



2020 Sustainability Update Report

December 2021



gflenv.com

Table of Contents

Message From Our Founder and CEO	1
GFL At A Glance.....	2
Resiliency Through the COVID-19 Pandemic.....	8
Our Approach to Sustainability: Green Today, Green for Life.....	9
Driving Sustainability Performance through Our Entrepreneurial and Innovative Culture	10
Our Employees, Our Customers and Our Communities.....	14
Our Future.....	17
GRI Content Index.....	18

Message From Our Founder and CEO

The COVID-19 pandemic made 2020 a challenging year for all of us both personally and professionally. As we faced these challenges, I could not be prouder of the response of GFL's employees to this crisis; continuing to provide our quality services every day, while achieving new levels of growth and innovation and significantly progressing our sustainability agenda. Because of our dedicated employees, GFL was able to adapt our essential services to the needs of our customers without interruption, at the same time ensuring that their health and safety remained our top priority. Our employees also led GFL's community giving programs like the Full Circle Project to address the impacts of the pandemic on the communities we serve. GFL employees volunteered their time, alongside GFL donations, to continue to build lasting partnerships with local charities. Our donations also allowed local hospitals to purchase 50,000 masks for front-line workers.

GFL also saw significant growth in 2020. We became a public company in March of 2020, just before North America shut down in response to the first wave of the pandemic. Despite that, through 22 acquisitions completed in the year and organic growth complementing our acquisition strategy, we expanded our service offerings, as well as our geographic footprint into three additional states and grew our annual revenue to over \$4 billion. We also welcomed over 4,000 employees to our Green for Life team.

GFL's innovative and entrepreneurial culture and our ability to find solutions to meet evolving governmental regulations and the sustainability commitments of our customers have always been key to our success. In 2020, we helped our customers avoid and sequestered in our landfills more than three times the greenhouse gases than we emitted from our operations.



Our innovative and entrepreneurial culture was also globally recognized with GFL's receipt of the 2020 SEAL Environmental Initiative Award for our Environmental Innovation Program. Additionally, our Winnipeg Material Recovery Facility was named MRF of the year by the National Waste & Recycling Association.

In 2020, we laid the foundation for two exciting initiatives that we launched in 2021 and that continue to demonstrate our leadership in these areas. The Resource Recovery Alliance is a comprehensive resource recovery and extended producer responsibility compliance solution for producers of goods and packaging who want to increase the recovery rates of their product and packaging materials. We also launched GFL Renewables, a new platform focused on converting landfill gas at our municipal solid waste landfills to renewable natural gas. Capturing more landfill gas will help us reduce our own CO₂e emissions, and the renewable natural gas produced will help displace virgin fuels used in transportation vehicles, including our own fleet, and in other industrial uses.

The success of our sustainability programs highlighted in this update report are the result of the commitment of all our employees, customers, suppliers and communities to building a more sustainable future. We are confident that commitment will continue to drive us to achieve our vision to be Green for Life.

— **Patrick Dovigi**,
GFL Founder and CEO

GFL At A Glance



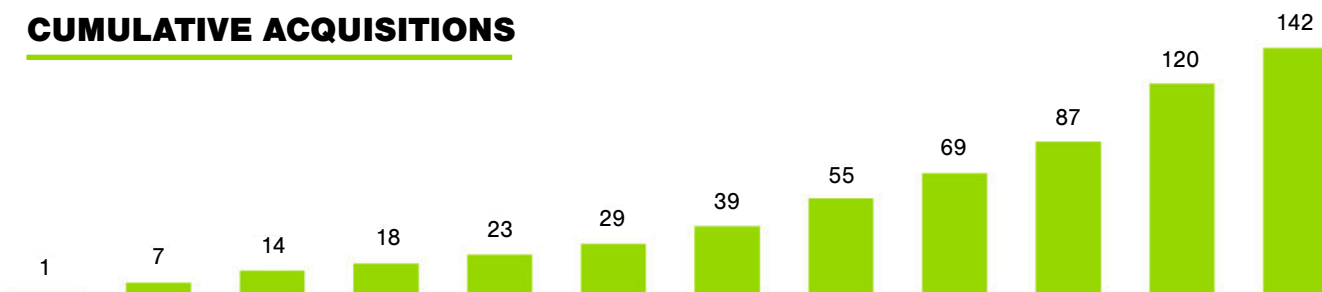
Since our inception in 2007, GFL Environmental Inc. (GFL) has built a leading platform with broad geographic reach and scalable capabilities through a combination of organic growth and strategic acquisitions. In 2020, we completed 22 acquisitions, including the expansion of our operations through the acquisitions of WCA Waste Corporation and the divestiture assets resulting

from the merger of two large solid waste industry participants. As a result, both our scope of service offerings and our geographic footprint expanded significantly in the US in 2020. We believe that continuing to invest in acquisitions alongside organic growth opportunities will create long-term and sustainable value for our stakeholders.

FOOTPRINT EXPANSION OVER TIME



CUMULATIVE ACQUISITIONS



2007 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020

¹ The 2019 Sustainability Report reported the number of acquisitions as of YTD Q3. This figure reports the number of acquisitions for the full year.

OUR COMPANY

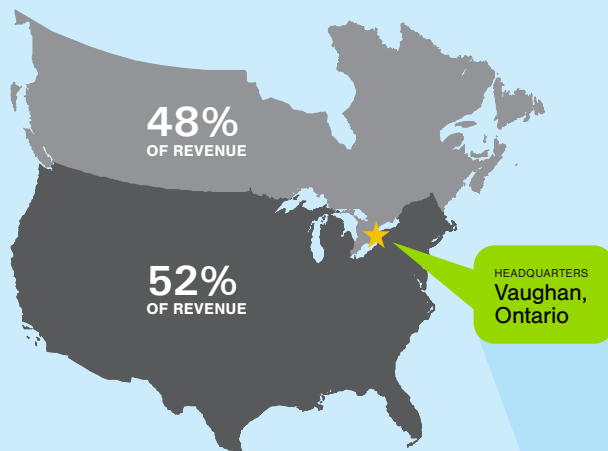
**4th
Largest**

Diversified environmental
services company
in North America



ANNUAL REVENUE

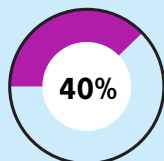
**\$4.196
billion CAD**



OUR EMPLOYEES

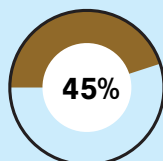
15,000+ Employees

16%
Voluntary
Turnover
Rate



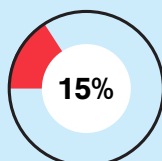
Executive
Leadership
are Women

98.5%
Permanent
Contract



Ethnic
Minorities²

99.9%
Directly
Employed

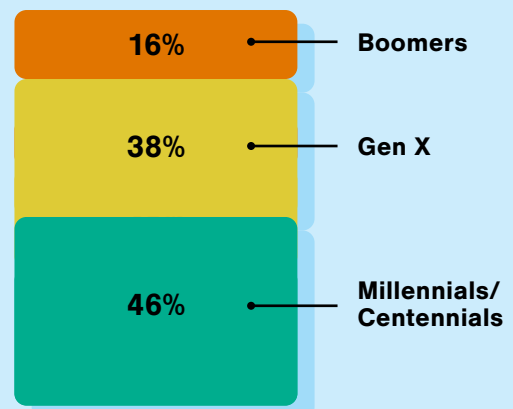


Women
Overall

² Ethnic Minorities % is in reference to US employees only.

Average Tenure
5.2 Years

Average Age of Employees
44 Years



OUR OPERATIONS

195

Solid Waste
Collection
Operations

150

Transfer
Stations

88

Landfills
Owned or
Managed

28

Material
Recovery
Facilities

15%

Collection
Fleet Fuelled
with CNG

11

Soil
Recycling
Facilities

15

Organics
Facilities

75

Liquid
Waste
Facilities

10K+

Solid and
Liquid Routed
Trucks

27

CNG Fuelling
Stations



COMPREHENSIVE 'ONE-STOP' PROVIDER OF INTEGRATED ENVIRONMENTAL SOLUTIONS

Municipal and
Residential Customers



Owned, Operated or
Third-party Facilities

*Solid
Waste
Hauling*



*Transfer
Stations*



*Landfills/
Composting*



Institutional and
Commercial Customers



*Recyclables
Hauling*



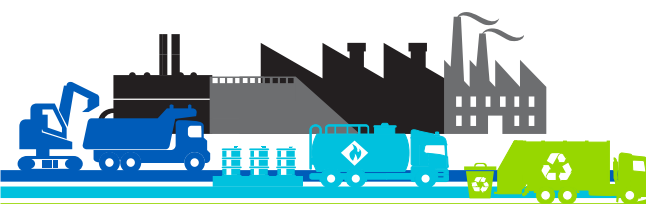
*Transfer
Stations*



*Material
Recovery
Facilities*



Industrial Customers



*Soil
Hauling*



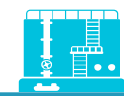
*Soil
Recycling*



*Liquid
Waste
Hauling*



*Liquid
Waste
Processing*



Solid
Waste



Infrastructure &
Soil Remediation



Liquid
Waste

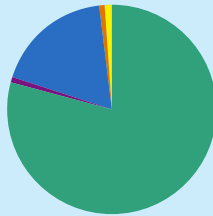
OUR GREENHOUSE GAS EMISSIONS

Scope 1 Emissions:

- Landfills
- Composting
- Fleet Fuel Combustion
- Non-fleet Combustion

Scope 2 Emissions:

- Electricity Usage



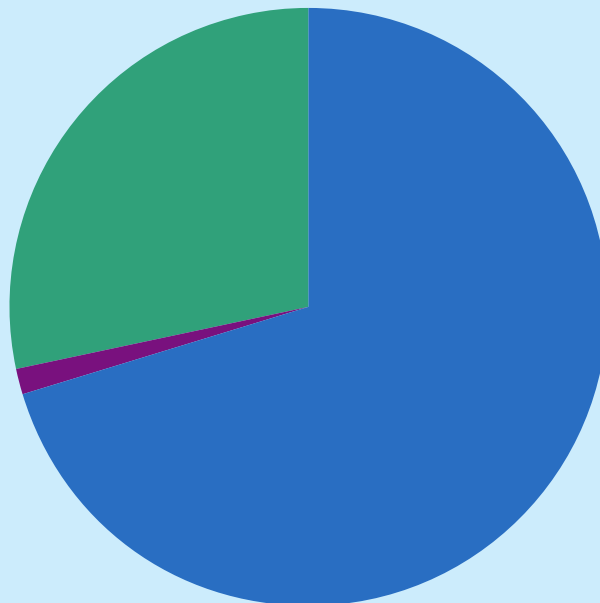
2,447,756
tonnes
CO₂e
of Scope 1
Emissions

27,478
tonnes
CO₂e
of Scope 2
Emissions

AVOIDED EMISSIONS AND CARBON SEQUESTERED

7,968,159
tonnes
CO₂e
of GHG Emissions
Avoided and Carbon
Sequestered

1,362
tonnes
CO₂e
of GHG Emissions
are Avoided per
Million Dollar
of Sales (CAD)



- Recycling
- Beneficial Use of Landfill Gas
- Carbon Sequestered Landfills

3.2x

More GHG's are avoided through our products and services, including carbon sequestered in our landfills, than is emitted from our operations.

HELPING OUR CUSTOMERS ACHIEVE THEIR SUSTAINABILITY GOALS

2,522,562
tonnes
of Solid and
Organic Recyclables
Materials Managed

206,080,638
litres
(54,440,745
US Gallons)
of Used Motor Oil and
Antifreeze Recyclables
Managed³

2,432,072
tonnes
of Soil Recycled
at GFL Facilities⁴

72,562,173
litres
(19,168,898
US Gallons)
of Wastewater
Treated

³ and ⁴ Used motor oil, antifreeze and soils recycled figures are lower than fiscal 2019 due to reduced industrial and construction related activities resulting from the COVID-19 pandemic.

OUR ENERGY CONSUMPTION AND GENERATION RESULTS

1,881,114 MWh

Non-renewable fuels
(diesel, gasoline, natural gas) consumed

200,812 MWh

Renewable fuels consumed
(78% of US Fleet)



137,737 MWh

Non-renewable
electricity consumed

107,207 MWh

Renewable electricity
and heat generated

**2,499,087
MMBTU**

of Landfill Gas Recovered
for Beneficial Use

MATERIALS RECOVERED/RECYCLED FOR OUR CUSTOMERS



1,677,725 tonnes

of recyclables processed at GFL facilities, including:

**751,670
tonnes**

of Fibre
Recovered

**45,438
tonnes**

of Glass
Recovered

**100,643
tonnes**

of Plastic
Recovered

**39,800
tonnes**

of Metal
Recovered

**156,421
tonnes**

of Construction
Materials
Recovered

**211,879
tonnes**

of Wood
Recovered

**115
tonnes**

of E-Waste
and Batteries
Recovered

**371,758
tonnes**

of Organics
Processed



Awards & Recognition

We are proud that our commitment to innovation and delivering sustainable solutions for our customers continues to be recognized externally. In 2020, we received the following awards:



**National
Waste & Recycling
Association**
Collect. Recycle. Innovate.

2020 RECYCLING FACILITY OF THE YEAR:

Awarded to GFL's Winnipeg MRF by the National Waste & Recycling Association. The facility was recognized for its SamurAI™ fully automated sorting robot that uses sensors to distinguish recyclable materials at ultra-high speed. 51,624 tonnes of material was recovered and 157,253 tonnes of CO₂e emissions avoided at the facility in 2020.



2020 SEAL ENVIRONMENTAL INITIATIVE AWARD:

Awarded to GFL's Environmental Innovation Program for its excellence in specific environmental and sustainability initiatives, recognizing GFL's level of investment, innovation, impact, and progress toward a sustainable future.

In 2020, our Safe for Life programs received the following awards and certifications:

- Canada's Safest Employers Awards
 - › Best Health, Safety and Environment Management Program:
GFL Environmental Liquids Division – 2020 Excellence Award
 - › Canada's Safest Employer for Young Workers:
GFL Environmental Liquids Division – 2020 Excellence Award
- COR Certification – COR® is an occupational health and safety accreditation program that verifies a fully implemented safety and health program which meets national standards.
 - › GFL Infrastructure Group – Ontario
 - › GFL Environmental Liquids Division – BC, Alberta, Saskatchewan, Manitoba





2020 HIGHLIGHTS

Our Sustainability Update Report highlights the progress we made in 2020.

Resiliency Through the COVID-19 Pandemic

As a provider of waste collection services, more than 80% of our employees are front-line workers. That meant that for us to be able to provide our essential services to our customers and communities during the pandemic, our front-line employees had to come to work every day. Through lockdowns and closures, we focused on maintaining our ability to provide our essential services while ensuring that the health and safety of our employees remained our top priority.

We knew we had to quickly adapt to the changing environment. At the outset of the pandemic, we established a cross-functional risk management team to share experiences across our operations and ensure that our COVID-19 response was coordinated while responding to the variety of rules imposed at the state, provincial, regional or local level. This team connected daily to monitor

government announcements and respond to the impacts they had on our employees and operations, coordinating the availability of personal protective equipment (PPE) and sanitization supplies, and proactive and frequent communications with our employees to reinforce safe practices.

Given the nature of the services we provide, our front-line employees could not work from home. Our operations and human resources teams deployed a flexible approach that allowed us to meet the evolving needs of our customers while ensuring that our front-line workers were fully supported by our office and corporate teams.

The resilience and determination of our team enabled us to continue to grow despite the pandemic but also to focus on the continuous improvement of our safety performance.

Our Approach to Sustainability: Green Today, Green for Life

Green for Life is our brand. It is also our vision. We provide our customers and the communities we serve with sustainable, accessible, and cost-effective solutions to allow them to reduce the volume of waste they produce through reuse or resource recovery, diverting waste materials to beneficial reuse and ensuring the responsible disposal of wastes where there is no viable alternative. Every household, business and municipality generates waste, which is why we work with them to share our knowledge of waste reduction and diversion strategies. Our solutions play an important role in the evolving circular economy by preserving resources, creating green jobs, and helping our customers avoid GHG

emissions. This includes the recovery and recycling of materials like paper, metal, plastics, food, leaf and yard waste, contaminated soils, used motor oils, glycol and other liquid wastes, wastewaters, wood and construction materials, and e-waste – all of which would be disposed of in landfills if not for our services. Our landfills serve as an environmentally responsible disposal location and are also a source of renewable natural gas (RNG) that we are increasingly harvesting to provide RNG to power homes, businesses and fuel vehicles, including our own fleet. The services we provide enable our customers to meet their own sustainability goals by avoiding the GHG emissions that their activities would otherwise generate.

SUSTAINABILITY GOVERNANCE

GFL's sustainability governance structure is designed to ensure that sustainability is embedded in everything we do. Our sustainability strategies are led by our CEO and executive and senior leadership teams through both their regular reporting lines and through the programs and initiatives that are established and monitored by the Sustainability Initiatives Committee (SUSIC). The SUSIC acts as the bridge between our operations and the committee of our Board of Directors (the NGC Committee) that oversees GFL's strategy for implementing our commitment to sustainability. In 2020, we strengthened our overall sustainability governance by incorporating environment, social and governance (ESG) performance into our executive officers' compensation criteria, advancing the agenda of the SUSIC and launching our Employee Sustainability Committees.

Executive Compensation Tied to ESG-Related Performance Targets

Commencing with fiscal 2020, 20% of the incentive compensation for our five named executive officers was tied to the achievement of non-financial metrics, including health and safety, sustainability and diversity. By tying compensation to sustainability-related performance, GFL has confirmed its commitment to embedding sustainability in everything we do.

Sustainability Initiatives Committee (SUSIC)

Our SUSIC focused on defining the commitments, goals and objectives for GFL's sustainability action plan that will be announced in our 2021 Sustainability Report. Our SUSIC is using the framework recommended by the Task Force on Climate-Related Financial Disclosures (TCFD) to define GFL's climate related goals. To ensure clear alignment between addressing risks and opportunities in our sustainability action plan, this effort is led by the Vice President of Environmental Responsibility & Sustainability in collaboration with the Risk Management Steering Committee. The Risk Management Steering Committee and related Working Groups oversee the implementation of GFL's enterprise risk management system under the direction of the Audit Committee of our Board of Directors.

Employee Sustainability Committees

In July 2020, GFL launched employee sustainability committees to promote employee participation in implementing sustainable initiatives and projects at our offices, facilities and in local communities. Each committee works to identify, develop and implement initiatives that minimize our environmental impacts at the workplace and encourage engagement with our communities to support local environmental causes and increase our community involvement. Our in-kind support includes providing our local communities with expertise and resources to help them implement education or other types of community-based recycling-related activities like e-waste drop-off or waste audit programs.

Driving Sustainability Performance through our Entrepreneurial and Innovative Culture

Our entrepreneurial and innovative culture is key to our success. Early in our history we recognized that our customers were looking not only for safe and reliable solutions for waste, but also sustainable solutions where waste materials can be recovered so they can be re-used as a resource. We recognize that our employees often have great ideas for sustainable solutions for our customers and our

own operations and we want to encourage the adoption of their ideas into our business. One of the more formal ways that we do this is through our Environmental Innovation Program. This program has two core components: the Greenlight Innovation Workshop and Sustainability Value Initiatives (SVIs). The program is designed to ensure that we have a constant pipeline of innovative solutions to keep pace with our customers' needs and that we are actively engaging our employees in all areas of our business in developing these solutions.



Innovation in Action: Greenlight Innovation Workshop Developing Sustainable Solutions

Our Greenlight Innovation Workshop fosters healthy competition among selected teams of employees to find near-term sustainable solutions to an identified process or operation that can then be rolled out across our lines of business or in different markets.

In February 2020, 18 GFL employees participated in the inaugural Greenlight Innovation Workshop. The winning group's project focused on advancing the use of artificial intelligence technology to further improve the quality of recyclable materials generated at our material recovery facilities. The ideas and concepts derived during the 2020 workshop continue to be refined in 2021 and are serving as valuable tools in advancing our resource recovery initiatives.



2020 Winners of the Greenlight Innovation Workshop

Winners (from left to right) – Wendelyn Fauth; Charlton Le; Ornello Pizzo; Michael Zabaneh



SUSTAINABILITY VALUE INITIATIVES (SVIs)

GFL's history of investments in new technology and in innovating our management and operating processes has been a differentiator for us in the sustainable solutions marketplace. In 2018, we started to formally identify these investments as SVIs with the objective of further enabling our entrepreneurial and innovative approach to business. Our SVIs are some of the most significant actions we undertake to advance sustainability, including initiatives that help our customers achieve their own sustainability goals, as well as reduce GHG emissions. These investments reflect our commitment to provide sustainable solutions that are also value-enhancing to our business.

As part of formalizing the SVI program, a framework was developed to evaluate each initiative, which includes the requirement to identify and quantify both financial and environmental returns on investment. Through our unique SVI identification process, GFL's senior leadership can identify innovative and sustainable project opportunities in the annual budgeting process of our core business. This approach integrates the SVI program into all business lines and geographies across GFL. For the selected SVIs, progress is monitored throughout the life cycle of the initiative over multiple years and is subsequently incorporated into the quarterly performance monitoring and reporting process, reviewed by the SUSIC, and shared with the NGC of our Board of Directors semi-annually.

***Our SVI's focus
on three main
priority areas:***

- Optimize sustainable operations
- Reduce GHG emissions
- Satisfy increasing demand for advanced waste and resource management solutions

SVI Project Highlights

MRFs AND EXTENDED PRODUCER RESPONSIBILITY

GFL continued to expand our network of state-of-the-art material recovery facilities (MRFs) in 2020. This now includes 15 artificial intelligence (AI) supported vision systems and 59 optical sorting units installed in our 28 MRFs.



In May 2020, we assumed the responsibility of managing and processing over 200,000 tonnes per year of packaging and paper material for RecycleBC, currently the only full extended producer responsibility (EPR) program in North America.

We are currently constructing a state-of-the-art system for our Pontiac, Michigan MRF to be opened in 2022 that is designed after our recently awarded MRF of the Year in Winnipeg.



GFL MRFs recovered

937,552

tonnes of recycled materials
and avoided 3,375,602 tonnes
of CO₂e emissions in 2020.

The key objective of these units is to ensure optimal end-product quality that improves the recyclability of the recovered materials. These systems are a model of how to sort effectively with tried-and-true optical sorting machines that are coupled with AI and robotics, enabling them to be among the most efficient material recovery systems in North America.

Our investments in innovative technologies help drive the transition to a circular economy by increasing the recovery of materials to be reused, resulting in lower GHG emissions and energy consumption compared to the use of virgin materials and thereby contributing to realizing a lower carbon future.

RESOURCE RECOVERY ALLIANCE

In July 2021, GFL announced the launch of
Resource Recovery Alliance (RRA) in Ontario.

The RRA will offer producers of products and packaging a comprehensive resource recovery and EPR compliance solution when the provincial government implements its new EPR framework in 2023.

The RRA positions GFL to provide producers with complete resource recovery solutions. As producers continue to announce sustainability goals and circular economy initiatives, the RRA provides an integrated service offering to close the resource loop and bring low carbon material streams to the manufacturing sector.

SVI Project Highlights

ORGANICS PROCESSING FACILITIES

Our organics processing facilities recycle organic waste to produce high-quality compost, fertilizer and other soil supplements, diverting organic waste from landfills and reducing GHG emissions. GFL has 15 organics processing facilities and seven leaf and yard diversion programs across North America. These facilities composted 371,758 tonnes of organics in 2020, avoiding 156,605 tonnes of CO₂e.

We also completed a significant investment to upgrade our organics facility in Delta, British Columbia (BC) to incorporate the best available technologies, including an agitated, aerated channel composting system with industry-leading technology for aeration, material conveyance, process control and air treatment through a fully enclosed biofilter. These innovative technologies support the production of Class A Compost, the highest compost quality in BC, together with the best available control of odour and GHG emissions resulting in an approximately 90% reduction in fugitive methane emissions from the composting process.



WOOD WASTE RECYCLING

Over the last two years, GFL has invested in dedicated recycling facilities that efficiently recycle wood-based waste materials such as pallets, crates, and lumber cut-offs into a range of products, including wood flour-filled, garden mulch, animal bedding, and others. Our wood recycling business creates value from wood waste, drives landfill diversion and eliminates the negative environmental impact of processing lumber.

Across GFL, in 2020, we recovered or recycled 211,879 tonnes of wood waste, avoiding a total of 386,540 tonnes of CO₂e.

GFL RENEWABLES AND RNG IN OUR FLEET

Landfills play a critical role in ensuring the sustainable management of waste materials that cannot be responsibly recycled or diverted. At the same time, municipal solid waste (MSW) landfills are a source of landfill gas that can be converted to renewable fuels. Earlier this year, GFL announced the formation of GFL Renewables, a new platform focused on developing renewable natural gas (RNG) projects at our MSW landfills. These projects will increase our capture and reuse of landfill gas and produce RNG for electric power generation or for use as a direct-use fuel, including as fuel in GFL's own fleet of natural gas-powered vehicles (CNG). Harnessing landfill gas for conversion to RNG replaces fossil fuels, such as natural gas, and the environmental impacts associated with its extraction.



In 2020, GFL increased the percentage of our solid waste fleet powered by CNG to 15%. In our US operations, 78% of our total CNG fleet is fueled by RNG.

Our Employees, Our Customers and Our Communities

The success of GFL is directly correlated to the success and well-being of our employees and the communities we serve. That is why we continually work to make our workplace and the communities where we live and work safe, resilient and sustainable, with an unwavering focus on creating a positive impact.

SAFE FOR LIFE PROGRAM

We recognize that our employees are our greatest asset and our strongest resource in assessing, correcting, and executing safe practices as we work towards achieving zero injuries. Throughout the pandemic, GFL has continued to strengthen its robust approach to maintaining a healthy and safe workplace. Our health and safety program, Safe for Life, provides best-in-class knowledge, training and coaching to ensure strict regulatory compliance and to give our employees the tools they need to perform their roles safely.

Safe for Life ensures that we consistently demonstrate our commitment to a safe and healthy environment for employees, contractors, visitors, and any other person who may be impacted by our work activities through:

- Proactive assessment of risks
- Providing necessary resources
- Coaching and training
- Adoption of technology/innovation
- Assessing performance and continually improving

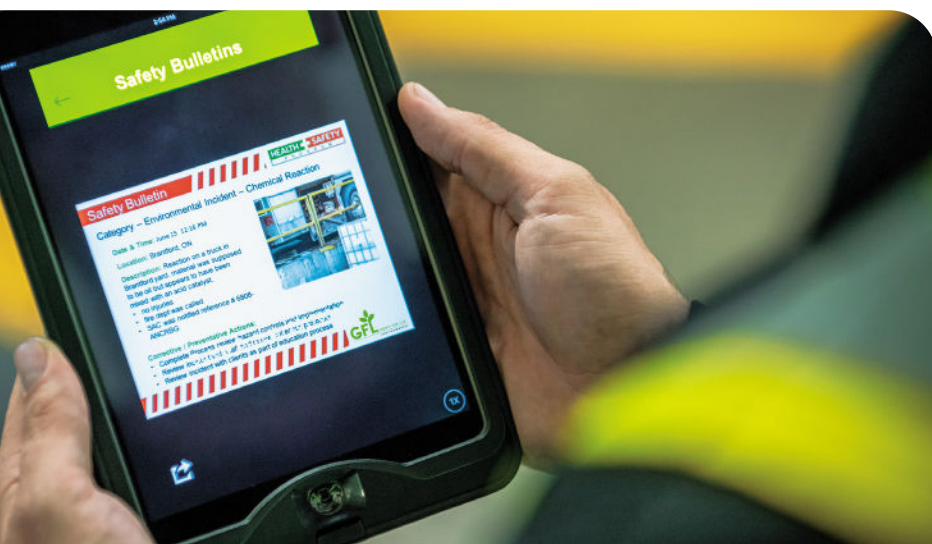
Our specific commitments are centered around improving safety through engineering, design and technology including:

- Deploying additional Automated Sideload units
- Working with major vendors on emerging safety technology similar to what is available in standard passenger cars to allow our drivers to proactively avoid dangers; these include pedestrian monitoring, lane monitoring technology, and similar safety features
- Updating and upgrading our onboard camera systems with enhanced driver alerts
- Deploying event recorders and telematics with risk profile tools to improve driver behaviors through positive coaching moments



SAFE FOR LIFE AND ENVIRONMENTAL MANAGEMENT SYSTEM – LEADERSHIP

As we grow, we have expanded our team of environmental, health and safety professionals. In 2020, we hired a new Vice President of Environment, Health and Safety (EHS) and Compliance and our team of employees responsible for implementing our Safe for Life Program as well as our Environmental Management System grew to over 100 full-time employees. Each business line has a Corporate Vice President and/or Director with direct reports within the operations who are responsible for Safe for Life and Environmental Management activities.



We are committed to spending \$2 million over the next three years to upgrade our information management systems to enhance our ability to track, analyze, and integrate environmental as well as health and safety data into our risk management strategies across our operations. This evidence-based approach combined with an operations-owned health and safety culture are the main levers to achieve our health and safety objectives of continuous improvement in our programs resulting in fewer health and safety incidents.



EMPOWERING OUR EMPLOYEES

Our employees are the driving force of our success. Our employee development strategy starts with attracting and retaining diverse talent while building an environment of inclusion that promotes equitable access to opportunities for career growth. For example, we have implemented a training program with American Diesel Training that identifies candidates with the potential to fill mechanic roles who don't yet have the required certifications. Based on our fit assessment, GFL hires the candidate while they complete their training and certification and then deploys them as a mechanic in the field once certified.

In 2020, our average employee tenure was 5.2 years. 99.9% of our workforce is directly employed, with 98.5% under permanent contract.

Consistent with our entrepreneurial and innovative culture, we believe that our employees know our business best and we work to encourage them to make decisions that will improve our business. We are also advancing the use of technology as a tool for talent management and development, including through our employee relations management software platform that we launched across GFL in 2020. Given our broad geographic footprint of local operations, this technology provides us with greater visibility on potential career development opportunities and succession planning along with rewards and recognition giving us the ability to track both tenure and performance.

We are also implementing a Learning Management System (LMS) to provide our employees with the training and skill development that they need to succeed in their roles. This includes a mentorship program, focused initially on high potential women, to enhance the sharing of knowledge and experiences, as well as performance management and succession planning that supports the growth of our talent pool.



DIVERSITY, EQUITY AND INCLUSION

At GFL, we are committed to fostering an inclusive and respectful work environment that values the diversity of our employees' talents and experiences and encourages them to contribute to their full potential.

Reflecting our conviction that it is important to start by setting the tone from the top, 40% of our named executive officers are women.

In February 2021, we appointed the first female independent director to our board and will be adding another woman to our Board in February 2022.

Goal Achieved

Two female directors on our Board of Directors by February 2022

We continue to enhance our Women in Waste initiative to encourage greater participation of women in both our hourly and salaried ranks. This means continuing to prioritize investments in the diversity of our workforce including through our pilot mentorship program.

While developing our program to attract more women into our field operations, we found that uniform suppliers and manufacturers have historically designed uniforms that incorporate PPE to fit only the dimensions of an average male worker. We wanted to ensure that our female front-line workers have access to properly fitted and safe protective clothing of the same range and styles that are available to our male front-line

employees. To do so, we have engaged our uniform suppliers to develop and produce customized female-sized uniforms that will be available to all our front-line female employees starting in 2022.

GFL also recognizes that paying a living wage fosters a healthy and dedicated workforce and is an important investment in our employees and in the long-term prosperity of the communities we serve. While we believe the majority of our employees already receive total compensation that covers their local cost of living, we are committed to a systematic review of our compensation structure across our expanded footprint to ensure that we pay a living wage to all of our employees.

Our Goal

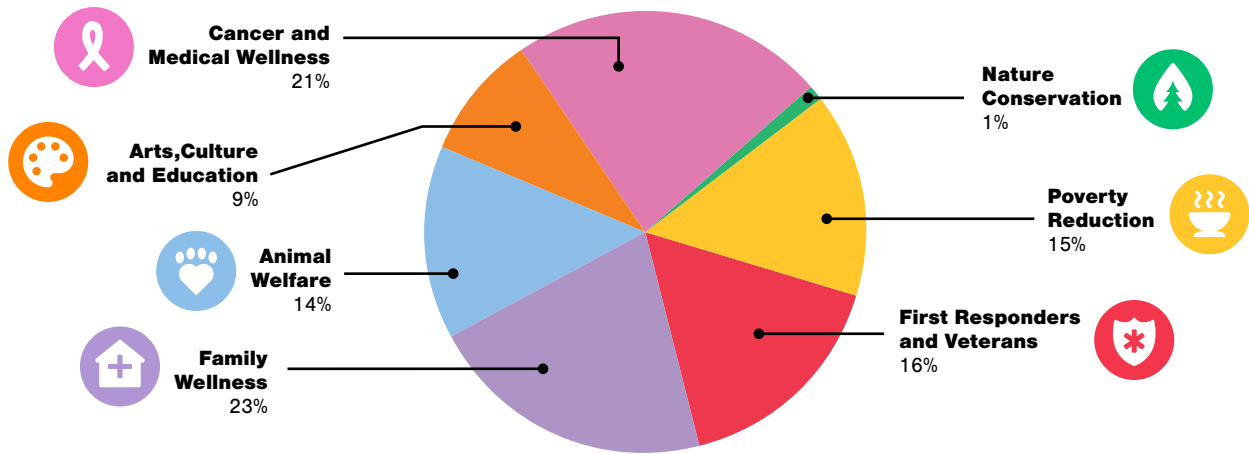
\$1 million in annual support
through our Full Circle Project

Contributing to our Communities

FULL CIRCLE PROJECT

Giving back to the communities we serve is a key corporate value and is supported through initiatives like the Full Circle Project (FCP). The FCP is a community-driven charitable giving program that lets our customers have a say in the categories of charities that GFL supports. Our goal is to give financially to local, high-impact charities and, more importantly, to build relationships with them. A committee of employees from across GFL meets monthly to approve proposals submitted by local employees to ensure the highest impact of GFL's financial support and employees volunteer hours. The program aligns our customers, the passion of our employees for causes in their community, and the company in supporting local charities in the communities where we operate. Just as GFL is a leader in circularity and resource recovery, the FCP closes the loop between GFL, our customers and our communities.

The FCP program was created in 2015 and by 2018 had grown to just under \$200,000 in donations with 77% of those donations recurring every year since the program's inception. Today the program pledge is \$1 million per year.



The past year was particularly challenging for charitable organizations across North America as the COVID-19 pandemic increased demand for services while hampering many traditional fundraising efforts. In uncertain times, the FCP's support was more important and impactful than ever. Thanks to the outstanding participation of many GFL branches, the program made meaningful contributions to local community charities across our North American footprint. The FCP broadened its reach in 2020, expanding to 56 branches in eight Canadian provinces and 12 states in the US, and donating over \$645,000 – a more than 50% increase from 2019.



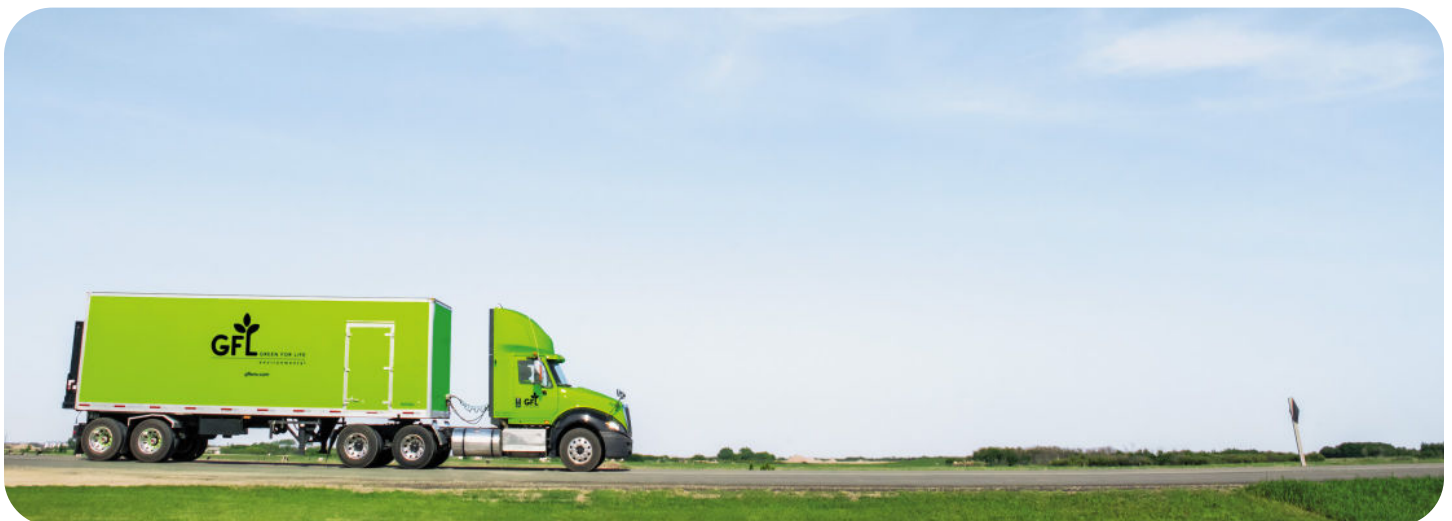
Our Future

The urgency of the environmental and social challenges facing us today is clear. GFL recognizes that we play an important role in providing the environmental solutions needed to transition to a more circular and lower carbon future.

Over the next year, we will finalize our sustainability action plan and announce our full set of sustainability-related commitments, goals and objectives in our 2021 Sustainability Report. The three key focus areas of our action plan will be to:

- Increase the avoided GHG emissions by our customers through sustainable solutions that we provide. This will be achieved by increasing the resource recovery and recycling solutions that we offer our customers, as well as the beneficial use of landfill gas.
- Reduce the direct GHG emissions from our operations. This will be achieved through higher gas capture rates at our landfills and continuing to pursue opportunities to increase the use of low-carbon fuels in our fleet.
- Increase the sustainability innovations that come from within our business by continuing to invest in our employees and our entrepreneurial and innovative culture.

We look forward to the challenges ahead and believe the passion and focus that we share with our employees, customers and communities to be Green for Life will return shared value for all our stakeholders.



GRI Content Index

This report has been prepared in alignment with the Global Reporting Initiative Standards 2016 (GRI Standards), and discloses select indicators within the Standards:^{GRI-1}

GRI 102 – GENERAL			
Disclosure Number	Disclosure Title	SASB Reference	Disclosure/ Location of Information (Page No.)
102-1	Name of the organization		GFL Environmental Inc. (GFL)
102-3	Location of headquarters		100 New Park Pl., Suite 500, Vaughan, ON L4K 0J3, Canada
102-4	Location of operations		2020 Sustainability Report – GFL at a Glance, pg. 2 2020 Annual Report, pg. 36 to 37
102-5	Ownership and legal form		2020 Annual Report, pg. 35
102-6	Markets served		2020 Sustainability Report – GFL at a Glance, pg. 2
102-7	Scale of organization	IF-WM-000.B IF-WM-000.C IF-WM-000.D	2020 Sustainability Report – GFL at a Glance, pg. 3
102-10	Significant changes to the organization and its supply chain		2020 Sustainability Report – GFL at a Glance, pg. 4 2020 Annual Report, pg. 36 to 37
102-12	External initiatives		2020 Sustainability Report – Contributing to our Communities pg. 16
102-14	Statement from senior decision-maker		2020 Sustainability Report – CEO Letter, pg. 1
102-18	Governance structure		2021 Proxy Circular, pg. 40 to 43, and 47 to 49 Sustainability Governance Structure
102-20	Executive-level responsibility for economic, environmental, and social topics		2021 Proxy Circular, pg. 49 Sustainability Governance Structure
102-22	Composition of the highest governance body and its committees		2021 Proxy Circular, pg. 40 to 43, and 47 to 49 Sustainability Governance Structure
102-41	Collective bargaining agreements	IF-WM-310a.1	2020 SASB Report
102-50	Reporting period		For the period covering January 2020 – December 2020, but some information around initiatives undertaken in 2021 is also included.
102-51	Date of most recent report		December 2021
102-52	Reporting cycle		Annual
102-53	Contact point for questions regarding the report		ir@gflenv.com
102-55	GRI Content Index		

^{GRI-1} Unless otherwise specified, all data provided in this report is as of December 31, 2020.

GRI 200 – ECONOMIC

Disclosure Number	Disclosure Title	SASB Reference	References and Page Links
201-1	Direct economic value generated and distributed		2020 Sustainability Report – GFL at a Glance, pg. 3

GRI 300 – ENVIRONMENTAL

Disclosure Number	Disclosure Title	SASB Reference	References and Page Links
301-4	Materials returned to the economy (recycling)	IF-WM-420a.2 IF-WM-420a.3 IF-WM-420a.4	GFL at a Glance, pg. 5, 2020 SASB Report
302-1	Energy consumption within the organization	IF-WM-110b.1	2020 Sustainability Report – GFL at a Glance, pg. 6
302-3	Energy intensity		<p>2020 energy intensity: 1,766 GJ per million dollars of sales (\$CAD)</p> <p>2020 energy intensity includes fleet and non-fleet fuel and electricity consumption.</p> <p>2020 renewable energy intensity, energy generated: 92 GJ per million dollars of sales (\$CAD)</p> <p>2020 renewable energy generated includes electricity and heat.</p> <p>2020 renewable energy intensity, energy consumed: 150 GJ per million dollars of sales (\$CAD)</p> <p>2020 renewable energy consumed includes renewable fuel (biodiesel and RNG), electricity and heat.</p>
305-1	Direct (Scope 1) GHG emissions	IF-WM-110a.1	<p>2019 Scope 1 GHG emissions: 1.844 million metric Tonnes CO₂e (Scope 1); 0.428 million metric Tonnes CO₂e (biogenic)^{GRI-2}</p> <p>2020 Scope 1 GHG emissions: 2,447,756 million metric Tonnes CO₂e (Scope 1), 701, 507 million metric Tonnes CO₂e (biogenic)</p>
305-2	Energy indirect (Scope 2) GHG emissions		2020 Sustainability Report – GFL at a Glance, pg. 5

^{GRI-2} The 2019 GHG emissions inventory has been updated to align with industry and regulatory landfill gas emissions methodologies and include emissions from fourth quarter acquisitions. The landfill gas emission updates include the use of EPA's 40 CFR Part 98 and the separation of biogenic emissions from Scope 1 to align with the Greenhouse Gas Protocol. The models that currently exist to estimate greenhouse gas emissions from landfills are not accurate/representative of what landfills emit. As a result, we may from time to time update our calculation methodologies to reflect the most representative science. We are actively tracking the development of these models and alternative estimation methodologies anticipate that additional research will be available in the coming years.

305-4	GHG emissions intensity		<p>2019 GHG emissions intensity: 547 CO₂e Scope 1 GHG's per million dollars of sales (\$CAD); 930 CO₂e GHG's avoided per million dollars of sales (\$CAD)</p> <p>2020 GHG emissions intensity: 583 CO₂e Scope 1 GHG's per million dollars of sales (\$CAD); 590 CO₂e Scope 1 and 2 GHG's per million dollars of sales (\$CAD); 1,362 CO₂e GHG's avoided per million dollars of sales (\$CAD)</p>
305-5	Reduction of GHG emissions	IF-WM-110a.3	2020 Sustainability Report – GFL at a Glance, pg. 5, Our Sustainability Value Initiatives, pg. 11 to 13, 2020 SASB Report
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	IF-WM-120a.1	2020 SASB Report
306-4	Waste diverted from disposal	IF-WM-420a.2 IF-WM-420a.3 IF-WM-420a.4	2020 Sustainability Report – GFL at a Glance, pg. 5 and 6, Our Sustainability Value Initiatives pg. 11 to 13
307-1	Non-compliance with environmental laws and regulations – air, and odours, leachate, water, and hazardous waste	IF-WM-120a.3 IF-WM-150a.3	2020 SASB Report

GRI 400 – SOCIAL

Disclosure Number	Disclosure Title	SASB Reference	References and Page Links
401-1	New employees hired and employee turnover		2020 Sustainability Report – GFL at a Glance, pg. 3
403-5	Worker training on occupational health and safety		<p>Worker training related to occupational health and safety includes:</p> <ul style="list-style-type: none"> • In-person classroom training; • On the job training; and computer-based training. <p>The areas of training include: onboarding for new employees, and compliance topics for regulatory requirements. Behavior-based corrective action planning ensures the best success for overall safety and compliance. The computer-based training modules are assigned by job title, function or compliance needs and the successful completion of this training is recorded and linked to employee files.</p> <p>All safety related training and policies are accessible through the electronic information management software applications utilized.</p>
403-9	Work-related injuries	IF-WM-320a.1 IF-WM-320a.2 IF-WM-320a.3	2020 SASB Report
405-1	Diversity of governance bodies and employees		2020 Sustainability Report – GFL at a Glance pg. 2, Diversity & Inclusion pg. 3, pg. 15



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