

# GRI G4 CONTENT INDEX

This report is prepared in accordance with the GRI Standards: Core option. This report is the GRI Content Index from our 2018 sustainability report, the full text of which is available at [casella.com/sustainability](http://casella.com/sustainability).

## GRI 102: GENERAL DISCLOSURES, 2018

**102-1 Name of the Organization.** p. 3

**102-2 Activities, Brands, Products, Services.** pp. 8-27

Primary brands = Zero-Sort® Recycling, Casella Organics™, and earthlife®

**102-3 Location of Headquarters.** p. 3

**102-4 Location of Operations.** p. 3

**102-5 Ownership and Legal Form.**

Corporation.

**102-6 Markets Served.** pp. 28-29, p. 24

Sectors served include residential, commercial, industrial, institutional, retail, municipal, and agricultural. Our customers include those who generate waste and those who purchase our products.

**102-7 Scale of Organization.** p. 3.

# of employees: 1,925 (as of 12/31/2017)

Net sales: Revenue: \$599.4 million (2017)

Market Cap: \$987.7 million

Quantity of products or services provided: 5.2 million tons managed (2017)

**102-8 Information on Employees & other workers.**

Total employees: 1,925 (as of 12/31/2017)

By employment contract: 78% hourly, 22% salary

By gender: 19% female

By age group: 16% under 30, 34% over 50

By race: 3% non-white

**102-9 Supply Chain.**

Casella's primary areas of purchasing include heavy-duty collection vehicles, recycling equipment, and landfill construction materials. The company's environmental impact derives primarily from the types and quantities of residuals we receive from our customers, and the degree to which those materials are properly sorted and characterized.

**102-10 Significant Changes to the Organization and its Supply Chain.**

No significant changes to the organization's size, structure, ownership, or supply chain during the reporting period.

**102-12 External Initiatives.**

External economic, environmental, or social charters, principles, or other initiatives to which we subscribe or which we endorse: Vermont Product Stewardship Council.

**102-13 Membership of associations.** Appendix E

**102-14 Statement of Senior Decision Maker.** p. 4

CEO Letter.

**102-16 Values, standards, principles, norms.** pp. 36-39, Appendix

Core values, Our people, Environmental policy.

**102-18 Governance structure.** Appendix D

**102-40 List of stakeholder groups.** p. 2

**102-41 Collective bargaining agreements.**

6% as of 12/31/2017.

**102-42 Identifying and selecting stakeholders.** Appendix B

**102-43 Approach to stakeholder engagement.** Appendix B

**102-44 Key topics and concerns raised.** p. 2

**102-45 Entities included in consolidated financial statements.**

As of December 31, 2017, we owned 5.6% of the outstanding common stock of Recycle Rewards, Inc. ("Recycle Rewards"), a company that markets an incentive based recycling service. We owned 5.2% of the outstanding equity value of GreenerU, Inc. ("GreenerU"), a services company focused on providing energy efficiency, sustainability and renewable energy solutions to colleges and universities. We owned 17.0% and 16.2% of the outstanding common stock of AGreen Energy LLC ("AGreen") and BGreen Energy LLC ("BGreen"), respectively. In fiscal year 2015, AGreen and BGreen, both of which we account for as cost method investments, entered into agreements that resulted in the contribution and sale of certain assets and liabilities of AGreen and BGreen to a limited liability company in exchange for partial ownership interests in a parent of that limited liability company.

**102-46 Defining report content and topic boundaries.** p. 2, Appendix A



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**102-47 List of material topics.** p. 2

**102-48 Restatements of information.**

GHG Emissions for 2010 and 2015 have been recalculated and restated using the revised Global Warming Potential of 28 for methane, in accordance with EPA guidelines and the IPCC 5<sup>th</sup> Assessment Report issued in 2014.

**102-49 Changes in reporting.**

Added discussions of water impacts and local air impacts.

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**102-50 Reporting period.**

Calendar Year 2017.

**102-51 Date of most recent report.**

2014.

**102-52 Reporting cycle.**

Biennial.

**102-53 Contact point for questions regarding the report.** p. 3

**102-54 Claims of reporting in accordance with the GRI standards.**

This report has been prepared in accordance with the GRI Standards: core option.

**102-55 GRI content index.** p. 44-45

## **GRI 201: GENERAL DISCLOSURES, 2018**

**201-1 Direct economic value generated and distributed.**

Full data not currently available. This is a metric we will work toward disclosing in a future report.

## **GRI 301: GENERAL DISCLOSURES, 2018**

**305-1 Direct (Scope 1) GHG emissions.** p. 30, Scorecard

Scope 1 GHG Emissions: 590,220 metric tons of CO2 equivalents

**305-2 Energy Indirect (Scope 2) GHG emissions.** p. 30, Scorecard

Scope 2 GHG Emissions: 7,211 metric tons of CO2 equivalents

**305-4 GHG Emission intensity.** p. 30, Scorecard

## **GRI 306: GENERAL DISCLOSURES, 2018**

**306-1 Water discharge by quality and destination.**

107.8 million gallons landfill leachate directed to wastewater treatment plants in 2017.

**306-2 Waste by type and disposal method.** Scorecard

The company's primary business is the collection, processing, and disposal of non-hazardous waste generated by customers. These quantities are summarized in our Scorecard.

**306-3 Significant spills.** p. 32, Scorecard

We keep record of spills that meet or exceed state-level reporting thresholds. The counts referenced in this report include all reportable releases.

## **GRI 307: GENERAL DISCLOSURES, 2018**

**307-1 Noncompliance with environmental laws or regulations.**

p. 33, Scorecard

Monetary fines in 2017: \$5,500. Total non-compliance incidents in 2017: 4.

## **GRI 403: GENERAL DISCLOSURES, 2018**

**403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.** Scorecard

Our safety performance and metrics are discussed on page 37 and in our scorecard. The full granular data specified in 403-2 are not currently available for disclosure.

## **GRI 413: GENERAL DISCLOSURES, 2018**

**413-1 Operations with local community engagement, impact assessments, and development programs.** pp. 38-39, Scorecard

100% of our operations have implemented some level of community engagement activity. We will be working to formalize and elevate these activities around targeted operations in the coming years.

