

# DELIVERING OUR AMBITION *together*



Sustainability Report 2025



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Cleanaway acknowledges the Traditional Owners of the lands on which we operate and in the communities in which we live and work.

We pay our respects to all Aboriginal and Torres Strait Islander people and to their Elders past and present, for they hold the traditions and the culture and, together, we hold the hopes of a truly reconciled Australia.



This is an interactive PDF designed to enhance your experience. The best way to view this report is with Adobe Reader. Click the links on the pages or use the home button  in the header to navigate the report.

## About this report

In this report, you'll learn about our progress against our material topics<sup>1</sup> and sustainability pillars over the past financial year (1 July 2024 to 30 June 2025). Our report from last year, published in September 2024, is available at [www.cleanaway.com.au/sustainability-report](http://www.cleanaway.com.au/sustainability-report)

Our sustainability practices<sup>2</sup> are reported against the Sustainability Accounting Standards Board (SASB) Waste Management Standard, and with reference to the GRI Sustainability Reporting Standards 2021 (GRI Standards), the United Nations Sustainable Development Goals (SDGs).

Questions about this report or sustainability at Cleanaway can be directed to:

➤ [cleanaway.com.au/contact-us](http://cleanaway.com.au/contact-us)

Ernst & Young was engaged by Cleanaway to undertake a limited assurance engagement as defined by Australian Auditing Standards over selected sustainability performance data as included in Cleanaway's 2025 Sustainability Report and ESG Databook. Please refer to the Appendix on [page 50](#) for a copy of the Assurance Statement.

## FY25 REPORTING SUITE



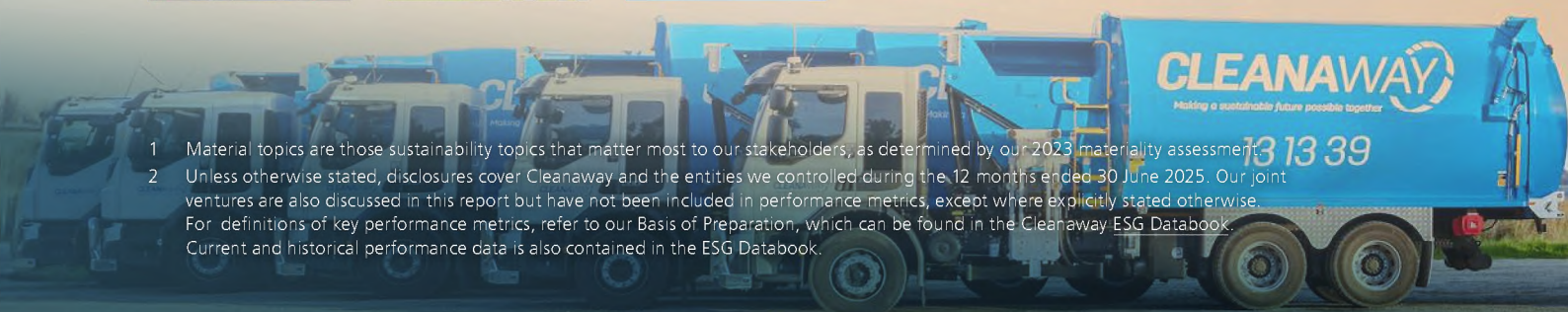
Our Sustainability Report forms part of our broader 2025 reporting suite, available online at:

[www.cleanaway.com.au](http://www.cleanaway.com.au)

- Annual Report
- Sustainability Report
- ESG data book
- Corporate Governance Statement

<sup>1</sup> Material topics are those sustainability topics that matter most to our stakeholders, as determined by our 2023 materiality assessment.

<sup>2</sup> Unless otherwise stated, disclosures cover Cleanaway and the entities we controlled during the 12 months ended 30 June 2025. Our joint ventures are also discussed in this report but have not been included in performance metrics, except where explicitly stated otherwise. For definitions of key performance metrics, refer to our Basis of Preparation, which can be found in the Cleanaway ESG Databook. Current and historical performance data is also contained in the ESG Databook.







# MAKING A SUSTAINABLE FUTURE POSSIBLE *together*

OVERVIEW

PILLAR 1

PILLAR 2

PILLAR 3

PILLAR 4

APPENDIX

At the heart of Cleanaway are our people, working together and bringing their expertise and commitment to deliver for our customers, communities, and the environment we protect.





# ABOUT CLEANAWAY

Cleanaway is Australia's largest provider of comprehensive waste management and resource recovery solutions. With over 50 years of experience and a national footprint spanning more than 350 sites, we proudly serve municipal, commercial, industrial, healthcare and government sectors. Our team of over 10,000 dedicated team members is united by a clear purpose: *Making a sustainable future possible together.*

Cleanaway offers end-to-end waste solutions, from collection and processing to recycling, treatment and safe disposal. Our expansive infrastructure includes over 135 licensed assets and the largest waste management fleet on Australian roads, enabling us to deliver safe, scalable and customised services across the country.

We are leading the way in sustainable waste management through innovation, industry partnerships and investment in advanced technologies that reduce landfill dependency, lower carbon emissions and support Australia's transition to a circular economy.

## Sustainability at Cleanaway

At Cleanaway, we believe waste is a resource to be recovered, reused and reimaged, and that environmental challenges require practical and scalable solutions that allow our customers to operate while also protecting the environment.

Guided by our purpose, *making a sustainable future possible together*, we partner with customers, communities, governments and industries to lead Australia's transition to a circular economy and reduce their impact on the natural environment.

Our Sustainability Framework brings our purpose to life by focusing on Recovering resources, Protecting the environment, Reducing emissions and Working together. Our pillars are aligned with our material focus areas, and combined, they reflect what we do to enable a sustainable future in terms of our impact, progress and achievements. At the heart of this work are our people, united by shared values and a commitment to delivering meaningful outcomes every day.







**Recovering  
resources**



**Protecting the  
environment**



**Reducing  
emissions**



**Working  
together**

Our Sustainability Framework captures the positive and tangible outcomes we create for the environment, society and stakeholders.

Refreshed in FY24, our Framework is built around four pillars, each linked to how we make a difference through our operations, initiatives and strategy. The framework provides a clear structure for how we approach sustainability, ensuring our efforts are focused on the areas where we can make the greatest difference.





# PERFORMANCE AT A GLANCE



## Recovering resources

We play a vital role in enabling Australia's circular economy, working with our partners to ensure valuable resources are recovered from waste streams and returned to the value chain.

CONTAINERS  
PROCESSED VIA CDS<sup>1</sup>

**224kt**

NSW, QLD, VIC, WA,  
SA, TAS facilities  
FY24 208kt

PAPER AND  
CARDBOARD RECYCLED

**442kt**

and packed to third parties  
through Cleanaway's central  
commodities trading desk  
FY24 430kt

PLASTICS  
RECYCLED

**24kt**

and packed to third  
parties through  
Cleanaway's central  
commodities  
trading desk  
FY24 23kt

WASTE OIL  
RECOVERED

**103ML**

collected from customers  
to be processed through  
Cleanaway facilities  
FY24 104ML



## Protecting the environment

As a total waste solutions provider, we prioritise resource reuse, recycling, and recovery wherever possible. When these options are not feasible, we offer safe and responsible, at-scale treatment and disposal solutions.

ENVIRONMENTAL  
TOOLKITS IN PLACE AT

**98%**

of all licensed  
sites in FY25

ENVIRONMENTAL  
ASSURANCE

**88**

environmental audits  
conducted in FY25

ENVIRONMENTAL  
COMPLIANCE

**Zero**

major or significant  
environmental  
incidents in FY25



<sup>1</sup> Includes JV.





## Our sustainability impacts brought to life

We recovered the equivalent of

8%

of Australia's total recycled plastic processed onshore, supporting local circular economy outcomes.<sup>7</sup>

We produced

29ML

of re-refined base oil through our facilities, replacing virgin base oil in new lubricant formulation.

We recovered the equivalent of

21%

of Australia's post-consumer paper and paperboard packaging placed on market, contributing to national circularity targets.

We powered the equivalent of

37,000

average Australian homes through energy generated from landfill gas.

We processed

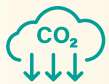
14ML

of used cooking oil that can be used as feedstock to produce low-carbon fuels such as sustainable aviation fuel and renewable diesel.

<sup>7</sup> Percentage calculation based on measured weight of recovered and sorted plastic meeting a saleable commodity grade that is packed to third parties and the Department of Climate Change, Energy, the Environment and Water (DCCEEW) Australian plastics flows and fates reporting.

OVERVIEW

PILLAR 1



### Reducing emissions

The goal of net zero compels us all to take action to reduce the impacts of climate change. Cleanaway is committed to reducing our emissions and helping our customers do the same.

NET SCOPE 1 AND 2 EMISSIONS<sup>1</sup>

1,132kt CO<sub>2</sub>-e

↓ 5% from prior year  
FY24 1,191kt CO<sub>2</sub>-e

LANDFILL GAS CAPTURED

256.9Mm<sup>3</sup>

from the natural breakdown  
of waste in our landfills  
↑ 4% from prior year  
FY24 246.7Mm<sup>3</sup>

ENERGY GENERATED  
FROM LANDFILL GAS<sup>2</sup>

224.7GWh

FY24 225.3GWh

- 1 Calculated using methods prescribed as Method 1 under the National Greenhouse and Energy Reporting (Measurement) Determination 2008. Cleanaway determines its total net greenhouse gas emissions in line with the Australian Government's Corporate Emissions Reduction Transparency (CERT) reporting guidelines. For more information please visit [ESG data book](#).
- 2 Generated by Cleanaway or third parties.
- 3 TRIFR calculation includes employees, non-permanent labour, contractors, large contractors, owner drivers and hours associated with employee leave. For more information please visit [ESG data book](#).
- 4 Female participation figures represent the percentage of active employees as at 30 June 2025. Excludes Labour Hire, Directors, Owner Drivers, Contractors and Consultants. Determined based on headcount.
- 5 A session is defined as a workshop or any similar type of gathering regardless of the duration. Sessions include engagement at schools, communities or businesses.
- 6 An event is an activity where the number of attendees cannot be quantified. Events include conference presentations, information stalls and festivals.



### Working together

To deliver on our mission requires the co-ordinated effort and hard work of our people, suppliers and communities. Together, we fulfil our purpose of making a sustainable future possible together.

Our people

HEALTH AND  
SAFETY

4.7

Total Recordable  
Injury Frequency  
Rate (TRIFR)<sup>3</sup>  
FY24 4.6

FEMALE  
PARTICIPATION<sup>4</sup>

26%

↑ 7.2% growth  
from prior year  
FY24 24.3%

Our community

COMMUNITY  
EDUCATION

1,821

sessions held  
nationally<sup>5</sup>  
FY24 1,555

COMMUNITY  
ENGAGEMENT

49,922

people engaged  
FY24 32,500+

COMMUNITY EVENTS

42

events held nationally<sup>6</sup>  
Not measured in FY24

PILLAR 2

PILLAR 3

PILLAR 4

APPENDIX



# MAKING A SUSTAINABLE FUTURE POSSIBLE TOGETHER

We play an important role enabling Australia's evolving circular economy and helping our customers protect the environment, delivering outcomes that support a sustainable future for all.







*At Cleanaway, our people and communities are at the heart of our purpose: making a sustainable future possible together. Because in a sustainable future, people thrive, the environment is protected, and resources are used wisely. This report provides an update on our progress in strengthening and expanding our positive environmental and social impact over the past 12 months.*

Our FY25 safety performance reflects both the challenges and progress of implementing our comprehensive five-year Health, Safety and Environment (HSE) Strategy. I am deeply disappointed to report that we experienced three fatalities in our operations during the period. On behalf of the Board and Management team, we extend our deepest sympathies to the families, friends and colleagues affected by these tragic events. The health, safety and wellbeing of every single member of the Cleanaway team and our contractors is fundamental to how we work and these events weighed heavily on all of us.

Two of the fatalities involved driving which remains our biggest risk given both the size of our fleet and the number of kilometres we drive. As a result, we challenged our plans to see whether we could further accelerate key elements related to safe driving. We will roll-out in-vehicle monitoring systems (IVMS) across the fleet during FY26 to promote safer driving and we have further accelerated our fleet replacement program to ensure our vehicles are equipped with the latest safety systems.

### Investing in our ability to make a sustainable future possible together

A highlight of FY25 has been our progress in building a culture of respect, critical to safely and effectively working together with our stakeholders. We reinforced our commitment to this journey in February 2025 with the launch of Respect 2.0 which has delivered a range of training, communication and leadership initiatives.

This was supported by continued engagement with our five Guiding Principles and the expansion of our Stronger Together safety training to leaders deeper within the organisation, who are key to enabling this cultural shift.

I'm proud to report we met our net Scope 1 and 2 emissions reduction target this year and remain on track to achieve our 2030 net Scope 1 and 2 emissions targets on both methane and a combined GHG basis.

We completed our first Scope 3 emissions assessment, reflecting our commitment to climate accountability and decarbonisation. Our Scope 3 emissions were estimated at 484kt CO<sub>2</sub>-e, around 30% of our total footprint, with key contributors being fuel, transport, landfill use and heavy vehicle purchases. Addressing these will take time, but this assessment provides a strong foundation for future action.

Reflecting our focus and commitment to diversity, equity and inclusion, we saw an increase in our overall and operational female participation rates. We also launched our Innovate Reconciliation Action Plan (RAP) 2025 – 2027 in June 2025, and introduced our social enterprise and post-incarceration employment pathways programs.

We continued to invest in our ability to increase our impact through capacity, innovation and acquisitions. In Sydney, our largest metropolitan market, we expanded our resource recovery capacity with the commissioning of our new material recovery facility (MRF) at Rooty Hill and increased food organics and garden organics (FOGO) processing at our organics processing facility in Eastern Creek. In Melbourne, as part of our acquisition of Citywide Services' waste and recycling assets (known as Citywide Waste), we have committed to redevelop the Dynon Road, West Melbourne transfer station into a state-of-the-art facility with double its current capacity. Our partnership with Viva Energy is progressing a hard-to-recycle soft plastics solution, while the acquisition of Contract Resources enhances our capability to manage complex waste streams arising from the growing decommissioning, decontamination and remediation needs of the energy sector. Looking ahead, we remain committed to driving sustainable outcomes for our customers.

Thank you to the Cleanaway team, who every day, by working with our customers and communities, are *Making a sustainable future possible together.*

**Mark Schubert**  
Chief Executive Officer and Managing Director



# GOVERNANCE OF SUSTAINABILITY

Supported by a robust Governance Framework, Cleanaway is committed to transparent and accountable governance, with the Board responsible for overall leadership, stewardship, strategic direction and performance to ensure Cleanaway continues to make a sustainable future possible together.

At Cleanaway, accountability is central to how we operate. Strong corporate governance underpins our approach, ensuring effective oversight, risk management and transparency to protect the interests of our stakeholders.

The Sustainability Committee assists the Board in its oversight of key disclosures, including Cleanaway's Sustainability Report, climate change disclosures, health, safety and environmental compliance, and our Modern Slavery Statement. It also sets targets and defines measures to track sustainability performance.

The Audit and Risk Committee assists the Board in its oversight of risk management and compliance ensuring Cleanaway's Risk Management Framework is effective and capable of identifying and assessing areas of current, new and material risk, including climate-related risks and opportunities.

To align sustainability and climate priorities across the business, the Head of Carbon reports to the Executive General Manager, Strategy, Mergers and Acquisitions, while the Head of Investor Relations and Sustainability reports to the Chief Financial Officer.

## *Cleanaway Board*

Audit and Risk Committee

Sustainability Committee

Human Resources Committee



Chief Executive Officer and Managing Director



Executive General Manager, Strategy, Mergers and Acquisitions

Chief Financial Officer



Head of Carbon

Head of Investor Relations and Sustainability

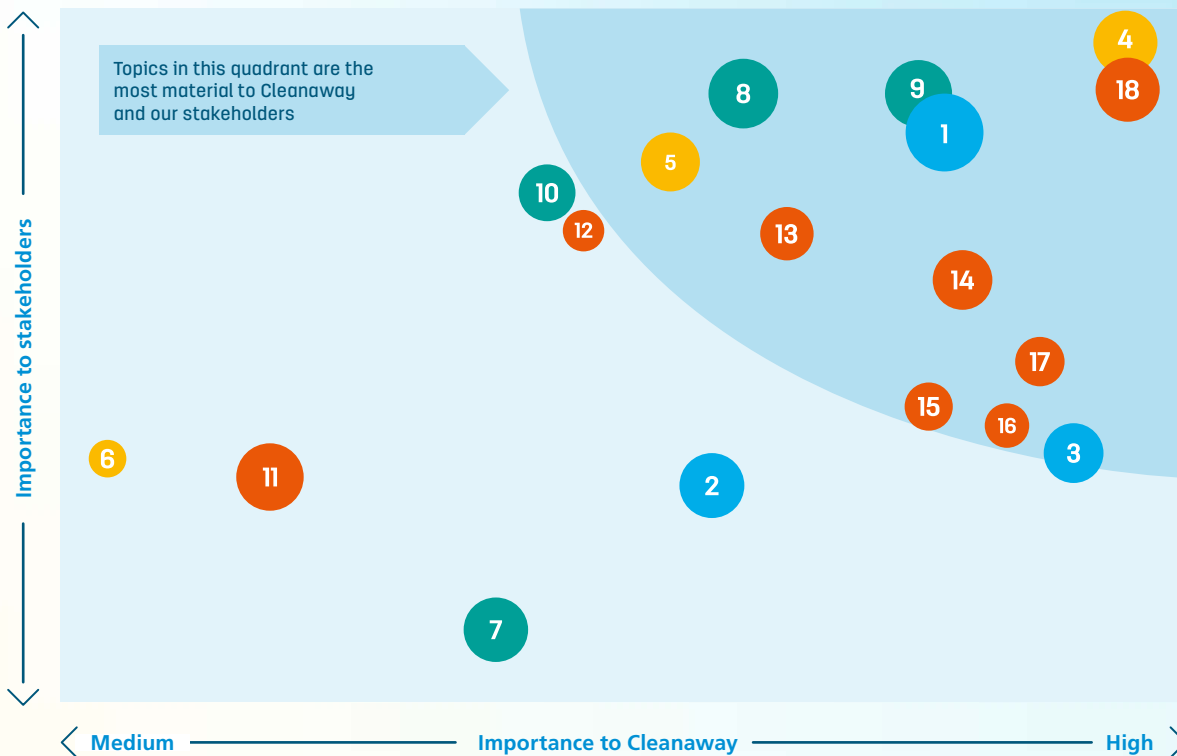
➔ For further information view our [Corporate Governance Statement](#).



# Materiality matrix

A materiality review was undertaken in FY25, supporting the formal materiality assessment undertaken in FY23.

We remain committed to prioritising material topics based on their relative significance and potential impact on our organisation and stakeholders. These topics are systematically aligned with our four strategic sustainability pillars: Recovering resources, Protecting the environment, Reducing emissions and Working together.



## Recovering resources

- 1 Circular economy
- 2 Partnerships for integrated solutions
- 3 Strategic infrastructure

## Reducing emissions

- 7 Advocacy and policy leadership
- 8 Climate risk and opportunity
- 9 1.5°C ambition
- 10 Governance, accountability and transparency

## Protecting the environment

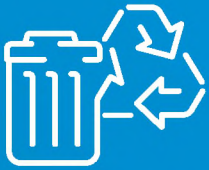
- 4 Environmental impacts and compliance
- 5 Community impact management
- 6 Water consumption

## Working together

- 11 Responsible supply chain
- 12 Labour practices
- 13 Culture, diversity and inclusion
- 14 Customer experience
- 15 Community education and engagement
- 16 Economic contribution
- 17 Talent attraction and retention
- 18 Health and safety

➤ Refer to the ESG data book for more information.





# RECOVERING RESOURCES

We believe today's waste is tomorrow's resource, which is why we are passionate about enabling Australia's circular economy. Working with our partners, we ensure that valuable resources are recovered from waste streams and returned to the value chain.

Through our dedication to resource recovery, we can reduce the amount of material that ends up in landfills, conserve natural resources, and mitigate the environmental impacts of resource extraction. This activity has an important role to play in leading waste management sustainability in Australia.

A circular economy helps keep valuable resources in circulation for as long as possible, encouraging reuse and recycling over a product's whole lifespan.

At Cleanaway, we are helping to close the loop through education, technology, and our innovative waste management and resource recovery services. We have the network and capabilities to deliver these solutions at scale through our customer and industry partnerships, licensed state-of-the-art facilities and strategic assets and technology, and resource recovery expertise.







## Material Topics

Circular economy

Partnerships for integrated solutions

Strategic infrastructure



## RECOVERING RESOURCES

# Australia's evolving circular economy

A circular economy is defined by three underlying principles<sup>1</sup>

1. Eliminate waste and pollution.
2. Circular products and materials at their highest value.
3. Regenerate nature.

At Cleanaway, our business model naturally supports a circular economy. Specifically, our actions, through the safe and responsible disposal of waste, play a critical role in enabling circular products through our role of collecting and repurposing waste into valuable feedstock to be used again.

In Australia, the model of what a circular economy looks like continues to evolve, and we are actively deepening our understanding of how we can play a meaningful role in shaping and enabling it. In FY25, Australia's circular economy took significant strides forward with the release of three important documents that guide the implementation of circular economy strategies nationally.

Firstly, the Commonwealth Government launched the Australian Circular Economy Framework that outlines Australia's 10 year commitment to circular economy targets, with the overarching goal of doubling the economy's circularity by 2035. The Productivity Commission added three more priority

areas and highlighted how circularity is instrumental to lift Australia's productivity rate. Finally, the International Standards Organization (ISO) released the 59000-series standards. These standards provide vocabulary, principles and guidance to support organisations in transitioning to a circular economy business model.

We are currently working through the implementation of ISO 59000:2024 requirements and have identified six priority actions where we play an important role in the circular economy. These actions are:

- cascading of resources
- recycling
- waste management
- energy recovery
- remediation
- climate change mitigation.

We are actively refining our circular economy model to ensure it remains aligned with our sustainability framework. This work supports the identification of new opportunities to drive positive circular economy outcomes.



<sup>1</sup> Ellen MacArthur Foundation.





Containers ready to be recycled into something new at our Karratha Solids site

## Innovation

As Australia's largest integrated waste solutions provider, our collections network and resource recovery assets enable us to pursue innovative solutions for some of the most challenging waste streams.

### Progressing towards a soft plastics solution

Following the formation of our partnership with Viva Energy in late FY24, Cleanaway made strong progress towards delivering a circular solution for post-consumer soft plastics that cannot be mechanically recycled. The project is advancing the development of a nationally significant chemical recycling facility designed to convert these problematic materials into food-grade polypropylene, supporting Australia's transition to a more circular economy.

In FY25, the partners signed a Memorandum of Understanding and commenced a 12-month feasibility and engineering study to refine the concept design and provide greater clarity on capital and delivery requirements.

In May 2025, a major technical milestone was reached with a successful production trial at Viva Energy's Geelong Refinery,

where more than 9.5 tonnes of plastic-derived pyrolysis oil (PPO) were processed into circular polypropylene. The trial confirmed the technical feasibility of producing food-contact-grade packaging from end-of-life soft plastics and provided valuable insights into contamination management and product quality.

The project highlights the urgent need for national product stewardship for soft plastics ensuring shared responsibility across producers, retailers, recyclers and government. With momentum building around extended producer responsibility frameworks and mandatory packaging design standards, Cleanaway is actively contributing to the development of a system that encourages innovation, investment and long-term environmental benefits.

The partnership is working towards building a facility capable of processing up to 50,000 tonnes of soft plastics annually. This would enable Cleanaway to offer a vital pathway for customers to reduce landfill reliance, improve packaging recovery, and lower their demand for virgin materials.

Delivering a facility of this scale won't be without its challenges but we are encouraged by the progress to date.



## RECOVERING RESOURCES

### Providing used cooking oil for food packaging feedstock

In another collaboration between Cleanaway and Viva Energy, we collected used cooking oil (UCO) from Snackbrands and converted it into packaging for Snackbrands' own products, such as Kettle and CC's. This was achieved by converting UCO into biobased polypropylene via mass balance at the Viva Energy Geelong Refinery. Following this proof of concept, we intend to expand the initiative to reduce fossil-based plastics in food-contact sensitive packaging.

### A new circular milk bottle solution

Aligned with our commitment to developing circular solutions, we continue to seek innovative ways to transform waste by-products into valuable feedstocks for re-use. One such example is our progress in producing food-grade recycled resin from recovered plastic milk bottles.

Through our joint venture with Pact, Circular Plastics Australia (PE), we successfully produced rFresh 100, a food-grade natural High-Density Polyethylene (HDPE) resin, using plastic bottles collected through Cleanaway's kerbside recycling network. Bottles made from rFresh 100 passed US FDA food safety regulations testing, paving the way for new milk bottles to be manufactured using up to 100% recycled resin.

This forward-thinking initiative can recycle up to 20,000 tonnes of HDPE bottles a year equivalent to half a billion two-litre milk bottles – reducing plastic waste and enhancing food-packaging circularity.

### Trialling food organics and garden organics compost in agricultural use

As part of our commitment to promoting sustainable resource recovery and circular economy principles, we are partnering with Western Sydney University to undertake field trials that evaluate the benefits of applying food organics and garden organics (FOGO) compost to agricultural land. The trials will assess FOGO compost treated at our organics processing sites, with the aim of generating robust, evidence-based data on the agronomic and environmental outcomes associated with its use.

Under the NSW Government's Protection of the Environment Legislation Amendment (FOGO Recycling) Act 2025, all households must have access to a FOGO collection service by 1 July 2030, and large businesses and institutions must implement source separation by 1 July 2026. This legislative framework underpins the State's transition to a low-carbon circular economy by reducing organic waste sent to landfill and increasing the beneficial reuse of organics through composting.

The compost used in our trials aligns fully with this regulatory framework produced from FOGO streams in compliance with AS4454. The field trials involve varying compost application rates and untreated control plots under real farming conditions. The key performance indicators that are being evaluated include soil organic carbon, nutrient bioavailability, moisture retention, microbial activity and crop yield. Along with validating the agronomic value of FOGO compost, the outcomes will also inform best practice guidelines, support sector-wide FOGO adoption and demonstrate the alignment between FOGO policy mandates and sustainable land management objectives.



Aerial view of our Eastern Creek Organics facility in Eastern Creek, NSW





TOMRA Cleanaway operating Tasmania's Container Deposit Scheme

## Container Deposit Scheme

Cleanaway, through its national collections and logistics container services, and in partnership with TOMRA in NSW, Victoria and Tasmania, enables collection deposit schemes in Queensland, New South Wales, Victoria, Western Australia, and as of early this year, Tasmania.

### Another New South Wales record set

In December 2024, New South Wales (NSW) achieved its highest ever month for container returns highlighting the continued growth and impact of the scheme since its launch nearly seven years ago. In that time, more than 13 billion drink containers have been collected, returning over \$1.3 billion to the community through refunds. 83% of NSW adults have participated in the scheme – an extraordinary outcome for both the environment and the community.

The NSW scheme network operator is TOMRA Cleanaway, a joint venture between Cleanaway and TOMRA Collections Australia. The partnership brings together Cleanaway's logistics and commodity management capabilities, and TOMRA's global leading reverse vending technology, delivering a comprehensive

Container Deposit Scheme network. Since 2017 NSW has processed over 850,000 tonnes of material through the initiative, contributing to a 73% reduction in drink container litter since pre-scheme levels.

Beyond environmental benefits, it has raised over \$72 million for charities and community groups in New South Wales, through donations and fees from hosting return points. We're extremely proud of our role in this circular economy success story.

### Tasmania launched

On 1 May 2025, TOMRA Cleanaway commenced as Network Operator for Tasmania's Container Refund Scheme, Recycle Rewards. Pleasingly, the scheme hit an exciting milestone just four days after launch, with over one million drink containers returned.

This meant over \$100,000 went back into Tasmanians' pockets or was donated to one of the many donation partners signed up with Recycle Rewards. As well as delivering better recycling outcomes for Tasmanians and reducing litter, the scheme provides an opportunity for community groups, charities, sporting groups and schools to raise much-needed funds.



## RECOVERING RESOURCES

### Strategic Infrastructure

In FY25, Cleanaway delivered several major infrastructure projects across Australia to advance our Blueprint 2030 strategy and support our transition to a circular economy through innovative waste management and resource recovery solutions.

#### Western Sydney Material Recovery Facility commissioned

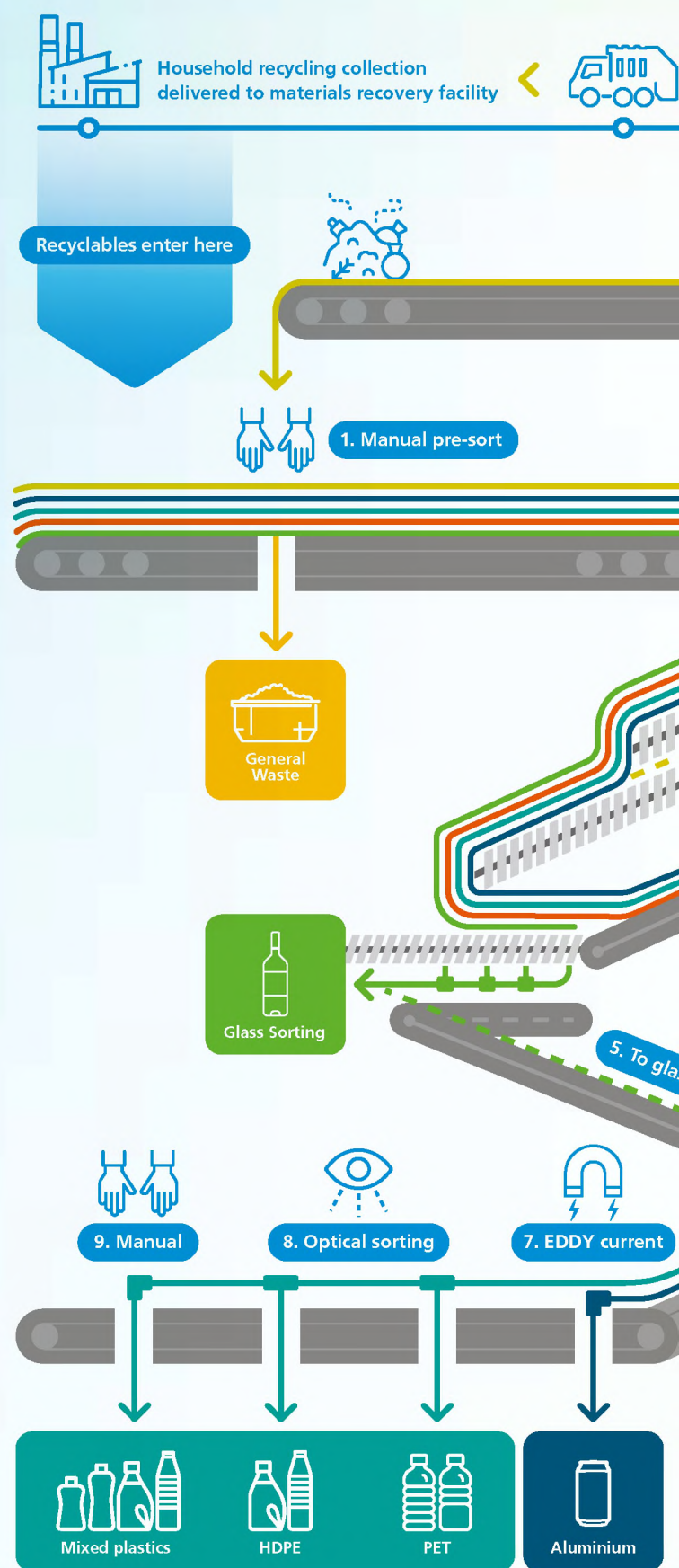
Cleanaway officially opened a state-of-the-art Material Recovery Facility (MRF) in Rooty Hill, Western Sydney in April 2025.

This industry-leading MRF can process up to 120,000 tonnes of commercial and residential recyclables annually, achieving 98% purity through advanced optical sorting technologies.

Equipped with locally designed equipment and rated a 5-star Green Star building, the facility uses advanced sorting technologies, such as ballistic separators, eddy currents, magnets and wind sifters, to maximise resource recovery. It also features industry-leading fire safety systems. The facility offers a fully integrated recycling solution that will serve the fastest-growing areas of Sydney. Recovered plastics will be pelletised and transformed into food-grade resin through Cleanaway's partnership with Circular Plastics Australia.

This facility marks a major step forward in supporting NSW's circular economy and Cleanaway's resource recovery capability in NSW.

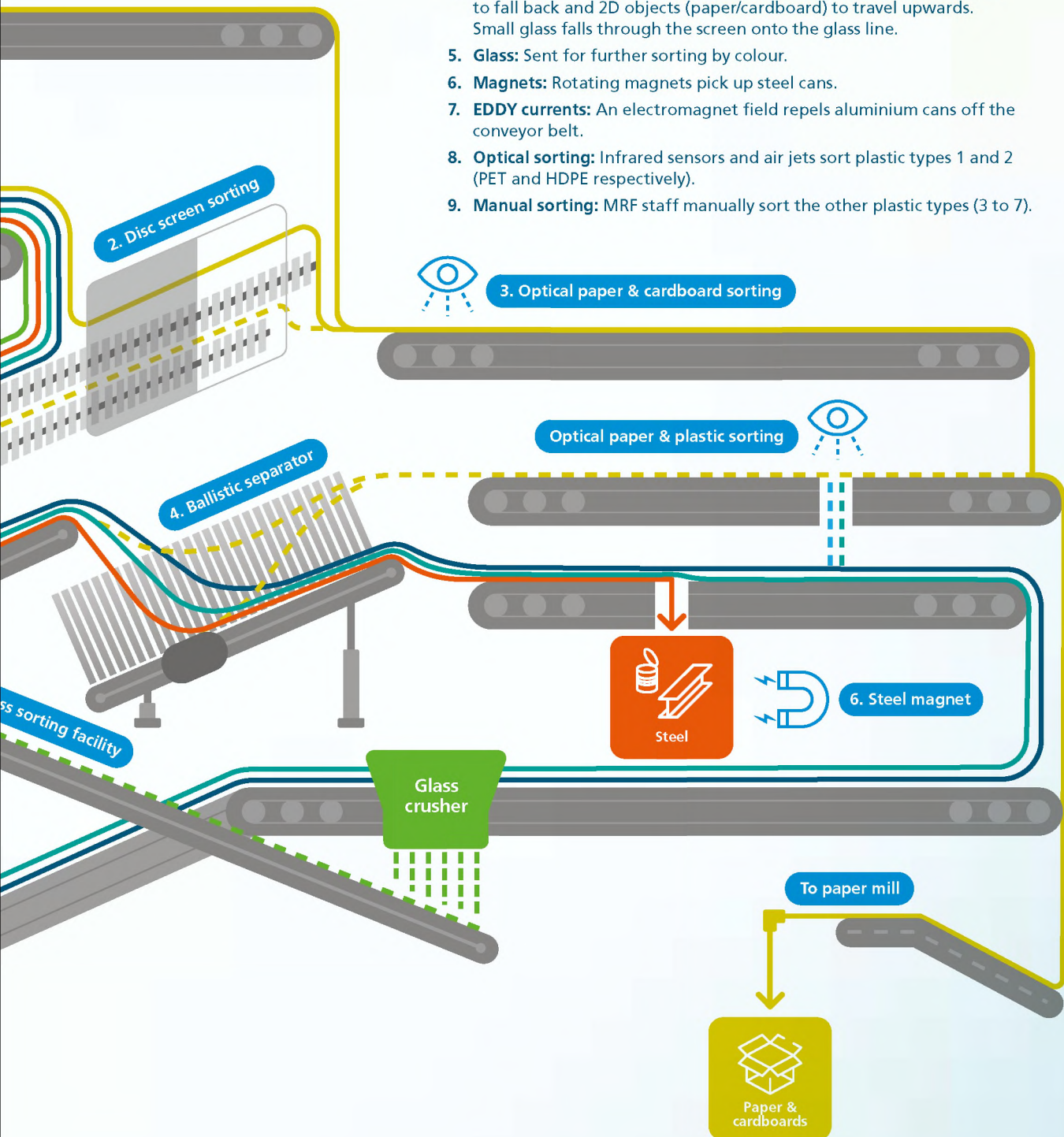
- Paper & cardboards
- - - Paper & plastic
- Aluminium
- Mixed plastics / HDPE / PET
- Steel
- Glass
- General waste





## Western Sydney Material Recovery Facility

1. **Pre-sort:** MRF staff manually remove contamination (e.g. plastic bags).
2. **Disc screen sorting:** Disc screens are configured to separate material by size, with larger material traveling over the top and smaller items falling through to a separate conveyor.
3. **Paper & cardboard sorting:** Infrared sensors and air jets sort fibres helping achieve high purity rates.
4. **Ballistic separator:** Shaking the materials causes 3D objects (plastics) to fall back and 2D objects (paper/cardboard) to travel upwards.
5. **Glass:** Sent for further sorting by colour.
6. **Magnets:** Rotating magnets pick up steel cans.
7. **EDDY currents:** An electromagnet field repels aluminium cans off the conveyor belt.
8. **Optical sorting:** Infrared sensors and air jets sort plastic types 1 and 2 (PET and HDPE respectively).
9. **Manual sorting:** MRF staff manually sort the other plastic types (3 to 7).





## RECOVERING RESOURCES

### Organics facility in Eastern Creek

Cleanaway is playing a key role in supporting NSW's circular economy through our organics processing facility in Eastern Creek. With the NSW Government's State-wide mandate for FOGO recycling for households by July 2030, and businesses and institutions in stages from July 2026, Cleanaway is well positioned to help councils and businesses transition to organics, thanks to the combination of our capacity through this site and our extensive collections network.

Acquired in FY23, we began the process in FY24 of transitioning the site from a solely red bin waste processing facility to also offer food organics and garden organics (FOGO) processing and increase its processing capacity by over 35%. The facility began processing FOGO from several Sydney metropolitan councils in October 2024, and it processes FOGO into a nutrient-rich compost that can be used on farms, which in turn produces new food for consumption.

### Empowering retail sustainability through C&D waste diversion

In FY24, Cleanaway partnered with a leading ASX-listed retail group to enhance its sustainability reporting. This primarily focused on integrating construction and demolition (C&D) waste from store fit-outs and renewals, areas that are traditionally managed by landlords and therefore sit outside of standard reporting. The partnership aimed to capture the full waste footprint of their operations and unlock new diversion opportunities.

In FY25, we continued to work closely with our customer's procurement and project teams, helping to internalise C&D waste management to enable better oversight and recovery of high-value materials like concrete, timber, plasterboard and metal. Through cross-functional collaboration, we centralised collection and reporting, adding over 183 tonnes of waste to the customer's sustainability metrics, with an impressive 76.7% diversion rate.

The initiative provided a more complete picture of the customer's environmental impact and boosted their corporate diversion performance, which was a key sustainability goal. With reporting embedded, the focus has shifted to cultural change, contractor education and cost management. We continue to support this customer in prioritising resource recovery over low-cost disposal methods, reinforcing the value of landfill diversion and reuse.



Team members at our organics facility in Eastern Creek, NSW





Our autoclave unit at Tasmania's first-ever clinical waste treatment facility in Bridgewater supporting Tasmania's health sector

## Cleanaway Daniels Bridgewater Autoclave

In October 2024, Cleanaway Daniels, our Health Services business, proudly launched Tasmania's first-ever dedicated clinical waste treatment facility, marking a major milestone in safe and sustainable waste management across the State.

Located in Bridgewater, the facility uses steam and pressure to safely treat clinical waste, removing the need for incineration and significantly reducing greenhouse gas emissions.

The autoclave is already processing between 7 to 10 tonnes of waste daily, including one reusable container every 30 seconds. It can treat a wide range of waste types, including pharmaceutical, biosecurity and sanitary waste, ensuring comprehensive support for Tasmania's healthcare providers and businesses.

## Toyota Australia tackles hard-to-recycle waste

Despite a strong commitment to recycling and well-established sustainability practices, Toyota Australia faced a challenge. Pallets of spare parts containing valuable materials were ending up in landfill, because the materials couldn't be separated through traditional recycling processes.

Grasshopper Environmental, a Cleanaway company, collaborated with Toyota to trial a solution to this challenge. Between October 2024 and March 2025, a total of 4.52 tonnes of spare parts, including doors, wing mirrors, roof panels and floor mats, were transported to the Grasshopper site, where they were manually disassembled.

Materials such as metal, plastic and rubber were separated and sent directly to recyclers. Most of the residual material went to a facility that converts dry waste into Processed Engineered Fuel, a sustainable alternative to fossil fuel. The small amount of remaining non-recoverable material was sent to landfill.

Overall, the trial resulted in an impressive 99% recovery rate of resources and will be used as a model for future customers with hard-to-recycle items.



Grasshopper Environmental delivering C&D excellence in NSW





# PROTECTING THE ENVIRONMENT

Cleanaway's commitment to protecting the environment is a pillar of our sustainability framework and a non-negotiable part of how we operate.

We respect the trust our customers place in us to manage their waste appropriately and ensure it causes no harm to the environment or the communities in which we operate.

Cleanaway's environmental sustainability is centred around responsible waste management. Our operations are designed to prevent harm, manage risk, and safeguard communities. Whether it's hazardous waste treatment or stormwater controls, Cleanaway applies stringent environmental standards across every site and service.

Part of our role as a leader in corporate sustainability in the waste industry means setting the standards for other businesses to strive for. We uphold these high principles by embedding risk management in our daily operations and by complying with applicable laws.

We believe that prevention is better than cure, which is why we've taken steps to implement robust safeguarding systems to avoid incidents.







## Material Topics

Environmental impacts and compliance

Community impact management

Water consumption

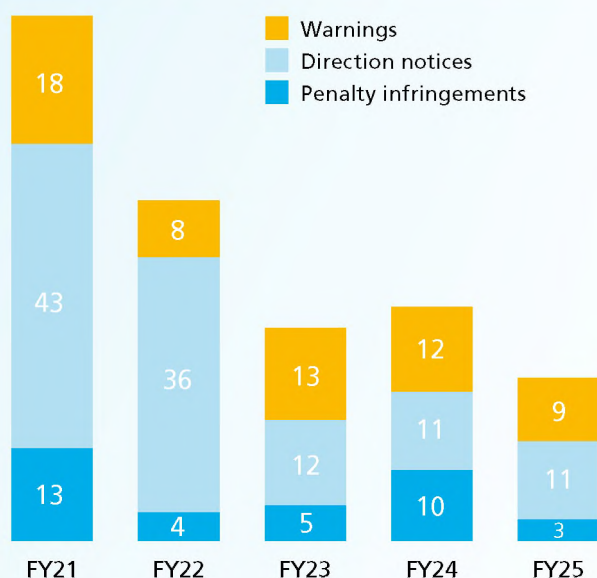


## PROTECTING THE ENVIRONMENT

# Environmental risk management and compliance

Our ongoing commitment to improving compliance and environmental protection is reflected in our FY25 performance.

### Environment Enforcement Outcomes



Our increased focus and investment on environmental compliance across our network over the past few years has supported a 69% reduction in regulatory enforcement notices since FY21, and a 30% reduction year-on-year from FY24 to FY25.

Our 'being brilliant at the basics' improvement program is designed to enable our sites to control their environmental risks and respond when incidents do occur. An example of this has been the roll-out of environmental toolkits at our sites. Each toolkit is tailored to the activities undertaken at the site and includes a site-specific environmental risk register, as well as a suite of plans and tools tailored to the site's day to day operations.

Our nationwide team of environmental scientists and engineers support our sites to minimise the risk of environmental harm and enhance their risk management skills. The support provided by our technical experts ranges from technical and regulatory compliance advice to practical solutions for improving controls and practices on-site.

Beyond our focus on compliance, we've made meaningful progress in embedding environmental responsibility into our leadership and culture. Our Stronger Together HSE Leaders

Program, now well embedded, has equipped over 554 leaders, including frontline supervisors, with the tools to lead with safety and environmental accountability. Similarly, our Frontline HSE Representative program has grown by 153% and is supported by a structured onboarding and support model, ensuring environmental awareness and ownership are embedded at every level of the organisation.

These programs reflect our belief that protecting the environment is not just about systems and standards, but about people. By building capability, fostering ownership and aligning safety and environmental leadership, we are creating a culture where environmental protection is lived every day.

Improvements in Cleanaway's environmental compliance approach have led to a continued low number in regulatory enforcement notices. In FY25 we received a total of 23 notices.

### Fire risk management

Fire management is a critical operational risk for Cleanaway and is recognised as one of our enterprise-level critical risks. With the growing presence of high-risk materials such as lithium-ion batteries in everyday waste streams, the potential for fire incidents continues to rise across the industry. Cleanaway remains focused on strengthening our capability and reducing fire risk across our operations through investment in fire detection and suppression.

Over the past two financial years, Cleanaway has invested more than \$25 million in fire infrastructure and associated risk reduction initiatives to reduce fire incident severity and strengthen operational resilience.

Key initiatives implemented over the past two years include:

- Progressive upgrades to facilities with fully engineered fire detection and suppression systems, including high-hazard sprinkler systems and targeted flame detection.
- Installation and training in the use of 85 fire monitors across 44 higher-risk sites.
- Deployment of FireRover technology at our Mandurah and Artarmon sites, consisting of advanced fixed detection, remote-controlled suppression, 24/7 surveillance and human verification.
- Risk-reduction projects at 40 additional sites, including water supply enhancements, early warning systems including thermal infra-red cameras, foam hose reels for dangerous goods areas, and mobile plant suppression.
- Establishment of a national fire maintenance contract to ensure consistent compliance, reliability and performance of our fire and essential safety measures across our sites.





Continued focus on fire risk reduction and early intervention has continued to reduce the severity of fires year-on-year, and although Cleanaway experienced a 38% increase in the number of fires during FY25 (due to both enhanced reporting of small fires or smolders, and the continued challenges managing uncontrolled waste such as lithium batteries disposed of in household waste streams), there has been a 62% reduction in medium-sized fires in FY25 vs FY24. While this progress is encouraging, the number of large fires increased from one to three in FY25, which reflects the reality of the diverse nature of fire hazards across our operations and reiterates the need for our continued focus to further strengthen our fire risk controls and response capability.

## Christie Street, St Marys NSW fire

In February 2025, there was a large fire at our Christie Street, St Marys site. As a liquid waste processing location there were hazardous materials stored onsite, including compressed gases, aerosols, paints, paint solvents, lead-acid batteries (car batteries), and other flammable, oxidizing, toxic, and corrosive chemicals. NSW Fire and Rescue were called and contained the fire. Supported by the fire mitigation infrastructure installed onsite in recent years, they were able to minimise damage to fixed structures.

The site's fire systems and evacuation protocols played a critical role in ensuring no injuries occurred. Cleanaway's response to the fire also included taking action to minimise the environmental risks associated with the fire water flowing into the stormwater system. Together with support from emergency services and expert response teams, Cleanaway managed the off-site fire water and clean up.

While some contaminated fire water did enter the stormwater system and a local creek, the monitoring undertaken indicates no long-term impacts to the environment. As the fire's environmental impacts were short-term and did not affect a highly valued ecosystem the fire did not constitute a Significant or Major environmental incident under the Cleanaway Risk Matrix.

We continue to work with external regulators on this incident, and we ensured our learnings have been fed into the Cleanaway Fire Risk Reduction plan, which is guiding our efforts to mitigate and manage the inherent fire risk in our business.

## New Chum landfill update

Cleanaway's New Chum site was used for mining from the 1870s for around 120 years, before transitioning to landfill use in 1996. We have operated the site since 2007.

New Chum handles inert waste, focusing on building and construction materials and not on waste that is biologically active such as food waste or organic matter. Activities on-site include resource recovery, landfilling, construction of landfill cells and progressive capping of landfill cells.

In February 2022, the site was inundated with rain, receiving 658mm of rain over a six-day period. Over three of those days the rainfall exceeded a 500-year Average Recurrent Interval Event, which resulted in rain water inundating the newly constructed and unfinished Cell 3B.

Given the construction of Cell 3B had not yet been completed (but was only weeks away from completion), the water that accumulated in that cell mixed with waste that had been deposited in an adjoining section of the cell via unlined waste batters. This caused the water in the cell to become anaerobic and odorous.

Odours from site impacted the community and the Department of Environment prosecuted Cleanaway for odour nuisance as well as licence breaches related to the flood waters leaving the site.

In November 2024, Cleanaway pleaded guilty to seven charges in the Ipswich Magistrates Court relating to breaches of conditions of Cleanaway's environmental authority at the New Chum landfill between March and July 2022. Cleanaway was fined by \$288,000 and agreed to pay Ipswich City Council \$212,000 (as part of a public benefit order) as well as investigations costs of \$100,000 and legal costs of \$4,375.

Cleanaway takes environmental compliance seriously and acknowledges its responsibility to minimise off-site impacts of its facilities. Following the 2022 rain event, we reviewed operations at New Chum and have spent more than \$35 million undertaking extensive programs of works to manage leachate and landfill gas on-site to minimise the potential for off-site impacts.

Cleanaway plans to close New Chum in FY26 as it comes to the end of its operational phase as a landfill. It will then enter remediation and rehabilitation mode. Given it is a former mine site, the land will require years, and possibly decades, to fully settle before determining future use. As the landowner, Cleanaway assumes responsibility for the site post-closure.



## PROTECTING THE ENVIRONMENT

# Landfill management

Cleanaway manages engineered landfills across Australia. These sites provide safe and compliant disposal of residual waste in a way that minimises risks to human health and the environment. Landfills remain critical infrastructure that supports the transition to a circular economy.

### 1. Cell development

**Description:** Modern landfill facilities are made up of engineered cells designed to safely contain waste mass from multiple sources. These cells use multiple layers of geosynthetics and engineered clay to minimise environmental harm and ensure containment is guaranteed.

**Optimisation:** Our in-house engineering expertise is the foundation of our project success. By focusing on efficient designs and strategic partnerships, with our knowledge of the entire life cycle of landfill projects we unlock additional airspace and extend operational life. An always learning approach is taken to reduce costs, meet regulations, and minimise impacts to the environment now and into the future.

### 2. Operations

**Description:** Waste is strategically received, placed, and compacted within engineered cells using specialised equipment and processes. Daily cover applications are applied to meet regulatory requirements, control odour, and minimise environmental impact.

**Optimisation:** Cleanaway enhanced landfill performance through targeted investments and data-led improvements. Density tracker plans improved compaction accuracy, airspace use, and reduced cover soil needs. New Caterpillar compactors boosted efficiency, safety, and extended landfill life, supporting long-term value and environmental performance.

### 3. Landfill Gas (LFG)

**Description:** Within each cell of a landfill site are leachate and landfill gas collection systems that capture by-products of waste decomposition. Landfill gas infrastructure helps reduce our carbon footprint through flaring and power generation as a renewable energy source.

**Optimisation:** Cleanaway enhanced LFG capture through upgraded well designs, optimised spacing, and improved ring main systems. Interim cover and moisture management strategies further increased gas production. These initiatives significantly boosted methane capture, reduced emissions, and delivered strong growth in our carbon metrics. A masterplan is being finalised to guide future LFG infrastructure across the network.

### 4. Remediation

**Description:** Once landfill cells reach capacity, they are capped using highly engineered systems to meet regulatory standards, prevent environmental harm, and enable future land uses – from future development to green open space that integrates with the local environment.

**Optimisation:** We deliver advanced capping solutions using innovative materials and expert design to ensure long-term containment and safety. Our use of HDPE/LLDPE liners, geosynthetic clays, geosynthetic lining systems, compacted clays, and/or phytocaps, creates low-permeability barriers that prevent water infiltration and control gas emissions. Our designs are tailored to the site's future use – supporting safe, sustainable repurposing for recreational, commercial or conservation outcomes. This forward-thinking approach protects ecosystems, ensures compliance, and creates lasting community value.

### 5. Post closure

**Description:** Post-closure landfill management can extend for decades and focuses on ongoing environmental protection – managing leachate, gas and stormwater while supporting long-term, beneficial land re-uses to reintegrate with the local environment.

**Optimisation:** We optimise post-closure outcomes through predictive environmental data modelling, drone surveys, and advanced gas recovery systems. Real-time telemetry and data automation reduce risk and costs. High-efficiency flares and vacuum systems enhance gas capture and support energy generation. Ongoing monitoring and infrastructure upgrades ensure compliance, safety, and sustainable land reuse for community benefit.





OVERVIEW

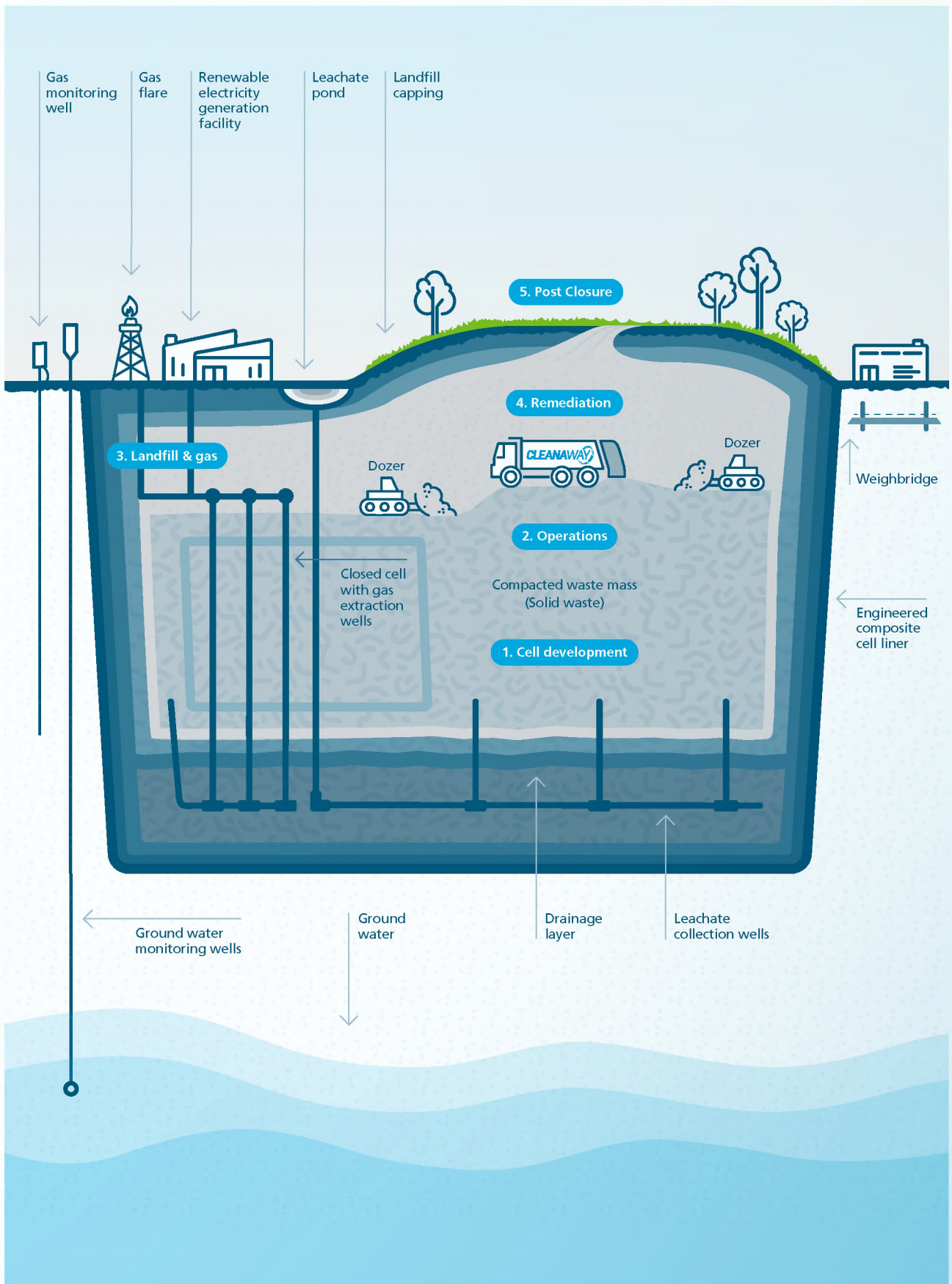
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PILLAR 2

PILLAR 3

PILLAR 4

APPENDIX





## PROTECTING THE ENVIRONMENT

### From food scraps to fertile soil: Cleanaway Compost powers paddock renewal

In FY25, Cleanaway partnered with a working farm in Gunning, NSW, to trial compost produced at our organics facility at Eastern Creek. The goal was to improve soil health and crop yield using recycled food and garden organics (FOGO), while reducing reliance on synthetic fertilisers.

The paddock was prepared and divided into 20 plots. Each plot received different treatments, including Cleanaway Compost at varying rates. Early results were promising, with the compost-treated plots showing improved yield within just six weeks, along with higher production value correlating to increased compost application.

Beyond yield, post-treatment soil tests revealed a boost in available potassium, highlighting the compost's role in naturally replenishing the soil. While later growth was impacted by frost

and herbicide use, the trial demonstrated the long-term benefits of regular compost application.

This project is an excellent example of the power of circularity and natural environment benefits, where food scraps from NSW households are transformed into nutrient-rich compost and used to grow new crops. We are proud to play a role in supporting farmers to build resilient soils and sustainable food systems, closing the loop and recovering resources.

The trial was designed and supervised by Roger Garnsey of Roger Garnsey Agronomy, spread and managed by Fertspreed, and funded by Cleanaway.



Turning waste into high nutrient compost at Eastern Creek, NSW





Cleanaway team member removing hazardous substances

## Enabling our customers to protect the environment

Following a fire at a customer's chemical manufacturing facility in Victoria, Cleanaway was engaged to provide the services to safely contain and responsibly remove the waste created by extinguishing the fire. The fire was significant and destroyed the factory where fuels and solvents are produced. Fire Rescue Victoria deployed over 50 firefighting units and approximately 180 firefighters to control and stop the fire. It was estimated that three million litres of water and 40,000 litres of foam were used to contain the blaze.

Cleanaway's brief was to contain and remove the 'fire water', which was a combination of contaminated water and foam used to fight the fire, fire ash and hydrocarbons from the site. Given the significant volumes of water used to fight the fire, there was a significant environmental risk from fire water run off harming the surrounding environment. Our response to minimise this risk and protect the environment occurred in three phases:

### Phase 1 – Initial response to limit environmental impact

Within hours of the fire commencing, we deployed 15 tankers with the initial focus of containing and removing contaminated fire water to limit environmental harm to the surrounding environment. We did this by reducing the volume of contaminated water leaving the site and sandbagging downstream stormwater outlets. Over the course of three days we removed 2.3 million litres of contaminated fire water.

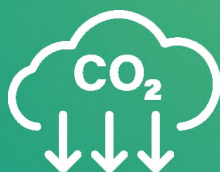
### Phase 2 – Managing hazardous substances

Over several weeks our expert team of chemists and hazmat operators used specialised equipment to remove hazardous substances such as ethanol and fuel from the site. We also removed fire sludge (combination of fire water and fire ash) from roadways and carparks, preventing environmental damage and allowing safe access for demolition works.

### Phase 3 – Protecting the environment

Cleanaway was involved in multiple clean-up campaigns to remove additional chemical waste and facilitate positive stormwater outcomes. Throughout our response we worked closely with EPA Victoria, Fire Rescue Victoria and Melbourne Water, resulting in a significant reduction in potential and actual environmental harm. By bringing the right knowledge and expertise as well as having the right equipment on hand, we were able to respond quickly to our customer's emergency enabling them to contain negative environmental impacts.





# REDUCING EMISSIONS

In August 2022, we committed to taking climate action with the setting of science-aligned greenhouse gas (GHG) emission reduction targets. We remain committed to achieving these targets and are progressing the actions needed to deliver them.

These targets, focused on methane, carbon dioxide and combined gross GHG emissions, are aligned with the most conservative 1.5°C scenarios outlined in the IPCC's Sixth Assessment Report. The methane target supports the Global Methane Pledge, reinforcing our dedication to limiting global warming to 1.5°C above pre-industrial levels by 2100.

Cleanaway's targets are benchmarked against our FY22 gross Scope 1 and 2 emissions baseline and aim for a 43% reduction in carbon dioxide and a 34% reduction in methane by 2030. These goals can be met on a gross or on a net emissions basis, incorporating:

- Scope 1 and Scope 2 emissions reported under NGRS
- ACCUs issued from registered abatement projects
- ACCUs and voluntary carbon credits surrendered (credits are only relevant for net emissions).

To incentivise achievement of the targets, a long-term incentive (LTI) linked to methane emissions reduction was introduced in FY23 and remained in place each year since.

We are proud to be a company delivering emissions reductions and continue to tackle the challenges of doing so, knowing innovation and trial and error are essential to our ability to continue achieving further reductions.







OVERVIEW

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## Material Topics

Advocacy and policy leadership

Climate risk and opportunity

1.5°C ambition

Governance, accountability and transparency



## REDUCING EMISSIONS

# Reducing our GHG emissions

We are proud to report that Cleanaway has exceeded its stretch LTI target in FY25 by achieving a gross Scope 1 methane emissions of 837kt CO<sub>2</sub>-e, which is 83% of the FY22 gross Scope 1 methane emissions baseline. This represents a 17% reduction in gross Scope 1 methane emissions over three years, and confirms our trajectory towards meeting our 2030 methane emissions target.

Our net combined Scope 1 and 2 GHG emissions in FY25 were aligned with the 1.5°C net combined Scope 1 and 2 GHG target of 1,132kt CO<sub>2</sub>-e. These results were made possible through coordinated efforts across engineering, operations, treasury, M&A and carbon teams working together to reduce our carbon footprint while maximising commercial value.

Our emissions reductions at landfills are partly funded through the generation and sales of ACCUs. Our net carbon footprint is increased by the amount of ACCUs issued and is decreased through the purchase and retirement of Voluntary Carbon Market credits.

In FY25, we purchased and retired carbon credits from four Gold Standard methane destruction projects located in Brazil, Vietnam and India. These projects have positive impacts in the following ways:

- **Climate impact:** All projects meaningfully mitigate greenhouse gases by measurable and permanent methane capture and destruction from landfills and agricultural waste.
- **Community benefits:** Provision of clean energy, improved health, reduced pollution and economic empowerment are common threads across projects.
- **Sustainable development:** Activities align with multiple SDGs, especially health, clean energy access, and climate action.

### FY25 Performance highlights include:

↓17%

Gross Methane emissions declined compared against FY22 baseline

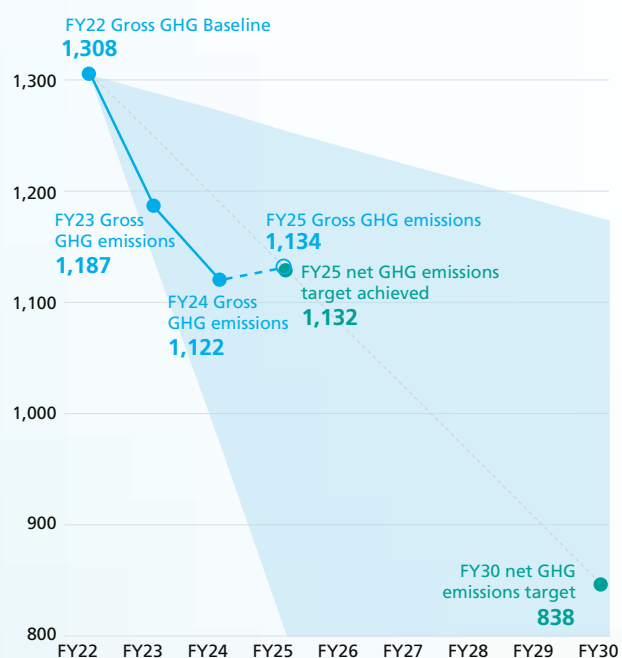
↓3%

Gross Carbon Dioxide emissions declined compared against FY22 baseline

↓13%

Net Combined GHG emissions declined compared against FY22 baseline

### Scope 1 and 2 GHG emissions reduction graph







## Scope 3 emissions

In preparation to report our Scope 3 emissions as part of Australia's evolving mandatory sustainability reporting standards, we worked with Australia's CSIRO to complete our first comprehensive upstream Scope 3 assessment using FY24 data. Scope 3 emissions capture the indirect emissions that occur across an organisation's entire value chain, including both upstream supply chains and downstream product use and disposal.

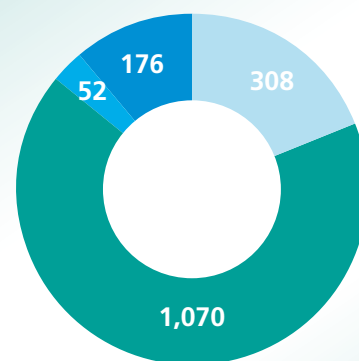
The aim was to develop and apply a fit-for-purpose, cost-efficient method for ongoing annual reporting, using Environmentally Extended Input-Output (EEIO) analysis with the AASB S2 Climate-related Disclosures and the Greenhouse Gas Protocol.

The initial estimate of Cleanaway's FY24 Scope 3 emissions is 484kt CO<sub>2</sub>-e, representing around 30% of the Group's combined Scope 1 and 2 GHG emissions. The assessment identified key emissions 'hot spots' including fleet fuel and gas use, transport and distribution services, third-party landfill use, and heavy vehicle purchase and maintenance.

CSIRO's recommendations range from embedding climate criteria in procurement policy and targeting high methane suppliers, to improving input data quality, tracking performance over time, and assessing the avoided emissions benefits of recycled materials.

This Scope 3 assessment reflects our commitment to pursue decarbonisation through innovation and collaboration as we progress our Blueprint 2030 ambition.

### Scope 1, 2 and 3 GHG emissions for FY24 (kt CO<sub>2</sub>-e)



	%
Scope 3 Suppliers' indirect emissions	19
Scope 3 Suppliers' emissions	11
Scope 2	3
Scope 1	67



## REDUCING EMISSIONS



USS America in Brisbane serviced by our Oils and Technical Services (OTS) team



### *Decarbonising our fleet*

We continue to actively investigate decarbonisation solutions for our fleet given it is our largest source of carbon dioxide emissions, and our second-largest source of greenhouse gas emissions, after our landfills. When surveying the landscape for potential solutions, we are considering a range of technologies, including drop-in low-carbon fuel alternatives such as HVO100, as well as alternative propulsion systems such as hydrogen and battery electric-powered vehicles.

Following our successful HVO100 demonstration in FY24, we began offering HVO100-powered collection services to select customers in FY25. The appeal of HVO100 lies in its ability to deliver performance on par with fossil diesel while reducing carbon emissions by up to 90%. Based on this success, the initiative is now being rolled out in New South Wales, with plans to expand into Queensland in FY26.

The transition of our fleet to low-carbon alternatives is closely tied to the pace of technological advancement by vehicle original equipment manufacturers (OEMs). Encouragingly, this progress continues to accelerate, and in late 2024, we added a Volvo FEE battery electric vehicle to our Newcastle (NSW) collection fleet, which successfully completed a full shift on a single charge. This marked a significant milestone, as earlier trials of electric collection vehicles had not demonstrated sufficient range to meet our operational demands.

In June 2025, we commenced trialling two hydrogen-powered trucks in Geelong and the Surf Coast (Victoria), which refuel at the Viva Energy Hub in Geelong – Australia's first renewable hydrogen refuelling station. This project is supported by ARENA's Advancing Renewables Program and Victoria's Renewable Hydrogen Commercialisation Pathways Fund.





# Climate risks and opportunities

Cleanaway acknowledges the science of climate change and is committed to decarbonising our operations to support a more sustainable and resilient future. We play an active role in reducing the impacts of climate change on society and the environment by delivering solutions that help our customers manage their environmental challenges and transition to a low-carbon, circular economy. This is enabled through our national network, highly skilled workforce and broad technical capabilities.

In FY25, Cleanaway commenced preparations to align with the Australian Sustainability Reporting Standard, AASB S2. As part of this process, we initiated the identification of our material climate-related risks and opportunities through climate scenario analysis, integrated with our Enterprise Risk Framework.

As a Group 1 entity under the Corporations Act 2001, Cleanaway will report against the AASB S2 climate-related disclosure requirements from FY26.

## Reducing emissions for our customers

### Recycled Base Oils

Re-refining base oil presents significant sustainability advantages over traditional oil refining, offering a smart, circular and lower-carbon alternative.

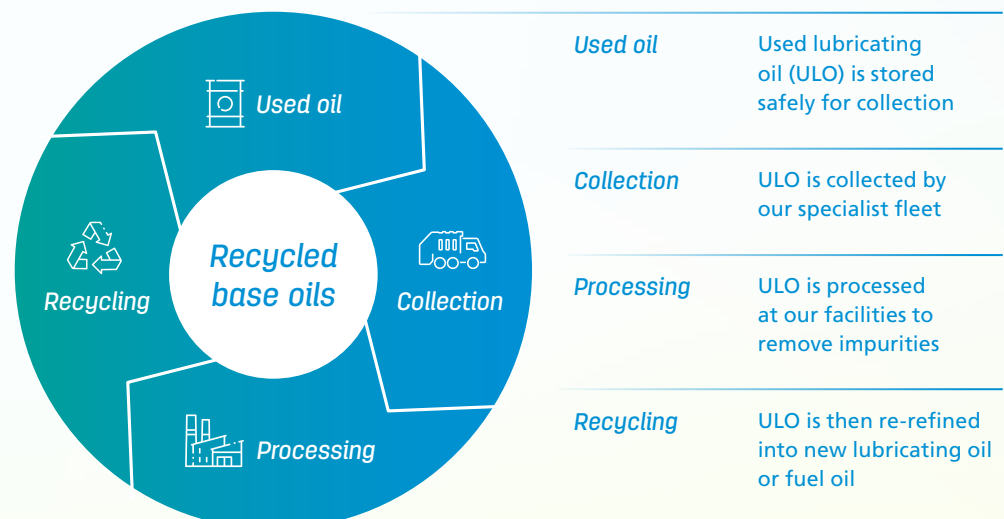
Cleanaway produces re-refined base oils by collecting and processing used lubricating oil (ULO) through advanced re-refining technologies. Rather than being discarded, incinerated or used as a low-grade fuel, ULO is transformed into high-quality base oil suitable for reuse in lubricants. This circular approach conserves resources, reduces emissions and limits environmental impact.

Thanks to our extensive ULO collection network, our refineries process approximately 65 million litres of ULO each year, yielding 29 million litres of re-refined base oil. This not only diverts hazardous waste from landfills and waterways but also reduces the need for virgin base oil derived from crude oil.

In FY25 a life cycle analysis of our re-refining process confirmed that re-refining is up to 58% less energy-intensive than conventional crude oil refining – translating into lower greenhouse gas emissions and a smaller carbon footprint.

Re-refining also helps preserve finite natural resources. Re-refining extends the useful life of the original petroleum molecules by converting waste oil into a reusable product, enabling multiple life cycles from a single resource extraction.

Our re-refined base oils meet stringent API Grade I and Grade II performance standards, offering our customers a more sustainable option to virgin products without compromising performance. Through this process, we are meaningfully contributing to a more resource-efficient and environmentally responsible lubricants industry.





## PILLAR 4



# WORKING TOGETHER

To deliver outcomes that matter requires the collective strength of our people, customers, communities, regulators and partners.

Sustainability is a team effort, and through working together we bring our purpose of making a sustainable future possible to life.

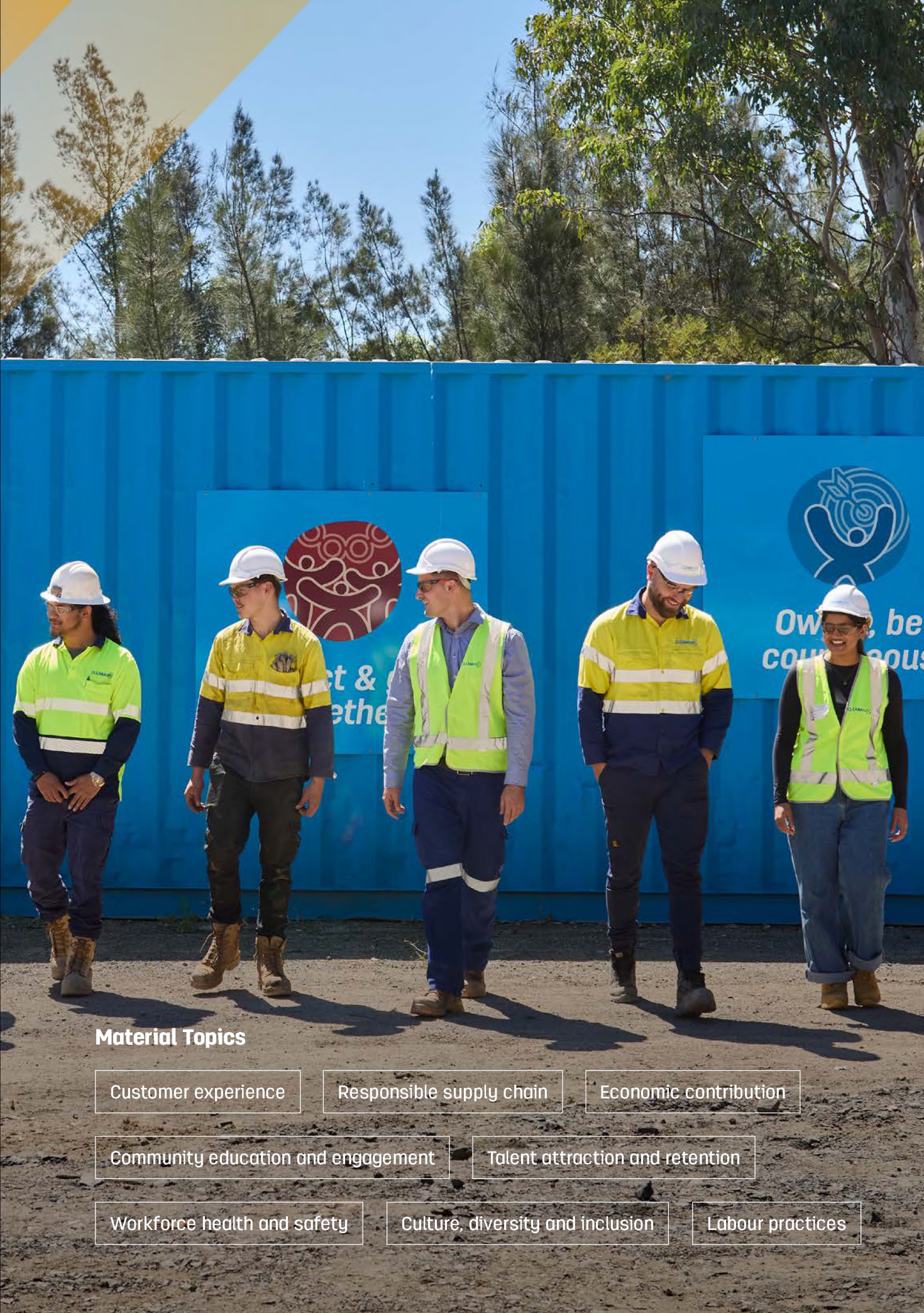
Our Guiding Principles encapsulate the essence of our Working together pillar. They define how we care for one another, our customers and our communities, and how we bring our purpose to life every day.

*Keeping each other safe* makes health, safety and the environment foundational. *Showing genuine care* builds a respectful and inclusive culture where people feel valued and customers are at the centre. *Connecting and growing together* fosters collaboration, learning and innovation. *Owning it and being courageous* reflects the accountability and leadership we expect from ourselves. *Acting beyond today* demonstrates our ambition to make bold decisions that create lasting positive impact.

Together, these principles underpin how we work together to make a sustainable future possible.







## Material Topics

Customer experience

Responsible supply chain

Economic contribution

Community education and engagement

Talent attraction and retention

Workforce health and safety

Culture, diversity and inclusion

Labour practices



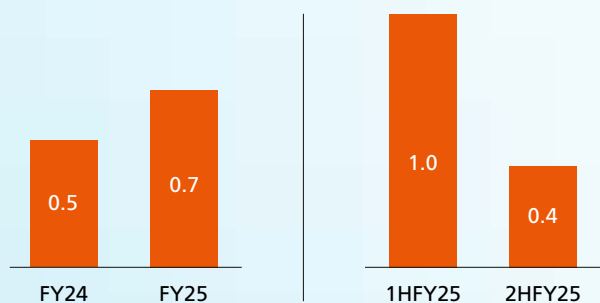
# Health and safety

At Cleanaway, the safety of our people, customers and communities is foundational to how we work. Guided by a five-year Health, Safety and Environment (HSE) roadmap, our strategy focuses on managing critical risks and controls, strengthening leadership capability, embedding process safety and deepening frontline engagement. We remain committed to building a resilient, learning-focused culture that prioritises prevention, transparency and accountability to support safer outcomes across all operations.

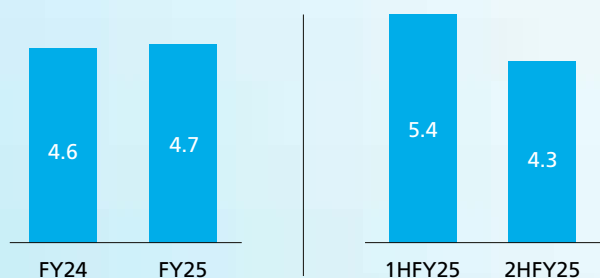
### FY25 Performance

While we made meaningful progress in strengthening HSE leadership, improving risk visibility and enhancing process safety, our personal safety outcomes fell short of expectations, and we are saddened to report three tragic fatalities across our operations in FY25.

### Serious Injury Frequency Rate (SIFR)<sup>1</sup>



### Total Recordable Injury Frequency Rate (TRIFR)<sup>2</sup>



<sup>1</sup> SIFR calculation includes employees, non-permanent labour, contractors, large contractors, owner drivers and hours associated with employee leave. For more information please visit ESG data book.

<sup>2</sup> TRIFR calculation includes employees, non-permanent labour, contractors, large contractors, owner drivers and hours associated with employee leave. For more information please visit ESG data book.

The first occurred when a member of the public suffered fatal injuries due to a collision with a Company vehicle that was performing a municipal collections route in Victoria. The second occurred when one of our drivers died in a single-vehicle incident in South Australia. The third occurred in an operational environment controlled by one of our contractors at our Lucas Heights landfill facility in New South Wales, when a customer was struck by a landfill compactor. Cleanaway has extended its heartfelt condolences to the families, friends and colleagues affected and supported them following these tragic incidents.

In each of these cases, Cleanaway acted with urgency to provide support to those impacted by these events, to co-operate with emergency authorities and regulators in relation to the incident. Consistent with our protocols, we have conducted our own investigations so that the learnings are incorporated into improvements in our health and safety system.

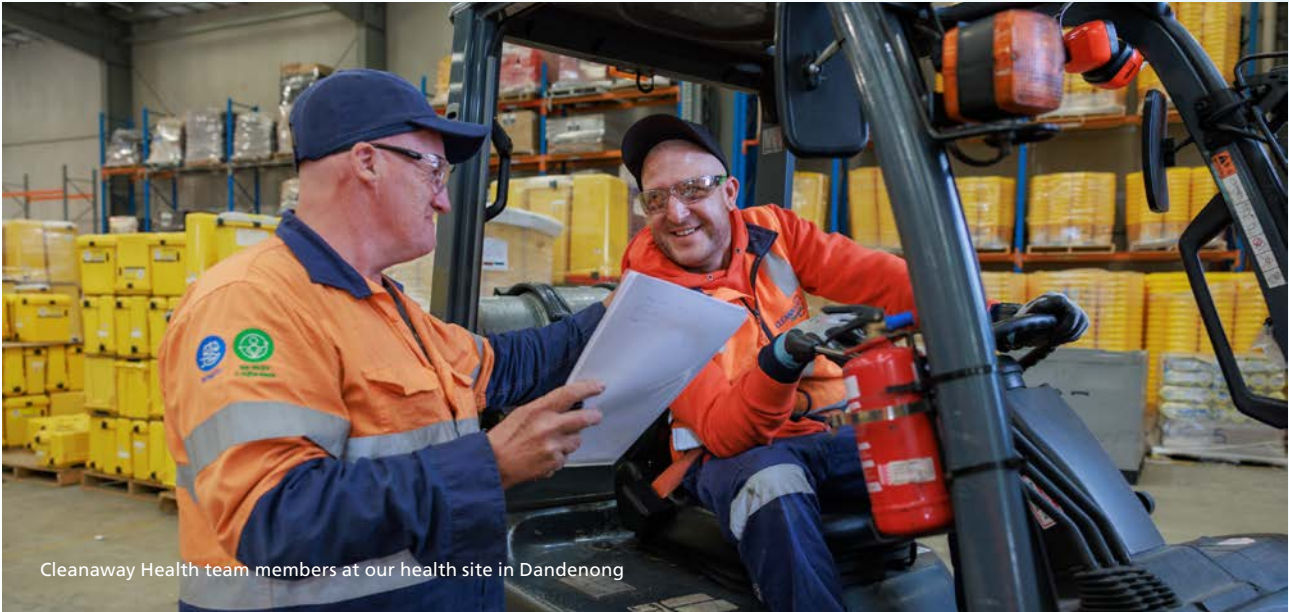
The Board plays a key role in overseeing the Company's response to these incidents. For each of these incidents, the investigation report comes to the Board for its review and the Board has oversight of the implementation of the actions from the report. The Board is also engaged in the support that is provided to those impacted by these events and the process to resume operations once these incidents occur.

These events underscore the critical importance of our commitment to delivering sustainable improvements in safety performance. Following these tragic events, Cleanaway's Board, Executive and Safety Leadership Teams have worked together to not only embed the learnings from our own investigations, but re-commit to our efforts through reviewing our action plans, and identifying opportunities to accelerate our efforts where necessary.

This was the first year Cleanaway formally reported the Serious Injury Frequency Rate (SIFR)<sup>1</sup>, a metric aligned with evolving industry practice and sharpening our focus on fatal and life-altering risks. We recorded 16 serious injuries, up from 12 in FY24, resulting in a Serious Injury Frequency Rate (SIFR) of 0.7, above our target of 0.5. There was a 54% reduction in Serious Injuries from 1H to 2H. SIFR in 2H recorded 0.4, below our annual target of 0.5. Supporting this 2H reduction in Serious Injuries, we have accelerated the roll-out of key programs, including the Safe Control of Work, enhanced event investigation protocols and enterprise-wide critical risk assurance, all aimed at strengthening control effectiveness and reducing exposure to serious injuries.

Our Total Recordable Injury Frequency Rate (TRIFR)<sup>2</sup> was 4.7, slightly above our target of 4.4. There was a 28% reduction in Recordable Injuries from 1H to 2H. TRIFR in 2H recorded 4.3, below our annual target of 4.4.

Supporting more transparent and proactive safety performance, we launched the HSE Traction Metrics Dashboard in FY25. This tool tracks performance against 15 leading indicators, such as critical risk assurance, leadership engagement, workplace HSE inspections, management of change (MoC) and frontline HSE Representative onboarding. It is designed to improve visibility, accountability and engagement in the execution of priority HSE programs.



Cleanaway Health team members at our health site in Dandenong

## Stronger Together HSE Leaders Program

Our Stronger Together HSE Leaders Program equips our leaders with tools, soft skills and techniques to better support their teams and improve management of operational risks.

Required for front-line leaders and senior management, the two-day course covers themes such as risk management, effective conversations, communication techniques, human and organisational principles (HOP), influencing change, and event investigations, to name a few. In September 2024, it was extended to all frontline supervisors.

The program draws from our five Guiding Principles, which focus on safety, care, connection, ownership and being forward-thinking across all operations. These principles create an environment where all team members feel valued, respected and empowered to contribute their best.

Over the last two years, 554 leaders have completed the program. It has received positive feedback, with over 90% of participants feeling confident to immediately apply the learnings in their everyday work. We're proud that this program plays a key role in reinforcing our HSE culture, where every individual is responsible for protecting themselves, their teammates and the environment.

## HSE Critical Risk delivery

Critical risks are high-consequence events that could result in serious injury or impact to our people, the environment or our assets. Our focus on HSE critical risks ensures critical controls are in place and working effectively to prevent potential incidents.

The roll-out of our HSE Critical Risk Program was completed in FY25. Launched in FY24, it is a key component of our action plan to simplify and enhance our risk management approach, particularly in relation to how we manage personal and process safety, and environmental risks. Having rolled out six critical risks in FY24, the remaining two were rolled out in 2025 and focused

on hazardous chemicals and confined space entry critical risks. To verify that the controls were embedded, we completed over 600 Critical Risk Field Assessments across our sites.

Looking to FY26, we will continue with regular critical risk assurance, while focusing on simplifying our Life Saving Rules and Environmental Absolutes.

## Strengthening our safety culture

In FY25, we made meaningful progress in strengthening our safety culture and embedding practices that support proactive risk management, frontline engagement and continuous learning, building on the progress made since starting our journey in FY24. These efforts are guided by our commitment to building trust, encouraging transparency and creating psychologically safe environments where people feel empowered to speak up and learn from one another.

Everyday HSE Conversations increased by 35% to nearly 28,000 across the year. These structured, frontline safety discussions between leaders and team members are a vital tool in reinforcing our HSE Culture behaviours: Be Curious, Involve the Team and Raise Risk Awareness. Two-thirds of all conversations focused on our HSE Critical Risks, supporting early identification and intervention around key hazards such as driving, working at heights, hazardous chemicals and waste acceptance.

In November 2024, we launched our new Frontline Health, Safety and Environment Representatives (HSER) program to further embed safety leadership at the front line. This program gives frontline-nominated representatives a formal role in supporting safe behaviours, providing HSE guidance and participating in site-level HSE improvements. Since its relaunch, the number of HSERs has grown by 153%, significantly expanding our capacity to consult with and support frontline workers.



## WORKING TOGETHER

# Culture, diversity and inclusion

At Cleanaway, we want our people to feel that they belong, are valued and are recognised for their unique differences. We are committed to building a truly inclusive workforce at every level, one where everyone has equal opportunity to thrive, regardless of gender, race, religious beliefs, cultural heritage, LGBTQIA+ identity, disability, age or socioeconomic background.

## Respect@Cleanaway

Building on the successful launch of Respect@Cleanaway in mid-FY24, we introduced Respect 2.0 in FY25 to further embed a safe, inclusive and values-driven culture. Respect 2.0 builds on our foundational work and focuses on four key pillars: education, leadership accountability, prevention and clear behavioural expectations.

In FY25, we delivered a range of initiatives to deepen a culture of respect:

- **Leadership development:** Senior and frontline leaders completed masterclasses designed to help them recognise early signals of disrespect, improve systems that prevent harm and role model respectful behaviour.
- **Mandatory employee training:** All employees participated in refresher training focused on practical skills for speaking up, bystander action and prevention, reinforcing a shared responsibility for maintaining a respectful workplace.
- **Respect toolboxes:** Delivered across teams, these sessions encouraged open dialogue and provided practical guidance on respectful conduct in everyday work.
- **Sexual Harassment Prevention Plan:** A targeted plan was implemented to prevent and respond to sexual harassment, supported by trauma-informed training for HR professionals.
- **Respect Contact Officers:** We introduced dedicated officers to provide confidential support and guidance, helping uphold a safe and inclusive environment.
- **Enhanced onboarding and communication:** Respect principles were embedded into onboarding and induction processes, and awareness of our confidential reporting platform, 'Rely', was strengthened across the business.

## Our Guiding Principles





Cleanaway team members at our oil site in Dandenong

## Building leadership capability

Our Branch-led Operating Model (BOM) is how we work at Cleanaway, empowering teams through a site-led approach that builds leadership capability and drives performance from the ground up. With 90% of our people based in branches, this model strengthens our connection with customers and enables our 330+ sites and 10,000+ team members to consistently deliver on our purpose of making a sustainable future possible together.

The BOM is founded upon the following key elements: culture, people and organisation, cadence, process and governance, measures and motivators, and tools and technology. These key elements enable our branches to align with our national approach, while giving them the structure and support they need to thrive locally.

Core to BOM's success is having capable leaders at every site, so we can deliver safe, sustainable and high-performing operations. In FY25, we focused on building leadership capability across all levels, from frontline supervisors to branch managers and senior leaders. Through our Crucial Conversations program, leaders are learning how to set clear expectations, address issues early and build trust through open communication.



## WORKING TOGETHER



Team of the year at our Guiding Stars Awards night Pictured: Tracey Boyes, Ben Hunter, Glen Teague, Sean Harrington, Simon Montgomery, Glen Brown, Rizza Ramiro, Michelle Laffey, Daniel Le Provost, Les Egerton, Scott Nicholls

### Team of the Year

One clearly exceptional entry emerged: the Chevron Hydrocarbon Waste Removal Project, conducted by our Environmental and Technical Solutions business unit in Western Australia, was named Team of the Year.

The Chevron ISO Container Project Team is a shining example of teamwork, tenacity and determination to deliver results in an area that historically has proven difficult. This team was responsible for decanting, treating and disposing of almost 100 ISO containers of hydrocarbon waste in Karratha, WA, to significantly reduce long-term environmental risk.

It's a project where previous efforts to address it had yielded only modest results. The team encountered multiple challenges along the way, such as managing legacy waste that had been in ISO containers for over five years. Wearing full PPE, often during extreme WA weather, our Karratha and project teams didn't give

up and were able to successfully complete the complex treatment process. They worked hard to overcome roadblocks and were able to safely process various waste types of flammable oil, mercury and sludge.

The success of the project came down to the mindset and determination of our people. Using their combined expertise to problem solve and develop innovative methods for waste management – including the use of a new centrifuge (a device which separates substances based on their density) for dewatering sludge, speeding disposal and boosting productivity – they were able to turn roadblocks into opportunities. At the heart of the project, they prioritised risk minimisation and safe handling of waste to protect our people and the environment during the delicate process.

We are very proud of our Chevron ISO Container Project Team, and of all our Guiding Star Award winners!



## Celebrating success

Every day, our people do incredible things to help bring us closer to achieving our mission of making a sustainable future possible together. Their efforts and achievements are critical for achieving our sustainability goals, by helping us to protect the environment while supporting local communities.

To recognise the talents and accomplishments of our team, we introduced our Guiding Stars Awards in 2024. These awards shine a light on the remarkable people whose commitment and dedication shape Cleanaway each year.

In this year's inaugural Awards, we received 323 worthy nominations, and it was certainly a challenge to select around 40 individual and team entries from the diverse and impressive submissions. Finalists were selected across eight categories that aligned with our Guiding Principles:

- Keep each other safe
- Show genuine care
- Connect & grow together
- Own it, be courageous
- Act beyond today
- Team of the Year
- Inspiring Leader
- CEO Award



CEO Award winner Taku Ide pictured with CEO Mark Schubert



## WORKING TOGETHER

# Labour practices

Cleanaway has approximately 100 enterprise agreements (EAs) which cover more than half its workforce. We have prioritised EA bargaining to complete negotiations in a timely manner for our existing EAs.

At the beginning of FY25, 24 EAs had passed their nominal expiry date and needed to be replaced. At the end of the financial year we reduced this number to seven, however all are in advanced stages of negotiation.

Cleanaway remains committed to commencing negotiations before the nominal expiry date of agreements as we seek to engage with our people proactively. We continue to consolidate EAs and simplify terms where possible to ensure a continuously improved, streamlined, market-competitive approach.

### Employee engagement

In March 2025, Cleanaway's annual Employee Engagement Survey recorded a 69% participation rate, up from 65% the previous year, and generated over 15,000 comments, reflecting growing trust and connection across the organisation. Our overall engagement score rose to 63%, up from 62% in FY24.

The results highlighted strengths in role clarity, inclusion, cultural awareness and the confidence to speak up. Employees expressed pride in Cleanaway's sustainability efforts, safety culture and team dynamics, while also identifying opportunities for better recognition, more consistent leadership and improvements to equipment, workload management and career development.

The survey reaffirmed our commitment to building a safe, inclusive and purpose-driven workplace, while also highlighting areas for improvement, particularly around acting on feedback, strengthening communication from senior leaders and enhancing cross-functional collaboration.

In response, we have launched the 'You Said It, We're on It' campaign to guide targeted actions, including team-level reviews, tailored engagement plans, further efforts to support our Respect@Cleanaway program and improvements to fleet, facilities and leadership visibility. We are also investing in leadership development and feedback mechanisms to support employee growth and a stronger workplace culture.

#### RESPONSE RATE

69%

5,313 of 7,676  
responded

#### MARCH 2025 ENGAGEMENT

63%

Australia 1,000+  
Benchmark: 71%

Our survey also enabled us to capture a demographic profile of our people, which informs our ongoing diversity and inclusion strategy.

#### Our employee profile

#### % representation in FY25

Identify as Anglo-Australian	50.0%
Identify as Aboriginal or Torres Strait Islander	3.0%
Identify as a cultural background other than Australian	37.4%
Does not speak English at home	8.1%
Identifies as LGBTIQ+	3.9%
Has caring responsibilities of children	36.7%
Has caring responsibilities of adults	5.9%
Has caring responsibilities of children and adults	9.5%
Considers themselves to have a disability or accessibility need	6.0%





## Gender diversity

Making a sustainable future possible together goes beyond the environment – it extends to our people too. That's why we are taking steps to build a diverse and equitable workforce, with a focus on increasing representation of women in the waste management industry.

In FY25, we formalised this commitment by becoming a HESTA 40:40 Vision signatory. This initiative seeks to achieve gender balance in ASX 300 executive leadership by 2030, comprising 40% women, 40% men and 20% of any gender.

Our efforts are delivering results, and in both FY24 and FY25 we achieved 40% representation of women in our executive team (leaders reporting directly to our CEO, defined as CEO-1). We originally pledged this milestone in FY22 as a target for FY27, and believe its early achievement demonstrates our dedication to greater gender diversity in senior leadership.

Building on this momentum, we have raised our ambition to include at least 40% of women in leadership roles (defined as CEO-2) by 2030 and are already close to achieving this with 39.4% representation of women as at FY25.

At an operational level, participation of women increased for the second year running, rising from 10.0% in FY23, to 11.9% in FY24, to 13.9% in FY25.

As part of our broader commitment to diversity and inclusion, we continue to strengthen our employee value proposition. Following improvements to our Parental Leave Policy in FY24, we further evolved our Domestic and Family Violence Leave Policy in FY25.

Team members who are experiencing domestic and family violence can now access 20 paid days per year, double the previous allocation of 10 paid leave days. We also introduced specialist-trained Respect Contact Officers to assist team members who disclose family violence, along with additional support pathways. This is all part of our goal to create a safe environment where our people are given the support they need to succeed.

## Gender pay gap

Cleanaway is committed to equal pay for equal work, regardless of a person's gender, culture, ethnicity or any other personal attributes.

While we are working hard to increase the participation of women in Cleanaway – and the waste management industry more broadly, where they are typically underrepresented – ensuring pay equity remains an equally important focus.

We proactively monitor and review our policies and practices to minimise gender pay disparity, addressing any variations as they arise. In FY25, we undertook a comprehensive review of all people policies to ensure they are inclusive of all genders.

We also initiated a review of our annual remuneration processes, including opportunities for overtime, penalties and allowances, to support equity and fairness across all levels of the business. For the first time, we provided our leaders with specific guidance on eliminating unconscious bias, to support leaders through navigating the annual remuneration cycle.

➤ **For more information, view the Cleanaway ESG Databook.**

In March 2025, we released our 2024 Gender Pay Gap Report which details the median gender pay gap for the Workplace Gender Equity Agency Australia (WGEA) 2023 to 2024 reporting year. Cleanaway's mean base salary gender pay gap was 2.3% and mean total remuneration gender pay gap was 17.3%.

The report also outlines the commitments we have made as part of our Gender Equity Strategy, which outlines the specific targets and actions to improve gender equity, and the gender pay gap at Cleanaway. We are pleased to report that we have made progress against all our 2024 commitments, and we continue to work towards our commitments for 2025.

Each year, we publicly report to WGEA in line with the Workplace Gender Equality Act 2012, and to maintain our own accountability.

➤ **For more information, view Cleanaway's WGEA response.**

We acknowledge that setting targets is only one part of the solution. We continue to focus on supporting our female team members to achieve their full potential through initiatives such as professional development, upskilling, succession planning and equitable access to benefits and recognition.





## WORKING TOGETHER

### Employment pathways

We want everyone to have the opportunity to reach their full potential. Our Employment Pathways programs are designed to support, empower and inspire individuals from all backgrounds, to help unlock their skills and shape their futures at Cleanaway.

Our diverse range of development programs includes:

- Driver Academy – empowering people with no prior truck-driving experience to kick-start a career as a heavy vehicle driver
- Yellow Gear Academy – offering training in heavy machinery operation
- Apprenticeships and Traineeships – providing hands-on training, nationally recognised qualifications and supportive mentorship to build a career at Cleanaway.

In February 2025, we launched a pilot to explore recruiting mainly unskilled operators from social enterprises. Our aim was to understand how we could further recruit minorities, including women, into specific roles where they may be underrepresented and support their career path.

Through the pilot, we placed 22 people directly into roles, and a further 13 people participated in our Driver and Yellow Gear academies. Overall, it was a great success, and we look forward to seeing their career progress.

Another successful program involved partnering with Corrections Victoria to support work placements through a day release program, to help prepare program participants to reintegrate back into the community. We are looking to expand this initiative in FY26.



Operational team at Western Sydney MRF





## Reconciliation

A sustainable future is possible only in partnership with First Nations peoples. We made our first commitment to reconciliation with the launch of our inaugural Reconciliation Action Plan (RAP) in 2016. Since then, we have worked consistently to strengthen inclusion of First Nations peoples within our organisation and the communities in which we operate.

### Reflect Reconciliation Action Plan (RAP) 2024–2025

Following the launch of a Reflect Reconciliation Action Plan in 2024, we have spent the last 12 months reflecting on what reconciliation means to Cleanaway, both as a business and as a leader in the waste management industry. As a result, we have taken meaningful steps to develop stronger relationships with First Nations peoples and communities and deepen our understanding and respect for their cultures and histories.

Key achievements and highlights from our Reflect RAP 2024–2025:

- Refreshed our RAP Working Group and appointed RAP Co-Chairs.
- Acknowledged National Reconciliation Week (NRW) with five meaningful events across the country.
- Established our First Nations Employment Strategy.
- Developed a First Nations Procurement Action Plan.
- Communicated our Cultural Protocol Document with our team and ran an Acknowledgement of Country education session.
- Issued Acknowledgement of Country plaques to all sites and added Traditional Owner group names to our internal site directory.
- Maintained Supply Nation membership.
- Provided Cultural Awareness Training to 65 employees through The BlackCard.
- Established our First Nations Employee Network.



IS Kwinana branch in WA launching Cleanaway's Innovate Reconciliation Action Plan

### Innovate Reconciliation Action Plan (RAP) 2025–2027

In June 2025, we launched our Innovate Reconciliation Action Plan (RAP) 2025–2027. Our vision for reconciliation is to learn from the stories of the Traditional Owners of Australia, and to work together with First Nations communities to help make Cleanaway a place where we all understand, recognise and respect the diverse peoples, cultures and heritages that shape this country.

We are committed to creating an environment where First Nations peoples, businesses and communities continue to prosper through equal economic and social opportunity. In turn, we look to collaborate with First Nations peoples to establish better and cleaner ways to make a sustainable future possible together, as we fulfil our obligation to care for the lands on which we live, work and play.

In FY26, our reconciliation efforts will focus on increasing awareness and engagement of our people in reconciliation activities and continuing to provide opportunities for cultural learning to our people and leaders. Additionally, our commitment to purchase from First Nations businesses remains strong, and we will seek to develop new ways to engage and create partnerships with First Nations organisations.

➤ [For more information see Cleanaway's 'Innovate' Reconciliation Action Plan here](#)



Mark Schubert, CEO and Managing Director of Cleanaway explained:

*"At the heart of our RAP is a commitment to learn from the stories of the Original Custodians of Australia. We will continue working together with First Nations communities to help make Cleanaway a place where we all understand, recognise and respect the peoples, cultures and heritages of our nation."*

➤ **Mark Schubert**  
CEO and Managing Director of Cleanaway



## WORKING TOGETHER

# Community engagement and education

Our communities play a vital role in helping to reduce landfill and improve recycling outcomes. We work alongside our communities to develop innovative solutions for waste management and resource recovery, as well as delivering award-winning education programs that support a better understanding of the circular economy. Working together, we can all make a sustainable future possible.

In FY25, Cleanaway supported councils and communities to reduce household recycling contamination, which continues to impact recovery rates and increase recycling costs. Our Resource Recovery Officers (RROs) worked with local councils to identify the causes of contamination and implement tailored solutions, including bin audits, signage upgrades and resident education.

A key initiative was the partnership with NSW Hornsby Shire Council through the Apartment Living Program. Multi-unit dwellings face challenges such as shared bins, transient tenants and language barriers. In response, Cleanaway's RRO conducted over 16,000 bin inspections, addressed more than 1,800 contamination incidents, and helped cut contamination rates in targeted areas by around 50%. Soft plastics the most common contaminant also declined significantly.



Hornsby Council Waste Matters van at annual Woodchip Festival in Berowra, NSW





One of many Cleanaway organised Clean Up Australia events in Brisbane

## Clean Up Australia Day

Since 2016, Cleanaway has partnered with Clean Up Australia to drive meaningful change in waste reduction, community education and environmental sustainability. Our partnership continues to grow in reach and impact, united by a shared belief that informed action leads to a cleaner future.

In March 2025, we supported 35 Cleanaway-led events nationwide as part of 2025 Clean Up Australia Day. These events brought together staff, customers and local communities to remove litter from parks, beaches, waterways and bushland. In Melbourne, we supported Clean Up Australia's flagship Yarra River event, where volunteers collected rubbish by kayak, bike, boat and on foot.

The day saw some incredible efforts from our people and partners, including:

- In Victoria, our education team joined forces with Wyndham City Council and local community groups to clean up Little River. A 50-strong crew of people collected litter and participated in recycling education.
- In New South Wales, 23 employees from Cleanaway-owned brands ASP Plastics and ASP Healthcare cleaned up Whalan Reserve, filling 14 large bags and safely disposing of sharps with donated containers.
- In Western Australia, our Industrial Services team removed 700kg of waste from Mangels Bay, some of it even retrieved by boat.

This enduring partnership is grounded in action. While Clean Up Australia inspires Australians to make better waste choices, Cleanaway provides the expertise and infrastructure to turn those choices into real outcomes, helping to build a cleaner, more sustainable Australia together.

## Government collaboration and advocacy

### Product Stewardship

The Product Lifecycle Responsibility Act 2025 was passed earlier this year in response to the urgent need for reforms to product stewardship. As part of the legislation, battery suppliers must meet minimum standards and participate in a product stewardship scheme. This includes contributing to safer and more accessible battery disposal to prevent batteries from ending up in household bins and at waste facilities.

Cleanaway's product stewardship initiatives include supporting safe battery disposal through dedicated collection points, product registration and public education campaigns. We proudly support the Product Lifecycle Responsibility Act 2025 which aims to reduce fire risks and improve safety across waste and resource recovery facilities.

Cleanaway welcomes the Australian Government's commitment to a packaging product stewardship and extended producer responsibility (EPR) schemes that take responsibility for the full lifecycle of packaging placed on the market in Australia. Product stewardship and EPR schemes must be mandatory to ensure a level playing field and provide confidence to the waste and resource recovery industry to invest in large-scale recycling. To accelerate domestic recycling and manufacturing, Cleanaway encourages the Australian Government to mandate minimum Australian produced recycled content in new packaging. We strongly believe these reforms will minimise packaging waste, boost recycled content and allow us to build on the existing manufacturing technology and skills we have in Australia, creating local jobs and a better environmental outcome for all Australians.



## WORKING TOGETHER

# Responsible supply chain

At Cleanaway, we prioritise sourcing goods, resources and services from local businesses and suppliers that demonstrate sustainable practices, in line with our Reconciliation Action Plan (RAP) and Social Procurement Policy. We are committed to responsible procurement, and we work collaboratively across our organisation and with partners to ensure our operations and supply chain deliver positive outcomes for both people and the planet.

We recognise the power of our supply chain to drive positive change and actively collaborate with suppliers to address social, environmental and ethical impacts. Cleanaway's Social Procurement Statement outlines our commitment to responsible procurement and clearly defines our expectations of suppliers.

We are dedicated to supporting First Nations businesses and social enterprises that contribute to social impact, create employment and training opportunities, and deliver environmental benefits. As part of our Reconciliation Action Plan, we are committed to increasing the diversity of First Nations suppliers and enhancing their economic and social outcomes.

TOTAL ADDRESSABLE SPEND  
WAS OVER<sup>1</sup>

**\$1.8billion**



INDIGENOUS SPEND

**\$7.8m**



SOCIAL ENTERPRISE SPEND

**\$4m**



SME SPEND

**\$493m**



Cleanaway is required to publish annual Modern Slavery Statements, in accordance with the requirements of the Modern Slavery Act 2018 (Cth) and does so each year. We are committed to ensuring our supply chain is free from modern slavery and take seriously our responsibility to uphold human rights. Our approach to managing this risk aligns with the UN Guiding Principles on Business and Human Rights.



Operators on the sorting line at our Western Sydney MRF

<sup>1</sup> Addressable spend includes spend that Cleanaway can influence. This excludes expenses such as taxes and inter-company expenses.







Cleanaway team members alongside our customer Curtin University team members

## Curtin University and Cleanaway: a sustainable partnership for smarter waste management

In 2019, Curtin University's Bentley Campus partnered with Cleanaway to shift from in-house waste management to a performance-driven service model. Spanning 116 hectares with over 280 buildings and 55,000 people, the university sought a scalable and future-ready approach to waste that could grow with the campus and support its target of 80% landfill diversion by March 2025.

Five years later, the results speak for themselves: Curtin achieved an 81.2% landfill diversion rate, exceeding the original target and setting a new benchmark for waste transformation at a large urban university. Cleanaway introduced targeted

waste stream solutions, collaborating with specialist recyclers to manage Curtin's complex waste profile. Initiatives included new streams for food organics, e-waste, medical waste and coffee cups plus creative partnerships such as with GiveWrite, where donated stationery is reused by students in need.

Diversion success was powered by more than infrastructure. A dedicated on-site team conducted audits, built tailored collection systems, and engaged the campus community through workshops, events, and lectures. Culture change became as important as bin change students, staff and contractors alike shifted habits and mindsets. The Cleanaway-Curtin partnership proves that a shared vision, supported by real-time data, specialist expertise and genuine community engagement, can deliver big results, and lasting impact.



# Independent Limited Assurance Report

to the Management and Directors of Cleanaway Waste Management Limited



**Shape the future  
with confidence**

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## Our Conclusion:

Ernst & Young ('EY', 'we') were engaged by Cleanaway Waste Management Limited to undertake a limited assurance engagement as defined by Australian Auditing Standards, hereafter referred to as a 'review', over the Subject Matter defined below for the year ended 30 June 2025. Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe the Subject Matter has not been prepared, in all material respects, in accordance with the Criteria defined below.

## What our review covered

EY was engaged by Cleanaway Waste Management Limited to provide limited assurance over the following Subject Matter in Cleanaway's Sustainability Report and ESG Databook (the 'Report') for the year ended 30 June 2025 with the noted Criteria, as shown in Table 1.

We reviewed a selection of performance metrics, as shown in Table 1.

**Table 1: Sustainability Subject Matter**

Subject Matter	Criteria
<b>GHG Emissions</b>	<i>National Greenhouse and Energy Reporting Act 2007</i> (the "NGER Act")
Total gross Scope 1 emissions (ktCO <sub>2</sub> -e)	<i>National Greenhouse and Energy Reporting Regulations 2008</i> (the "NGER Regulations")
Total gross Scope 2 emissions (ktCO <sub>2</sub> -e)	<i>National Greenhouse and Energy Reporting (Measurement) Determination</i> , as compiled 31 August 2024 (the "NGER Measurement Determination")
Total net greenhouse gas emissions (ktCO <sub>2</sub> -e)	The Corporate Emissions Reduction Transparency (CERT) guidelines
<b>Landfill Gas</b>	Cleanaway's own self defined basis of preparation as contained in Cleanaway's ESG Databook.
Total landfill gas captured (Mm <sup>3</sup> )	
Total landfill gas captured (PJ)	
Landfill gas flared (%)	
Landfill gas used for energy (%)	
Landfill gas sent to third parties (%)	
Renewable energy generated from landfill gas (GWh)	
<b>Fines and Notices</b>	Cleanaway's own self defined basis of preparation as contained in Cleanaway's ESG Databook.
Number of direction notices received (#)	
Number of infringement notices received (#)	
Value of infringement notices received (AUD)	
<b>Safety</b>	Cleanaway's own self defined basis of preparation as informed by definitions from the Australian Standard Worksafe Australia National Standard – 1985 as contained in Cleanaway's ESG Databook.
Total Recordable Injury Frequency Rate (TRIFR) (#)	
Serious Injury Frequency Rate (SIFR) (#)	
Lost Time Injury Frequency Rate (LTIFR) (#)	
<b>People</b>	Cleanaway's own self defined basis of preparation as contained in Cleanaway's ESG Databook.
Representation of women – CEO-1 (%)	
Representation of women – CEO-2 (%)	
Employee turnover (total) (#)	
Employee turnover (male) (#)	
Employee turnover (female) (#)	





Subject Matter	Criteria
<b>Resource Recovery</b>	Cleanaway's own self defined basis of preparation as contained in Cleanaway's ESG Databook.
Waste incinerated (t)	
Eligible containers processed through Cleanaway facilities for NSW, QLD, VIC, WA and SA Container Deposit Schemes (kt)	Sustainability Accounting Standards Board (SASB) Waste Management Standard
Oil recovered (ML)	
Oil used by hydrocarbon division as input into energy from waste (kL)	
Paper and cardboard recycled (kt)	
Plastic recycled (kt)	
Compost produced (kt)	

Other than as described in the preceding paragraphs, which set out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express an opinion or conclusion on this information.

## Key responsibilities

### Cleanaway Waste Management Limited's responsibility

Cleanaway Waste Management Limited's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

### EY's responsibility and independence

Our responsibility is to express a conclusion on the Subject Matter based on our review.

We have complied with the independence and relevant ethical requirements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies Auditing Standard ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### Our approach to conducting the review

We conducted this review in accordance with the Australian Auditing and Assurance Standards Board's *Australian Standard on Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ASAE3000') and *Assurance Engagements on Greenhouse Gas Statements* ('ASAE3410') and the terms of reference for this engagement as agreed with Cleanaway Waste Management Limited on the 9 May 2025 and addendum 9 July 2025. That standard requires that we plan and perform our engagement to express a conclusion on whether anything has come to our attention that causes us to believe that the Subject Matter is not prepared, in all material respects, in accordance with the Criteria, and to issue a report.

### Summary of review procedures performed

A review consists of making enquiries, primarily of persons responsible for preparing the subject matter and related information and applying analytical and other review procedures.

The nature, timing, and extent of the procedures selected depend on our judgement, including an assessment of the risk of material misstatement, whether due to fraud or error. The procedures we performed included, but were not limited to:

- Conducted interviews with personnel to understand the business and reporting process
- Conducted interviews with key personnel to understand the process for collecting, collating and reporting the Subject Matter during the reporting period
- Assessed that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria



## Independent Limited Assurance Report (continued)

- Undertook analytical review procedures to support the reasonableness of the data
- Identified and tested assumptions supporting calculations
- Tested, on a sample basis, underlying source information to assess the accuracy of the data

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our review conclusion.

### Inherent limitations

Procedures performed in a review engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a review engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to assessing aggregation or calculation of data within IT systems.

The greenhouse gas quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of greenhouse gases. Additionally, greenhouse gas procedures are subject to estimation and measurement uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

### Other matters

We have not performed assurance procedures in respect of any information relating to prior reporting periods, including those presented in the Subject Matter. Our report does not extend to any disclosures or assertions made by Cleanaway Waste Management Limited relating to future performance plans and/or strategies disclosed in Cleanaway Waste Management Limited's report and supporting disclosures online.

### Use of our Assurance Report

We disclaim any assumption of responsibility for any reliance on this assurance report to any persons other than management and the Directors of Cleanaway Waste Management Limited, or for any purpose other than that for which it was prepared.

Our review included web-based information that was available via web links as of the date of this statement. We provide no assurance over changes to the content of this web-based information after the date of this assurance statement]

The logo for Ernst & Young, featuring the company name in a stylized, handwritten-style script.

Ernst & Young  
Melbourne, Australia  
19 September 2025





