



## 2023 SUSTAINABILITY REPORT





**Marty Bryant**  
CEO, Wastequip



## LETTER FROM MARTY BRYANT

At Wastequip, we believe we can take care of our people and planet and run a successful business. As a manufacturer serving the waste industry, I cannot think of a better seat from which to balance these three pillars. Businesswise, we serve a stable and essential industry, where waste can be seen as a resource and fundamental to a circular economy.

For the planet, we have control over the products we make and how we make them. Lifecycle assessments have helped us deeply understand how our processes and products impact the environment. Because one of our biggest impacts is in the raw materials we source, we set a goal to reduce the virgin resin we manufacture with at Toter (while maintaining our industry-leading warranty) and launched the EVR-Green cart, which uses 100% recycled content in the cart body. This year, we are also introducing to the market a steel container that is 10% lighter but just as strong. This not only brings a lower environmental impact, but it will also allow our customers to carry heavier loads and consume less fuel.

For people, we can bring more women into a traditionally male industry and support diverse suppliers and small businesses. We continue to maintain our gender pay equity and are adding to our baseline data for supplier diversity. You'll see our progress on supplier diversity in this report.

All of these initiatives are important, but how much our employees enjoy working for Wastequip is the most-important metric to me, because the more employees who enjoy working for Wastequip, the better we're performing in all of the others.

In our 2023 biennial survey, our score for "Wastequip is the best company I have worked for" improved 1% to 74%. While we will always strive for 100%, knowing that Wastequip has been particularly impactful to three quarters of our employees, even through the pandemic and after, tells me we're on the right path.

Thank you for coming here to learn more about how we are striving to make the world a better place through our approach to people, planet, and profit. Our approach and priorities haven't changed, but we're excited to share our progress.

# ABOUT WASTEQUIP

Headquartered in Charlotte, NC, Wastequip is the leading North American manufacturer of waste handling equipment. Since our founding in 1989, Wastequip has built a reputation for expertise and innovation. Wastequip offers the broadest range of waste equipment, which includes carts, containers, trucks, parts, service, and technology for the collection, transport, and disposal of waste and recyclables.



## MATERIALITY & CORE

**We believe we can take care of our people and planet and run a successful business.**

### PEOPLE

Be the best company our communities have worked with and our people have worked for

### PLANET

Leave the planet better than we found it

### PROFIT

Prove that taking care of our people, communities, and planet makes financial sense

Our corporate responsibility program, CORE, balances these priorities and rests on three pillars.

The Sustainability Accounting Standards Board's materiality assessment for Industrial Machinery & Goods closely aligns with our own perception of our business. Our most relevant impacts are:

#### Our most relevant impacts are:

- Employee Health & Safety
- Materials Sourcing & Efficiency
- Energy Management
- Product Design & Lifecycle Management

Each year, we take one more step to embed people and planet into our business. Our cross-functional CORE Steering Committee ensures that we select the right priorities, understand unintended consequences, overcome unexpected challenges, and hold each other accountable. Our CapEx and new product development approval processes include people and planet considerations. And, in 2023, our business leaders started presenting greenhouse gas emissions in our monthly business reviews for our Containers and Trucks divisions.



# PROGRESS ON OUR TOP GOALS

Since 2021, we have included our top CORE goals in our executive bonuses. In 2023, we tied at least 20% of the bonuses for all staff who report to our CEO to achieving these goals.

2023 Goals		2023 Achievement
People	Maintain Gender Pay Equity at all levels of the company	Gender pay equity maintained
People	Set a target for % of purchasing that came from certified minority businesses	3.3% of Tier 1 spend was with certified diverse suppliers; another 5.9% was with certified small businesses
Planet	Project25: reduce virgin resin we manufacture with by 25% per cart (based on 2019 levels)	Reduced virgin resin per cart <b>9.1%</b> compared to 2019*  Brought 40,900 lbs. back to Wastequip; collected 3.3 million lbs. for local recycling
Planet	Continue to institutionalize benefits from reporting on GHG emissions in monthly business reviews	Emissions included in monthly business reviews from Q2 forward.  Decreased time spent on calculations by ~75%

\* Reduction calculated by dividing the total virgin resin we used by the lbs. of product we produced and comparing that to the amount of virgin resin used on average per cart in 2019.



# PEOPLE

Diversity of thought makes us a better company. We can foster diversity of thought by hiring and keeping people of different backgrounds and working with diverse suppliers, which tend to be more specialized, agile, and creative.

## **GENDER PAY EQUITY**

Women strengthen manufacturing and waste industry companies but are notoriously underrepresented. In 2023, ~12% of the new hires at our manufacturing plants were female employees.

We achieved gender pay equity in 2021, which means that all males and females at the company are paid within 3% of their target market salary. By prioritizing pay equity, we cultivate a workplace that values talent based on merit and contributions. This commitment not only creates an ethical environment but also empowers employees to reach their full potential.

As our employee base evolves over time, we maintain pay equity through multiple approaches. To stay competitive and ensure all salaries remain market-relevant, we conduct an annual market compensation study, comparing each role to the Economic Research Institute's competitive pay salaries for manufacturing industries, as well as random audits quarterly. We adjust any discrepancies on the spot. Our annual review process, with employee evaluations and adjustments based on employee performance, provides one more opportunity to catch any outliers.

Wages at our plants are public for hourly employees and increased on a step grid system based on role and adjusted every six months based on market rate analysis.

*Be the best company our communities have worked with and our people have worked for*



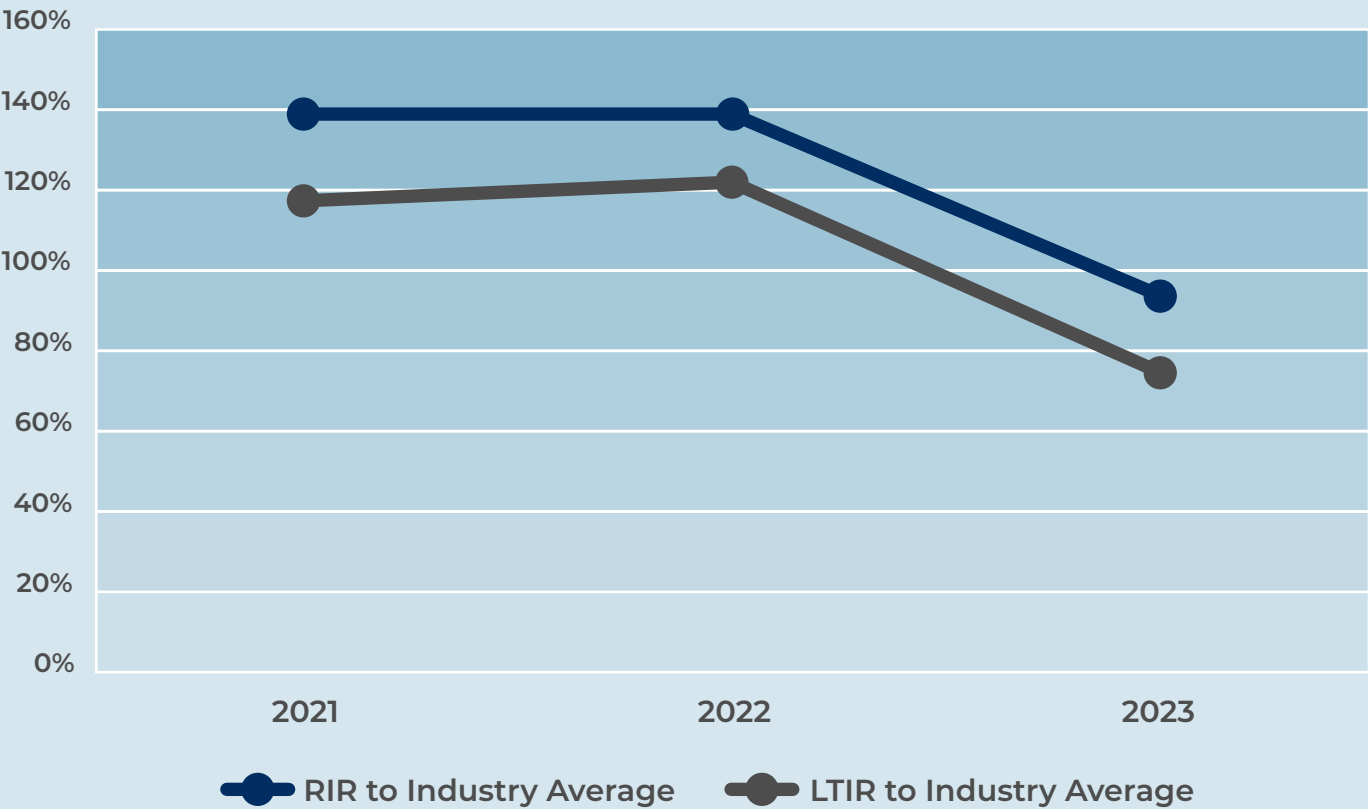
# SAFETY

In manufacturing, safety is the foundation for creating a culture that puts people first. We continue to improve our processes and routinely track our safety performance. A significant portion of the annual goals for our Operational Leadership center on safety.

We began 2023 with a number of initiatives to level up our safety training, communication, and tracking – our resource dashboard to immediately alert leadership of issues, our Learning Management System (LMS), and more internal and external resources dedicated to Environmental Health and Safety (EHS) to ensure we visit all plants – and ended the year hiring our first vice president focused solely on EHS.

*In 2023, we hired our first vice president of EHS to focus on safety and ensure consistency across our plants.*

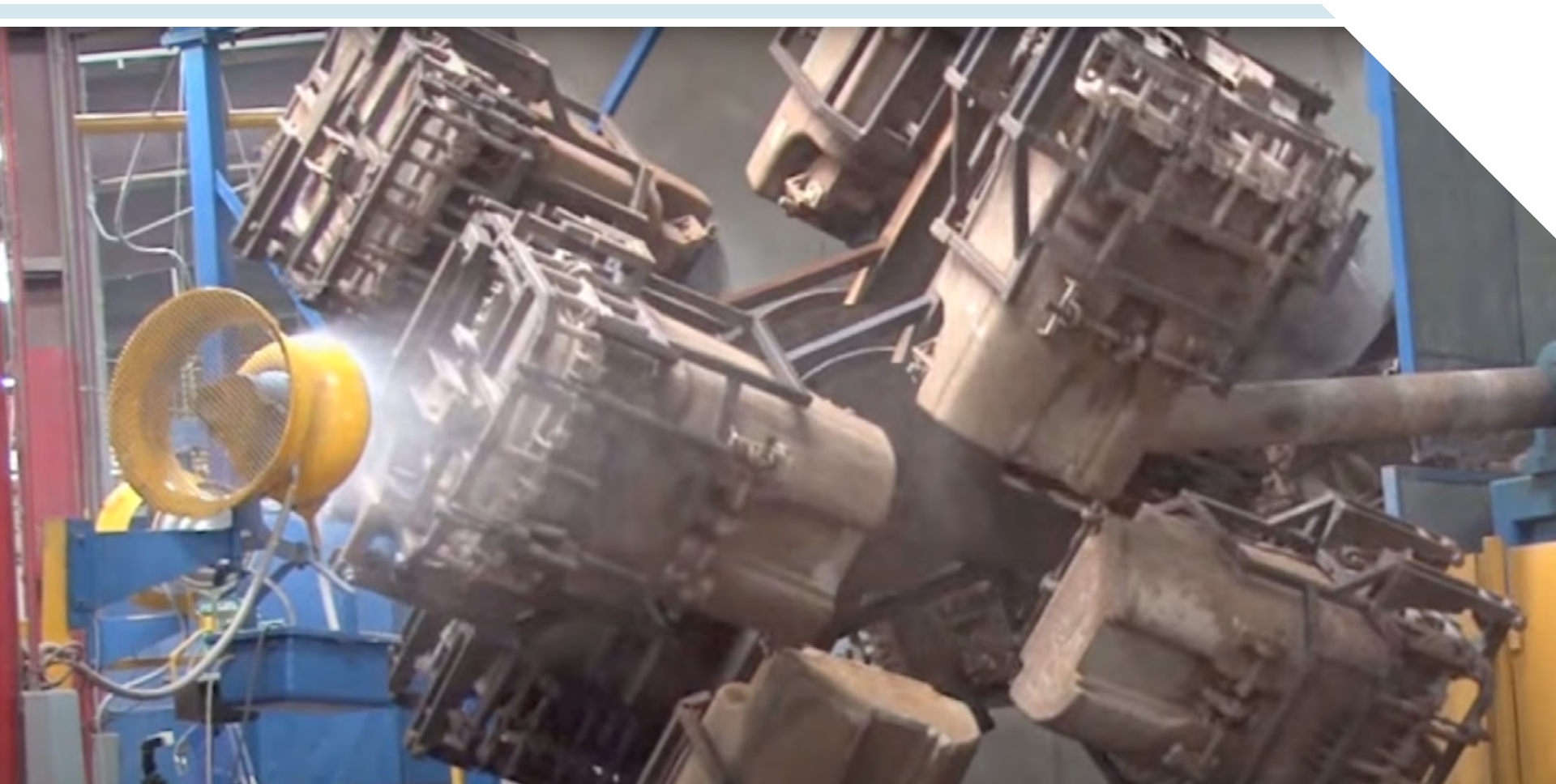
**LTIR and RIR Compared to Industry Average by Year**



## DEVELOPING TALENT

We run two programs to develop young talent at our company and in our industry. Every summer, we invite students from all over the U.S. to work on projects with real value to the company, from Sales and Sustainability to Finance, HR, Marketing, and Engineering.

Our Leadership Development Program (LDP) provides entry-level talent who aspire to leadership positions with two years of cross-functional training and one-on-one coaching. Graduates transition into permanent roles within the company. Our internship program gives college students real-world experience into industry practices, equipping them with valuable skills and insights that prepare them for successful careers.





# SUPPLIER DIVERSITY

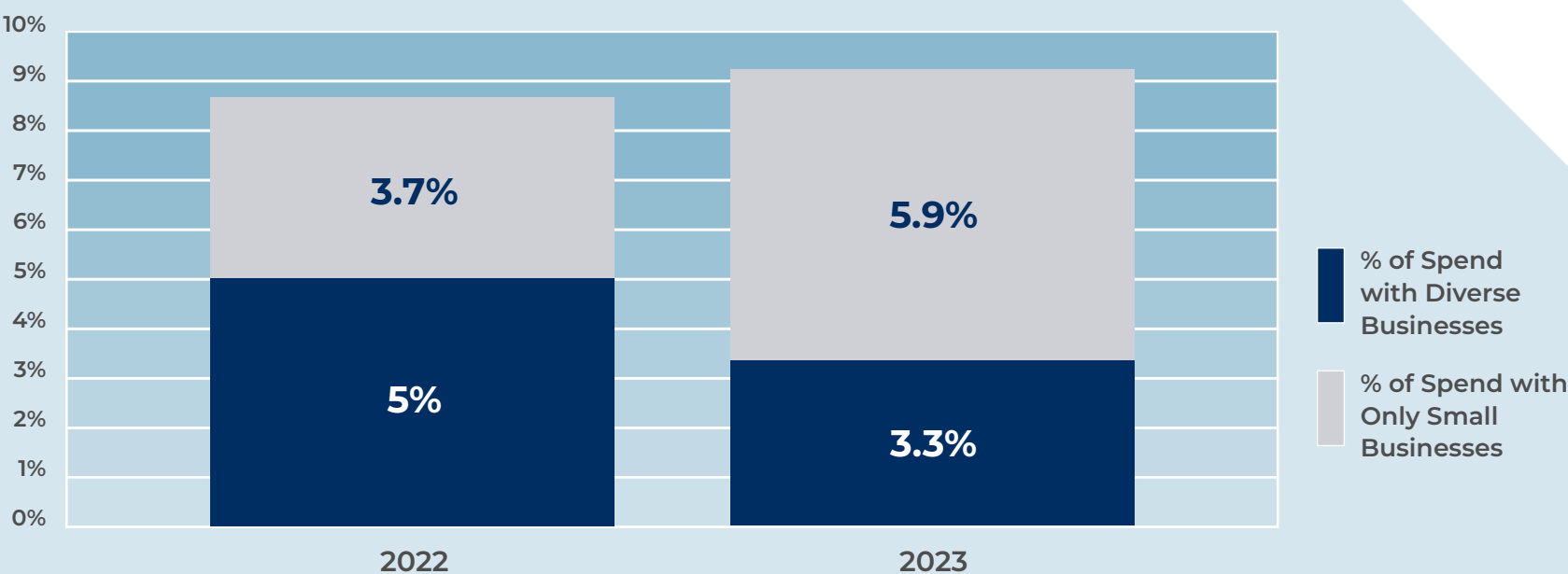
Wastequip and our suppliers have a common goal: to produce the best products, at the best value, at the right time to the market. Diverse suppliers bring competitive new ideas and approaches to our supply base. We define a diverse supplier as a for-profit business of which more than 50% of their ownership or leadership meets a diverse quality, like ethnicity, gender, military status, disability status or sexual orientation, or a small business that has maintained a certification.

To ensure our supply chain assessment is accurate and objective, supplier.io analyzes our suppliers for diverse and small business certifications. We have been building the systems and processes to measure our diverse suppliers and small businesses, including adding a supplier diversity field to our bid requests and our new supplier onboarding.

In 2023, 5.9% of our Tier 1 spend went to businesses with a small business certification, and another 3.3% goes went to suppliers with at least one diversity certification. Since we've been measuring our Tier 1 spend with diverse suppliers, we have exceeded the 2.5% manufacturing average for diverse suppliers (based on supplier.io's 2023 benchmarking analysis).



## Tier 1 Spend\* (%) with Diverse Suppliers and Small Businesses



\*The Tier 1 suppliers we analyzed in 2022 and 2023 included ~85% of our spend.  
Note: Suppliers may have multiple certifications. If a supplier had a diverse and small business certification, we counted it with the diverse suppliers.

# PLANET

To understand our carbon emissions from multiple angles and remain true to improving what matters most with data, we look at breadth of our emissions across our manufacturing plants as well as the depth of emissions attributable to our most-common products.

## COMPANY-WIDE CARBON EMISSIONS

We base our Planet data on the Greenhouse Gas (GHG) Protocol Corporate Standard, because it is global, quantitatively rigorous, and consistent with how other companies calculate their emissions.

Although under the GHG protocol, our organizational boundary includes all three of our divisions (Parts & Service, Containers, and Trucks), we've been focused on our Trucks and Containers manufacturing, because they are our largest source of emissions.

We include our Scope 1 and 2 emissions in our monthly business reviews for our Containers and Trucks divisions and have improved our data collection, calculation, and visualization processes significantly.

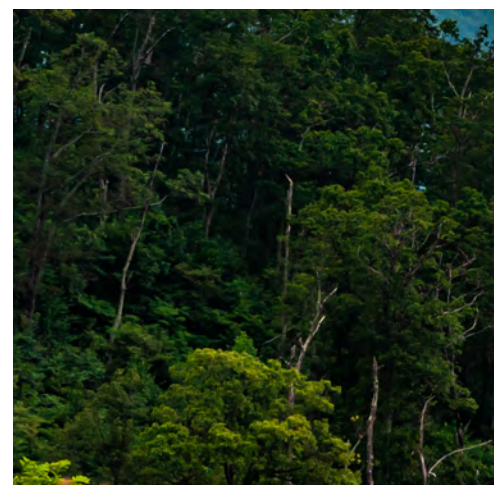
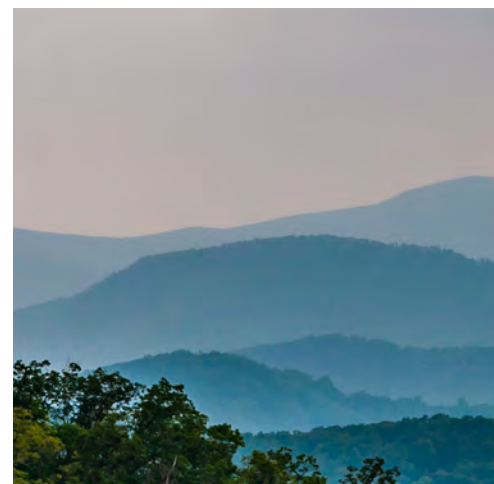
Our Scope 1 emissions comprise stationary combustion to heat our plants and operate machinery, fueling onsite vehicles like forklifts, and welding. Our Scope 2 emissions are electricity.

We track our absolute emissions, the total emissions produced from our facilities, as well as our intensity emissions, which we calculate by dividing the absolute emissions in a month by the weight of products we made that month. This enables us to compare across facilities and gauge our efficiency from a standardized perspective.

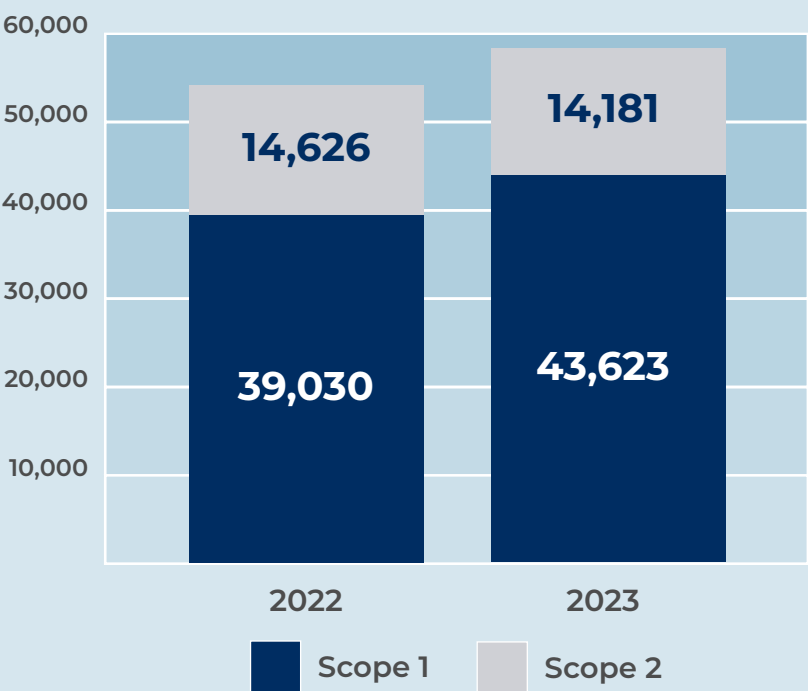
In 2023, our absolute emissions and intensity emissions slightly improved, primarily from improvements in the electric grids our plants operate on.

Our intensity emissions increased marginally this year, driven by our Containers manufacturing and partially offset by our Truck manufacturing.

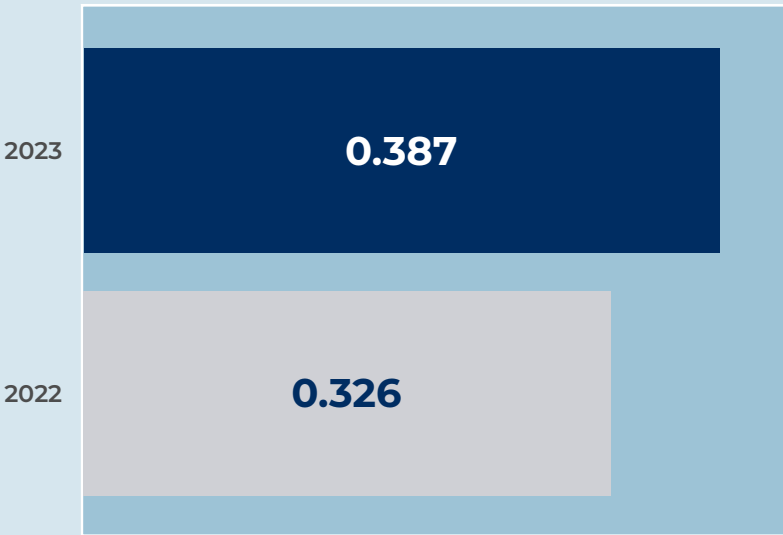
In 2023, our Scope 1 absolute emissions increased, mostly due to stationary combustion, offset slightly by improvements in our Scope 2 absolute emissions from grid improvements.



**Annual Absolute Emissions  
by Scope (MT CO<sub>2</sub>e) for  
Trucks and Containers**



**Average Emissions Intensity for  
Trucks and Containers  
(lbs of CO<sub>2</sub>e/lb of product) by Year**



**FROM LIFE CYCLE ASSESSMENT TO MARKET**

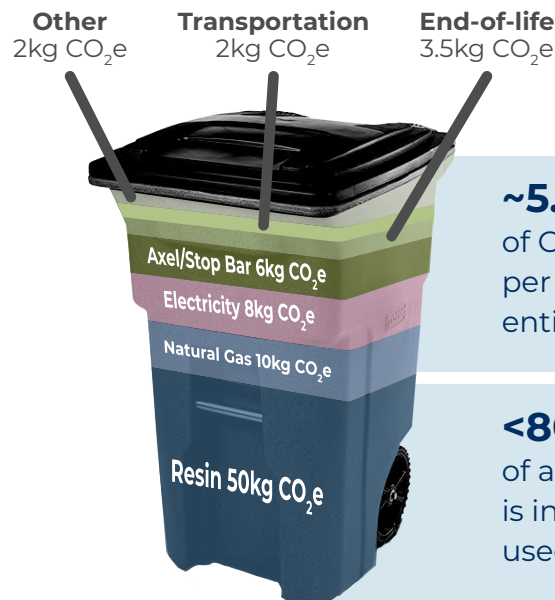
To understand the complete environmental impact of our products, we work with a consultant on cradle-to-grave life-cycle assessments (LCAs), which scientifically measure the carbon footprint of our products. This includes the raw materials we source, inbound transportation to our facilities, manufacturing our products, distributing our products, the use of our products, and the end of life, and complies with ISO 14044 standards.

From both our Toter LCA and our new Steel LCA, the majority of emissions from our products comes from the raw materials we source. We’ve turned what we learned from spreadsheets and models into the real world with products designed to reduce the raw materials we manufacture with and therefore, the most important part of our containers’ carbon footprint.

## TOTER

From our Toter LCA, we learned that 60% of a cart's carbon footprint comes from using virgin resin (resin that's brand new), so we set a goal to reduce the amount of virgin resin in our carts by 25% without compromising the warranty. (see below)

With a common goal, our Engineering and Quality teams designed the first cart body on the market to use all PIR and/or PCR in the cart body. It's available in a black body only, passes the same warranty tests as all of our other Toter products, and has a carbon footprint that's 37% lower than a standard Toter cart with all- virgin resin.<sup>i</sup>



**~5.6 lbs.**

of CO<sub>2</sub>e are produced per lb. of a cart, over its entire life-span

**<80%**

of a carts carbon footprint is in the resin and energy used to produce it

## PROJECT25

To truly reduce our carbon footprint, we are aiming to reduce the material we manufacture with not only through specific product lines, like our EVR-Green, but also across everything we manufacture.

In 2021, we set a goal to reduce the amount of virgin resin we use in our manufacturing by 25% overall, while maintaining our industry-leading 12-year warranty. Achieving this will reduce the carbon footprint per cart produce by ~9%

We are calculating the reduction in virgin resin across our entire operation by dividing the total resin we used by the lbs. of product we produced and comparing that to the amount of virgin resin used on average per cart in 2019.

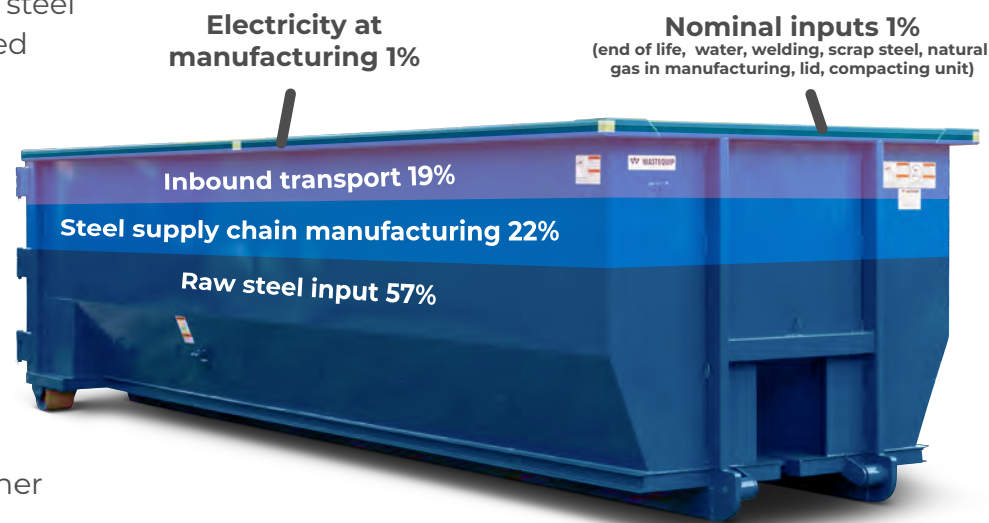




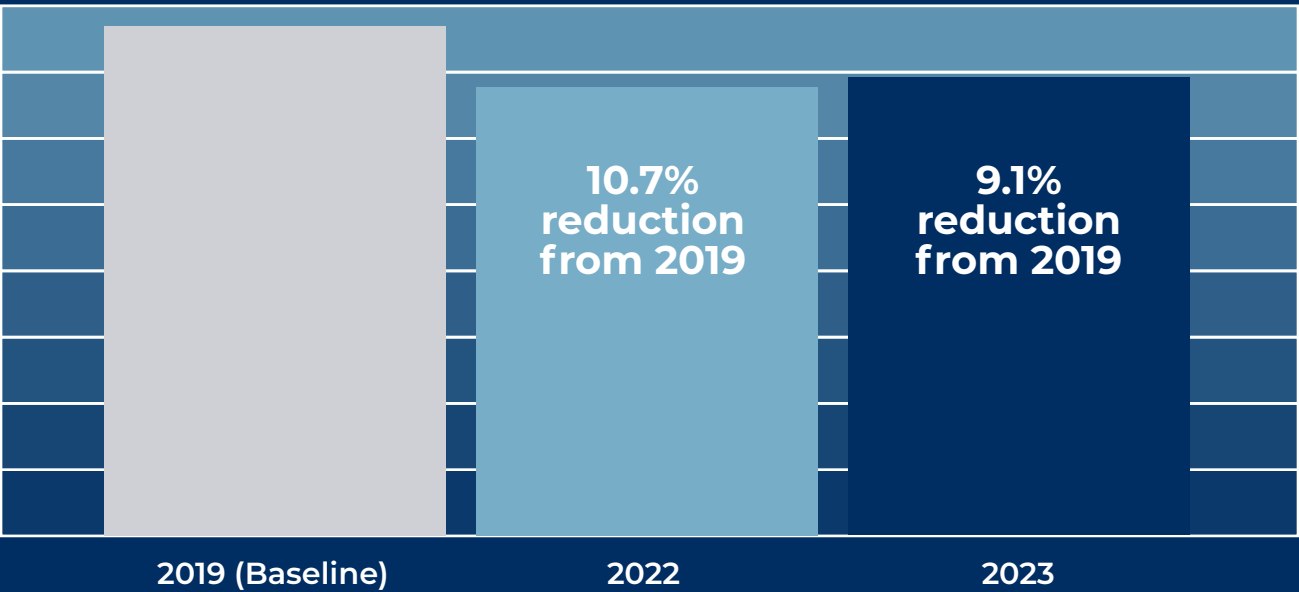
# STEEL

In our Steel LCA, we learned that >98% of a steel roll-off container's carbon footprint is related to the raw steel we use to manufacture it. <sup>ii</sup>

Concurrently, our Engineering team designed a container using 10% less steel while maintaining strength and durability for better operational performance. This container reduces payload on road surfaces, allowing haulers to collect more weight and consume less fuel. Using 10% less steel, reduces the carbon footprint of this container 10% compared to a standard similar roll-off.



## Virgin Resin per Cart (lbs)



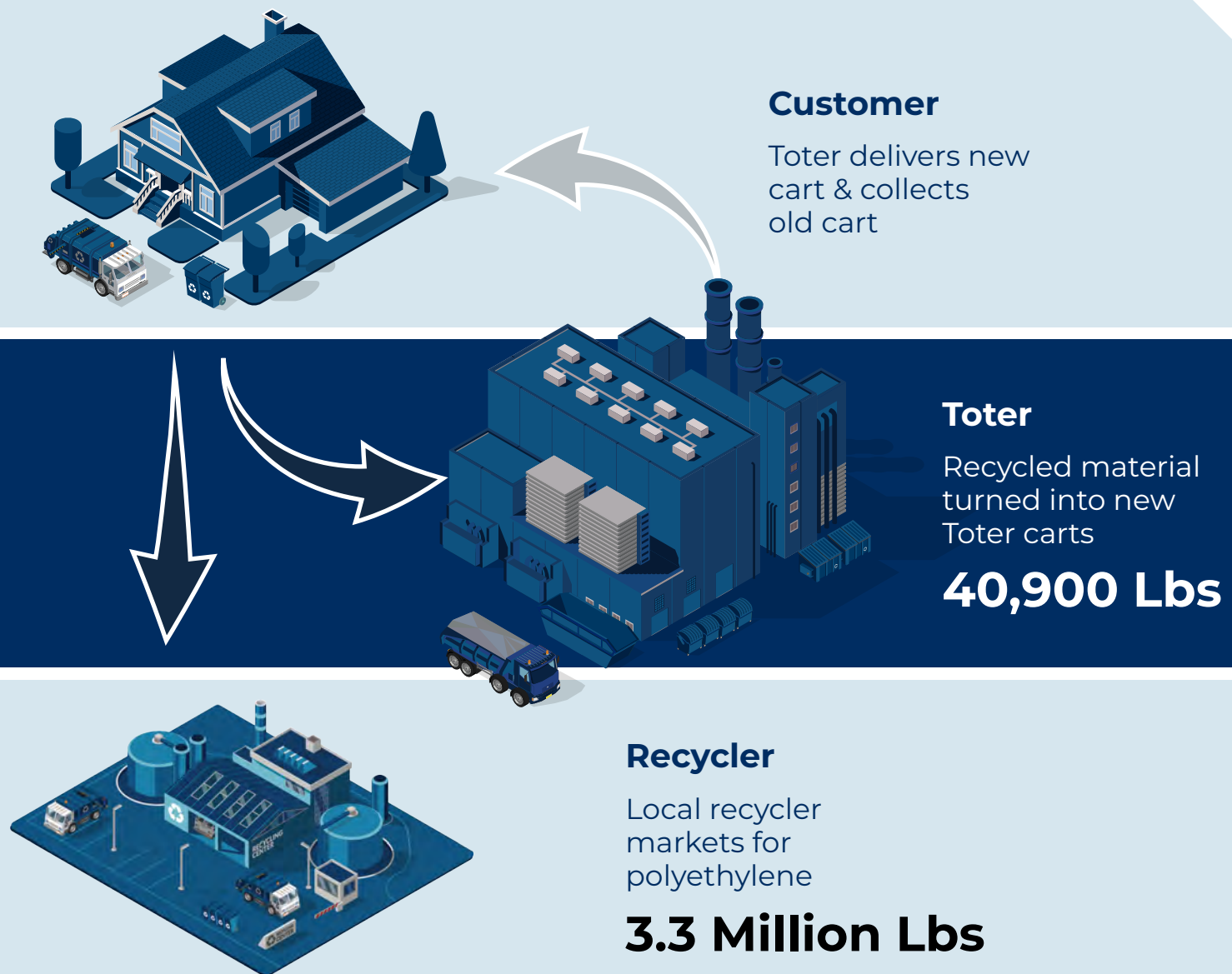
\*For 2023, we updated our calculation methods to align more with what we can control. Because of that, we adjusted our reported progress from 2022, so that we can directly compare our progress each year.


## CART BUY BACK

In a survey of more than 100 municipalities and waste haulers that our LCA consultants also conducted, 30% of municipalities and haulers reported landfilling their carts at the end-of-life.

Bringing expired carts back to our manufacturing completes the circle in circular economy, increasing the recycled content we can manufacture with and avoiding landfilling material, both of which lower the carbon footprint of a cart.

When we aren't able to bring expired carts back to our own manufacturing, we can help ensure they are recycled locally.



The background of the slide is a close-up photograph of blue leaves, showing a detailed network of veins. A semi-transparent white rectangular box is centered on the page, containing the following text:

Thank you for checking in on our progress on how CORE is becoming more of a part of our business and our business is becoming part of CORE.

- i Assuming all other factors, like lifespan, energy used in manufacturing, and recyclability at the end-of-life are the same.
- ii Raw steel includes extraction, steel supply chain manufacturing, and inbound transportation, according to our ISO-14044 compliant life-cycle assessment, conducted by Resource Recycling Systems.
- iii If all other factors, like cart lifespan, energy sources for manufacturing, and recycling at the end-of-life, remain the same.



[www.wastequip.com](http://www.wastequip.com)

## CONTAINERS

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## TRUCKS

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## PARTS & SERVICE

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