CLEANAWAY

Making a sustainable future possible together

ESG Data Book 2025

FY25 Sustainability data book

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1. About this ESG data book

This ESG data book has been prepared by Cleanaway Waste Management Limited ("Cleanaway") and its wholly owned subsidiaries for the period commencing 1st July 2024 and ending the 30th June 2025. Cleanaway annually publishes an ESG data book. The data in this ESG data book does not include Cleanaway's joint ventures unless stated.

This ESG data book is intended to be read alongside the Sustainability Report 2025. Cleanaway sustainability disclosures are prepared in accordance with the Sustainability Accounting Standards Board (SASB), Waste Management Standard, Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (SDGs).

Ernst & Young was engaged by Cleanaway to undertake a limited assurance engagement over certain sustainability performance data included in Cleanaway's Sustainability Report 2025 and this ESG data book. Refer to the Independent Limited Assurance Report in the Sustainability Report 2025 for further information.

Enquiries & contact details

We welcome feedback on this ESG data book or sustainability at Cleanaway.

Please send any comments or suggestions to:

https://www.cleanaway.com.au/contact-us/

You can also find us online at:

www.cleanaway.com.au

Our Annual Report and other corporate publications can be found online in Investor Relations section of our website.

Link to our Investor Hub

2. Resource recovery

2.1 Resource recovery summary

Waste Processed	*FY20*	*FY21*	*FY22*	*FY23*	*FY24*	*FY25*
*Waste Incinerated (t)**	8,025.0	7,165.0	6,415.0	7,162.0	7,956.0	6,372.0
Eligible containers processed through Cleanaway facilities for NSW, VIC, QLD, WA,TAS and SA Container Deposit Schemes (CDS) (kt)**	167.3	182.2	185.7	184.9	208.3	223.9
Oil recovered (ML)	114.3	112.9	104.3	108.1	104.1	103.4
Oil used by hydrocarbon division as input into EfW (kL)	2,835.2	3,004.4	3,386.7	3,470.8	3,366.0	2,909.0
*Paper and Cardboard recycled (kt)**	435.0	474.0	434.7	431.3	430.3	441.7
*Plastic recycled (kt)**	19.0	29.0	24.1	19.6	22.6	24.5
*Steel and Aluminium recycled (kt)****	25.0	35.0	40.4	32.1	30.7	35.9
*Compost generated*****	-	-	-	-	-	6.1

*FY24 data has been updated to include hazardous liquids incinerated at Silverwater site.

**Metric includes joint venture partnerships.

*** FY20 and FY21 figures are rounded estimates and not exact quantities.

*****Measurement commenced in FY25.

2.2 Break down of Container Deposit Schemes recycling*

State	*FY21 (kt)*	*FY22 (kt)*	*FY23 (kt)***	*FY24 (kt)*	*FY25 (kt)*
NSW	136.0	119.6	120.8	119.9	115.3
QLD	46.2	53.8	51.7	64.0	70.8
VIC	-	-	-	12.8	25.5
TAS**	-	-	-	-	0.6
WA	-	12.2	12.2	11.5	11.6
SA	-	0.1	0.1	0.1	0.04
Total	**182.2**	**185.7**	**184.9**	**208.3**	**223.9**

* Metric includes joint venture partnerships.

**Tasmania CDS commenced in FY25.

3. Environment

3.1 Regulatory compliance*

Notice issued	*FY21*	*FY22*	*FY23*	*FY24*	*FY25*
Direction notices	43	36	12	11	11
Formal warnings	18	8	13	12	9
Penalty infringement notices	13	4	5	10	3
Penalty infringement / fine ($)	144,883	14,678	57,214	118,104	32,610

* In FY23 two court-imposed fines were also issued. One related to our Western Australia, Dardanup landfill and comprised a penalty totalling $18,000, recorded in November 2022. The other related to our Melbourne Regional Landfill and comprised a penalties totalling $20,000. Both matters relate to events that occurred prior to FY23.

3.2 Water consumption

	FY21 (ML)	*FY22 (ML)*	*FY23 (ML)*	*FY24 (ML)*	*FY25 (ML)*
Potable water	760	716	724	724	728

* FY22 water consumption was calculated using average price of potable water per kilolitre for each state with the exception of Corporate services consumption for which a national average was used.

* Primary uses for potable water include domestic amenities, vehicle washdown, and general site use such as plant washdown.

Links

Environmental Management page

4. Greenhouse Gas Emissions

4.1 Gross Scope 1 and Scope 2 greenhouse gas emissions*

Greenhouse gas Scope	*FY20*	*FY21*	*FY22*	*FY23***	*FY24*	*FY25*
Scope 1 emissions (kt CO2-e)	755	860	1,062	1,129	1,070	1,082
Scope 2 emissions (kt CO2-e)	43	47	50	58	52	52
Total Gross GHG emissions (kt CO2-e)	799	907	1,113	1,187	1,122	1,134

* Calculated using methods set out in the *National Greenhouse and Energy Reporting (Measurement) Determination 2008.* The Scope 2 methodology deviates from National Greenhouse and Energy Reporting (Measurement) Determination 2008 as we consume a small amount of renewable electricity generated by the capture and conversion of Landfill Gas (LFG). When the renewable certification associated with this electricity is sold, we lose the environmental attribute of this electricity, we therefore add back voluntarily emissions commensurate to the carbon intensity of the grid.

**Adjustments to our FY23 NGERS data following submission to the Clean Energy Regulator.

4.2 Net Scope 1 and Scope 2 greenhouse gas emissions*

Greenhouse gas Scope	*FY20*	*FY21*	*FY22*	*FY23*	*FY24*	*FY25*
Scope 1 emissions (kt CO2-e)	755	860	1,247	1,192	1,139	1,080
Scope 2 emissions (kt CO2-e)	43	47	61	58	52	52
Total Net GHG emissions (kt CO2-e)	799	907	1,308	1,250	1,191	1,132

* Total Gross Scope 1 and 2 greenhouse gas emissions adjusted for the add back and surrender of ACCU's, and the surrender of third-party carbon offsets.

** Contingent on the surrender of high quality third-party carbon offsets as set out in Table 3.4 below.

4.3 Determination of FY25 total net greenhouse gas emissions

Total Gross Scope 1 and 2 greenhouse gas emissions (kt CO2-e)	1,134
Australian Carbon Credit Units issued (kt CO2-e)	458
Australian Carbon Credit Units surrendered (kt CO2-e)	0
Third-party carbon offsets surrendered (kt CO2-e)	460
Total Net Greenhouse gas emissions (kt CO2-e)	1,132

4.4 Landfill gas emissions*

LFG Emissions	*FY21*	*FY22*	*FY23*	*FY24*	*FY25*
Total LFG captured (Mm3)	107.7	196.0	219.0	246.7	256.9
Total LFG captured (PJ)	1.8	3.9	4.3	4.8	5.0
Landfill gas flared (%)	16%	14%	28%	33%	33%
Landfill gas used for energy (%)	45%	20%	19%	19%	19%
Landfill gas sent to third parties (%)	40%	56%	53%	48%	48%
Renewable energy generated from landfill gas (GWh)	-	-	242.4	225.3	224.7

*The calculation methodology for Landfill gas flared (%) and Landfill gas used for energy (%) FY25 was revisited to include the landfill gas flared during production of energy within Landfill gas flared (%). FY24 values have been restated to reflect this revisited methodology.

4.5 Emissions profile*

Greenhouse gas	*FY22 emissions kt CO2-e*	*FY22 % of total emissions*	*FY23 emissions kt CO2-e*	*FY23 % of total emissions*	*FY24 emissions kt CO2-e*	*FY24 % of total emissions*	*FY25 emissions kt CO2-e*	*FY25 % of total emissions*	*Primary source*
Carbon dioxide (CO2)	282.2	25.4%	307.5	25.9%	307.8	27.4%	291.2	25.7%	Combustion of fossil fuels
Methane (CH4)	829.0	74.5%	874.0	73.5%	807.9	72.0%	836.6	73.8%	Fugitive landfill gas emissions
Nitrous Oxide	1.4	0.1%	7.7	0.6%	6.7	0.6%	6.4	0.6%	Composting
Total	**1,113**	**100%**	**1,189**	**100%**	**1,122**	**100%**	**1,134**	**100%**	

* To convert our CH4 emissions to a CO2-e comparative, we use a Global Warming Potential of 28, in accordance with IPCC guidance.

4.6 Methane emissions reduction long term incentive performance

LTI performance element	*FY23*	*FY24*	*FY25*
Gross NGER methane emissions (kt CO2-e)*	874	808	837
Net methane emissions (kt CO2-e)	960	917	875
Net methane emissions aligning to 2030 target (kt CO2-e)	960	917	875
*FY22 gross methane baseline (kt CO2-e)**	*1,003*		

* Calculated using methods set out in the *National Greenhouse and Energy Reporting (Measurement) Determination 2008.*

**1,003 kt CO2-e is the calculated FY22 gross methane baseline for long term incentive performance. This baseline number was calculated between 1st July 2021 and 30th June 2022. This baseline number is determined in accordance with Method 1 set out in the *National Greenhouse and Energy Reporting (Measurement) Determination 2008* and adjusted to reflect methane emissions from the equivalent of full-year ownership of a portfolio of strategic post-collection assets in Sydney from Suez Groupe S.A.S on 18 December 2021 and Global Renewables Holdings Pty Ltd on 31 August 2022.

4.7 Emissions reduction targets

Emissions targets	*Greenhouse gas*	*IPCC*	*COP26*	*Cleanaway*
2030	CH4	-28%	-30%	-34%
	CO2	-38%	-43%	-43%
2050	CH4	-48%	Deep reduction	-57%
	CO2	-98%	Net zero	Net zero

5. Employees

5.1 Total Recordable Injury Frequency Rate (TRIFR)

	FY20		FY21		FY22		FY23		FY24		FY25	
	Target	Performance	Target	Performance	Target	Performance	Target	Performance	Target	Performance	Target	Performance
TRIFR	4.5	4.5	3.8	3.6	3.3	4.2	3.3	3.7	3.6	4.6	4.4	4.7

*TRIFR calculation includes employees, non-permanent labour, contractors, large contractors, owner drivers and hours associated with employee leave. For more information please refer to tab 11 Basis of Preparation.

5.2 Serious Injury Frequency Rate (SIFR)*

	FY25	
	Target	Performance
SIFR**	0.5	0.7

*SIFR calculation includes employees, non-permanent labour, contractors, large contractors, owner drivers and hours associated with employee leave. For more information please refer to tab 11 Basis of Preparation.

**FY25 is the first year that the metric was reported externally.*

5.3 Lost Time Injury Frequency Rate (LTIFR)*

	FY25	
	Target	Performance
LTIFR**	N/A	3

*LTIFR calculation includes employees, non-permanent labour, contractors, large contractors, owner drivers and hours associated with employee leave. For more information please refer to tab 11 Basis of Preparation.

**FY25 is the first year that the metric was reported externally.

5.4 Female participation by management and operational roles (%)*

Employment type	FY20	FY21	FY22	FY23	FY24	FY25
Management	17.3	19.3	25.5	28.0	26.6	29.9
Operational	5.7	6.4	7.4	10.0	11.9	13.9
Overall participation	**19.1**	**19.1**	**20.8**	**22.8**	**24.3**	**26.0**

* Female representation figures represent the number of active employees as at 30 June 2025. Excludes Labour Hire, Directors, owner drivers, contractors and consultants. Determined based on headcount. Management for the purposes of this reporting measure is defined as salary grade of 6 and above, regardless of direct reports. Operational roles are classified as blue-collar waged roles.

5.5 Representation of women (40:40 Vision target)*

Female participation	Cleanaway Target	FY22 Participation	FY23 Participation	FY24 Participation	FY25 Participation
Executive team participation (CEO-1)**	40% by 2027	27.3	33.3	40.0	40.0
Leadership roles participation (CEO-2)***	40% by 2030	34.8	36.2	39.3	39.4

* 40:40 Vision: For a given cohort, 40% by headcount identifying as women, 40% by headcount identifying as men, 20% by headcount identifying as any gender. This definition is consistent with how CEW Senior Executive Census defines 'gender balance'.
** CEO-1: Cohort comprising direct line and functional reports of the CEO, not including the CEO, executive assistants / administrative support, and special project roles.
*** CEO-2: Cohort comprising CEO-1 and their direct reports.

5.6 Gender breakdown by occupational category*

	Female						Male						Other						Total						Female %					
Occupational category	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25
Executive and Senior Management	14	17	30	44	49	49	98	100	103	110	115	104	-	-	-	-	-	-	112	117	133	154	164	153	13	15	23	29	30	32
Functional Support	65	69	98	115	133	153	55	60	73	94	118	128	-	-	1	-	-	1	120	129	172	209	251	282	54	53	57	55	53	54
Finance and Administration	433	439	450	490	503	516	87	100	113	128	143	152	-	-	-	1	1	1	520	539	563	619	647	669	83	81	80	79	78	77
Sales and Marketing	108	100	108	120	133	143	181	177	172	186	191	199	-	-	-	-	-	-	289	277	280	306	324	342	37	36	39	39	41	42
Customer Support	181	174	186	207	213	213	58	68	72	80	86	94	-	-	-	1	2	2	239	242	258	288	301	309	76	72	72	72	71	69
Business Support	102	113	152	176	197	225	440	468	484	541	556	560	-	-	-	-	-	-	542	581	636	717	753	785	19	19	24	25	26	29
Information Technology	9	9	14	16	15	16	24	22	38	44	53	59	-	-	-	-	-	-	33	31	52	60	68	75	27	29	27	27	22	21
Scientific/Technical	13	13	23	28	31	36	65	78	91	101	109	102	-	-	-	-	-	-	78	91	114	129	140	138	17	14	20	22	22	26
Operations	233	283	338	477	606	725	3,875	4,089	4,212	4,435	4,502	4,491	1	1	1	1	4	1	4,109	4,373	4,551	4,913	5,112	5,217	6	6	7	10	12	14
Acquisitions	-	-	32	46	38	-	-	-	97	105	104	-	-	-	-	-	-	-	-	-	129	151	142	-	-	-	25	30	27	-
Total	**1,158**	**1,217**	**1,431**	**1,719**	**1,918**	**2,076**	**4,883**	**5,162**	**5,455**	**5,824**	**5,977**	**5,889**	**1**	**1**	**2**	**3**	**7**	**5**	**6,042**	**6,380**	**6,888**	**7,546**	**7,902**	**7,970**	**19**	**19**	**21**	**23**	**24**	**26**

* Based on number of active employees at 30 June 2025. Excludes labour hire, directors, owner drivers, contractors and consultants. Determined based on headcount.

5.7 Gender breakdown by employment type*

	Female						Male						Other						Total						% Female					
Employment type	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25
Permanent full-time	1,013	1,067	1,251	1,496	1,663	1,742	4,284	4,525	4,706	4,961	5,144	5,024	-	-	-	2	6	5	5,297	5,592	5,957	6,459	6,813	6,771	19	19	21	23	24	26
Part-time	80	83	75	92	118	132	39	34	47	53	56	68	-	-	-				119	117	122	145	174	200	67	71	61	63	68	66
Casual	45	46	64	100	110	159	537	568	660	766	743	760	1	1	1	1	1		583	615	725	867	854	919	8	7	9	12	13	17
Fixed term	20	21	41	31	27	43	23	35	42	44	34	37	-	-	1				43	56	84	75	61	80	47	38	49	41	44	54
Total	**1,158**	**1,217**	**1,431**	**1,719**	**1,918**	**2,076**	**4,883**	**5,162**	**5,455**	**5,824**	**5,977**	**5,889**	**1**	**1**	**2**	**3**	**7**	**5**	**6,042**	**6,380**	**6,888**	**7,546**	**7,902**	**7,970**	**19**	**19**	**21**	**23**	**24**	**26**

* Based on number of active employees at 30 June 2024. Excludes labour hire, directors, owner drivers, contractors and consultants. Determined based on headcount.

5.8 Age breakdown (%)*

Age category	FY20	FY21	FY22	FY23	FY24	FY25
24 and under	5	5	6	7	6	4
25-34 years	21	21	21	21	22	21
35-44 years	25	25	26	25	25	26
45-54 years	27	27	26	25	25	24
55-64 years	19	19	18	18	18	20
65 and greater	3	3	3	3	4	4

* Based on number of active employees at 30 June 2023. Excludes labour hire, directors, owner drivers, contractors and consultants. Determined based on percentage of total headcount.

5.9 New employees and employee turnover

	New hires*					Turnover***				
Gender	FY21	FY22	FY23	FY24	FY25	FY21	FY22	FY23	FY24**	FY25
Male	1,419	1,708	2,080	1,814	1,443	1,112	1,442	1,554	1,602	1,486
Female	320	539	793	705	585	306	405	426	490	425
Other	0	2	2	6	2	0	1	1	2	4
Total	**1,739**	**2,249**	**2,875**	**2,525**	**2,030**	**1,418**	**1,848**	**1,981**	**2,094**	**1,915**

* New Hires: Based on number of active and separated employees who were hired between 01 July to 30 June of the given financial year. Includes acquisitions and directors. Excludes Labour Hire, contractors and consultants. Determined based on headcount.

**FY24 has been updated to reflect additional terminations processed after FY24.

*** Turnover is based on the number of separated employees who left the business between 01 July to 30 June of the given financial year. Excludes Labour Hire, contractors and consultants. Determined based on headcount.

5.10 Parental leave*

	Female					Male				
Leave status	FY21	FY22	FY23	FY24	FY25	FY21	FY22	FY23	FY24	FY25
Employees who took parental leave	24	33	30	38	75	1	0	1	6	148
Employees who returned from parental leave	25	18	22	26	39	0	0	0	1	124

* Includes Cleanaway paid employees only, excludes labour hire, directors, owner drivers, contractors and consultants.

5.11 Employees by employment type and region*

	Permanent full time						Part-time						Casual						Fixed term						Total						Labour hire					
Region	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25
ACT	35	37	35	41	39	39	-	-	-		0		2	1	1	1			1	-	-				38	38	36	42	39	39	-	-	4	3	0	
NSW	1,509	1,544	1,678	1,834	1,981	1,920	24	19	24	36	43	56	91	113	129	181	177	204	11	14	23	15	16	26	1,635	1,690	1,854	2,066	2,217	2,206	66	141	171	105	90	147
NT	63	69	70	63	60	67	-	-	-		0		7	7	5	10	11	2	-	-	-				70	76	75	73	71	69	-	-	19	13	11	17
QLD	1,202	1,245	1,313	1,436	1,480	1,490	28	23	17	15	24	29	115	95	101	107	104	152	14	14	18	15	11	19	1,359	1,377	1,449	1,573	1,619	1,690	71	162	151	127	138	152
SA	317	342	353	366	364	352	4	3	1	2	1	2	55	55	59	60	69	63	3	1	2	3	2		379	401	415	431	436	417	64	70	82	78	45	55
TAS	32	41	45	58	60	77	1	-	1	1	0		6	4	3	2	1	10	-	-	-			2	39	45	49	61	61	89	3	2	2	1	4	8
VIC	1,415	1,507	1,631	1,761	1,873	1,864	30	38	48	50	59	68	101	89	112	115	128	101	10	20	24	28	22	26	1,556	1,654	1,815	1,954	2,082	2,059	38	37	53	50	51	53
WA	724	807	832	900	956	962	32	34	31	41	47	45	206	251	315	391	364	387	4	7	17	14	10	7	966	1,099	1,195	1,346	1,377	1,401	99	211	221	198	84	101
Total	**5,297**	**5,592**	**5,957**	**6,459**	**6,813**	**6,771**	**119**	**117**	**122**	**145**	**174**	**200**	**583**	**615**	**725**	**867**	**854**	**919**	**43**	**56**	**84**	**75**	**61**	**80**	**6,042**	**6,380**	**6,888**	**7,546**	**7,902**	**7,970**	**341**	**623**	**703**	**575**	**423**	**533**

* Based on number of active employees at 30 June 2025. Excludes directors, owner drivers, contractors and consultants. Determined based on headcount.

5.12 Average FTE compa-ratio by gender and salary grade*

	% of female-to-male average FTE compa-ratio (female/male)						Female						Male					
Salary grade	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25
Level A	-	-	-	-	-	-	-	-	-	-	-	-	149	141	138	150	150	148
Level B	84	83	120	105	100	98	93	89	134	129	120	120	112	108	111	122	119	122
Level C	86	91	95	113	108	104	90	91	97	114	111	110	104	100	101	101	103	106
Level 8	101	103	102	97	95	92	89	86	87	88	89	89	89	84	86	91	94	96
Level 7	100	105	99	103	100	100	87	90	85	90	88	90	87	86	85	87	88	90
Level 6	97	96	95	96	96	97	91	88	89	92	91	92	94	92	93	96	95	95
Level 5	99	99	97	97	97	97	95	92	92	94	94	97	95	93	95	96	98	100
Level 4	93	93	91	91	94	94	90	88	90	93	93	94	97	94	98	102	99	100
Level 3	92	93	94	93	96	93	94	91	94	98	98	98	103	99	101	105	102	106
Level 2	94	97	95	96	95	98	89	87	88	93	92	94	94	90	93	97	97	97
Level 1	98	100	95	99	105	101	96	93	93	98	91	98	98	93	98	98	87	97
Total	**98**	**97**	**96**	**97**	**96**	**97**	**94**	**91**	**92**	**95**	**93**	**96**	**96**	**94**	**95**	**98**	**97**	**98**

* Based on number of active employees at 30 June 2025. Excludes hourly paid employees, acquisitions employees whose roles have not been evaluated into salary grades, labour hire, directors, owner drivers, contractors and consultants. Compa Ratio determined based on TFR compared to midpoint in salary grade.

5.13 Average hourly earnings by gender and employment contract ($)*

	Female						Male						Other						% of female-to-male average hourly earnings					
Employment type	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25	FY20	FY21	FY22	FY23	FY24	FY25
Permanent	45	44	45	41	55	59	55	54	56	53	55	69	-	-	-	57	59	47	81%	82%	82%	77%	100%	87%
Fixed term	38	34	45	30	53	54	58	57	61	42	53	74	-	-	86			-	66%	60%	74%	70%	100%	73%
Casual	54	28	27	20	56	61	64	45	46	37	56	74	60	51	40	0	53	-	85%	64%	60%	53%	100%	83%
Total	**45**	**43**	**45**	**40**	**55**	**59**	**56**	**53**	**55**	**51**	**55**	**69**	**60**	**51**	**56**	**38**	**58**	**47**	**80%**	**82%**	**82%**	**78%**	**100%**	**86%**

* Based on number of active employees as at 30 June 2025. Excludes Labour Hire, Directors, owner drivers, contractors and consultants. Excludes CEO. Determined based on average hourly earnings between 1 April 2023 to 30 March 2024. Average earnings include gross base salary plus all extra benefits, whether payable directly or indirectly, in cash or another form as an annualised FTE. Benefits include allowances, bonuses, cash out annual leave/ long service leave, motor vehicle allowances, discretionary pay, overtime, sales commissions and superannuation. Note that from FY23 to FY24, there was a change in WGEA methodology to calculate earnings leading to an increase in the average hourly earnings, however the gender pay gap remains consistent.

5.14 Measures of employee engagement*

	% of favourable employee responses				
Engagement Metric	FY21	FY22	FY23	FY24	FY25
Overall engagement score	66	67	-	62	63
What employees SAY about Cleanaway	70	71	-	-	69
Employees' level of commitment to STAY at Cleanaway	62	60	-	-	66
Employees' motivation to STRIVE for Cleanaway	68	68	-	-	56
Inclusion rating	n/a	72	-	76	78

* In FY23 our annual employee engagement survey was paused due to a structural review being undertaken.

5.15 Training and development*

	FY21	FY22	FY23	FY24	FY25
Training packages and competency assessments delivered	55,000 +	52,800 +	78,118 +	100,715 +	124,749

* Includes all training from high risk work and heavy vehicle operation to our operating foundations and principles.

5.16 Industrial instruments*

	FY20		FY21		FY22		FY23		FY24		FY25	
Industrial instrument	# Employees	% Employees	# Employees	% Employees	# Employees	% Employees	# Employees	% Employees	# Employees	% Employees	# Employees	% Employees
Enterprise agreement	3,357	56	3,530	55	3,812	56	4049	54	4312	55	4609	58
Individual contract	1,291	21	1,336	21	1,536	22	1709	23	1878	24	1973	25
Modern award	1,389	23	1,510	24	1,536	22	1785	24	1710	22	1388	17
Memorandum of understanding	5	0	4	0	4	0	3	0	2	0	0	0
Total	**6,042**	**100**	**6,380**	**100**	**6,888**	**100**	**7,546**	**100**	**7,902**	**100**	**7,970**	**100**

* Based on number of active employees at 30 June 2024. Excludes labour hire, directors, owner drivers, contractors and consultants. Determined based on headcount.

6. Community

6.1 Community engagement

	FY20	FY21	FY22	FY23	FY24	FY25
Number of community and education sessions held nationally*	657	1,241	2,396	1,477	1,555	1,821
Community Events**	-	-	-	-	-	42
Number of people engaged nationally	23,000 +	29,000 +	32,000 +	30,000 +	32,500+	49,922

* A community and education session is defined as a workshop or any similar type of gathering regardless of the duration. Sessions include engagement at schools, communities or businesses. Sessions include engagement at schools, communities or businesses.

**An event is an activity where the number of attendees cannot be quantified. Events include conference presentations, information stalls and festivals.

6.2 Donations and sponsorships

	FY21	FY22	FY23	FY24	FY25
Total donations and sponsorships ($)	530,000 +	493,000 +	376,000 +	390,800 +	510,396

8. Economic Contribution

8.1 Metrics

	FY20 ($m)	*FY21 ($m)*	*FY22 ($m)*	*FY23 ($m)*	*FY24 ($m)*	*FY25 ($m)*
Net revenue	2,100.1	2,198.9	2,603.8	2,965.8	3,194.5	3,301.9
Net debt	955.6	1,035.4	1,656.6	1,533.1	1,656.4	1,736.6
Net equity	2,570.0	2,633.9	2,625.3	2,941.5	2,997.4	3,042.9
Economic value generated	2,366.7	2,410.9	3,012.7	3,577.6	3,778.6	3,874.3
Economic value distributed						
Operating costs	742.2	727.7	1,016.9	1,184.6	1,111.5	1138.4
Employee wages and benefits	666.6	703.0	820.5	945.8	1,036.7	1071.6
Payments to providers of capital	113.1	121.8	137.4	173.7	194.4	211.9
Payments to government	622.5	587.0	798.1	1,056.8	1,077.1	1184.8
Community investment	1.0	0.5	0.5	0.4	0.4	0.5
Total economic value distributed	**2,145.4**	**2,140.0**	**2,773.4**	**3,361.3**	**3,420.0**	**3,607.2**
Economic value retained	**221.3**	**270.9**	**239.3**	**216.3**	**358.6**	**267.1**

8.2 Tax transparency

	FY20 ($m)	*FY21 ($m)*	*FY22 ($m)*	*FY23 ($m)*	*FY24 ($m)*	*FY24 ($m)*
Cleanaway tax payments	334.20	300.20	468.10	674.70	650.50	752.60
Customer and employee taxes collected and remitted by Cleanaway	288.30	286.80	330.00	382.10	424.00	433.00

* Cleanaway's tax transparency report is released on 31 March following closure of the relevant financial year.

Links

Annual Reports

Tax Transparency Reports

9. SASB Index

Material topics and accounting metrics	*Unit of measure*	*Code*	*Response 2025*
Activity Metrics			
Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Number	IF-WM-000.A	(1) 291 (2) & (3) 118,227 (4) 0 (5) 25,874
Vehicle fleet size	Number	IF-WM-000.B	>3500
Number of: (1) landfills, (2) transfer stations, (3) recycling centres, (4) composting centres, (5) incinerators, and (6) all other facilities	Number	IF-WM-000.C	(1) 16 (2) 96 (3) 51 (4) 4 (5) 2 (6) 150
Total amount of materials managed, by customer category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Metric tonnes (t)	IF-WM-000.D	Cleanaway's current systems do not support disclosure of total waste managed (tonnes) by customer category with the necessary level of completeness and accuracy.
Greenhouse Gas Emissions			
(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	Metric kilotonnes (kt) CO_2-e, Percentage (%)	IF-WM-110a.1	(1) 1,082 ktCO2-e (2) 20% (3) 100%
(1) Total landfill gas generated, (2) percentage flared, (3) percentage used for energy	Million British Thermal Units (MMBtu), Percentage (%)	IF-WM-110a.2	(1) 6,206,119 MMBtu (2) 33% (3) 19%
Discussion of long-term and short-term strategy or plan to manage Scope 1 and lifecycle emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	IF-WM-110a.3	Formal reduction targets for methane and carbon dioxide emissions established, along with management and mitigation strategies. *Refer to "Pillar 3 - Reducing emissions", Sustainability Report 2025.*
Fleet Fuel Management			
(1) Fleet fuel consumed, (2) percentage natural gas, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	IF-WM-110b.1	(1) 2,840,777 GJ (2) 0% (3) 0%
Percentage of alternative fuel vehicles in fleet	Percentage (%)	IF-WM-110b.2	0.08%
Air Quality			
Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Metric tonnes (t)	IF-WM-120a.1	Emissions of these air pollutants is measured when required by statutory obligations or operational purposes. This represents only a small proportion of our sites. Extrapolation of this data to encompass non-measured sources is not appropriate.
Number of facilities in or near areas of dense population	Number	IF-WM-120a.2	191 sites
Number of incidents of non-compliance associated with air emissions	Number	IF-WM-120a.3	34
Management of Leachate & Hazardous Waste			
(1) Total Toxic Release Inventory (TRI) releases, (2) percentage released to water	Metric tonnes (t), Percentage (%)	IF-WM-150a.1	This activity metric is not relevant in an Australian context.
Number of corrective actions implemented for landfill releases	Number	IF-WM-150a.2	0
Number of incidents of non-compliance associated with environmental impacts	Number	IF-WM-150a.3	8
Labour Practices			
Percentage of active workforce covered under collective bargaining agreements	Percentage (%)	IF-WM-310a.1	58%
(1) Number of work stoppages and (2) total days idle	Number, Days idle	IF-WM-310a.2	(1) 0 (2) 0
Workforce Health & Safety			
(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Rate	IF-WM-320a.1	(1) 4.7 (2) 0.7 (3) Unable to provide NMFR in accordance with the SASB Activity metric definition. Cleanaway's measurement of Near Misses includes both health and safety and other matters.
Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	Percentile	IF-WM-320a.2	N/A
Number of road accidents and incidents	Number	IF-WM-320a.3	29

10. GRI Index

Statement of use	Disclosures in Cleanaway's 2025 Sustainability Report have been made with reference to the following GRI Index.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	*Disclosure*	*Cleanaway Disclosure or response*
GRI 2: General Disclosures 2021	*2-1 Organisational details*	ESG data book/About this ESG data book Modern Slavery Statement 2024,page 2.
	2-2 Entities included in the organization's sustainability reporting	ESG data book/About this ESG data book
	2-3 Reporting period, frequency and contact point	ESG data book/About this ESG data book
	2-5 External Assurance	2025 Sustainability Report/Appendix
	2-6 Activities, value chain and other business relationships	ESG data book/About this ESG data book 2025 Sustainability Report/Pillar 1 - Recovering resources Modern Slavery Statement 2024
	2-7 Employees	ESG data book/ Employees tab
	2-8 Workers who are not employees	ESG data book/ Employees tab
	2-9 Governance structure and composition	Cleanaway Investor Hub website/Corporate Governance
	2-10 Nomination and selection of the highest governance body	Cleanaway Investor Hub website/Corporate Governance
	2-11 Chair of the highest governance body	Cleanaway Investor Hub website/Board and Senior Executives
	2-12 Role of the highest governance body in overseeing the management of impacts	Cleanaway Investor Hub website/Corporate Governance
	2-13 Delegation of responsibility for managing impacts	Cleanaway Investor Hub website/Corporate Governance
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report 2025/page 8 Cleanaway Investor Hub website/Corporate Governance
	2-15 Conflicts of interest	Cleanaway Investor Hub website/Corporate Governance
	2-16 Communication of critical concerns	Cleanaway Investor Hub website/Corporate Governance
	2-17 Collective knowledge of the highest governance body	Annual Report 2025
	2-18 Evaluation of the performance of the highest governance body	Annual Report 2025
	2-19 Remuneration policies	Cleanaway Investor Hub website/Corporate Governance Cleanaway Investor Hub website/Financial Reports
	2-20 Process to determine remuneration	Cleanaway Investor Hub website/Corporate Governance Cleanaway Investor Hub website/Financial Reports
	2-21 Annual total compensation ratio	ESG data book/Employee tab
	2-22 Statement on sustainable development strategy	Cleanaway Investor Hub website/Corporate Governance
	2-23 Policy commitments	Cleanaway Investor Hub website/Corporate Governance
	2-24 Embedding policy commitments	Cleanaway Investor Hub website/Corporate Governance
	2-25 Processes to remediate negative impacts	Cleanaway Investor Hub website/Corporate Governance
	2-26 Mechanisms for seeking advice and raising concerns	Cleanaway Investor Hub website/Corporate Governance
	2-27 Compliance with laws and regulations	Cleanaway Investor Hub website/Corporate Governance 2025 Sustainability Report/Protecting the environment
	2-28 Membership associations	ESG data book/Supply chain tab
	2-29 Approach to stakeholder engagement	Cleanaway Investor Hub website/Blueprint 2030 Modern Slavery Statement 2024
	2-30 Collective bargaining agreements	ESG data book/ Employee tab
GRI 3: Material Topics 2021	*3-1 Process to determine material topics*	ESG data book/Materiality tab
	3-2 List of material topics	ESG data book/Materiality tab
	3-3 Management of material topics	ESG data book/Materiality tab
GRI 201: Economic Performance 2016	*201-1 Direct economic value generated and distributed*	ESG data book/Economic contribution tab
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report 2025/page 33 Annual Report 2025/page 41
GRI 203: Indirect Economic Impacts 2016	*203-1 Infrastructure investments and services supported*	Sustainability Report 2025/Pillar 4 - Working Together
GRI 204: Procurement Practices 2016	*204-1 Proportion of spending on local suppliers*	ESG data book/Supply chain tab
GRI 207: Tax 2019	*207-1 Approach to tax*	ESG data book/Economic contribution tab
	207-2 Tax governance, control, and risk management	Tax Transparency Report
	207-3 Stakeholder engagement and management of concerns related to tax	Tax Transparency Report
GRI 302: Energy 2016	*302-1 Energy consumption within the organization*	ESG data book/GHG emissions tab Sustainability Report 2025/Pillar 3 - Reducing emissions
	302-2 Energy consumption outside of the organization	ESG data book/GHG emissions tab Sustainability Report 2025/Pillar 3 - Reducing emissions
	302-4 Reduction of energy consumption	ESG data book/GHG emissions tab Sustainability Report 2025/Pillar 3 - Reducing emissions
	303-5 Water consumption	ESG data book/Environment tab
GRI 305: Emissions 2016	*305-1 Direct (Scope 1) GHG emissions*	ESG data book/GHG emissions tab
	305-2 Energy indirect (Scope 2) GHG emissions	ESG data book/GHG emissions tab
	305-5 Reduction of GHG emissions	ESG data book/GHG emissions tab Sustainability Report 2025/page 5 Sustainability Report 2025/Pillar 3 - Reducing emissions
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	ESG data book/GHG emissions tab
GRI 306: Waste 2020	*306-1 Waste generation and significant waste-related impacts*	Sustainability Report 2025 ESG data book/Resource recovery tab
	306-2 Management of significant waste-related impacts	Sustainability Report 2025 ESG data book/Resource recovery tab
	306-4 Waste diverted from disposal	Sustainability Report 2025 ESG data book/Resource recovery tab
	306-5 Waste directed to disposal	Sustainability Report 2025 ESG data book/Resource recovery tab
GRI 308: Supplier Environmental Assessment 2016	*308-1 New suppliers that were screened using environmental criteria*	ESG data book/Supply chain tab/Links
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report 2025/page 23
GRI 401: Employment 2016	*401-1 New employee hires and employee turnover*	ESG data book/Employees tab
	401-3 Parental leave	ESG data book/Employees tab
GRI 403: Occupational Health and Safety 2018	*403-1 Occupational health and safety management system*	ESG data book/Employees tab Sustainability Report 2025/Pillar 4 - Working Together/Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	ESG data book/Employees tab Sustainability Report 2025/Pillar 4 - Working Together/Health and Safety
	403-3 Occupational health services	ESG data book/Employees tab Sustainability Report 2025/Pillar 4 - Working Together/Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	ESG data book/Employees tab Sustainability Report 2025/Pillar 4 - Working Together/Health and Safety
	403-5 Worker training on occupational health and safety	ESG data book/Employees tab Sustainability Report 2025/Pillar 4 - Working Together/Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG data book/Employees tab Sustainability Report 2025/Pillar 4 - Working Together/Health and Safety
	403-8 Workers covered by an occupational health and safety management system	ESG data book/Employees tab Sustainability Report 2025/Pillar 4 - Working Together/Health and Safety
	403-9 Work-related injuries	ESG data book/Employees tab Sustainability Report 2025/Pillar 4 - Working Together/Health and Safety
	403-10 Work-related ill health	ESG data book/Employees tab Sustainability Report 2025/Pillar 4 - Working Together/Health and Safety
GRI 404: Training and Education 2016	*404-2 Programs for upgrading employee skills and transition assistance programs*	ESG data book/Employees tab Sustainability Report 2025/Pillar 4 - Working Together/Health and Safety
GRI 405: Diversity and Equal Opportunity 2016	*405-1 Diversity of governance bodies and employees*	ESG data book/Employees tab Sustainability 2025/page 43 Diversity and Inclusion Policy Human Rights Policy
	405-2 Ratio of basic salary and remuneration of women to men	ESG data book/Employees tab
GRI 406: Non-Discrimination 2016	*406-1 Incidents of discrimination and corrective actions taken*	ESG data book/Employees tab Sustainability Report 2025/ Pillar 4 - Working together Cleanaway Investor Hub website/Corporate Governance
GRI 407: Freedom of Association and Collective Bargaining 2016	*407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk*	ESG data book/Employees tab Modern Slavery Statement 2024
GRI 408: Child Labor 2016	*408-1 Operations and suppliers at significant risk for incidents of child Labor*	Modern Slavery Statement 2024 Human Rights Policy
GRI 409: Forced or Compulsory Labor 2016	*409-1 Operations and suppliers at significant risk for incidents of forced or compulsory Labor*	Modern Slavery Statement 2024 Human Rights Policy
GRI 413: Local Communities 2016	*413-1 Operations with local community engagement, impact assessments, and development programs*	Sustainability Report 2025/ Pillar 4 - Working together ESG data book/Community tab
	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability Report 2025/ Pillar 2 - Protecting the Environment
GRI 414: Supplier Social Assessment 2016	*414-1 New suppliers that were screened using social criteria*	Modern Slavery Statement 2024
	414-2 Negative social impacts in the supply chain and actions taken	Modern Slavery Statement 2024
GRI 415: Public Policy 2016	*415-1 Political contributions*	Cleanaway does not make political donations

11. Basis of Preparation

The Basis of Preparation (BoP) details the basis on which certain quantitative metrics in this ESG data book and Cleanaway's Sustainability Report 2025 were developed.
Data tables in this ESG data book may also contain specific footnotes relevant to all of part of the table. Information in this section should be read in conjunction with these footnotes.
Definitions of key terms in the BoP can be found under heading 11.2 below.

11.1 Basis of Preparation

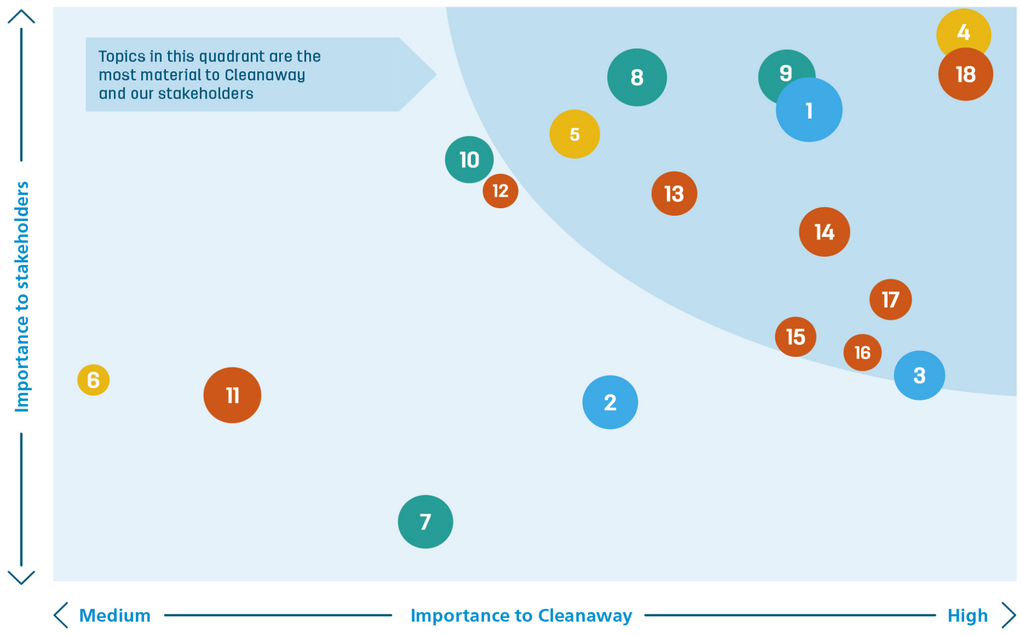
Metric name	Criteria and metric specific boundaries	Metric formula	Unit of measure	Key assumptions
TRIFR	TRIFR is measured on the basis of per million hours worked on a 12-month rolling basis. Scope of TRIFR calculation includes employees, non-permanent labour, contractors, large contractors, owner drivers and hours associated with employee leave. Non-permanent labour, contractors and large contractors are defined by Mode 1, Mode 2 and Mode 3. Mode 1 and 2 is included within the boundary of this metric. Mode 3 is outside the boundary of this metric. Recordable injuries are recorded in our incident management system, MyOSH. Where an existing injury is upgraded to a recordable injury, the date of the recordable injury is updated to the original incident date. Injury and incident definitions are informed by the Australian Standard Worksafe Australia National Standard - 1985.	TRIFR = [number of recordable injuries as reported in MyOSH for all in-scope workers] / [Total number of hours worked for all in-scope workers] multiplied by 1,000,000]	Count	Reported recordable injuries are those occurring during FY25. Owner driver hours are manually loaded based on in-vehicle data. Hours for owner drivers without in-vehicle technology are estimated - estimates are based on run hours x 1.17 to allow for additional time for re-start checks, post-shift debrief, and statutory rest breaks. Contractors and large contractor data is included on the basis of information provided to Cleanaway via the relevant Senior Health and Safety Business Partners. In the case of the Industrial & Waste Services Business, this data is obtained from business-provided extracts of our ERP system (JD Edwards).
SIFR	SIFR is measured on the basis of per million hours worked on a 12-month rolling basis. Scope of SIFR calculation includes employees, non-permanent labour, contractors, large contractors, owner drivers and hours associated with employee leave. Non-permanent labour, contractors and large contractors are defined by Mode 1, Mode 2 and Mode 3. Mode 1 and 2 is included within the boundary of this metric. Mode 3 is outside the boundary of this metric. Serious injuries are recorded in our incident management system, MyOSH. Injury and incident definitions are informed by the WHS Act Cth 2011. All serious injuries are notified to Comcare.	SIFR = [number of serious injuries as reported in MyOSH for all in-scope workers] / [Total number of hours worked for all in-scope workers] multiplied by 1,000,000]	Count	Serious injuries are those occurring during FY25. Owner driver hours are manually loaded based on in-vehicle data. Hours for owner drivers without in-vehicle technology are estimated - estimates are based on run hours x 1.17 to allow for additional time for re-start checks, post-shift debrief, and statutory rest breaks. Contractors and large contractor data is included on the basis of information provided to Cleanaway via the relevant Senior Health and Safety Business Partners. In the case of the Industrial & Waste Services Business, this data is obtained from business-provided extracts of our ERP system (JD Edwards).
LTIFR	LTIFR is measured on the basis of per million hours worked on a 12-month rolling basis. Scope of LTIFR calculation includes employees, non-permanent labour, contractors, large contractors, owner drivers and hours associated with employee leave. Non-permanent labour, contractors and large contractors are defined by Mode 1, Mode 2 and Mode 3. Mode 1 and 2 is included within the boundary of this metric. Mode 3 is outside the boundary of this metric. Lost time injuries are recorded in our incident management system, MyOSH.	LTIFR = [number of lost time injuries as reported in MyOSH for all in-scope workers] / [Total number of hours worked for all in-scope workers] multiplied by 1,000,000]	Count	Lost time injury is when a worker is unable to work for a full shift. Owner driver hours are manually loaded based on in-vehicle data. Hours for owner drivers without in-vehicle technology are estimated - estimates are based on run hours x 1.17 to allow for additional time for re-start checks, post-shift debrief, and statutory rest breaks. Contractors and large contractor data is included on the basis of information provided to Cleanaway via the relevant Senior Health and Safety Business Partners. In the case of the Industrial & Waste Services Business, this data is obtained from business-provided extracts of our ERP system (JD Edwards).
Number of recordable injuries	Recordable injuries encompass events from employees, non-permanent labour, contractors, large contractors, and owner drivers Recordable injuries are recorded in our incident management system, MyOSH. Where an existing injury is upgraded to a recordable injury, the date of the recordable injury is updated to the original incident date. Injury and incident definitions are informed by the Australian Standard Worksafe Australia National Standard - 1985.	Recordable injuries as reported in MyOSH	Count	Reported recordable injuries are those occurring during FY25 Contractors and large contractor data is included on the basis of information provided to Cleanaway via the relevant Senior Health and Safety Business Partners. In the case of the Industrial & Waste Services Business, this data is obtained from business-provided extracts of our ERP system (JD Edwards).
Representation of Women (CEO-1)	Female employees in the CEO-1 cohort, expressed as a percentage of this cohort Exclusions: Employees who are the CEO, executive assistants / administration. Employees who do not report to CEO. Joint Ventures	CEO-1 = [number of female employees in the CEO-1 cohort / total number of employees in CEO-1 cohort] * 100	%	Determined based on employee reporting relationships recorded in Procoda.
Representation of Women (CEO-2)	Female employees in the CEO-2 cohort, expressed as a percentage of this cohort Includes employees who have been seconded in an acting capacity at the reporting date. Exclusions: Employees who are the CEO, executive assistants / administration. Employees who do not report to CEO or one level below the CEO	CEO-1 and CEO-2 = [number of female employees in the CEO-1 and CEO-2 cohort / total number of employees in the CEO-1 and CEO-2 cohort] * 100	%	Determined based on employee reporting relationships recorded in Procoda.
Employee Turnover	Based on the number of active and separated employees who were in employment with Cleanaway for any time between 01 July and 30 June in the reporting year. Includes Tomra Cleanaway and Pilbara Environmental Services Joint Venture employees.	This is calculated as the number of separations divided by the average headcount Total turnover = Total departures (voluntary, involuntary, and other) Female turnover = Female departures (voluntary, involuntary, and other) Male turnover = Male departures (voluntary, involuntary, and other).	% #

12. Materiality

12.1 Material Topics

Sustainability Pillar	*Topic*	*Definition*
Recovering resources	***1. Governance, accountability & transparency***	Integrity of Cleanaway's governance systems to deliver ethical business operations. Includes a focus on robust risk management, anti-corruption, fair remuneration practices and transparent disclosure of business performance and practices.
	2. Partnerships for integrated solutions	Leveraging values-aligned industry and customer partnerships to deliver fit-for-purpose and/or innovative solutions that drive diversion and support Cleanaway's vertically integrated model.
	3. Circular economy	Enabling the circular economy by integrating and extending our leading network of infrastructure assets to provide high circularity low-carbon solutions. Cleanaway partners with our customers, technology providers, industry, and governments to meet Australia's complex waste needs.
	4. Strategic Infrastructure	Integrating and extending our leading network of infrastructure assets through the effective implementation of Cleanaway's Blueprint 2030 strategy.
cting the onment	***5. Water consumption***	Strategies to measure, monitor and reduce Cleanaway's water consumption.
	6. Community impact management	Understanding and mitigating the potential impact that our operations may have on the surrounding community.
	7. Environmental Impacts and compliance	Environment is foundational at Cleanaway. We are committed to continually improving our environmental standards for the benefit of the environment, our employees, stakeholders, and the community.
Reducing emissions	***8. Advocacy and policy leadership***	Engaging and guiding policy makers and regulators to address constraints in current systems of production, consumption, recovery and reuse.
	9. Climate risk	Identifying and responding to physical and transitional climate risks, and through this ensuring climate change adaptation, mitigation and resilience strategies are embedded as part of Cleanaway's risk management framework..
	10. 1.5°C ambition	Reduction of Cleanaway's Scope 1 and 2 greenhouse gas emissions in line with a science-based pathway to limit global warming to 1.5°C above pre-industrial levels.
ing her	***11. Responsible supply chain***	Working with our customers, employees, suppliers, and other relevant stakeholders to identify and mitigate any social and environmental risks in our operations and supply chain, including modern slavery.
	12. Labour practices	Organised labour plays an important role in the waste industry. Cleanaway acts to ensure adherence and appropriateness of Enterprise Agreements, appropriate workers compensation and upholding of labour rights.
	13. Culture, Diversity and Inclusion	Fostering a positive culture at Cleanaway that aligns with our guiding principles and leadership model. We celebrate the different experiences, knowledge, family structures, nationalities, and hobbies that everyone has. We know that when people can be themselves at work, they are happier and safer, feel valued, empowered, and like they belong; and that's something that benefits us all.
	14. Customer experience	Bringing together service, value and sustainability to meet customers' changing needs, values and goals.
	15. Community education and engagement	Engaging with our customers and communities, to improve waste management and resource recovery practices and positively contribute to the economic, environmental, and social wellbeing of the communities in which we operate.
	16. Economic contribution	Sustainable financial performance to deliver shareholder returns over the long term, ensure organisational sustainability, and contribute to a strong Australian economy through creation of reliable employment as well as transparent tax contributions. Effectively managing acquisitions, mergers, and joint ventures to ensure the long-term growth of the business.
	17. Talent attraction and retention	Attracting and retaining the best talent in a competitive job market by providing rewarding opportunities for career development, building performance-focused and values-aligned teams, and ensuring our employees are challenged and inspired to succeed in their careers.
	18. Workforce health and safety	Workforce health and safety is foundational at Cleanaway. We do this through excellence in managing risk and compliance obligations, enabled by fit-for-purpose systems and processes.

11.2 FY25 Materiality matrix*



Recovering resources

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

Protecting the environment

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

Reducing emissions

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

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

*The size of the bubble within the matrix corresponds to the potential impact of the respective topics.

13. Glossary

Term	*Definition*
Addressable spend	Spend that Cleanaway can influence. This excludes expenses such as taxes and intercompany expenses.
Average FTE compa-ratio	Compa-ratio is based on the employees FTE (full time equivalent) TFR (total fixed remuneration) divided by the midpoint in employee salary grade range. TFR includes Base Salary, MVA (motor vehicle allowance) and Super.
C&D	Construction and Demolition
Carbon dioxide	Carbon dioxide (CO2) is a colourless, odourless gas produced by burning carbon and organic compounds. It is composed of carbon and oxygen.
Carbon dioxide equivalent (CO2-e)	A standard measure used to compare the emissions from various greenhouse gases based on their global warming potential. For example, one tonne of methane emissions is equivalent to 21 tonnes of carbon dioxide emissions.
Container Deposit Scheme (CDS)	CDS are an example of product stewardship legislation in which the beverage industry takes responsibility for the recovery and recycling of empty beverage containers.
1.5° pathway	The 1.5°degree pathway refers to the global effort to limit the increase in average global temperature to 1.5 degrees Celsius above pre-industrial levels as a key target to mitigate the impacts of climate change.
IPCC	Intergovernmental Panel on Climate Change.
Landfill gas	Landfill gas is generated by the decomposition of waste in a landfill. Methane and carbon dioxide make up approximately 99 per cent of the volume of landfill gas.
Methane	Methane (CH4) is a colourless, odorless and highly flammable gas. It is composed of carbon and hydrogen.
Paris Alignment	Supporting ambitious climate action and reinforcing the principles set out in the Paris Agreement.
Scope 1 emissions	Greenhouse gas emissions released to the atmosphere as a direct result of an activity, or series of activities at a facility level. This includes greenhouse gas emissions attributed to landfill gas management, combustion of fossil fuels in our fleet and stationary plant, and incineration of waste.
Scope 2 emissions	Greenhouse gas emissions released to the atmosphere as a direct result of one or more activities that generate electricity, heating, cooling or steam that is consumed by the facility but that do not form part of the facility. This includes greenhouse gas emissions from the use of fossil fuel-generated electricity.
Sustainable Development Goals (SDGs)	The SDGs were developed by the United Nations in 2015 and set 17 global goals to achieve a more sustainable and equitable future for all by 2030.