OMRI).

ORGANICS TO RENEWABLE ENERGY

Our GreenWaste Renewable Energy Digestion Facility is a transformative large-scale commercial dry fermentation anaerobic digestion facility. **In 2023, our facility produced 2.3 GWh of renewable energy, with SB 1383 environmental attributes, as well as over 70,000 tons of nutrient-rich compost feedstock (digestate) from organic waste.** This facility utilizes advanced technology to convert organics into clean energy (in the form of biogas) minimizing waste disposal and GHG emissions. The renewable energy we produce powers the facility, including the entire anaerobic digestion process, a perfect example of circularity in action.

ORGANICS TO LANDSCAPE AND AGRICULTURAL PRODUCTS

We transform organic waste into valuable products like OMRI-listed organic compost and mulch, which support regenerative agriculture and landscaping, reducing the need for harmful chemicals. Use of our organic products revitalizes soil by returning nutrients to the earth, conserving water and encouraging healthy plant growth, which, in turn, increases agricultural productivity and yields.

2023 TOP LANDFILL DIVERSION BY MATERIAL TYPE

In 2023, GreenWaste diverted 1,360,134 tons of material from disposal. Our top 2023 diverted materials by ton:



Organics
524,572 Tons



Wood
147,603 Tons



Aggregate
128,432 Tons



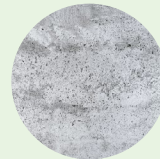
Soil & Sand
99,029 Tons



Cardboard
63,131 Tons



Metals
43,663 Tons



Concrete
38,794 Tons



Glass
33,208 Tons



Mixed Paper
21,649 Tons



Plastics
15,756 Tons



Sheetrock
12,381 Tons



Aluminum
3,008 Tons



Carpet
2,542 Tons



E-waste
223 Tons



Mattresses
148 Tons



Tires
140 Tons

Innovating to a Greener World

In 2023, GreenWaste piloted a number of new technologies and innovations aimed at improving the recycling and circularity of difficult-to-recycle materials, decreasing landfill waste, and reducing environmental impact.



OMRI-LISTED COMPOST BLENDS

In 2023, GreenWaste began offering new OMRI-certified⁶ landscape compost blends made from food scraps and other organic materials processed from residential and commercial mixed waste. GreenWaste certified-organic landscape compost blends are suitable for building design projects seeking Leadership in Energy and Environmental Design (LEED) certification.

ZERO WASTE SPONSOR AT VERGE 23

GreenWaste was the Zero Waste sponsor at GreenBiz's annual VERGE climate tech conference. Without any required change in attendees' waste sorting or recycling behavior, we successfully diverted 90% of the waste generated during the conference, significantly contributing to the event's sustainability goals and meeting the zero waste goal.

MATTRESS COMPOSTING PILOT PROJECT

In partnership with the Mattress Recycling Council (MRC)⁷, we piloted a project to determine if cotton and coconut fiber mattress materials could be composted commercially. These materials are traditionally landfilled due to the lack of efficient recycling uses. The pilot demonstrated that these fibers could be successfully composted alongside organic yard waste.

TEXTILE DIVERSION WITH CPSC

In collaboration with the California Product Stewardship Council (CPSC), we conducted a textile waste audit to explore the recycling and repurposing potential of various textiles.⁸ The audit revealed a significant portion of textiles, notably high-value denim, could be repurposed, resold, or repaired. GreenWaste continues to work with CPSC and explore and pilot textile diversion solutions.

RECLAIMED LUMBER PROGRAM

GreenWaste started a new pilot program to reclaim, de-nail and repurpose discarded lumber. Reclaimed lumber extends the life cycle of wood and can be used in sustainable building and design, such as LEED.

MRF INNOVATIONS

Through a grant award from the Recycling Partnership, we added an additional artificial intelligence (AI) visual identification system to our GreenWaste San Jose Material Recovery Facility improving the collection, recycling, and circularity of Polyethylene Terephthalate (PET), including PET bottles and other difficult-to-recycle rigid PET packaging. The AI system also helps conduct material composition analyses, helping us better understand operational efficiencies.

Social:

Our Commitment to Our Employees and Communities

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

In 2023, our overall turnover rate was 14.6%, highlighting our effective management and workplace culture. **We continued to maintain our 75% internal promotion metric, investing in removing barriers to professional development and contributing to the growth of our employees.** Additionally, we expanded our intern program in partnership with local schools, supporting community engagement and workforce development. Enhanced training programs, accessible online and in multiple languages, alongside improved employee self-service options, further demonstrated our dedication to employee empowerment and inclusion.

Inclusion

Hiring diverse talent supports a sense of belonging and representation at GreenWaste, fostering an inclusive workplace environment so employees feel valued and empowered. The following are some outcomes of our 2023 initiatives promoting local, diverse, and inclusive employment:

- Employee turnover declined to 14.6% from 17.4% in 2022, marking a 2.8% overall decrease.
- **Our senior leadership team boasts an average tenure of 12.76 years, with over 75% being promoted internally, demonstrating our deep-rooted expertise and knowledge.**
- GreenWaste expanded and increased our already comprehensive and highly competitive compensation and benefits package.
- We expanded our intern program to include additional local schools, further developing our talent pipeline for local employees, including opportunities for welders, drivers, and mechanics.
- We expanded our diverse candidate recruitment events and network while also enhancing our online employment application portal and experience.
- Diversity, equity, and inclusion training programs for exempt employees are now accessible online, in both English and Spanish.
- Enhanced employee self-service options are now available for managing benefits, including healthcare, efficiently and conveniently.

Training and Development

GreenWaste is dedicated to the professional and personal development of our employees through a comprehensive training program. This program equips employees with leadership skills, resources for career growth, and strategies for maintaining an empowering, supportive, and respectful workplace. Our training emphasizes safety topics (related to on an employee's job responsibilities), harassment prevention, conflict resolution, and effective communication to foster a collaborative and inclusive environment.

In 2023, we significantly expanded our training offerings (including, diversity, equity, and inclusion training topics), streamlining training parameters and ensuring access to personal and professional development opportunities. These programs are available in both English and Spanish, increasing access to essential training and accessible through our online platforms such as ADP and Udemy.

Our Information Technology (IT) Department introduced IT Lunch & Learn workshops in 2023. The sessions focus on how technology can assist in accomplishing work tasks and projects, improve productivity, help enable employee growth and remove barriers to internal promotion.

Several employees, either newly promoted to management positions or demonstrating leadership potential, participated in the Resource Recovery Coalition of California's (RRCC) Next Generation Management and Leadership Program. The program provides networking opportunities and leadership training, including best practices in refuse collection and recycling operations and support departments.

2023 BENEFITS ENHANCEMENTS

Zero paycheck deductions for eligible employee health, vision, dental, and long-term disability insurance⁹

GreenWaste offers a robust benefits package to support our employees, providing more than one health care plan where we cover 100% of medical premiums for all eligible employees, and in 2023, adding 100% dental and vision premium coverage for all eligible employees. GreenWaste also doubled the dependent life insurance benefit while continuing to pay 100% of the premium for all eligible employees.

Acknowledging the importance of work-life balance and investing in our employees to enable them to contribute positively to the communities in which they serve and live, in 2023 GreenWaste set a higher minimum baseline for paid holidays and sick time, which resulted in **additional paid holidays and sick time for approximately 60% of our employees**. As a further benefit, we implemented a **new long-term disability benefit** for all eligible employees, to supplement state-provided long-term disability payments, offering an additional layer of financial security.

Additionally in 2023, we approved and executed changes to our 401(k) plan for the 2024 plan year to further assist eligible employees in saving for retirement and increase their long-term financial security benefit. The approved changes included: reducing the eligibility period for our 401(k) plan to 90 days, moving to a safe harbor program where employees are immediately vested in their matching contributions, and adding a Roth IRA tax-efficient saving option.

With these supplements to our benefits packages for eligible employees, GreenWaste continues to recognize that our employees' well-being is a cornerstone of our collective success.

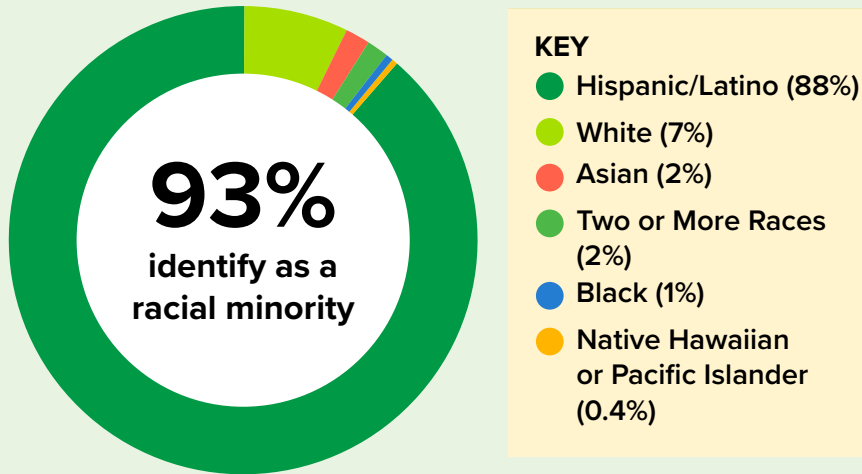
Diversity at GreenWaste

RACIAL DIVERSITY

In 2023, GreenWaste increased racial diversity across our management job categories. At the Senior Management/C-suite level, we have representation of 37% racial diversity, an increase of 3% year over year. Further signifying our commitment to an inclusive leadership structure, 81% of our management employees identify as racially diverse, an increase of 9% year over year.

Across our entire workforce, racial diversity remains consistent year over year at 93%. This broad representation across our companies substantiates our inclusive work environment value and contributes to our mission of innovation.

OVERALL RACIAL REPRESENTATION IN 2023



GENDER DIVERSITY

In 2023, **GreenWaste increased gender diversity to 17% across our entire workforce.** Specifically, the representation of women increased in both management and non-management roles at GreenWaste, reflecting our ongoing commitment to augment diversity and inclusion throughout our workforce.



EMPOWERING THE WOMEN LEADERS OF TOMORROW

GreenWaste is proud of our promotion of diversity and inclusion within the waste management and environmental services industry, including in hiring and advancing women within our operations and management roles and supporting their development and progression within our company. In 2023, recognizing the importance of diversity, inclusion, and the unique challenges faced by women in the waste management and environmental services industry, GreenWaste Women’s Group hosted a mix of virtual meetings and in-person events to foster networking and leadership development, and strengthen personal connections.

Community Engagement

GreenWaste's core values of integrity and teamwork embody the principles of doing what's right for each other and our communities. Through collective engagement and collaboration, the prosperity and vibrancy of our communities is enriched. Here are some of the community projects and partnerships we supported in 2023:

HUNGER AT HOME

GreenWaste supports Hunger at Home, a local nonprofit that partners with businesses to collect excess food and goods that would otherwise be thrown away, and donates it to hungry and homeless individuals throughout Santa Clara County. To date, Hunger at Home has recovered and repurposed enough food to provide 12.6 million meals since 2015.



SAN FRANCISCO BAY BIRD OBSERVATORY FOUNDATION

GreenWaste supplies soil amendments used to restore tidal marsh and upland ecotone habitats around San Francisco Bay. Habitat restoration is crucial for endangered species like the salt marsh harvest mice and Ridgway's rails. In 2023, our soil amendments helped restore five acres of habitat in Eden Landing Ecological Reserve between Old Alameda Creek and former salt pond E6A. Enriching the soil has proven essential for the re-establishment of native plants, improving soil quality, and reducing costs so that more funding is invested in seeding and planting habitats. The restoration of trails and natural habitats brings ecological value to our local community and enhances outdoor experiences while promoting biodiversity.



HABITAT FOR HUMANITY OF GREATER SACRAMENTO

As the Zero Waste sponsor for Habitat for Humanity's 2023 Rock the Block event in the Oak Park community of Sacramento, GreenWaste Florin Perkins Resource Recovery Facility volunteered, donated and supported sustainable home and community projects and extensive community cleanup efforts, contributing to the event's overall success, sustainability, and environmental stewardship. This event supported 14 residential and 11 community projects totaling more than \$385,000 invested in critical home repairs and preservation, community partner projects, and drought-tolerant landscaping in the Oak Park community.

COASTAL KIDS TOUCH-A-TRUCK

In 2023, GreenWaste participated in the Coastal Kids' San Jose Touch-a-Truck event, a fundraiser supporting Northern California's only provider of in-home medical, social service, and therapy visits to children living with illness, injury, developmental delays, or facing end-of-life. GreenWaste's collection vehicles were among the 25 trucks brought to the event. Thanks to support from events like this, Coastal Kids has provided more than 70,000 in-home visits to more than 9,000 children.

Safety

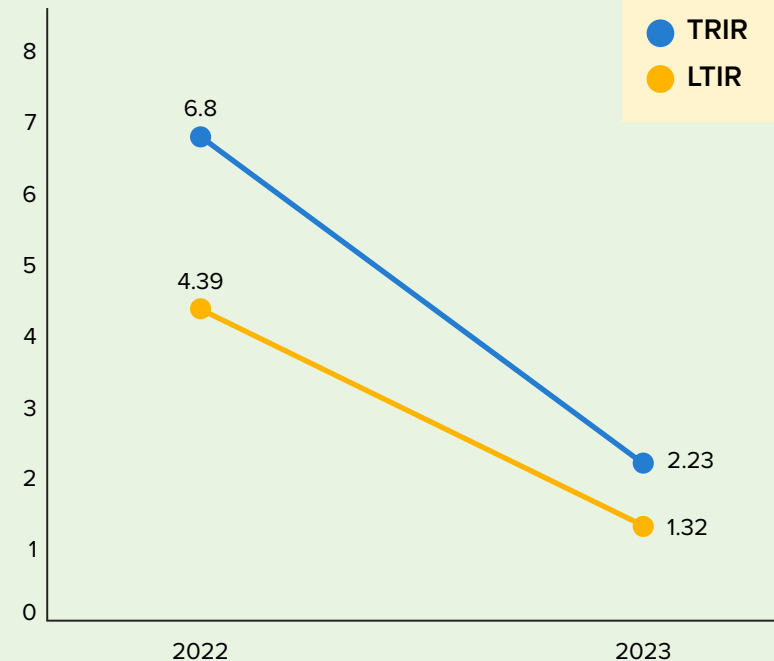
In 2023, our commitment to safety led to significant advancements and achievements.

Through investing in cutting-edge technologies, innovative approaches, targeted training, and strategic initiatives, we have remarkably improved our safety metrics. **These efforts have not only reduced incident rates but also fostered a culture of increased safety awareness and accountability across GreenWaste, helping set new benchmarks for our safety performance and demonstrating our unwavering commitment to the safety of our employees.** We also hosted our first annual Safety Appreciation Week, reinforcing workplace and employee safety at GreenWaste through engaging activities, educational broadcasts, and discussions on best safety practices.

Some other notable safety achievements in 2023 include:

- We reduced restricted injuries from 46 in 2022 to 10 in 2023. Additionally, there were no contractor health and safety incidents at our facilities in 2023.
- **We employed safety innovations such as AI cameras for enhanced detection and accident prevention, exoskeletons at our recovery facilities to reduce ergonomic injuries, SensorZone on equipment as a proximity warning system to reduce collisions** and Taproot training to aid in identifying and correcting the root causes of incidents, accidents, and near-misses.
- SafeTV debuted at our sites communicating daily safety updates.
- GreenWaste joined and participated in the National Safety Council.
- We implemented the Good Catch and Speak up for Safety programs.
- In-cab Smith training for drivers and preventive vehicle accident tracking were deployed.
- We conducted additional evacuation drills and emergency response exercises to ensure better preparedness and responsiveness.
- We developed a Workplace Violence Prevention Program, including site threat analysis.

OUR SAFETY METRICS



Governance: Our Commitment to Transparency and Integrity

In addition to the policies and governance matters discussed in our 2022 Sustainability Report and on our website, in 2023 we prepared the following additional governance items:

DE&I POLICY

Our Diversity, Equity and Inclusion Policy¹⁰ emphasizes diversity, equity, and inclusion as core values, encouraging opportunity, and a workplace culture and environment respectful of varied experiences and perspectives.

ENVIRONMENTAL POLICY

Our Environmental Policy¹¹ is reflective of the Company's commitment to the regulatory and physical environment of our California facilities and serves as a framework ensuring that environmental and sustainability considerations are integrated into our strategic planning, operations, and decision-making processes at every level.

BOARD DIVERSITY

The Board surveyed diversity of its voting members, with 50% gender diversity and 50% racial diversity at the end of the 2023 reporting period.

NET ZERO PLAN AND CLIMATE ASSESSMENT

In 2023, GreenWaste created its first Path to Net Zero Plan, which was reviewed by the ELT and Board ESG Committee in conjunction with GreenWaste's strategic growth and KPIs.

ESG REPORTING

The Board ESG Committee and our ELT reviewed our ESG reporting to ensure it is strategically aligned, transparent, accountable, and material to our stakeholders.

SAFETY RISK REGISTER AND SAFETY AWARENESS FUNDAMENTALS (SAF)

The Safety Risk Register is an essential tool for preemptively identifying and mitigating potential safety hazards. The register was reviewed and strengthened in 2023. Additionally, the Board in combination with our ELT assessed enhancements to our SAF program designed to further entrench safety consciousness at GreenWaste.

WORKPLACE VIOLENCE PREVENTION POLICY

Our Workplace Violence Prevention Policy seeks to provide a safe and secure working environment for all GreenWaste employees, contractors, visitors, and guests, free from any acts or threats of physical violence, harassment, intimidation, or other threatening and disruptive behavior.

Endnotes

- 1** See <https://www.greenwaste.com/sustainability/esg-reporting/>
- 2** See <https://www.greenwaste.com/sustainability/esg-reporting/>
- 3** See <https://www.recyclingcertification.org/certified-facilities/>.
- 4** Location-based scope 2 emissions are calculated using U.S. EPA's Emissions & Generation Resource Integrated Database (eGRID) emission factors, which provide regional averages for the environmental characteristics of electricity generation. Market-based scope 2 emissions are calculated using supplier specific power content labels as part of the California Energy Commission's Power Source Disclosure program.
- 5** The emissions footprint for the GreenWaste Hayward Transfer Station and GreenWaste Santa Cruz County Collections facility includes only scope 1 emissions. Scope 2 emissions are captured under a separate organizational boundary and emissions inventory.
- 6** See Organic Materials Review Institute certifications at <https://www.omri.org/mfg/zbs>.
- 7** Mattress Composting Pilot: <https://mattresrecyclingcouncil.org/mrc-toboost-its-mattress-recycling-rate-by-composting-cotton-and-cocofibers/>.
- 8** California Product Stewardship Council's Textile Waste Audit Report: https://www.calpsc.org/_files/ugd/ad724e_57456c43658a4308bf83b8e65328fcc6.pdf.
- 9** Zero paycheck deductions for employee health insurance available for certain health care plans.
- 10** See Diversity, Equity and Inclusion Policy at: <https://www.greenwaste.com/wp-content/uploads/GreenWaste-DEI-Policy.pdf>.
- 11** See Environmental Policy at: <https://www.greenwaste.com/wp-content/uploads/GreenWaste-Environmental-Policy.pdf>.

GRI Disclosures

GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
2-1	Organizational Details	
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
2-2	Entities included in the organization's sustainability reporting	
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	One acquisition was incorporated into Scope 1 aggregated reporting this year. Scope 2 data for this acquisition was not available and was not included in site aggregation.
c.iii	If approach differs across the GRI general disclosures and material topics	Our approach does not differ.
2-3	Reporting period, frequency and contact point	
a.	Start/end dates of ESG reporting & frequency	Annual Reporting, from January 1, 2023 to December 31, 2023
b.	Financial reporting time period (public only)	N/A
c.	Publication date of ESG report	April 24, 2023
d.	Contact for questions about report	esg@greenwaste.com

GRI Disclosures

GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
2-4	Restatements of information	
a.	Any restatements of information from previous reporting period. If no restatement, then state so.	2023 is GreenWaste's second year reporting in accordance with GRI; no restatements of previous reporting are included.
a.i	The reasons for the restatements	N/A
a.ii	The effect of the restatements	N/A
2-5	External Assurance	
a.	External assurance policy including whether highest governance body (HGB) and senior executives (SE) are involved	See Tracking, Measuring, and Reporting Success, pg 4 . Previous years' emissions reporting data has been externally verified by an independent third party. Data assurance for the 2023 reporting year is complete by the time of publication.
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)	
2-6	Activities, Value Chain and Other Business Relationships	
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: Nonhazardous waste treatment and disposal facilities; 325315 - Compost Manufacturing
b.	Description of value chain, including:	See Facilities page for detailed activity and market information .
b.i	Company activities, products, services, and markets served	
b.ii	Upstream activities/supply chain	
b.iii	Downstream entities including customers and distributors	
c.	Other relevant business relationships including business partners	

GRI Disclosures

GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
2-6	Activities, Value Chain and Other Business Relationships (cont.)	
d.	Description of any significant changes from previous reporting period	See Facilities page for detailed activity and market information.
2-7	Employees	
a.	Total no. of employees, by gender, by region	1061 total full and part time, with 177 female permanent employees and 884 male permanent employees. All employees work in the state of California. There is no demographic data available for temporary employees.
b.i.-v	No. of permanent, temporary, non-guaranteed hours, full-time & part-time employees, w/ breakdown by gender, by region	1057 permanent, including 4 regular part-time, all in the state of California. Break-down not available for temporary 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, 2023 (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
2-9	Governance Structure and Composition	
a.	Describe governance structure including committees of the HGB	See Governance, pg 17 . Board structured for six voting members, of which three are independent, and one non-voting member. The board included 50% gender and 50% ethnic diversity and only four voting members at end of reporting period.
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	

GRI Disclosures

GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
2-9	Governance Structure and Composition (cont.)	
	c.iv No. of other significant positions and commitments held by each member and the nature of the commitments	See Governance, pg 17.
	c.v Gender	
	c.vi Under-represented social groups	
	c.vii Competencies relevant to the impact of GreenWaste	
	c.viii Stakeholder representation	
2-11	Chair of the highest governance body	
	a. Whether the chair of the HGB is also a senior executive (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
2-12	Role of the highest governance body in overseeing the management of impacts	
	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 Board of Managers Services Agreement, revised January 2024.
	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	

GRI Disclosures

GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
2-13	Delegation of responsibility for managing impacts	
a.	Describe how the HGB delegates responsibility for managing Green-Waste's impacts on ESG, including:	See ESG Committee Charter and Board of Managers Service Agreement .
a.i.	Whether the HGB has appointed any SEs with responsibility for the management of impacts	
a.ii.	Whether the HGB has delegated responsibility for the management of impacts to other employees	
b.	Describe the process and frequency for SEs or other employees to report to the HGB on the management of the impacts on ESG	
2-14	Role of the highest governance body in sustainability reporting	
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 ESG Committee Charter .
b.	b. If the HGB is not responsible for reviewing and approving ESG info, including materials topics, explain reason	
2-15	Conflicts of interest	
a.	Describe the processes for the HGB to ensure that conflicts of interest are prevented and mitigated	See Board of Managers Services Agreement, revised January 2024 .
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	

GRI Disclosures

GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
2-16	Communication of critical concerns	
a.	Describe whether/how critical concerns are communicated to the HGB	See Employee Handbook on our website. In 2023, we had one Red Flag report, which was submitted to the Board and mitigated.
b.	Report total no. and the nature of critical concerns that were communicated to the HGB during the reporting period	
2-21	Annual Total Compensation Ratio	
a.	Report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	1.16:1
2-22	Statement on sustainable development strategy	
a.	Statement from the HGB or most SE about the relevance of ESG to GreenWaste and its ESG strategy	See Our 2023 Sustainability Update, pg 3.
2-23	Policy commitments	
a.	Describe policy commitments for responsible business conduct, including:	See Our Governing Policies on our website.
a.i.	The authoritative intergovernmental instruments the commitments reference	
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	See our Human Rights Policy.
b.	Describe its specific policy commitment to respect human rights, including:	
b.i.	Internationally recognized human rights that the commitment covers	

GRI Disclosures

GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Response
2-23	Policy commitments (cont.)	
b.ii	Categories of stakeholders, including at-risk or vulnerable groups, given particular attention to in the commitment	See our Human Rights Policy.
c.	Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain why	
d.	Report the level at which each of the policy commitments was approved within GreenWaste and if it is the most senior level	See Our Governing Policies on our website.
e.	Report the extent to which the policy commitments apply to GreenWaste's activities and to its business relationships	
f.	Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	
2-24	Embedding policy commitments	
a.	Describe how policy commitments are embedded for responsible business conduct throughout GreenWaste's activities and business relationships, including:	See Our Governing Policies on our website.
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	
2-25	Process to remediate negative impacts	
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 in Employee Handbook.

GRI Disclosures

GRI 102: General Disclosures

Disclosure Number	Disclosure Title	
2-25	Process to remediate negative impacts (cont.)	
b.	Describe the approach to identify and address grievances, including the grievances mechanisms that GreenWaste has established or participated in	See Anti-Harassment, Non-Discrimination, and Anti-Retaliation in Employee Handbook.
c.	Describe other processes by which GreenWaste provides for or co-operates in the remediation of negative impacts identified as having caused or contributed to	
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	
e.	Describe how GreenWaste tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback	
2-26	Mechanisms for seeking advice and raising concerns	
a.	Describe the mechanism for individuals to:	See Anti-Harassment, Non-Discrimination, and Anti-Retaliation in Employee Handbook.
a.i.	Seek advice on policies and practices for responsible business conduct	
a.ii.	Raise concerns about the GreenWaste's business conduct	

GRI Disclosures

GRI 102: General Disclosures

Disclosure Number	Disclosure Title	
2-28	Membership association	
	a. Report industry associations, other membership associations, and national or international advocacy organizations in which GW participates in a significant role	<p>In California, we are currently members of:</p> <ul style="list-style-type: none"> • California Compost Coalition (CCC) • California Resource Recovery Association (CRRRA) • Resource Recovery Coalition of California (RRCC) • Northern California Recycling Association (NCRA) • California Landscape Association • The Power Inn Alliance <p>Nationally, we are members of:</p> <ul style="list-style-type: none"> • Solid Waste Association of North America (SWANA) • Construction & Demolition Recycling Association (CDRA) • Carpet America Recovery Effort (CARE) • U.S. Green Building Council (USGBC) • US Composting Council • Recycling Certification Institute (RCI) • National Stewardship Action Council
2-29	Approach to stakeholder engagement	
	a. Describe approach to engaging with stakeholders, including:	
	a.i. The categories of stakeholders it engages with, and how they are identified	See Tracking, Measuring, and Reporting Success, pg 4.
	a.ii. The purpose of the stakeholder engagement	
	a.iii. How GW seeks to ensure meaningful engagement with stakeholders	
3	Material Topics 2021	
3-1	Process to determine material topics	See 2022 Sustainability Report.
3-2	List of Material Topics	

GRI Disclosures

GRI 200: Economic

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

GRI 300: Environmental

Disclosure Number	Disclosure Title	Response
301	Materials 2016	
301-1	Materials used by weight or volume	See GreenWaste and the Circular Economy, pg 9.
301-2	Recycled input materials used	
301-3	Reclaimed products and their packaging materials	
302	Energy 2016	
302-1	Energy consumption within the organization	425,835 GJ consumed, with 314,360 GJ coming from renewable sources. 49,654 GJ were devoted to electricity, heating, and/or cooling.
302-2	Energy consumption outside the organization	

GRI Disclosures

GRI 300: Environmental

Disclosure Number	Disclosure Title	
302-3	Energy intensity	0.31 GJ/ton of recovered material
302-4	Reduction of energy consumption	See Emissions Inventory, pg 5 .
302-5	Reductions in energy requirements of products and services	
303	Water and Effluents 2018	
303-1	Interactions with water as a shared resource	Our water is primarily drawn from onsite wells or third-party sources. We use recycled water at several of our sites for truck washes, dust suppression, and process applications, including runoff collected in detention basins for re-use. GreenWaste complies with applicable regulations for responsible water use.
303-2	Management of water discharge-related impacts	Facilities with permits for discharge monitor for priority substances according to permit and regulatory requirements. Our staff is trained to identify, respond to, and prevent leaks or potential leaks.
303-3	Water withdrawal (MI)	596 MI withdrawn overall. 62 MI withdrawn from groundwater and the rest from third parties.
303-4	Water discharge (MI)	4 MI of metered discharge under wastewater permit, including 2 MI to sewer and 2 MI to offsite disposal. Metering of stormwater discharge is not required.
304	Biodiversity 2016	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our GreenWaste Zanker Resource Recovery Facility is located adjacent to the Don Edwards San Francisco Bay National Wildlife Refuge, which contains sensitive marshland and ongoing shoreline restoration projects.
304-2	Significant impacts of activities, products and services on biodiversity	GreenWaste complies with environmental regulation regarding the construction, maintenance, and operations of our facilities in proximity to this site. There were no negative impacts attributed to our operations during the reporting period.

GRI Disclosures

GRI 300: Environmental

Disclosure Number	Disclosure Title	
304	Biodiversity 2016 (cont.)	
304-3	Habitats protected or restored	We partner with the San Francisco Bay Bird Observatory to support their restoration projects along the San Francisco Bay salt marsh environments. They have used our soil amendments to restore critical tidal marsh - upland ecotone habitat for endangered species. The amendments we provide improve soil quality, moisture retention, and resistance to invasive plant seeds, which enables our partners to invest more in seeding and planting restorative native plants. Additionally, we conduct onsite predator management under oversight from the USDA APHIS to minimize predation on species in neighboring protected areas.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Our operations have not been shown to affect the habitats of the sensitive species.
305	Emissions 2016	
305-1	Direct (Scope 1) GHG emissions	See Emissions Inventory, pg 5 .
305-2	Energy indirect (Scope 2) GHG emissions	
305-3	Other indirect (Scope 3) GHG emissions	
305-4	GHG emissions intensity	0.006 tCO2e/ton of recovered material
305-5	Reduction of GHG emissions	See Emissions Inventory, pg 5 .
305-6	Emissions of ozone-depleting substances (ODS)	Not currently calculated.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	

GRI Disclosures

GRI 300: Environmental

Disclosure Number	Disclosure Title	
306	Waste 2020	
306-1	Waste generation and significant waste-related impacts	See GreenWaste and the Circular Economy, pg 9 . 1,360,134.4 tons of waste were diverted and 543,152 tons were disposed prior to end-market processing. After end-market processing, and additional 131,695.7 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 Disclosures

GRI 400: Social

Disclosure Number	Disclosure Title	Response
401	Employment 2016	
401-1	New employee hires and employee turnover	See 2023 Benefits Enhancements, pg 13 . There were 33 net new employees and a 14.6% turnover rate in 2023. Use of parental leave benefits data is not available.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
401-3	Parental leave	
403	Occupational Health and Safety 2018	
403-1	Occupational health and safety management system	See our General Safety Policy and Life Saving Rules .
403-2	Hazard identification, risk assessment, and incident investigation	
403-3	Occupational health services	
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	

GRI Disclosures

GRI 400: Social

Disclosure Number	Disclosure Title	
405	Diversity and Equal Opportunity 2016	
405-1	Diversity of governance bodies and employees	See Diversity at GreenWaste, page 14 . 18-30: 259 employees, 31-50: 524 employees, 51+: 278 employees
405-2	Ratio of basic salary and remuneration of women to men	Planning for calculation in future reporting years.
413	Local Communities 2016	
413-1	Operations with local community engagement, impact assessments, and development programs	See Engaging Our Communities, pg 15 .
413-2	Operations with significant actual and potential negative impacts on local communities	
418	Customer Privacy 2016	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We had a cyber event on November 27th, 2023. Notifications were made as required by law.