



"Letter of Continued Support"

H.E. António Guterres
UN General Secretary
Secretary-General
United Nations
New York, NY 10017
USA

Eindhoven, June 2022

Dear Secretary General,

I am pleased to confirm that since 2018, Renewi plc supports the Ten Principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.

With this communication, we express our intent to advance those principles within our sphere of influence. We are committed to making the Global Compact and its principles part of our strategy, culture and day-to-day operations of our company. We're also committed to engaging in collaborative projects that advance the broader development goals of the United Nations, and in particular the Sustainable Development Goals (SDG). Renewi plc will make clear statements on this commitment to our stakeholders and the general public.

As a leader in the recycling sector, Renewi plays a key role in the transition to a more circular economy. Though our different Divisions we create value for all of our internal and external stakeholders, in line with the SDGs.

We are honoured to share some of the progress we have made illustrating our continued support to the ten fundamental principles, as well as our long-standing commitment to protecting the environment and to ensuring socially responsible practices:

In 2021:

- Actively contributing to 6 out of the 17 SDGs, as described in our Sustainability Review.
- Realising a recycling rate of 67%, resulting in 8.4 million tonnes of secondary materials being put back into reuse and thereby decreasing the need for new virgin materials.
- Becoming the first company in the recycling industry to sign the Talent to the Top Charter. By doing so, we commit to a relationship of more equality between men and women in the organization and to significant, measurable diversity goals which will be monitored every year.

This year:

- Reporting accordingly to the requirements of the Taskforce for Climate-Related Financial Disclosures (TCFD) for the first time.
- Updating our Code of Conduct in the UK.



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- Establishing a Diversity & Inclusion Board, aimed at making Renewi an even more rewarding and inclusive place to work.
- And renewing our Modern Slavery Statement (done annually).

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on Renewi's annual progress according to the Global Compact COP Policy. This includes:

- A renewed CEO statement of continued support for the UN Global Compact and its ten principles. This is the purpose of this *letter*.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the Global Compact principles in each of the four issue areas.
- A measure of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

A handwritten signature in black ink, appearing to read "Otto De Bont".

Sincerely yours,
Mr. Otto De Bont
CEO, Renewi plc