2025 Sustainability Overview

Driven to Make a Difference

Driving **SUSTAINABILITY**

Our greatest sustainability impact comes through the services we provide in support of our customers' goals. We serve every sector of the economy, providing essential waste and recycling services while striving each day to create new connections in the emerging circular economy.

2030 **GOALS**

Our sustainability strategy focuses on advancing toward five strategic goals for the year 2030. We believe that achieving these goals will benefit our customers and communities while positioning our company to thrive and grow.

GOAL ACHIEVED

NEW GOAL

2030 Sustainability Goals	Essential Workers	Materials Management	Sustainable Operations	Climate Leadership	Community Engagement	Community Engagement
	HEALTH AND SAFETY	RESOURCE SOLUTIONS	FUEL EFFICIENCY	GHG EMISSIONS	COMMUNITY GIVING	EMPLOYEE VOLUNTEERING
	Improve our safety performance, reducing our Total Recordable Incident Rate (TRIR), a measure of recordable incidents compared with hours worked.	**Grow our Resource Solutions business** to reduce, reuse, or recycle more than 2 million tons of solid waste materials per year by 2030.	**Improve our fuel efficiency**, reducing our gigajoules of fuel consumed per ton of material collected by 20% below a 2019 baseline.	**Further reduce our carbon footprint**, measured in metric tons of carbon dioxide equivalents (CO_2e) from scopes 1 and 2 with a 2022 baseline.	**Increase our community giving**, including charitable donations, in-kind services, and local community sponsorships.	**Increase volunteering in our communities**, as measured by employee volunteer hours.
Baseline Performance	6.2 (2019)	1.05M (2019)	-- (2019)	-- (2022)	$1.06M (2019)	16,000 (2022)
2024 Progress	5.1	1.54M	↓12%	↑12%	$2.19M	13,000
2030 Goal	4.0	2.00M	↓20%	↓12%	$2.00M	21,000

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