

# SUSTAINABILITY

@ CLEAN HARBORS



CleanHarbors®

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# Dear Stakeholders:

At Clean Harbors, we recognize that environmental, social and governance (ESG) excellence is foundational to our framework for success. Since we issued our inaugural Sustainability Report in early 2021, we have continued to deliver record financial performance, but I am particularly proud of our ESG progress. This includes strong safety and environmental performance; accelerating our diversity, equity and inclusion efforts; investing in our talented workforce; and contributing to our communities with meaningful work while providing safe, responsible, and industry-leading hazardous waste disposal and industrial services solutions. Along with our more than 20,000 employees who care deeply about and work daily to protect the environment, we are proud to provide this update on our sustainability journey.

As I prepare to transition to a new role at Clean Harbors our focus on ESG issues and sustainability has never been higher.



Along with our more than 20,000 employees who care deeply about and work daily to protect the environment, we are proud to provide this update on our sustainability journey.

Protecting the environment has always been central to our identity and is our work. We know our sustainable business practices make a positive difference in the world. Our operational handprint provides essential services to our more than 300,000 customers. Our appreciation for the environment impacts how we conduct business, support our customers and strive to improve the communities we operate in.

This report details some examples of how we have invested in our people, processes and assets to better run our organization in a more sustainable manner for the good of the planet and all its people. Throughout this report, I'm confident you'll see the efforts of our employees who strive every day to operate responsibly. They excel at working together to support the communities where we work and maintain the values we believe in. Through their efforts in 2021 and 2022, we've increased our pace to meet our environmental goals – and positioned our company to deliver long-term value for our



shareholders, communities, employees and the environment.

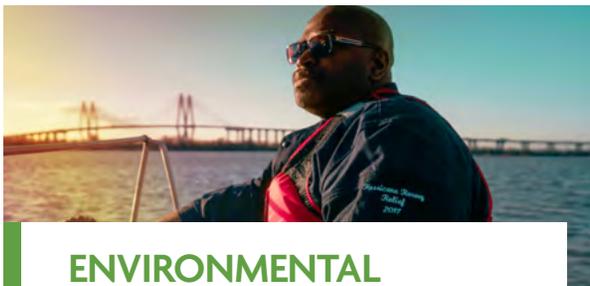
We are in a unique position to acknowledge and appreciate the intrinsic value of diversity and inclusion. We know that reflecting, valuing and leveraging diversity is essential to attracting, developing and retaining people who bring us the best ideas and the most innovative solutions. Employee-led resource groups (ERGs) are helping to support diversity efforts within our workplace. In 2021, we established seven ERGs with the purpose of increasing a sense of belonging, inclusion and collaboration among our employees. These groups contribute suggestions, leadership and passion to areas such as onboarding, recruitment, retention and culture.

I am proud of our progress in advancing our ESG goals and even more excited about how we're positioned for the road ahead. At Clean Harbors, we are confident that we're pursuing the right strategy for all our key stakeholders. Finally, I would like to thank our investors for their confidence in our company, as well as our board of directors and the entire Clean Harbors team for their dedication to supporting our commitment to a sustainable future.

**Alan S. McKim**  
Chairman, President and CEO  
Clean Harbors, Inc.  
December 15, 2022

OVERVIEW

# At a Glance, 2021



## ENVIRONMENTAL

**2X** EMISSIONS AVOIDED  
Compared to emissions generated as calculated by the Net Climate Benefit Factor

**16M** GALLONS  
Solvent recovered annually

**1.6M** METRIC TONS  
Key materials recovered

**226M** GALLONS  
Used oil collected avoiding over 1.7 million metric tons of greenhouse gas emissions

**196M** GALLONS  
Used oil re-refined to high-quality recycled oil products avoiding more than 2.1 million metric tons of greenhouse gas emissions

**3.2M** POUNDS  
Ozone-depleting substances destroyed avoiding 1.4 million metric tons of greenhouse gas emissions

**23%** OF U.S. ENERGY  
From renewable sources, **2,100 MWh** generated annually from solar arrays on property



## SOCIAL

**1.12**  
Total Recordable Incident Rate (TRIR)

**6.85** YEARS  
Average Employee Tenure

**>6,000** EMPLOYEES  
Tenure over 10 years

**5%** US WORKFORCE  
Are veterans

**38%** ETHNIC DIVERSITY  
In the US workforce

**20%** INTERNAL PROMOTIONS  
To fill open positions over past 2 years

**>540**  
Service locations

**+1,000** EMPLOYEES  
Comprise our growing Global Capabilities Center (GCC) in India



## GOVERNANCE

**30%** WOMEN  
On our Board of Directors

**10%** ETHNIC DIVERSITY  
Representation on our Board of Directors

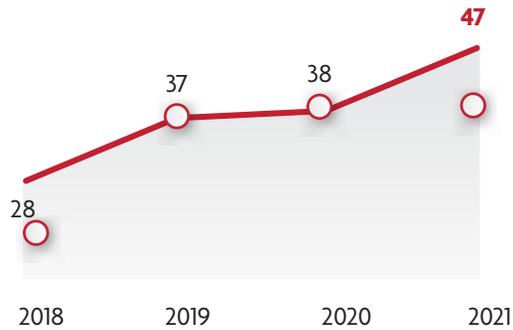
Alignment with  
**7** DISTINCT  
UN Sustainable Development Goals

**>20,000** EMPLOYEES  
As of December 31, 2021

**NYSE:CLH**  
Public NYSE Company

# External ESG Assessments

ecovadis



**Bronze Scoring Range - Top 50%**  
(overall score between 45 and 53)  
for scorecards 2020 thru 2022



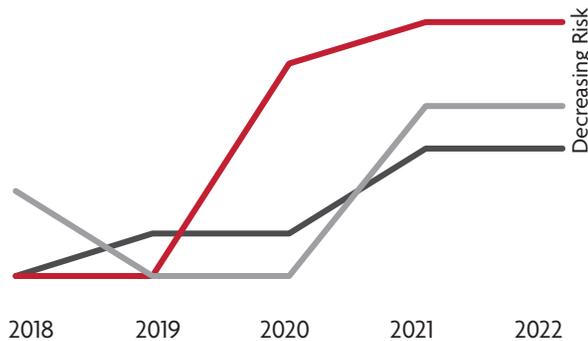
2020-2022 Carbon Disclosure Project Participant

MSCI  
ESG RATINGS



RATING ACTION DATE: February 24, 2022  
LAST REPORT UPDATE: October 18, 2022

ISS CORPORATE SOLUTIONS



- Environmental
- Social
- Governance

S&P Global  
Ratings



2022 ESG Score - 74th percentile  
benchmarked against industry peers

SUSTAINALYTICS  
a Morningstar company

RATED

# Our Vision, Mission and Core Values

## OUR VISION

To be recognized as the premier provider of environmental and industrial services

## OUR MISSION

Creating a safer, cleaner environment through the treatment, recycling, and disposal of hazardous materials

# S.T.I.C.S.

## THE CORE VALUES THAT MAKE US GREAT



### Safety

We make safety our first priority



### Teamwork & Collaboration

We achieve more working together



### Integrity

We always do the right thing



### Customer Service

We strive to exceed customer expectations



### Stakeholder Value

We deliver superior results for our stakeholders

# Our Handprint on the Earth

At Clean Harbors our sustainability story is focused on both mitigating our resource consumption (environmental footprint) while also providing industries with a mechanism to minimize their cumulative impact and to achieve their own unique sustainability goals (environmental handprint). Everywhere industry meets environment, Clean Harbors is there providing responsible waste solutions, environmental and industrial services to our customers that minimize environmental impacts and support their business needs.

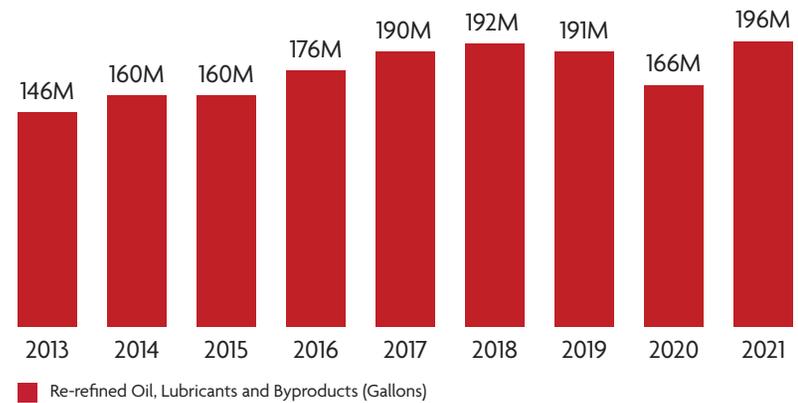
Clean Harbors Technical Services Business involves the packaging, collection, transportation, treatment and disposal of hazardous and non-hazardous waste at company owned facilities. We operate waste disposal assets across North America including hazardous waste incinerators, landfills, wastewater treatment facilities, treatment, storage, and disposal facilities (TSDFs), and other permitted waste handling, recycling, and recovery operations. In 2021, our facilities incinerated 433,046 metric tons of waste, 80% of which was hazardous waste.

Clean Harbors, through its Safety-Kleen business, is North America's largest collector and re-refiner of used motor oil. We offer closed-loop solutions for recycling, reclaiming and reusing both used oil and cleaning solvent. In 2021 we collected more than 226 million gallons of used oil which we refined into more than 196 million gallons of high-quality recycled oil products. Our facilities have re-refined more than 4.1 billion gallons of used oil over their lifetimes avoiding more than 32.1 million metric tons greenhouse gas emissions.

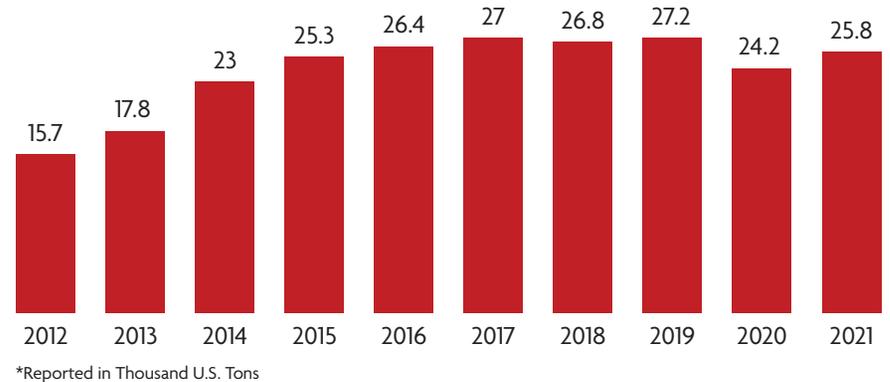
Clean Harbors facilitates thousands of Household Hazardous Waste (HHW) and pesticide collection programs throughout North America collecting paints, solvents, batteries, fluorescent lamps, pesticides, cleaners and other hazardous materials. In 2021, Clean Harbors HHW services collected approximately 26,000 tons of household hazardous waste.

Clean Harbors Industrial and Field Services involve a spectrum of services, from scheduled site decontamination projects to emergency response, which range from a diesel spill on a highway to a pipeline break to toxic chemical releases. On an annual basis, Clean Harbors emergency response team responds to more than 6,000 events across North America.

Re-refined Oil Products (Gallons)



Household Hazardous Waste Collected (Tons)



# Our History

Clean Harbors is the leading environmental and industrial services provider and largest hazardous waste disposal company in North America. We are the recognized leader in environmental response services, whether on a planned or emergency basis. The company's branch locations are strategically located across North America in order to provide emergency response services and provide services at customer locations.

Founded by Alan S. McKim in 1980, Clean Harbors began as a four-person tank cleaning business. Today, Clean Harbors is a publicly traded company (NYSE: CLH) that maintains a vast network of service centers and hazardous waste management, treatment, storage, and disposal facilities, and provides a broad range of services. The Company employs more than 20,000 employees in the United States, Canada and India. Mr. McKim continues to lead the

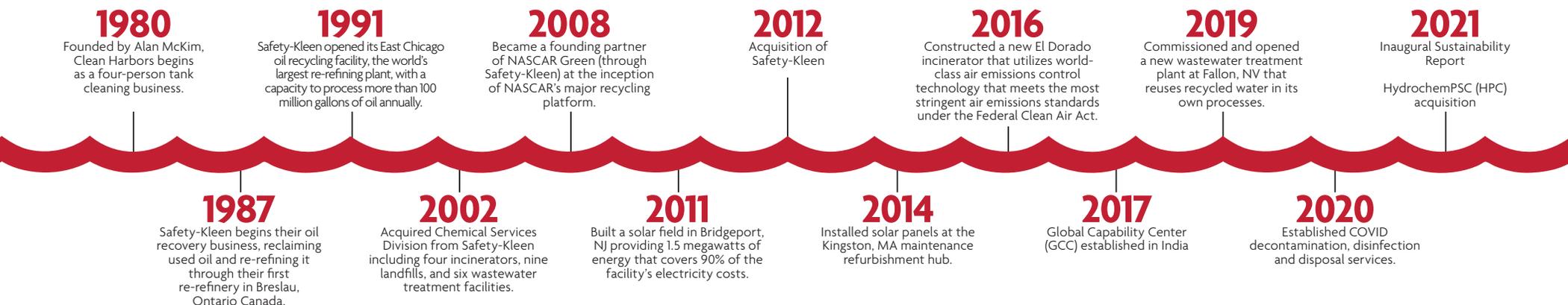
company as Chief Executive Officer and Chairman of the Board.

Over the last four decades, Clean Harbors has achieved steady growth through a combination of organic growth and strategic acquisitions. Since 1980, the company has completed approximately 60 acquisitions that have expanded its geographic footprint and service offerings.

In 2012, Clean Harbors made its largest acquisition in Company history with the purchase of Safety-Kleen for \$1.25 billion. Safety-Kleen is North America's largest re-refiner and recycler of used oil and a leading provider of parts washers and related environmental services to commercial, industrial and automotive customers. In 2021, Clean Harbors acquired HydroChem PSC (HPC) for \$1.2 billion, a leading provider of industrial cleaning, specialty maintenance and utilities services. The addition of HPC's experienced team, considerable assets, and customer base and large operational footprint created significant strategic benefits in addition to a broad expansion of operations.

Today, Clean Harbors is approaching over \$5 billion in revenue annually and operates from more than 540 locations providing waste transportation and disposal, laboratory chemical packing, 24-hour emergency response, parts cleaning, and field and industrial services to over 300,000 customers. The Company owns and operates permitted waste management facilities offering a wide range of disposal options including incineration, wastewater treatment, landfill, recycling and specialty disposal.

This report builds on our inaugural sustainability report published in 2021 to illustrate our continued commitment to transparency, to our people and shared environment.



# Stakeholder Dialogue

Clean Harbors believes that through proper dialogue and staying engaged with our customers, communities and other stakeholders, we can contribute to the long-term health of the environment, society, and the economy. Some examples of our involvement in activities to foster stakeholder dialogue include:

- › Formation of Community Relations Committees
- › Establishment of Employee Resource Groups (ERGs)
- › Internal Communications Portal
- › Company Town Hall Meetings
- › Participation in Investor Roadshows and Conferences
- › Participation in Trade Associations, such as National Oil Recyclers Association (NORA) and Environmental Technology Council (ETC)
- › Participation in various ESG and sustainability related external assessments including but not limited to EcoVadis, Carbon Disclosure Project (CDP), S&P Global, MSCI, and more.

We conduct our business through ongoing engagement with our key stakeholders, both internal and external. Two-way dialogue, media analysis, customer and employee surveys, investor roadshows and other outreach have helped capture the stakeholder views and concerns and therefore, the content for this report.



# Sustainability and Clean Harbors

Reporting on our sustainability efforts and actions is important to a variety of our stakeholders. Our investors, suppliers, customers, political and regulatory leaders, and employees increasingly want to know about the direct impacts of Clean Harbors’ businesses, as well as (ESG) issues and trends. We used a wide array of tools to identify the issues of greatest importance to our internal and external stakeholders and our businesses. Our program is focused on the following strategies:

## Health & Safety

Making health and safety a priority in everything we do.

## Operations & Customer Solutions

Developing and delivering the most sustainable customer solutions available supported by policies and procedures that ensure responsible management of environmental impacts across the organization.

## Environmental Commitment

Providing services and products that lead the industry and contribute to a more sustainable world by operating business in an environmentally safe manner for the benefit and well-being of our employees, customers, the general public, and the countries where we work, and by maximizing energy and water conservation across the organization.

## Our People

Commitment to the safety and well-being of our employees and to cultivate a culture of inclusion that values diverse perspectives across our global workforce. Providing fair and livable wages to our employees while respecting their human and employee rights as well as their individuality.

## Community Engagement

Investing in communities where we live and work to create meaningful and positive impacts on education, community activities, and career related opportunities

## Supply Chain

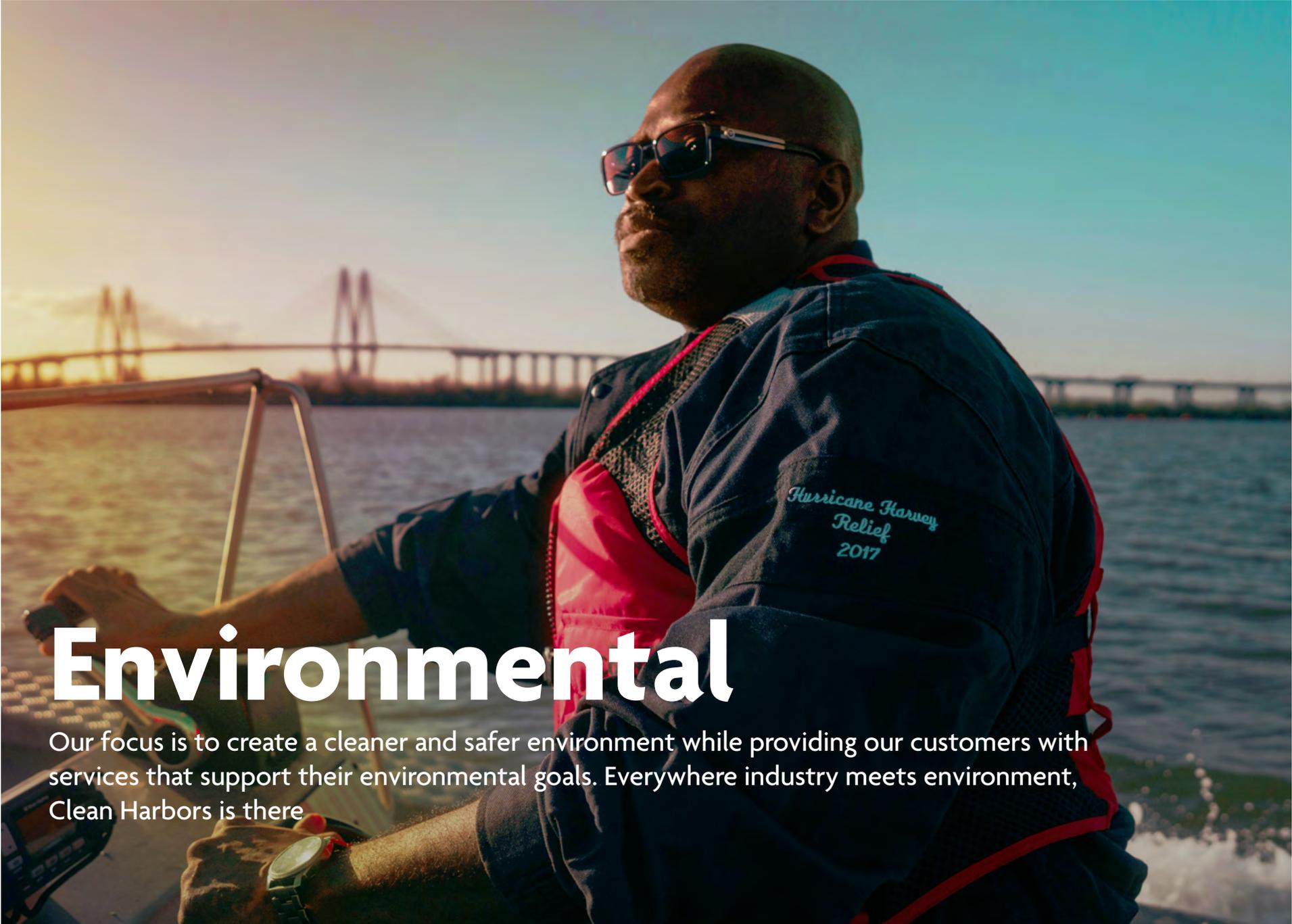
Managing risk and driving sustainable practices through rigorous supply chain oversight; including holding our vendors to a code of conduct.

To ensure we addressed the most significant ESG disclosures, we used the SASB Materiality Map – an interactive tool that identifies and compares ESG disclosure topics across different industries and sectors. The specific disclosures for Clean Harbors are detailed in the appendix to this report.

These reflect the SASB requirements for the categorization of our industry as Waste Management, which includes companies that collect, store, dispose of, recycle, or treat various forms of waste from residential, commercial, and industrial clients.

|   |
|---|
| <p><b>SASB identifies seven key ESG disclosures for our industry as the following:</b></p> <ol style="list-style-type: none"> <li>1. Greenhouse Gas Emissions</li> <li>2. Fleet Fuel Management</li> <li>3. Air Quality</li> <li>4. Management of Leachate and Hazardous Waste</li> <li>5. Labor Practices</li> <li>6. Workforce Health and Safety</li> <li>7. Recycling and Resource Recovery</li> </ol> |
|---|

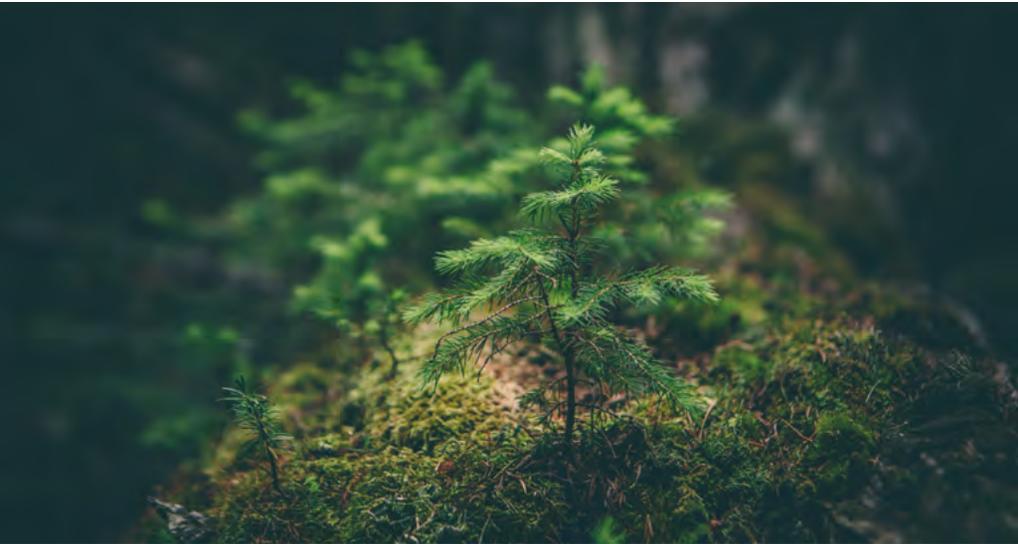




# Environmental

Our focus is to create a cleaner and safer environment while providing our customers with services that support their environmental goals. Everywhere industry meets environment, Clean Harbors is there

# Committed to Our Environment



Clean Harbors is committed to a standard of excellence as an environmental, health and safety leader. We affirm to our employees, our customers, and to the public that we will conduct business activities in a manner that complies with regulations and is protective of human health and the environment. To accomplish this, Clean Harbors has established a Corporate Health, Safety and Environmental Excellence Commitment Policy to which all employees, contractors, and subcontractors under operating control must align.

## Key Aspects of the Clean Harbors Environmental Policy:

- › We will continuously ensure that all our activities comply with federal, state, provincial and local environmental statutes and regulations. We will make every effort to exceed those standards to further enhance our environmental stewardship
- › Pursue our goal of no harm to the environment. We will maintain and operate our facilities and transportation fleet so they are safe and protective of the environment,
- › We will conduct ourselves as an environmentally responsible neighbor in the communities where we operate and always strive to prevent or correct conditions that pose problems for public health, safety, or the environment.
- › We will conduct all operations in a manner that prevents pollution and conserves natural resources.
- › We will conduct audits and self-assessments of compliance with our Policy, measure progress of the Company's environmental performance to ensure that results demonstrate continual improvement and report to our leadership and Board routinely.
- › Every employee holds not only the responsibility, but obligation, to intervene in any unsafe or non-compliance situation. It is an expectation of all employees to report environmental concerns, interventions, and non-compliance immediately to Clean Harbor's management.
- › We will strive to continually improve the performance of our Environmental Management System (EMS)

This policy and commitment are foundational to the Company's compliance and ethics management and publicly available on the Company's website, <https://www.cleanharbors.com/about-us/sustainability>.

# Environmental Management System

An environmental regulatory aspect is an element of the Company's activities and services which has the potential to cause an impact or to interact with the environment. The Environmental Management System (EMS) provides a systematic approach to ensuring control of the Company's environmental regulatory aspects.

The purpose of our EMS is to provide a systematic framework the efficient management of environmental issues and to ensure quality assurance. The Clean Harbors EMS is based on the principals of the International Organization for Standardization (ISO) 14001 EMS, The United States EPA's EMS, the Governance, Risk, and Compliance (GRC) Compatibility model as well as the United States Department of Justice Federal Sentencing Guidelines. Taking elements of each of the aforementioned programs, Clean Harbors designed and implemented an Environmental Policy to meet the needs of its customers, shareholders, and the communities we serve to improve the compliance management of our company.

The Clean Harbors EMS contains documented procedures such as Branch Operating Guides (BOGs), Standard Operating Procedures (SOPs), Policies, Maintenance requirements, and other guidance materials for environmental control of specific activities. The EMS describes work practices, roles, and responsibilities, accountability, and operating criteria.

The environmental regulatory aspects of the Company operations that employees routinely encounter include but are not limited to:

- › **Air emissions** (e.g., stack and fugitive emissions; truck idling)
- › **Waste generation** (e.g., process waste, laboratory waste, etc.)
- › **Water discharge** (e.g., permitted discharges, storm water control, runoff)
- › **Waste handling and disposal** (e.g., proper containers; proper markings; proper storage; material transfer)
- › **Releases to land** (e.g., truck spills; poor housekeeping)



A key aspect of our Environmental Excellence Commitment and Policy is to strive to continually improve the performance of our EMS. To better our environmental performance, in compliance with internationally agreed standards and practice **we are pursuing ISO 14001 certification compliance of our central function** to continue to enhance our EMS.

# Greenhouse Gas Emissions

We all have a responsibility to work towards a lower carbon future, reduce greenhouse gas (GHG) emissions and address activities responsible for accelerating climate change. At Clean Harbors, we take this responsibility seriously. We calculate our GHG Scope 1 and Scope 2 emissions and assess our performance as part of our sustainability program. We continue to evaluate the commitment and resources required to determine our Scope 3 emissions. We do provide disclosures to customers and partners, often through external assessment and reporting, to incorporate our emissions into others Scope 3 upstream and downstream accounting. At this stage in our sustainability journey, we intend to continue to monitor and improve those aspects of GHG emissions that are most fully under our operational control (Scope 1 and Scope 2) and prioritize improvements in our facilities and operations to continue to reduce environmental impact.

Our Company's footprint, people, and assets, allow us to perform critical mitigation activities that protect our environment. Our work is focused on activities that include recycling of used motor oil, solvents, and other products and facilitating the proper destruction of ozone-depleting substances and other hazardous and harmful substances. Much of what we do directly benefits the climate often through the reduction of customer emissions through our services and environmental impacts. Expressed as a function of revenue, overall emissions have decreased or remained neutral with an expansion of our operations and revenue. Meanwhile, we continue to offer to our customers opportunities for emissions avoidance and intend to continue to expand these services offerings in our operations.

|   |   |
|---|---|
| <b>GHG Scope 1:</b><br><b>1,475,430 mt CO2e</b>                   | Greenhouse gas emissions from sources that are owned or controlled by the Company                 |
| <b>GHG Scope 2:</b><br><b>134,018 mt CO2e</b><br>(location-based) | Greenhouse gas emissions from consumption of electricity, heat, or steam purchased by the Company |

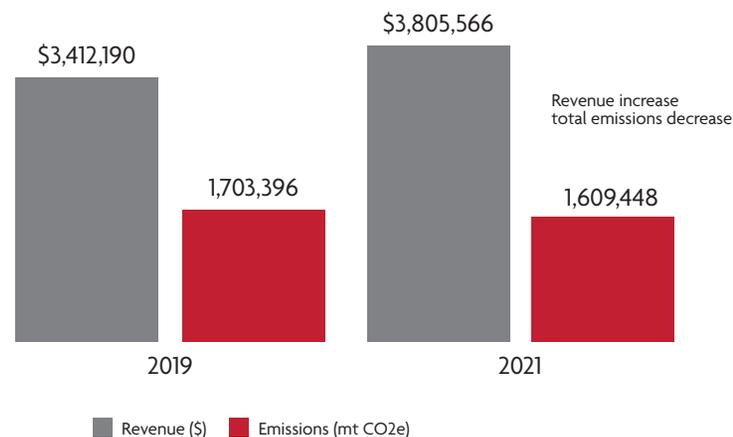
mt CO2e = metric tons carbon dioxide equivalent

Applicable U.S. Scope 1 and Scope 2 emissions calculated using U.S. EPA Simplified GHG Emissions Calculator (SGEC) Version 7 June 2021.

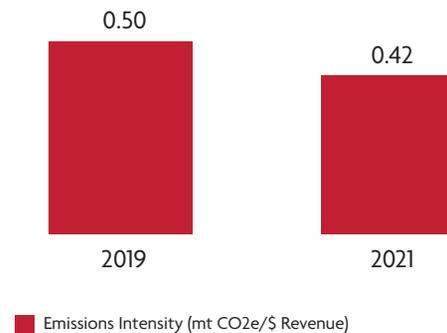
Scope 2 U.S. emissions calculated using most conservative eGRID subregion emissions rate for subregions in which operations exist in the United States

Scope 2 Canadian emissions incorporated Canada Energy Regulator – Provincial and Territorial Energy Profiles  
GHG emissions disclosure conducted in conformance with Sustainability Accounting Standards Board (SASB) standards

**GHG Emissions and Revenue**



**GHG Emissions as a Function of Revenue (Intensity)**



# Net Climate Benefit Factor

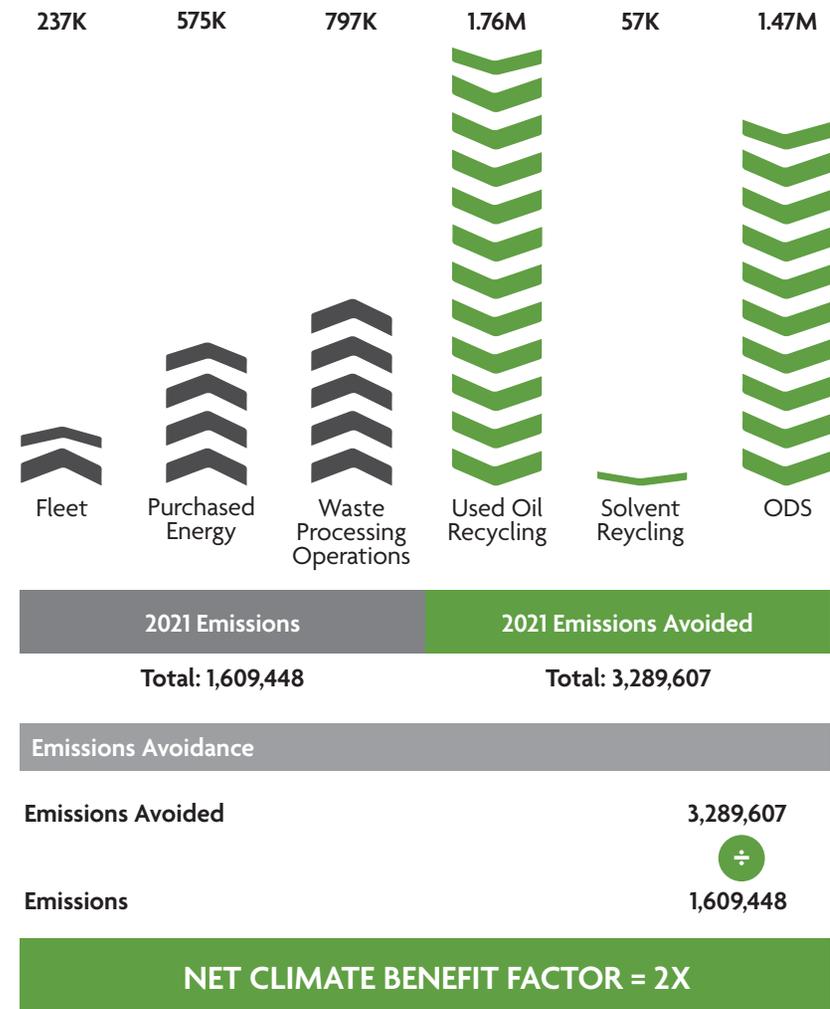
We calculate our Net Climate Benefit Factor by adding the emission benefits of our used oil recycling, solvent recycling, and destruction of ozone-depleting substances (ODS) activities and then dividing this number by the sum of our Scope 1 and 2 emissions. In calculating our 2021 Net Climate Benefit, we only included used oil re-refining, solvent recycling operations and converted ODS destruction activities.

Every year, our Safety-Kleen business collects more than 200 million gallons of used oil to return to the marketplace as high-quality clean, pure base oil, motor oil and associated products. Our state-of-the-art processes allow us to fully realize oil's capacity to be recycled and reused indefinitely with quality equal to or better than lubricants made from virgin crude. Based on a 2021 lifecycle analysis, we estimate that re-refining one gallon of used motor oil saves 10 kilograms of greenhouse gas compared to a gallon of base oil refined from crude oil. Our network of recycling facilities handles solvent from our customers and ensures the recycled solvents are restored to high-quality products that meet defined specification.

We are the leading North American provider of services that protect the ozone layer from the destructive effects of chlorofluorocarbons (CFCs), which are 5,000 to 10,000 times more destructive to the ozone layer than other greenhouse gases. The avoidance in CO<sub>2</sub>e emissions from ODS destruction is calculated by adding the quantities of ODS refrigerants and chemicals incinerated at Clean Harbors' facilities and converting these quantities to CO<sub>2</sub>e using the Global Warming Potentials provided in the Intergovernmental Panel on Climate Change's (IPCC's) Fifth Assessment Report.

Our operations include several other recycling activities that we did not include in the calculation of our Net Climate Benefit Factor as we have not yet quantified the emissions benefits for those activities. We are working to quantify those benefits for future years.

## Calculating Our 2021 Net Climate Benefit (metric tons CO<sub>2</sub>e)



# Renewable Energy

As part of our overarching sustainability program relative to resource consumption, we continue to seek opportunities to incorporate renewable energies into our company's utility profile.

Solar energy continues to be a viable option for certain facilities and we have installed solar arrays at multiple locations, most recently at our Benicia, CA facility. Our fleet refurbishment facility in Kingston, Massachusetts uses solar arrays to render the facility electrically self-sustaining. We are currently evaluating the potential for similar solar projects across North America. Interior and exterior lighting has been upgraded at many of our facilities with LED fixtures to reduce energy usage. Energy-efficient rotary screw air compressors help run the operations at our refurbishment shops. We are committed to investigating opportunities to further reduce our GHG impact and reduce consumption through energy-saving initiatives, such as greater use of renewable energy and more energy efficient lighting.

In evaluating our Scope 2 emissions, we sought to better understand the contribution of renewable energies to our collective electricity consumption.

To do so we used available U.S EPA Emissions & Generation Resource Integrated Database (eGRID) regional data as well as comprehensive source data from the Canadian and Indian government agencies to estimate the renewables contribution to electric power generated and consumed by our operations and facilities. We estimate that 23% of our U.S. electricity consumption is generated by renewable energy sources; hydroelectric, biomass, wind, solar, and geothermal.

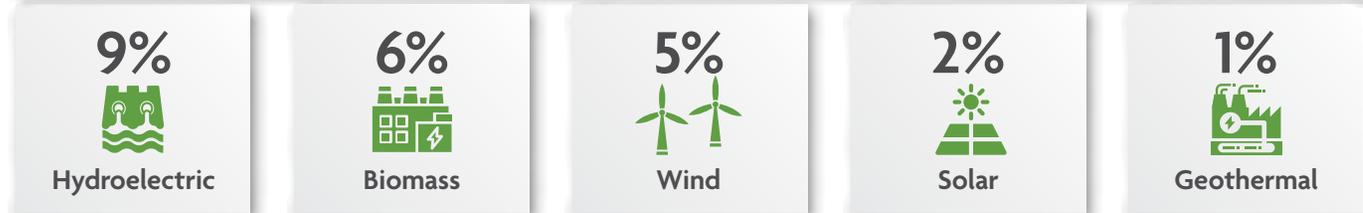
|   |             |
|---|-------------|
| <b>Estimated Total Energy Consumption</b> | 355,960 MWh |
|---|-------------|

EPA eGRID Summary Tables 2020 (released 1.27.2022)  
<https://www.epa.gov/egrid/summary-data>

Canada Energy Regulator - Provincial and Territorial Energy Profiles  
<https://www.cer-rec.gc.ca/en/data-analysis/energy-markets/provincial-territorial-energy-profiles/index.html>



## ESTIMATED U.S. RENEWABLE CONTRIBUTION: 23%



2,100 MWh generated annually from solar arrays on property

# Asset Refurbishment

With one of the 20 largest private motor carrier fleets in North America, Clean Harbors makes fleet management and energy conservation a key focus. Fleet energy management begins with selecting vehicles with fuel economy in mind. Equipment is also designed to improve fuel economy.

This approach is supported with a logistics team that reviews fleet routing to reduce total miles driven. In addition, Clean Harbors has made a commitment to evolve our fleet composition through the addition of alternative energy vehicles to our light-duty fleet. We have established a goal to grow the percentage of alternative vehicles in our light-duty fleet to represent over 10% by 2030. We continue to analyze our fleet to analyze alternative vehicle developments in technology to identify opportunities to progress toward this target.

## Asset Refurbishment Program

Operating a substantial fleet of transportation vehicles represents one of our largest opportunities to apply sustainable business practices. With a set of constantly aging assets, our focus is to run the fleet more efficiently and extend its useful life to avoid the environmental impact caused by manufacturing a new vehicle. Our Asset Refurbishment Program is a comprehensive effort to rebuild assets to like-new quality while reusing or recycling as much of the material as possible.

With five facilities now operational, we can refurbish over one hundred highly technical vehicles used in our operations, like vacuum trucks, industrial air movers and waste oil trucks, every year. Our goal is to maximize the reuse or recycling of all materials. Currently, we recycle about 80% of the donor vehicle.

### The refurbishment process includes:

- › Removing still useful components and reusing them
- › Rebuilding used components to like-new quality
- › Capturing and recycling oil, coolant, oil filters and wash water
- › Recycling all remaining parts and components from the 'donor' vehicle



Before



After

# The Asset Refurbishment Program provides benefits across all three aspects of sustainability:



## ENVIRONMENTAL

### Reduced impact

Significant waste volume is avoided by reusing or recycling 80% of the donor vehicle

Leaks, breakdowns and the resulting route inefficiencies are eliminated

Fuel efficiency is improved with modern drive trains and emissions controls

## SOCIAL

### Greater safety for employees and communities

Vehicles are fitted with the latest safety equipment

Vehicles are made safer by replacing electrical and other worn components with new, state-of-the-art equipment

## GOVERNANCE

### Sustainable economic development

Incremental jobs are generated at the refurbishing sites

Vehicle lifespan can be extended significantly

The process is scalable and repeatable across much of our heavy-duty fleet

## 2021 Asset Refurbishment At a Glance

**93**

vehicles refurbished,  
**120 total fleet** assets refurbished

**80%**

of vehicle donor recycled or reused

**3** ESTIMATED **MPG**

improvement and emissions reduction

**2004**

Year average donor vehicle was built

# Fuel Consumption

Clean Harbors makes fleet energy management a key focus, beginning with ongoing reviews by our logistics team to reduce total miles driven.

Approximately four years ago, an initiative was put in place to centralize routing of services, which resulted in streamlined routing and reduced redundancies. This initiative, along with improvements in the route optimization system, has led to a 12% reduction in miles driven. We anticipate greater improvements, as the Company has invested in artificial intelligence technology designed to identify customer trends allowing for adjusted service terms that will further optimize routing and to improve route density. This will eliminate unnecessary customer stops and ultimately reduce miles driven.

We also evaluate options for reducing fuel consumption through use of rail transportation, implementation of alternative fuel vehicles and using our own Performance Plus® re-refined engine oils throughout our fleet. Clean Harbors is constantly upgrading our truck fleet with more fuel-efficient systems and parts. We designed custom, multi-compartment trucks that can be used to simultaneously collect and deliver oil, decreasing fuel consumption. In 2021, 93 vehicles were refurbished from 70 donor vehicles replacing antiquated engines and transmissions with more efficient systems resulting in an estimated improvement of 3 miles per gallon for those vehicles.



# Air Emission Controls

## High-Temperature Thermal Destruction

Clean Harbors is the industry's leading provider of high-tech, high temperature incinerators that destroy hazardous and industrial waste. With approximately two thirds of North America's incineration capacity, we operate nine incinerators at five facilities in the United States and Canada, including our recently expanded El Dorado, Arkansas facility.

Clean Harbors El Dorado facility is designed to be North America's most technologically advanced hazardous waste incinerator. Employing world-class air emissions control technology that meets the most stringent air emissions standards under the Federal Clean Air Act, it is the first American commercial hazardous waste incinerator to come online in nearly 20 years.

Our incineration facilities specialize in high-temperature incineration of regulated waste materials - such as industrial and laboratory chemicals, manufacturing byproducts, medical waste, fertilizers and other solid and liquid materials - that would otherwise be hazardous to the environment and public health if not properly managed. Destruction in high-temperature incinerators has been determined by the U.S. Environmental Protection Agency, after extensive review, to be the Best Demonstrated Available Technology (BDAT) for safely and effectively destroying many hazardous waste compounds, including organic compounds high in ammonia, chlorine, fluorine and halogens.



El Dorado, AR. incinerator

**World-Class Air Emissions  
Control Technology**

# Remediation and Spill Response

Part of our sustainability story at Clean Harbors is restoring and preserving our environment through the remediation and reclamation of historically impacted lands and waters. We are here to respond to and resolve threats to our ecosystems and our environment. Clean Harbors Remediation Services handle large-scale, complex site clean-up projects and environmental construction needs for the public and private sectors. The following projects highlight our capabilities and our intention to provide innovative solutions to stop and to reverse environmental impacts.

## Polyfluoroalkyl (PFAS) Impacted Soil Project

Clean Harbors large-scale remediation of per- and polyfluoroalkyl substances (PFAS) impacted soil at a project site in remote Alaska. The PFAS impacted soil were excavated and transported to our Subtitle C hazardous waste landfill located in Oklahoma for permitted direct burial and disposal. This project required distinct transportation support involving the design of a unique logistics model utilizing rail and marine.

An objective of this project was to model more dynamic transportation against



PFAS remediation in remote Alaska

traditional trucking to achieve the safest, most environmentally responsible, and most efficient hauling for disposal. With no direct rail between the lower 48 states and Alaska, empty railcars had to be transported by rail from Oklahoma to Seattle and then barged through the north Pacific Ocean and Gulf of Alaska to Whittier, Alaska. From Whittier, railcars were routed via the Alaskan Railroad through the interior of the state to North Pole, Alaska. Once full, the railcars traversed the same route to Whittier, barged to Seattle, and finally routed back to Oklahoma for disposal. This optimized transport approach resulted in a modeled reduction of 2,100 metric tons carbon dioxide equivalent (CO<sub>2</sub>e) when compared to traditional transportation by truck. The reduction being equivalent to carbon removed by 447 acres of U.S. forests annually or carbon removed by 53,760 tree seedlings grown for 10 years by EPA equivalency metrics.

## Groundwater Remediation at Pearl Harbor

In December of 2021, nearly 4,000 military members stationed in Honolulu and their families reported their tap water had an oily sheen and smelled like fuel. An investigation revealed a 14,000-gallon leak from an underground jet fuel tank seeped into the Navy's aquifer – the groundwater system that the Joint Base Pearl Harbor-Hickam base pulls its water from. The Air Force utilized its air power to fly in 25 large tank treatment systems on some of the U.S. military's largest cargo planes, including the C5 Super Galaxy and C17 Globemaster. The systems came from Clean Harbors' branches in Kalkaska, Michigan, and Bridgeport New Jersey, along with HydroChemPSC's Ludington, Michigan, branch. Each tank system can process a million gallons of water daily. Working with a property restoration company, Clean Harbors secured a contract with the Navy to remove the oil contamination from the water by flushing the hydrants.

The team has already flushed the pipe leading to homes, rendering the water to a point where it can safely be drained into the environment. In addition to initial flushing and treating, Clean Harbors is constructing a five million gallons per day filtration system (5 MGD system) which will attach to the aquifer to remove unrecovered fuel. The end goal of remediating the aquifer is, of course, to make it safe as a future source of drinking water for military personnel serving in Hawaii.



Groundwater treatment at Pearl Harbor

# Recycle and Reusable Resources

## Loop Program

Our Safety-Kleen business offers a program, unique to the lubricant industry, designed to help companies manage their oil needs in a more sustainable way. The Safety-Kleen OilPlus® Program provides superior used oil pickup, along with reliable delivery of high-quality finished lubricants and other products. The result is greater efficiencies, guaranteed sustainable processing and a direct reduction in GHG emissions.

## Oil Collection

Using advanced logistics tools, we deploy our fleet of trucks, tankers, rail-cars and barges to collect used oil from thousands of locations across the United States, Canada and Puerto Rico. Our expert service representatives collect this oil using the industry's safest and most efficient methods.

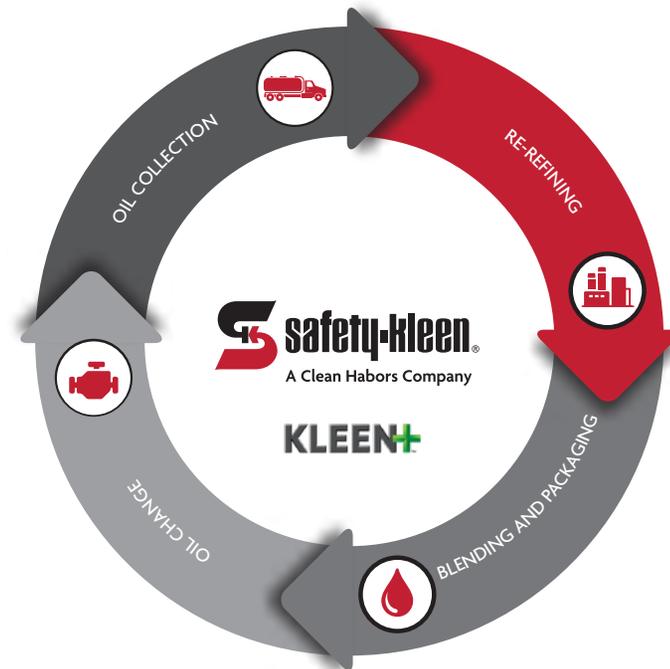


**226+**  
MILLION  
gallons of used oil  
collected in 2021

## Re-refining and Blending

Safety-Kleen's advanced re-refining technologies and processes have earned the latest ISO9001:2015 certification. Over their lifetime, our re-refineries have processed more than 4.1 billion gallons of used oil, avoiding over 32.1 million metric tons of GHG compared to conventional crude oil refining. According to the U.S. Environmental Protection Agency (EPA), that's the equivalent of 530 million trees seedlings growing for 10 years or taking more than 6.9 million passenger cars off the road for one year. Used oil re-refining reduces greenhouse gases and heavy metal emissions - a far more sustainable solution than burning used oil as fuel. Our re-refining process requires as much as 80% less energy to produce reclaimed oil than to refine oil from crude. Just one gallon of recovered motor oil produces the same amount of engine oil as 42 gallons of crude. Re-refining is simply a better way to manage used oil, thereby reducing the impact on the environment. Every year, Safety-Kleen returns nearly 200 million gallons of collected used oil to the marketplace as clean, pure recycled base oil and associated products. Our state-of-the-art processes enable us to fully realize oil's remarkable capacity to be recycled, re-refined and reused indefinitely, with quality equal to or better than lubricants made from virgin crude oil.

## Closed Loop Program



**32.1 million metric tons** of GHG Avoided Equivalent to:



**6.9** MILLION  
passenger cars driven  
for 1 year



**530** MILLION  
tree seedlings growing  
for 10 years



### New Products Returned to Market

The re-refined oil we produce is used in numerous engine oil and industrial lubricant brands, including our own Performance Plus®. These products meet or exceed the same exacting standards applied to oil made from virgin crude, allowing corporate customers and consumers to realize the dual benefit of protecting both their engines and the environment. By having us collect used oil and deliver new re-refined oil products, customers are implementing a quintessential closed loop process for sustainability in the oil industry. To maximize delivery efficiency, reduce energy use and lower GHG, Clean Harbors has designed custom, multi-compartment trucks that simultaneously collect and deliver oil. This unique delivery system brings the world's most sustainable used oil program to North America.

Just this year in conjunction with World Environment Day, Safety-Kleen, North America's largest recycler of used oil, unveiled KLEEN+™, a new family of base oil

grades aimed at redefining the market and lowering the environmental impact of automotive and industrial lubricants by reducing their carbon footprint. Fossil fuels and their oil derivatives are a major contributor of greenhouse gas emissions, yet more than 90% of North America's lubricants are derived from virgin crude oil. Instead of requiring more crude from the ground, Safety-Kleen collects more than 226 million gallons of used oil annually from more than 100,000 customers. Safety-Kleen then converts these used lubricants into a higher quality re-refined product to be sold back into the market. The model is an environmentally beneficial, closed loop process that can continue infinitely.

The re-refining process takes feedstock containing molecules that have already been refined, and enhances them again, creating the superior quality and performance of KLEEN+. By distilling the used oil to take out the impurities and then hydrotreating the remainder, Safety-Kleen's facilities generate the formation of very narrow and tight

hydrocarbon bands within its base oils. The result is that the KLEEN+ brand carries molecular bonds stronger than traditional base oils and with better overall lubricating performance. These base oils are formulated with a chemical structure that's more resistant to heat or breakdown. Safety-Kleen only requires approximately 1.4 gallons of used oil to produce one gallon of KLEEN+ while refiners typically process 42 gallons of drilled crude oil to produce one gallon of base oil.

### Parts Washer Solvent Technology

Safety-Kleen is at the forefront of cleaning chemistry technologies for parts washer machines. Safety-Kleen is also the largest collector and recycler of used solvent in North America. We process over 11 million gallons of cleaning solvent annually. Safety-Kleen also offers a wide array of cleaning solvents to meet industry-specific regulations and specifications to give you superior cleaning performance. Available options include our industry leading premium petroleum based solvent, a QSOL based solvent formulated to meet stringent Federal, State (e.g., Ozone Transport Commission), and local clean air regulations requiring a volatile organic carbon (VOC) concentration of < 25 g/L, and aqueous solvents. Both our premium solvent and QSOL solvents are able to be continually recycled as part of our customer service process. Aqueous cleaners are water-based solutions that, unlike petroleum-based solvents, are typically

nonflammable and contain little or no volatile organic compounds (VOCs). As individual States and Canadian provinces started requiring aqueous solutions, Safety-Kleen remained a leader in the field by transitioning customers to environmentally friendly solutions.

#### VOC-Exempt Solvents

- › Formulated to meet stringent Federal, State (e.g., Ozone Transport Commission), and local clean air regulations requiring a volatile organic carbon (VOC) concentration of < 25 g/L
- › Certified by South Coast Air Quality Management District (SCAQMD) as a Clean Air Solvent (CAS)

#### QSOL™ 220 Cleaning Solvent (103°F):

- › Formulated with parachlorobenzotrifluoride (PCBTF), an exempt VOC

#### QSOL™ 300 Cleaning Solvent (170°F):

- › Formulated with decamethylcyclopentasiloxane, an exempt volatile completely methylated siloxane (VMS)

#### Clear Choice Cleaning Solvent (100% VOC Exempt Acetone)

- › Formulated to meet stringent Federal, State (e.g., Ozone Transport Commission), and local clean air regulations
- › Great for cleaning wet ink and paint from presses and paint guns

# Recycle and Reusable Resources

## Solvent Recycling

Recycling solvents is a sustainable alternative for any business. Our strategically located facilities can recycle used solvents to exact specifications. We recycle 16 million gallons of solvent annually. Our tolling programs provide a closed-loop cycle, where a customer's spent solvents are recycled to precise specifications and returned directly to the customer. Other solvents are recycled to our own specifications and high standards for use or resale.



**16**  
MILLION  
gallons of solvent  
recycled in 2021

## Parts Washer Refurbishment

We proudly make our Safety-Kleen parts washers in the United States, primarily at our Wisconsin facility. Additionally, we refurbish and place back into service thousands of parts washers and parts washer components annually. Our refurbishment activities allow us to extend the life of our parts washers and avoids disposal of over 500 tons of metal and plastics annually.

## Fuel Blending

Our fuel blending operations provide an economical and environmentally friendly recycling option for solvent-based liquids, solids and sludge. The process blends organic waste streams into alternative fuel to be used as an energy source in manufacturing cement. The process conserves natural resources by replacing coal, oil and other fossil fuels.

## E-waste (Electronics and Equipment Recycling Disposal)

Clean Harbors uses a process of breaking down electronics and equipment in order to separate e-waste that can be recycled from waste for disposal. We ensure that equipment is disassembled and that hazardous components are identified and removed for proper disposal. E-waste is sent to 3rd parties for recycling to be economically managed for recycle value, in accordance with applicable regulations.



**100%**  
of e-waste recycled  
or reused

## Light Bulb Recycling

We process straight tubes, U-tubes and circular lamps using a sophisticated material separation technique. The recycling process for fluorescent bulbs separates the metal, glass and mercury-containing phosphors. All components of the bulb are either recycled or reused, offering a responsible alternative to landfill.

## Chemical Recycling and Reuse

Companies committed to waste minimization, good product stewardship and the Responsible Care Program can benefit by having their chemical solvents recycled.

Our chemical recycling and reuse initiative provides a comprehensive, step-by-step approach that evaluates customers' R&D and manufacturing operations and pursues opportunities for waste reuse, recycling or reclamation. Whether the waste stream is sold as is, recycled or reused, the impact on the environment is minimized.



# A Material Recovery Story – El Dorado, Arkansas

At Clean Harbors we are always seeking to incorporate innovative methods and technologies to enhance materials recycling and recovery at our facilities. Our incineration facility in El Dorado, Arkansas specializes in the treatment of regulated hazardous waste and non-hazardous industrial waste by high temperature thermal destruction. The facility utilizes two rotary kilns for the treatment of solids and sludge producing an ash byproduct from incineration.

In July of 2021, El Dorado began a program to recover incinerated steel drums. The incinerated drums are processed through comprehensive screening, shredding and washing processes. Recovered drums had been tested for compliance and to verify that no hazardous materials remain. Acceptable recovered drums are then loaded onto trailers for shipment to an authorized recycling partner.

In the first year of operation the project has recovered over 3,000 tons that would otherwise have been disposed in a landfill. Not only are these materials recovered for reuse but their recovery has resulted in a reduction of approximately 10,000 cubic yards of landfill volume and an estimated reduction of 100 metric tons CO<sub>2</sub>e from decreased transportation over the project to date. This is one example of a project that has reduced our carbon footprint while improving operations and reducing waste and costs.



In addition, El Dorado has adopted a recycling process by which polycarbonate drums are recycled into new containers for redeployment. The process which began in 2022 involves shredding and granulation sending used polycarbonate drums to a bucket plant for reproduction. In total 670 five (5) gallon pails and associated lids have been reproduced from the 736 spent containers repurposed to date.





# Social

We Are Better Together

# Our People

At Clean Harbors, our people are our greatest asset. We are committed to the safety and well-being of our more than 20,000 employees and strive to cultivate a culture of inclusion that values diverse perspectives across our global workforce. The 2021 acquisition of HydroChemPSC (HPC) and the continued growth of our Global Capability Center (GCC) in India have expanded and further diversified our employee population and our culture.

We value every voice at Clean Harbors and conduct employee surveys to listen to our people and take action to improve their lives and our business. More than 72% of our employees participated in our most recent global employee survey (2022) marking the best response rate in our company's history. We saw positive results from the actions we took in response to our prior employee surveys and are implementing specific actions in response to our employees' latest feedback.

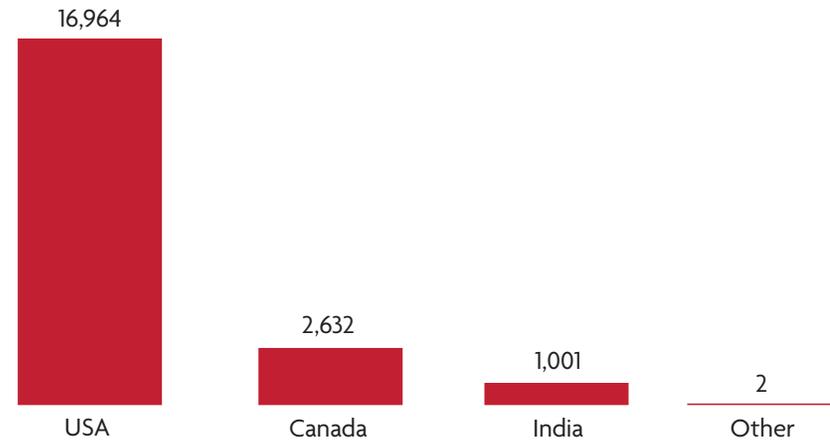


We recognize our employees for their commitment and outstanding work. On an annual basis, through a nomination process, more than 100 employees are recognized with a Chairman's Award for their achievements and contributions to the Company. In 2023, for the first time in our history, we will include a newly established Chairman's Award that recognizes employee excellence and achievement in sustainability.

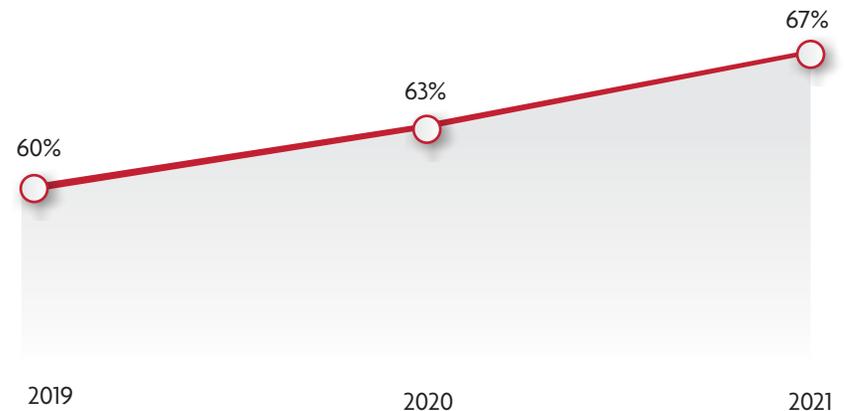
We also award employees with recognition and cash compensation for upholding the Company's Core Values through an ongoing award system that features a process where employees can nominate their peers. In 2021 alone over \$800,000 was awarded to our employees in recognition and service awards. We want our employees at Clean Harbors to be proud of where they work and to recognize their commitment to our culture and values.



Where Our Employees Live and Work



Employee Net Promoter Score (eNPS)



# Health and Safety

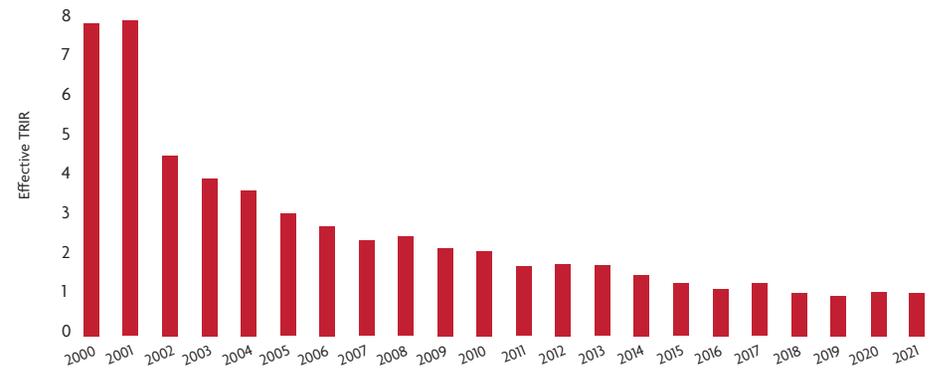
**Safety is our No. 1 commitment and our passion. Our top priority is to continually improve safety.**

We believe that no one should get hurt while on the job, and we continuously strive to reach zero safety related incidents. We also recognize that it is our 100% personal commitment that will have the most impact on our own safety and that of our fellow employees, customers, families, the community, and the environment. Through our words and actions, we reinforce acceptable safety practices and stop unsafe acts before they become a statistic.

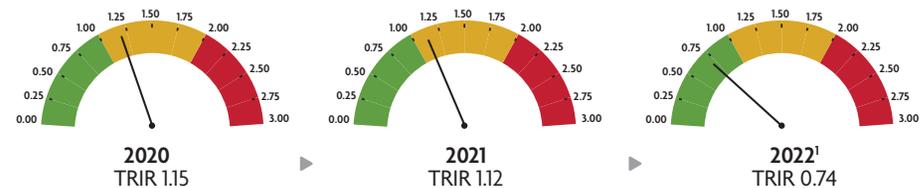
Clean Harbors' "Safety Starts with Me: Live It 3-6-5" initiative enhances our safety culture by driving home the importance of working safely for our Company. Every day, whether we are at Clean Harbors, a customer site, in transit or at home, we pledge to be safe and work safely. It's a lifestyle commitment.

In our inaugural report we established a goal to improve our safety performance through reducing Total Recordable Incident Rate (TRIR), a measure of accidents and injuries when compared to hours worked. Our TRIR at the time of the last report was 1.15 for reporting year 2020. We set a target goal for 2030 of TRIR reduction to less than 1.0. At the time of this report we have achieved a TRIR of 0.74 year to date for 2022, putting us on course to deliver a sub 1.0 performance for the first time in our history! However, we believe that even a single injury is one too many. Safety must be actively managed and that requires an inspired and focused effort from all employees and leadership.

**Our TRIR Performance**  
Total Recordable Incident Rate (TRIR)



**TRIR <1 Achieved for 2022!**  
Progress toward our Safety Goals



<sup>1</sup>TRIR as of December 1, 2022

# Emergency Response and Relief

At Clean Harbors we believe adaptability and resilience to be central to the sustainability of our global communities. We stand at the ready to help and to support our communities and industries through whatever unanticipated challenge awaits; we will face it together.

In fact, Clean Harbors was founded in 1980 to remediate and respond to releases in proximity to Massachusetts Boston Harbor. In 1984 the Company prevented a fuel spill from the crippled tanker Eldia and mitigated more than 100,000 gallons from being released to the waters off Cape Cod.

Today, we manage more than 6,000 environmental response and disaster recovery operations on land and water throughout North America each year. Companies and governmental agencies trust our expertise and technical knowledge to handle any environmental emergency with the highest regard to the environment and health and safety.

The coronavirus pandemic presented new challenges and difficulties to all of us. However, Clean Harbors was ready to respond providing decontamination, disinfection, and disposal support. To date, we have completed more than 23,000 COVID-19 response projects.

As a Company, responding to emergencies be it natural or man-made disasters, disease, is just part of who we are and what we do.



**1984**  
Spill Mitigation  
Ocean Freighter Eldia



Hurricane Katrina  
Disaster Relief

**2005**



**2010**  
Gulf Spill Response

Field services response  
to Avian Flu

**2015**



**2020**  
COVID-19 3D support

Hurricane Ian  
cleanup efforts

**2022**



# Employee and Community Emergency Support



When disaster strikes, we are here to support our employees and the communities in which we operate. As a company we make certain we are part of the solution following the unforeseen and catastrophic, we are here to provide our people with the resources they need to begin to put the pieces back together.

A commitment to our people and response to natural disasters and emergencies is part of our Clean Harbors tradition, who we are and what we do.



In 2016 wildfire spread across southwest of Fort McMurray in Alberta, Canada threatening the surrounding communities. Clean Harbors lodging facilities welcomed in those displaced by the wildfires providing temporary quarters with food, water, and a safe place to sleep while the fires were contained.

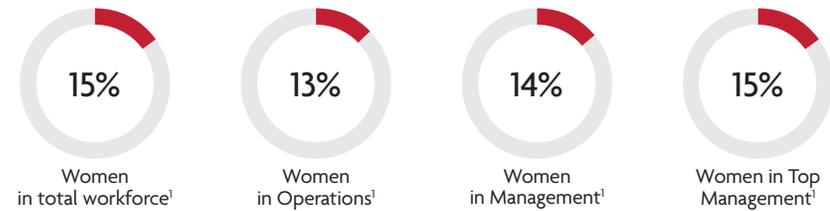
In September of 2017, for the second time within a month, Puerto Rico was impacted by a major hurricane, this time Hurricane Maria. The deadly Category 4 hurricane left over 3,000 dead damaging an estimated 80% of the utility and infrastructure of the island. Maria was the strongest storm to strike Puerto Rico in nearly a century. Safety-Kleen field services responded quickly collecting 90 pallets of water, food, fuel, and generators at the Port of Miami in partnership with the Marine Spill Response Cooperation sending these supplies to Puerto Rico to aid in the relief effort.

# Diversity and Inclusion

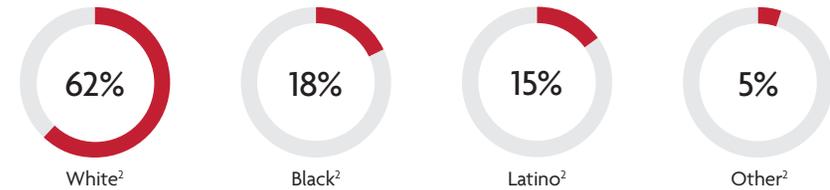
Over the past 40 years, Clean Harbors has recognized that a spirit of inclusion attracts the widest possible spectrum of experiences, skills, talents, and perspectives among our employees. As a company that serves thousands of people in hundreds of communities, we are in a unique position to acknowledge and appreciate the intrinsic value of diversity and inclusion. As a result, we actively look for opportunities to encourage individuals, business organizations and community groups to join us in driving awareness and change.



## Gender Diversity Representation

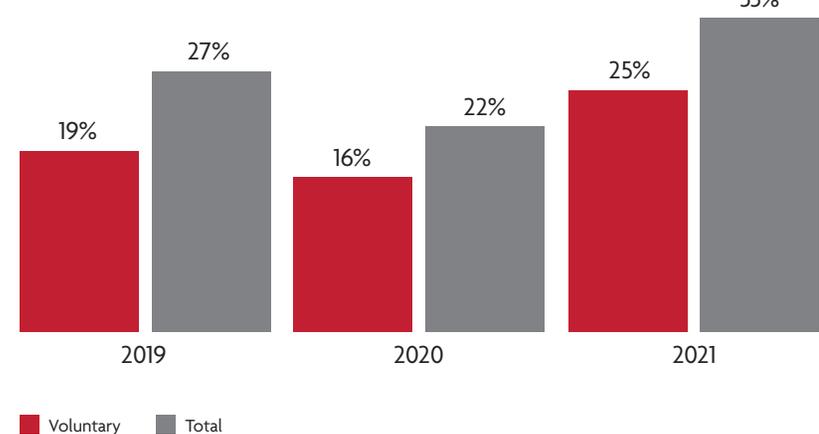


## Ethnic Diversity Representation



<sup>1</sup> Statistics for US, Canada, and India <sup>2</sup> Statistics for US only

## Total and Voluntary Turnover - 2021



# Diversity and Inclusion

Leading our diversity and inclusion initiatives is our Diversity and Inclusion Steering Committee, whose members are highly engaged in our Employee Resource Groups (ERGs). Through our seven ERGs, we strive to increase a sense of belonging, inclusion, and collaboration among our employees. The purpose of these groups is to contribute suggestions, leadership, and passion to areas such as onboarding, recruitment, retention, and culture.

## 7 Employee Resource Groups



**BLACK AFFINITY**  
Black Affinity Group



**UNIDOS**  
Latin Employee Resource Group



**CHARGE**  
Asian Resource Group Employee



**VET**  
Veteran Engagement Team



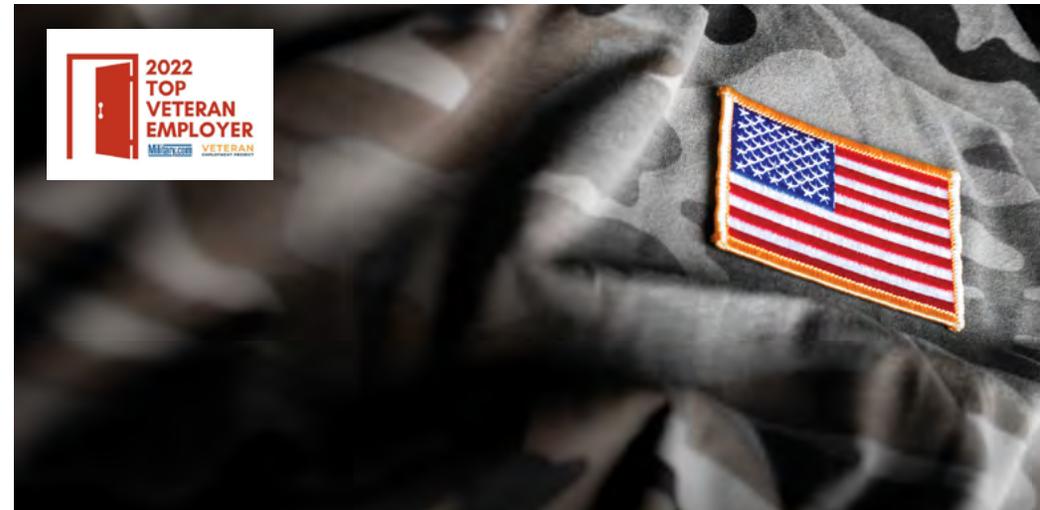
**PRIDE@CleanHarbors**  
LGBTQ+



**IC/NA**  
Indigenous Canadian and Native American ERG



**WAVES**  
Woman Advancing our Value in Environmental Services



At Clean Harbors, we recognize veterans for their service and sacrifice for safeguarding our freedoms and values. We also know that members of our armed forces bring valuable skills to our workplace. That's why we actively seek to employ and develop veterans, active-duty National Guard members and reservists, who are sources of strength, courage, and integrity.

For the past few years, Clean Harbors has partnered with the U.S. Army as part of the Partnership for Youth Success (PaYS) Program. The program provides assistance to young soldiers by guaranteeing an interview and possible employment after their service in the U.S. Army.

**More than 5% of our U.S. workforce are Veterans**

# Sustainability, Scalability, and Solidarity – The Story of the Global Capability Center

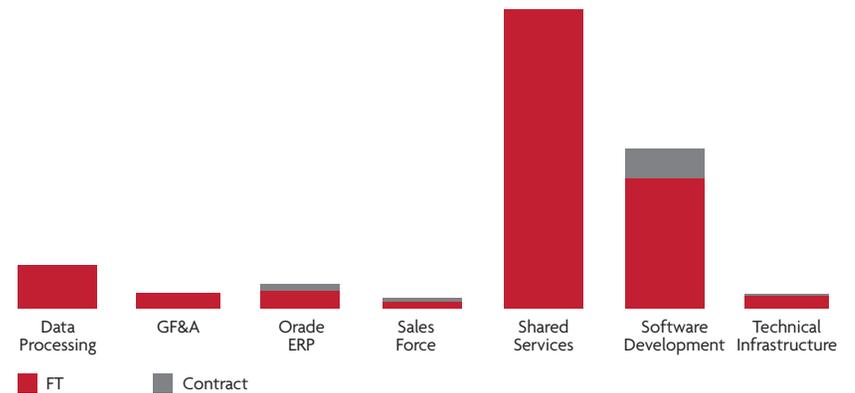


The Global Capability Center (GCC) of Clean Harbors was founded in Hyderabad, India in 2017. The GCC was created to provide technical and administrative support to the customers and employees of Clean Harbors. Beginning with a team of only 8 employees, the GCC is a true success story representing over 1,000 employees today. The GCC supports information technology, shared services, financial services, HR services, legal services, sales, customer service, and administrative services of Clean Harbors from three locations in the communities of Hyperabad, Pune, and Bengaluru, India.

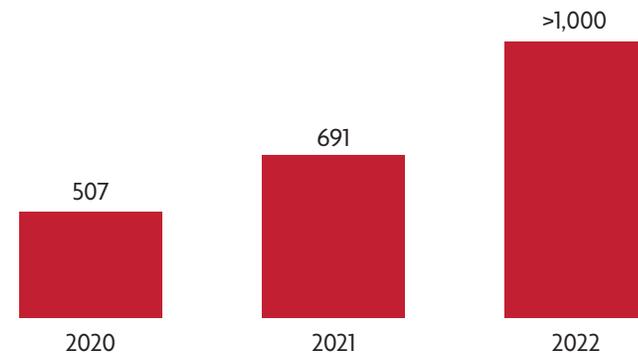


The GCC story is also one of diversity and inclusion adding to our Clean Harbors workforce the culture of the Indian subcontinent and a diverse employee base as represented in the figures below. As Clean Harbors continues to expand our operations globally, we are proud and excited to have the support and technical expertise of our fellow Clean Harbors employees in the GCC.

Departments and Services



Employee Growth at the GCC



# Human Rights

We are committed to fundamental human rights. We affirm to our employees, customers, shareholders, and the public that we will always conduct our business activities in a manner that respects human rights and strives to create better standards of life and freedom for individuals. Respect of human rights is fundamental to the sustainability of our organization and critical to maintaining the respect of the communities in which we operate.

Clean Harbors respect of human rights is demonstrated in our following employment practices:

## Equal Opportunity, Inclusion and Respect

We promote an inclusive environment where all individuals are welcomed and valued. Clean Harbors has adopted policies and training that address the protection and support of the rights of women and minorities in the workplace. All applicants and employees are respected and treated as individuals without regard to their race, color, religion, sex, sexual orientation, gender identity or expression, national or social origin, ethnicity, age, disability, veteran status, genetic testing, or any other classification protected by law.

## Healthy Workplace and Lifestyle

We believe that an accident-free workplace is a goal we can achieve and that no one should get injured while working at Clean Harbors. We are committed to operating our facilities and equipment in a safe and efficient manner and in compliance with all applicable federal, state, and local safety and health laws, regulations, and standards. We have established employee wellness programs to promote a culture of health for the benefit of our workforce and to drive engagement in our health and retirement plans.

## Pay, Benefits and Work Hours

Our employee compensation is competitive and reflects geographical differences, complexity and scope of position, and business unit or division, while remaining consistent with all applicable laws.

## Safe and Secure Workplace

We promote a workplace free from violence. Any acts or threats of violence will not be tolerated.

## Freedom of Association and Collective Bargaining

In accordance with applicable labor laws, we respect the right of our employees to form, join or assist labor organizations and to bargain collectively through representatives of their own choosing without fear of retaliation, intimidation, or harassment.

## Forced Labor, Human Trafficking and Child Labor

We prohibit the use of all forms of forced labor, including, but not limited to, prison labor, military labor, slave labor and any form of human trafficking. We do not employ children or support the concept of child labor.

## Community and Stakeholder Engagement

We are dedicated to being a good neighbor in the communities in which we live and work. Where appropriate, we engage with a wide range of civil society and stakeholders on human rights issues related to our business.



Our Human Rights policy was developed with consideration of the **United Nations Universal Declaration of Human Rights**.

<https://www.un.org/en/about-us/universal-declaration-of-human-rights>

# Development and Training

Our people are our greatest asset. We invest significant resources to produce and to deliver tailored training and leadership development education. The training, development, and ongoing support of Clean Harbors' people is foundational to our success and keeping our people safe by having them ready for the job at hand.

Its importance is even exhibited in our #3 Golden Rule of Safety "I will only undertake the work in which I am trained." Our programs range from safety and injury prevention to employee onboarding, OSHA, RCRA, DOT and technical training to providing classes to further develop employees' knowledge and skills. For employees who wish to expand their skills further, Clean Harbors provides access to a virtual platform to assist in developing and fine-tuning leadership skills. We invest in numerous mentoring programs because we understand that safety and leadership are best communicated by example. We are firm believers in providing opportunities for professional development across our workforce.

Our ability to grow and retain the best talent and fulfill our mission to both stakeholders and the environment while complying with regulations, depends greatly upon the knowledge, skills, and personal abilities of our people. With that in mind, we have increased our focus on ensuring training content is available online whenever we can deliver it with meaning and reliability. This ongoing evolution of our training and development program 1) reduces our carbon footprint via reduced travel requirements 2) lessens the disruption to productivity and enhances our compliance with OSHA, EPA, DOT, and other regulatory obligations 3) helps us ensure the most consistent delivery of knowledge and outcomes.



**4,000**  
internally offered  
training courses



**1,400+**  
distinct online courses  
completed in 2021

**749,000**  
computer and mobile-based  
online trainings completed in 2021

# Employee Benefits

At Clean Harbors, we understand that employees want to be recognized and appreciated for what they do.

Our people do the dirty, the difficult, and the dangerous work to keep our North America clean and safe. For 40 years, our people have worked to protect our wonderful world. It is our responsibility to provide fair compensation and benefits so that our employees and their families may be healthy, successful and rewarded both at work and at home.

We provide our employees a 401(k)-match contribution, affordable health care and a wellness program that encourages a healthy active lifestyle through employee challenges and rewards. Those investments in the wellness of our workforce are critical to our long-term success. Through our healthcare insurance provider, there are annual reimbursements and discounts available to employees who have participated in the Clean Harbors Wellness Program. Understanding that an employee's health goes beyond their physical well-being, the Company offers an Employee Assistance Program that is critical to ensuring the emotional and social well-being of all our employees.

As the cost of medical care continues to rise, Clean Harbors has committed over \$19 million dollars in the past two years to offset healthcare cost increases.

## \$19M

OVER THE PAST TWO YEARS.

Committed by the Company to completely offset employee healthcare cost increases

## >\$1.6M

IN MEDICAL DISCOUNTS AND SAVINGS

received by employees participating in the Wellness Program, costs absorbed by Clean Harbors

## \$800,000

IN EMPLOYEE RECOGNITION

and service awards (2021)

## \$20M

IN EMPLOYEE 401K MATCHING

in 2021 contributed by our company toward our employees' retirement



# Compensation and Fair Wages

Our employee compensation is competitive and reflects geographical differences, complexity and scope of position. Clean Harbors managers and employees are involved in an annual goal review process that encourages growth, engagement and performance. This process strengthens the culture of feedback and development for each employee. The goals are linked to the Company's performance goals including financial, health and safety metrics, and growth targets.



Many field employees participate in an incentive plan connected to their facility and individual performances related to financial and safety metrics. In our inaugural sustainability report we established a 2030 goal to grow the percentage of management incentive plan goals that are tied to ESG from 20% to 30% of possible payout and are making progress in this area.

It is our responsibility at Clean Harbors to provide our employees with fair wages and compensation for their work to afford the necessities required for a healthy lifestyle. We continue to review how our compensation reflects living wages in the countries in which we operate. We will continue to provide all employees with fair compensation reflective of the countries and regions in which they live and work while considering the economies and circumstances of different geographies and cultures.

## Tuition Reimbursement

Clean Harbors recognizes that employee development should not only focus on areas that have a positive impact on their performance within the Company but also should support individual growth. To encourage employee development, Clean Harbors offers a tuition reimbursement program that provides financial assistance to

employees who want to complete an undergraduate or advanced degree, participate in non-degree refresher courses, prepare for a professional certification, or participate in other non-degree certificate programs.

In 2021 the tuition reimbursement program was supplemented in partnership with Purdue Global to offer higher education programming through Purdue University online program with zero upfront costs to the individual employee. Through Purdue, employees can choose from a number of programs to obtain their associate's, bachelor's or master's degree in areas like environmental policy and management, supply chain management and logistics, and information technology. In 2021 alone, the total allocation for Purdue Global tuition assistance was greater than \$230 thousand dollars. We have seen good engagement with employees in the rollout of the Purdue program.

# Our Community



Our facility located in Kimball, Nebraska

Clean Harbors believes that by staying engaged with our customers, communities and other stakeholders, we can contribute to the long-term health of the environment, society and the local economy. We are dedicated to being a good neighbor in the communities in which we live and work. In our inaugural sustainability report we established a 2030 Goal to increase our community giving, including charitable donations, in-kind services, and sponsorships at a corporate level. We continue to progress toward that goal.

In this year's report we wanted to highlight some specific community engagement programs and initiatives at a sampling of our flagship facilities across our services.



## Kimball, Nebraska

Our incineration and disposal facility located in Kimball, Nebraska utilizes a state-of-the-art thermal oxidation incinerator capable of handling a variety of waste streams for maximum destruction efficiency. Supported by the local community, the Kimball site offers waste generators with one of the lowest liability options for waste management. The facility is committed to preserving positive relationships in our local communities and surrounding areas by supporting local business, youth activities and area community events with donations, sponsorships, and advertising. One such example of Kimball's community engagement is support of The Kimball Hospital Foundation which focuses on several annual fundraising projects cultivating private philanthropy to carry out its mission in supporting Kimball Health Services. The Kimball facility on behalf of Clean Harbors donated \$100,000 to sponsor the hospital's helicopter pad for a new hospital project slated to open in the Fall of 2023. Other community engagement activities include participation and support of the Kimball Youth Trap Club, City of Kimball Four Winds Golf Course, Kimball Volunteer Fire Department, Night of Hope for Cancer in nearby Sidney, Nebraska, Kimball and Banner County Fair, Kimball and Banner 4-H Council, Kimball Booster Club, and a variety of other city, county, philanthropic and community organizations and associations.

**El Dorado, Arkansas**

The incineration facility in El Dorado, Arkansas specializes in the treatment of regulated hazardous waste and non-hazardous industrial waste by high temperature thermal destruction. The El Dorado facility supports the City of El Dorado and Union County with a seasonal household hazardous waste (HHW) service where the community can bring their HHW to our facility for disposal. HHW disposal services are offered every third Saturday of the month from April through September with facility staff available to unload, sort, and prepare the waste for receipt. In 2021 over seven tons of hazardous waste was

collected from the local community (an average of 2,341 pounds per month). El Dorado also supports the broader community by providing incineration services to the Arkansas State Police and various local police department for the disposal of illicit drugs and other dangerous wastes.

**East Chicago, IL**

Our re-refinery facility located in East Chicago, Illinois processes used oil by recycling the waste oil to produce commercial grade base oil and lubricants. This facility, the largest of its kind in the world, processes well over 100 million



gallons of used oil per year into lubricant blends and base oil products while employing 130 full-time employees onsite. The company invests in the East Chicago re-refinery community by sponsoring the local Boys and Girls Club and donating to the Lakeshore Chamber of Commerce with the mission of being a voice and forum for the exchange of ideas to strengthen the economic vitality of East Chicago, Hammond and Northwest Indiana. Additionally, the East Chicago facility is part of a much broader community receiving used oil transported from across North America.

**Deer Park, Texas**

Our incineration facility in Deer Park manages a variety of regulated materials and wastes. Properly packaged infectious waste and witness-burned DEA-controlled substances are some of the more unique waste streams managed at Deer Park's kilns and ancillary units. The Deer Park incineration facility engages in numerous forms of community engagement with one initiative being participation in the San Jacinto Day Celebration. Each year employees from the Deer Park facility reenact the 1836 battle between Sam Houston's Texas revolutionaries and the Mexican army. The site of the historic battle, which resulted in Texas independence, is located near our facility. Fifteen or more employees from the facility help to support the needs of the reenactment event, sponsored by Clean Harbors as a commitment to the history and culture of the community.



# Community Engagement

In our inaugural report we established a goal to double our community giving including charitable donations, in-kind services, and sponsorships at the corporate level by 2030.

For 2020 and 2021 at the corporate level alone over \$750 thousand dollars were donated as charitable giving to our communities. We continue our pursuit of this goal to invest in the communities where we live and work, and to create meaningful and positive impacts. We engage our

communities through education, local events and partnerships, and career-related opportunities to establish a unique corporate engagement footprint where we can have the greatest impact.

For over 36 years Clean Harbors has hosted our annual charity golf tournament taking place at the Easton Country Club in Easton, Massachusetts. Over the life of this golf outing, we have raised over \$200,000 toward numerous charitable foundations and organizations.

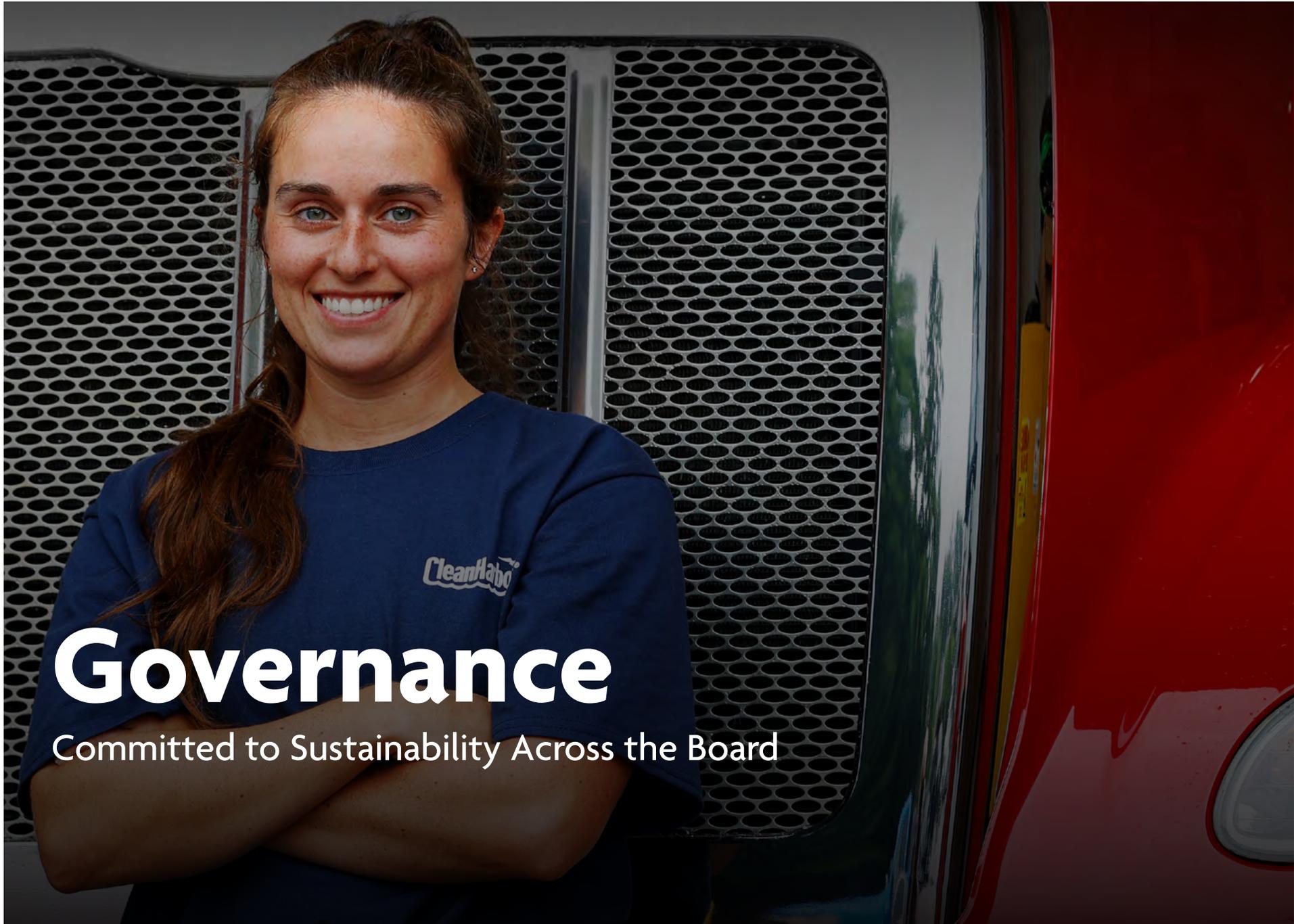
**36 YEARS**  
Hosting Annual  
Charity Golf  
Tournament



Earth Day, World's End  
Hingham, Massachusetts



Fort Worth employees donate school supplies  
to Saginaw Elementary School, Texas



# Governance

Committed to Sustainability Across the Board

# Corporate Governance

The Board of the Company is currently composed of 12 directors comprising four committees. One class of directors is elected each year for a term of three years.



The Board believes diversity is consistent with the goal of creating a Board that best serves the needs of the Company and the interests of its shareholders and is one of the factors considered when identifying individuals for Board membership. Of the 12 current directors of the Company, four are female and two are African American. In 2021 Ms. Marcy L. Reed was appointed as a Class II director participating on the Audit and Environmental, Health, and Safety Committees. Mr. Shelly Stewart Jr. and Ms. Alison Quirk were appointed to the board this year both as Class I directors.

Mr. Stewart will serve on the Board's Environmental, Health and Safety Committee and Ms. Quirk will serve on the Board's Compensation Committee. We welcome our new board appointments and are excited about the value our diverse Board brings to Clean Harbors. With the expansion of our board to 12 directors, we have made substantial progress to advance our overall board diversity toward meeting or exceeding our 2030 governance goals.

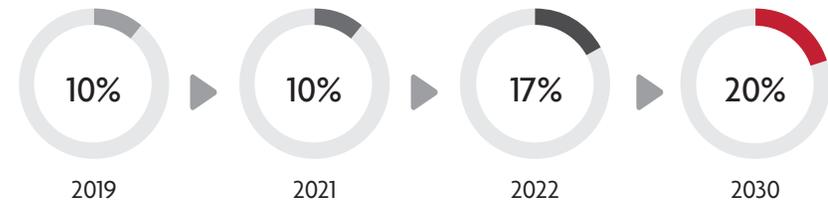
Over the past several years, the Clean Harbors Board of Directors has developed corporate governance practices to help fulfill its responsibility to shareholders to oversee the work of management and the Company's business results.

The governance practices are in place to assure shareholders of the Clean Harbors Board of Directors' commitment to independent and transparent governance and the alignment of the interests of directors and management with those of shareholders.

## Gender Board Diversity



## Ethnic Board Diversity



**With the expansion of our board to 12 directors, we have made substantial progress to advance our overall board diversity toward meeting our 2030 governance goals.**

## The Board has established four committees:

### Audit Committee

The Audit Committee assists the Board in fulfilling its oversight responsibility and reviews the adequacy and integrity of the Company's financial statements, financial reporting process, and internal controls over financial reporting. The primary responsibilities of the Audit Committee are to select the Company's independent registered public accounting firm, review the scope of and approach to audit work, meet with and review the activities of the Company's internal auditors and the Company's independent registered public accounting firm, fulfill oversight responsibilities relating to the integrity of the Company's financial statements, related party transactions, and policies with respect to risk assessment and risk management, including cybersecurity risks), and review the Company's policies regarding employee complaints and a summary of complaints received. The Audit Committee held six meetings during 2021.

### Compensation Committee

The primary responsibilities of the Compensation Committee are to recommend to the full Board the total compensation (e.g. base salary, management incentive cash bonus, and equity compensation) for the Chief Executive Officer, which salary is then set by all the Company's independent directors, review and approve the total compensation for the other senior executive officers, administer the Company's cash incentive bonus plans for senior management and equity incentive plans, review and approve certain aspects of the Company's other management compensation policies, and monitor executive officer succession planning. The Compensation Committee held four meetings during 2021.

### Corporate Governance Committee

The primary responsibilities of the Corporate Governance Committee are to serve as a nominating committee for directors and the Lead Director, recommend committee structures, review director independence and compensation, and assist the Board in reviewing the performance of the Board and the Chief Executive Officer. The Corporate Governance Committee held four meetings during 2021.

### Environmental, Health and Safety Committee

The primary responsibilities of the Environmental, Health, and Safety (EH&S) Committee are to fulfill the Board's oversight responsibilities for the Company's policies and practices related to human health and safety, operational safety, and regulatory and environmental compliance, and review the impact of these policies and practices on the Company's corporate social responsibility, sustainability, and reputational goals. The EH&S committee is most directly responsible for the oversight of sustainability related programs and activities. The Environmental, Health, and Safety Committee held three meetings during 2021.

# Sustainable Governance



Clean Harbors' commitment to sustainability is reflected across the entire organization, including at the Board level. The Company's Board and management believe environmental, social, and other sustainability matters are key components of the Company's success and recognize the importance of continuing efforts to minimize any negative impact which the Company's operations may have on the environment. Measuring the positive impacts of the Company's operations on the environment and the customers and communities served by the Company and valuing the safety, development, and welfare of employees, customers, and other third parties with whom the Company works are key components of the Company's environmental, social, and sustainability commitment.

The Environmental, Health and Safety (EH&S) Committee was established with the principal purposes of (1) fulfilling the Board's oversight responsibilities for the Company's policies and practices related to human health and safety, operational safety and regulatory and environmental compliance; and (2) reviewing the impact of these policies and practices on the Company's corporate social responsibility, sustainability, and reputational goals; and (3) monitoring and encouraging progress toward 2030 goals and sustainability programs, initiatives. Clean Harbors management retains responsibility for assuring the Company's compliance with applicable environmental, health and safety laws and regulations.

## The scope of the EH&S Committee's oversight responsibilities include the following:

- › **Review the Company's major compliance programs** with respect to regulatory requirements including, but not limited to, the Company's policies and procedures for monitoring employee health and safety and regulatory and environmental compliance
- › **Review the status of the Company's environmental, health and safety policies, practices, and performance**, including an evaluation of the effectiveness of management's programs for compliance with applicable laws and regulations
- › **Review emerging environmental, health and safety issues**, as well as proposed laws and regulations, and their potential impact on the Company, including its operations, financial results, risk exposure and reputation
- › **Review management's evaluation of the potential environmental, health and safety effects and/or risk exposure** related to projects for which management is seeking board approval
- › **Review of significant capital expenditures** that may have a material environmental, health and safety impact
- › **Conduct periodic site visits** to one of the Company's operating locations to assess its environmental, health and safety programs and practices
- › **Review the Company's major environmental, health and safety liabilities** reported in the Company's financial statements
- › **Review the Company's benchmarking of environmental, health and safety programs of other companies** (within and outside of our industry) to ensure that best practices are being implemented
- › **Review the Company's corporate social responsibility**, including sustainability, community relations, and legislative activities seeking board approval

# Corporate Social Responsibility

Clean Harbors believes in accountability to our employees, to our customers, and most certainly to our communities. As a global company, we are committed to limiting our environmental impact and providing sustainable solutions to our customers while engaging and supporting our local and global communities. The Company’s corporate social responsibility, including sustainability, community relations, and legislative activities is reviewed by the Environmental, Health, and Safety Committee.

The United Nations Global Compact encourages businesses globally to act responsibly with the intention to impact Human rights, Labor, Environment, and Anti-Corruption through the opportunities presented within Development Goals (SDGs). At Clean Harbors, our commitment to sustainability in the services and products we offer as well as how we care for our people and our communities align with the following United Nations’ Sustainable Development Goals.



The subject matter presented here is intended as informational and represents Clean Harbors’ views of specific elements of the United Nations Global Compact that our company believes align with its sustainability programs and values



### Good Health and Well-Being

Safety is our No.1 commitment and our passion. Our top priority is to continually improve our safety. We currently maintain a company wide TRIR less than 1. Over the past two years we have committed over \$19 million to offset employee health cost increases.



### Climate Action

We are the leading North American provider of services that protect the ozone layer from the destructive effects of chlorofluorocarbons (CFCs) which are 5,000 to 10,000 times more destructive to the ozone layer than other greenhouse gases. In addition, used oil re-refined and recycling activities, including solvent recycling reduce emissions throughout global supply chains.



### Affordable and Clean Energy

We are a preferred vendor of the energy industry and are advancing goals to increase alternative energy vehicles in our light-duty vehicle fleet and increased use of renewable energy.



### Sustainable Cities and Communities

We are a leader in waste and recycling management across North America working with our customers to achieve their individual sustainability objectives. We provide field services across industries and markets to help companies to mitigate their environmental impact and satisfy the environmental needs of their unique business practices.



### Industry, innovation, and Infrastructure

We provide emergency response and relief services to protect existing infrastructure. Clean Harbors in the industry’s leading provider of high-tech, high-temperature incinerators that destroy hazardous and industrial waste. These facilities employ world-class air emissions controls technology.



### Responsible Production and Consumption

Our Kleen+™ base oils deliver a unique combination unlike any Group II base oil in the market. Each year we re-refine over 200 million gallons of waste oil and process it at our plants. The Kleen+™ illustrates the inherent sustainability of indefinite waste oil recycling for which an independent study has shown as much as a 78% reduction in GHG emissions compared to base oil from traditional refining processes.



### Decent Work and Economic Growth

For the global geographies in which we operate, our employees earn fair compensation. Our employee compensation is competitive and reflects geographical differences, complexity, and scope of position. It is our responsibility at Clean Harbors to provide our employees with fair wages and compensation for their work to afford the necessities required for a healthy and productive lifestyle.

# Compliance and Ethics

Clean Harbors' policy is to promote high standards of integrity by conducting its associations and interactions honestly and ethically. To do this, the Company has established a Code of Conduct that is binding for all employees and a Vendor Code of Business Conduct and Ethics that applies to all of our suppliers.

**These Codes of Conduct and related policies have been designed to accomplish the following:**

- › Promote honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest
- › Promote full, fair, accurate, timely and understandable disclosure in reports and documents that the Company files with, or submits to, the Securities and Exchange Commission (SEC) and in other public communications made by the Company
- › Promote compliance with applicable governmental laws, rules and regulations
- › Promote the protection of Company assets, including corporate opportunities and confidential information
- › Prohibit bribery and corruption; promote fair dealing practices
- › Deter wrongdoing
- › Ensure accountability for adherence to the Code



The key principles of the Vendor Code of Business Conduct and Ethics establish the minimum standards that must be met by any vendor that sells goods to or does business with Clean Harbors regarding:

- › Vendor's treatment of workers
- › Vendor's supply chain practices
- › Workplace safety
- › Impact of Vendor's activities on the environment
- › Vendor's ethical business practices

These codes are the foundations of the Company's compliance and ethics management system and are publicly available on the Company's website, [www.cleanharbors.com](http://www.cleanharbors.com). Clean Harbors provides employees with an integrity line to allow them to make a confidential report of a violation or suspected violation of this Code and does not tolerate any acts of retaliation against an employee who makes a good faith report of a known or suspected violation of these codes.

# Sustainable Supply-Chain Management

The Vendor Code of Business Conduct and Ethics was implemented with the principals of safety, mitigation of environmental impact, employee, and human rights, and ethical business practices first and foremost in mind. The objective of the Vendor Code of Business Conduct and Ethics being to establish the minimum standards that must be met by any vendor that sells goods to or does business with Clean Harbors. Each of these tenets reflect the pillars of Clean Harbor's commitment to

sustainability. Together with our vendors in partnership we seek to reduce GHG emissions and promote the use of environmentally sound and ethically sourced materials integrated in the manufacturing of our products and service offerings.

Key sustainable supply-chain and vendor management aspects of the Vendor Code of Ethics and Business Conduct include:

## Environmental

- › Commitment to environmental compliance; permit and registrations, regulators
- › Pursue initiatives that contribute to the preservation of the environment and mitigation of their impact on natural resources
- › Promote environmentally friendly technologies, energy savings and recycling, logistics strategies which minimize impact
- › Integrate eco-design principles into products and services
- › Consider products and services for total life cycle including safe handling, recycling, disposal
- › Tin, tantalum, tungsten or gold (3TG) commitment to responsible supply-chain management in reference to Organization for Economic Co-operation and Development (OECD) Due-Diligence Guidance for Responsible Supply Chain of Minerals from Conflict-Affected and High-Risk Areas
- › Reduce, control, and/or eliminate wastewater, water and pollution at the source
- › Reduce, control, and/or eliminate air emissions of volatile chemicals, corrosives, particulates, aerosols and combustion products
- › Commitment to recycling when available and appropriate



## Social & Governance

- › Required health and safety program; proper labeling and inventor handling, incidents and near miss reporting; PPE, inspections, equipment and facility maintenance, training, prevention, documentation and recordkeeping
- › Voluntary labor and prohibition of support of engagement in slavery or human rights trafficking in any part of its supply chain
- › Non-discrimination and prevention of employee harassment including but not limited to physical, sexual, psychological, or verbal harassment or abuse
- › Fair and livable compensation and wages
- › Freedom to terminate employment
- › Freedom of movement
- › Freedom of association and collective bargaining

# IT Security and Cybersecurity

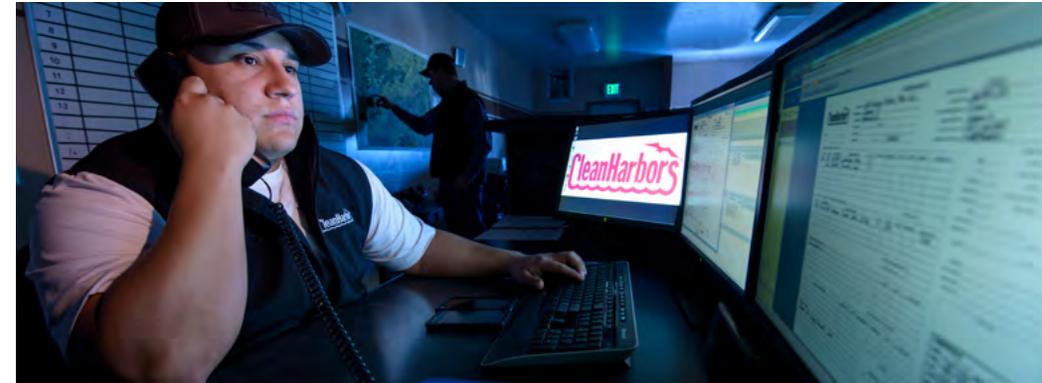
At Clean Harbors, we utilize people, process, and technology to protect our IT systems and data. We accomplish this through a comprehensive risk-based information security program based on industry best practice frameworks such as The National Institute of Standards and Technology (NIST) Cyber Security Framework (CSF). The NIST CSF enables us to focus on the core functions of identifying risks, protecting against them, detecting threats, responding to those threats, and recovering our systems to normal operations. Our defense-in-depth strategy enables us to properly manage the risks in an interconnected world.

Through the risk identification process we're able to prioritize the deployment of controls and assess the effectiveness of the program against our maturity objectives. Visibility of these assessments is maintained through regular reporting to senior management and the board of directors. It is our commitment to our customers and partners to take all precautions and opportunities to keep both external and internal data protected and secure.

The increasing threat to IT systems and information remains a top concern of our executive team and board. As a result, Clean Harbors has made significant investments in cybersecurity, disaster recovery, and business continuity in recent years including the appointment of a Chief Information Security Officer (CISO). We've upgraded our

data center and disaster recovery strategy to combat natural and cyber-related disasters. We've paid particular attention to designing our environment with industry leading ransomware defenses and test this solution at least annually.

Given that our personnel are both our first and last lines of defense, we empower them through relevant cyber-security awareness training, communications, and simulated phishing exercises. As email is the most commonly used attack vector followed by malicious web sites, we've deployed state-of-the-art protection mechanisms to include; next-generation firewalls with URL filtering and sandbox assessments of attachments plus advanced email gateway filtering solutions including malicious URL filtering, click-monitoring, additional



in-depth automated scrutiny of emails reported suspicious by end-users, and an automated purging of malicious emails from inboxes, and endpoint detection and response to actively guard against the latest adversarial tactics and techniques. Where possible we leverage Security Orchestration and Automated Response, threat-containment, and recovery solutions, and we augment them with Security Operations Center (SOC), Managed Security Service Providers (MSSPs) and forensic investigators to ensure the security of our environment and the continuity of our operations. We maintain corporate cybersecurity insurance to protect against emerging threats and to safeguard our company and our customers from cyber-related liabilities.

# Our 2030 Goals and Benchmarks

In our inaugural sustainability report published in 2021 and reflective of data from reporting year 2019, we had established nine forward-looking ESG goals with the intention of advancing our environmental responsibility, our support and development of our employees, and our sustainable governance. We present this update to report on our progress toward each 2030 goal. With the rapid pace of change in ES&G metrics and reporting, we plan to review our goals and related progress in 2023. This review will include a benchmarking process to ensure that the goals we originally set based on 2019 activities remain relevant and representative for the Company.

## ENVIRONMENTAL

### Alternative Energy Vehicles

**To grow the percentage of alternative vehicles in our light-duty fleet to comprise over 10% by 2030.**

We continue to look for opportunities to integrate more renewable energy sources and decrease fuel consumption in our 15,000+ company vehicle fleet. This objective is supported by our asset refurbishment program and route optimization. To learn more about our use of renewable energy and asset refurbishment, please see pgs. 16 – 19.

### Increase Recycling

**To increase recovery of key materials by 25% on a combined basis by 2030.**

In 2021, we recycled more than 1.6 million metric tons of materials, including collection of more than 226 million gallons of used oil and recovered 16 million gallons of solvent. We continue to find recycling opportunities for our customers and evaluate emerging recovery technologies. Please see pgs. 22 – 25 for more on our recycling services and programs.

### Renewable Energy

**Increase the use of renewable energy at our facilities including landfill gas, solar, and other sources generated at company facilities to greater than 3,000 MWh on an annual basis by 2030.**

In 2021, more than 2,100 MWh were generated by solar arrays on our property. We estimate that 23% of US electricity grid mix comes from renewable sources. We are continuously looking for ways to add sustainable and renewable energy sources to power our facilities and operations. For more on renewable energy, please see pg. 16.

## SOCIAL

### Health & Safety

**Improve our safety performance reducing our Total Recordable Incident Rate (TRIR), a measure of accidents and injuries relative to hours worked, to <1.0 by 2030.**

In 2021, we reduced our TRIR from 1.15 in our goal-setting year to 1.12. This year in 2022 we are on track to achieve the lowest TRIR in our history of 0.74 meeting our <1.0 milestone. We will continue to maintain our performance and provide our employees with a safe place to work. For more information on Health and Safety at Clean Harbors, please see pg. 28.

### Community Involvement

**Double our corporate community giving including charitable donations, in-kind services, and sponsorships by 2030.**

We support the communities in which we live and work. We continue to look for opportunities to support the people and infrastructure of our communities through various methods including charitable donations. To learn more about the community engagement at some of our flagship facilities, please see pgs. 38 – 40.

### Investment in Training

**Increase our annual investment in training and employee development to enhance engagement and to reduce turnover.**

In our inaugural report we had established a training and development goal to increase annual investment to \$5M by 2030. We have satisfied this goal in 2021 with an investment of greater than \$5M through diversified online and remote training, please see pg. 35 for more information.

## GOVERNANCE

### Board Diversity

**Increase gender Board diversity from 20% to 40% by 2030 to better align governance to our workforce.**

**Increase ethnic Board diversity from 10% to 20% by 2030 to better align governance to our workforce.**

We believe a diverse Board of Directors supports the success of our company. We have expanded our Board to 12 members with the additions of Ms. Alison Quirk, Ms. Marcy Reed, and Mr. Shelly Stewart. For more information on our Board of Directors and our Board composition, please see pgs. 42 – 43 of this report. You may also view our SEC Filings and Proxy Reports for additional information.

### Incentive Plans (ESG Goals)

**Grow the percentage of management incentive goals that are tied to ESG from 20% to 30% of possible payout by 2030.**

Total Recordable Incident Rate (TRIR) continues to be a key component of our management incentive plans (MIP) and executive compensation. We continue to evaluate additional opportunities to incorporate new ESG and sustainability incentives and KPIs into our incentive plans across our company. For more information on our incentive plans and executive compensation, you may view our SEC Filings and Proxy Reports.

# 2030 Goals and Benchmarks

**2019 Goal** Denotes the first year in which goal was established

## ENVIRONMENTAL

### Alternative Energy Vehicles

Grow the percentage of alternative vehicles in our light-duty fleet to comprise over 10% by 2030.

| 2019 | 2021 | 2030 |
|------|------|------|
| <1%  | <1%  | >10% |

### Increase Recycling

Increase recovery of key materials by 25% on a combined basis by 2030.

| 2019               | 2021                | 2030               |
|--------------------|---------------------|--------------------|
| 1.4M <sub>MT</sub> | >1.6M <sub>MT</sub> | 1.7M <sub>MT</sub> |

### Renewable Energy

Increase the use of renewable energy at our facilities including landfill gas, solar, and other sources generated at company facilities.

| 2019                  | 2021                  | 2030                  |
|-----------------------|-----------------------|-----------------------|
| 2,018<br>MWh/ANNUALLY | 2,127<br>MWh/ANNUALLY | 3,000<br>MWh/ANNUALLY |

## SOCIAL

### Health & Safety

Improve our safety performance reducing our Total Recordable Incident Rate (TRIR), a measure of accidents and injuries relative to hours worked

| 2019 | 2021 | 2030 |
|------|------|------|
| 1.15 | 1.12 | <1.0 |

### Community Involvement

Increase our corporate community giving including charitable donations, in-kind services, and sponsorships.

| 2019               | 2021               | 2030  |
|--------------------|--------------------|-------|
| >\$1M <sup>1</sup> | >\$1M <sup>1</sup> | >\$2M |

### Investment in Training

Increase our annual investment in training and employee development to enhance employee engagement and reduce turnover.

| 2019                | 2021  | 2030 |
|---------------------|-------|------|
| \$3.8M <sup>2</sup> | >\$5M | \$5M |

## GOVERNANCE

### Board Diversity (Gender)

Increase Gender Board Diversity from 20% to 40% to better align governance to our workforce.

| 2019 | 2021 | 2030 |
|------|------|------|
| 20%  | 30%  | 40%  |

### Board Diversity (Ethnic)

Increase Ethnic Board Diversity from 10% to 20% to better align governance to our workforce.

| 2019 | 2021 | 2030 |
|------|------|------|
| 10%  | 10%  | 20%  |

### Incentive Plans (ESG Goals)

Grow the percentage of management incentive plan goals that are tied to ESG from 20% to 30% of possible payout.

| 2019 | 2021 | 2030 |
|------|------|------|
| 20%  | 20%  | 30%  |

<sup>1</sup>This amount represents only corporate giving. In addition, much of our community spending is conducted at a local branch level

<sup>2</sup>This amount represents only training department costs and does not capture the wages paid to employees during training.



# Appendix

## SASB Disclosures – 2021 Accounting and Metrics Activity

| Code                            | Accounting Metrics  | Unit of Measure  | Data, Omission & Explanation (2021)  |
|---------------------------------|---|--|--|
| <b>Greenhouse Gas Emissions</b> |   |  |  |
| SASB IF-WM-110a.1               | (1) Gross global Scope 1 emissions, (2) percentage covered under emissions-limiting regulation, and (3) percentage covered under emissions-reporting regulation         | Metric tons (mt) CO <sub>2</sub> e-<br>CO <sub>2</sub> e- Percentage (%) | (1) 1,475,430 Metric tons CO <sub>2</sub> e (2) 84% (3) 84%<br><br>Scope 1 emissions include emissions from our facilities, landfills, and fleet that are owned, leased, or operated by Clean Harbors. Scope 1 emissions are not a measured metric. We include operational processes in our scope 1 calculation, some of which are estimates based on (a) waste composition and volume at our incinerators, (b) fuel and vapor extracted from used oil refining and used for heat, (c) landfill gas generation estimates calculated using U.S. 40 CFR Part 98 Subpart HH and Subpart TT methodology. Except for fleet emissions we believe that all our Scope 1 emissions are subject to emissions limiting and emissions reporting regulations.   |
| SASB IF-WM-110a.2               | Total landfill gas generated, percentage flared, percentage used for energy   | Million British Thermal Units (MMBtu),<br>Percentage (%)                 | The SASB guidelines request disclosure of the total landfill gas generated in millions of British Thermal Units (MMBtu) using the calculation methodology in U.S. 40 CFR 98.340-348 Subpart HH. This methodology is applicable to Municipal Solid Waste landfills (the type of landfills regulated under Subpart HH). These calculations are known to have a margin of error of +-200%. As of December 31, 2021, the Company had 9 active landfill sites. Of these 9 landfills only one landfill (Altair, TX) is a subpart HH landfill. Altair's estimated landfill gas emissions were 73,265 MMBtu in 2021 calculated following the methodology required by the SASB guidance. In addition, across our remaining 8 landfills only two regulated under Subpart TT were required to estimate emissions based on total waste volumes (Buttonwill Landfill, Sawyer Landfill). Those two landfills estimated emissions using the methodology for Subpart TT and reported 103,419 MMBtu's in 2021. The other landfills we operate are hazardous waste landfills that are not required to estimate GHG emissions as their design and waste composition indicate that they are below the reporting threshold requirements.<br>0% flared, 0% used for energy   |
| SASB IF-WM-110a.3               | Description of long-term and short-term strategy or plan to manage Scope 1 emissions, emission-reduction targets, and an analysis of performance against those targets. | N/A  | Over the next 15 years we intend for our used oil collection and recycling, solvent recycling, materials recovery, and our other sustainable services to result in a GHG emissions avoidance three times greater than emissions generated by operations. In 2021, that ratio was greater than two times.<br><br><b>Targets and Progress:</b><br>In this report we have disclosed our emissions for 2021. We continue to aggregate our emissions data as we establish our true operational baseline. Once established, we will set specific targets related to Scope 1 and Scope 2 emissions. We plan to publish those targets in an upcoming report and on our sustainability website.<br><br><b>Emissions Management &amp; Strategy</b><br><ul style="list-style-type: none"> <li>Invest in processes and technology to increase material recovery from waste processing</li> <li>Increase the contribution of purchased and produced renewable energy</li> <li>Improve fuel economy in our fleet vehicles and further asset refurbishment                             <ul style="list-style-type: none"> <li>Enhance energy and water consumption efficiency at our facilities                                     <ul style="list-style-type: none"> <li>Evaluate the potential for landfill gas capture and other waste-to-energy opportunities</li> </ul> </li> </ul> </li> <li>Recycle greater volumes of materials for the greatest environmental benefits                             <ul style="list-style-type: none"> <li>Expand our used motor oil collection and re-refining services, sustainable base oil products</li> </ul> </li> <li>Broaden our solvent recovery and ozone-depleting substance destruction services</li> <li>Extend our industry leadership in spill and disaster response, remediation services                             <ul style="list-style-type: none"> <li>Expand our leading market position in providing industrial wastewater treatment services</li> </ul> </li> </ul> |

| Code  | Accounting Metrics   | Unit of Measure                   | Data, Omission & Explanation (2021)   |
|---|--|-----------------------------------|---|
| <b>Fleet Fuel Management</b>                      |  |                                   |   |
| SASB IF-WM-110b.1                                 | (1)Fleet fuel consumed, (2)percentage natural gas, (3)percentage renewable   | Gigajoules Percentage (%)         | (1) 3,939,777 (2) 0.04% (3) 0.26%   |
| SASB IF-WM-110b.2                                 | Percentage of alternative energy vehicles in fleet   | Percentage (%)                    | 8,101 vehicles, 12 are alternative energy vehicles - less than 1%   |
| <b>Air Quality</b>                                |  |                                   |   |
| SASB IF-WM-120a.1                                 | Air emissions of the following pollutants: NOx (excluding N2O), SOx, non-methane volatile organic compounds (NMVOCs), and hazardous air pollutants (HAPs)  | Metric tons (mt)                  | Total Nox - 950 mt, Total Sox - 1,623 mt, Total VOC - 278 mt, Total HAP - 64 mt   |
| SASB IF-WM-120a.2                                 | Number of facilities in or near areas of dense population  | Number                            | 197 of 540 locations  |
| SASB IF-WM-120a.3                                 | Number of incidents of non-compliance associated with air emissions  | Number                            | 89 Incidents - 70 Air releases from IMS, 11 Odor complaints from IMS, 1 O Odor compliance from IMS, and 7 NOVs related to air emissions.  |
| <b>Management of Leachate and Hazardous Waste</b> |  |                                   |   |
| SASB IF-WM-150a.1                                 | Total Toxic Release Inventory (TRI) releases, percentage released to water   | Metric tons (mt), Percentage (%)  | Total Releases - 12,214 mt, % of Total Releases to Water - 0.004%   |
| SASB IF-WM-150a.2                                 | Number of corrective actions implemented for landfill releases   | Number                            | Zero (0) landfill corrective actions implemented for landfill releases  |
| SASB IF-WM-150a.3                                 | Number of incidents of non-compliance associated with environmental impacts  | Number                            | 39 incidents of non-compliance associated with environmental impacts  |
| <b>Labor Practices</b>                            |  |                                   |   |
| SASB IF-WM-310a.1                                 | Percentage of active workforce covered under collective bargaining agreements  | Percentage (%)                    | 12%   |
| SASB IF-WM-310a.2                                 | Number and duration of strikes and lockouts  | Number, Days                      | No strikes or lockouts  |
| <b>Workforce Health and Safety</b>                |  |                                   |   |
| SASB IF-WM-320a.1                                 | (1) Total recordable injury rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees  | Rate                              | 1) TRIR – 1.12<br>2) Fatality rate – 0.00<br>3) NMFR – 8.86<br>*only available and disclosed for (a) direct employees   |
| SASB IF-WM-320a.2                                 | Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance | Percentage (%)                    | The Federal Motor Carrier Safety Administration (FMCSA) calculates BASIC percentiles for the 12+ Department of Transportation numbers under which Clean Harbors operates. These scores are available to the public at <a href="https://ai.fmcsa.dot.gov/SMS">https://ai.fmcsa.dot.gov/SMS</a> |
| SASB IF-WM-320a.3                                 | Number of vehicle accidents and incidents  | Number                            | 61  |
| <b>Recycling and Resource Recovery</b>            |  |                                   |   |
| SASB IF-WM-420a.1                                 | Amount of waste incinerated, percentage hazardous, percentage used for energy recovery   | Metric Tons (t)<br>Percentage (%) | Amount of waste Incinerated: 433,046 mt<br>Percentage hazardous: 80%<br>Percentage used for energy recovery: None at this time.   |
| SASB IF-WM-420a.2                                 | Percentage of customers receiving (1) recycling and (2) composting services, by customer type - municipal, commercial, industrial, residential, other  | Percentage (%)                    | (1) municipal - 61%; commercial - 65%; industrial - 53%; residential - 44%; other customers - 55% (2) Not applicable  |
| SASB IF-WM-420a.3                                 | Amount of material (1) recycled and (2) composted (3) waste-to-energy  | Metric tons (t)                   | (1) 1,609,306 mt (2) Not applicable (3) not applicable  |
| SASB IF-WM-420a.4                                 | Amount of electronic waste collected, percentage recovered through recycling   | Metric tons (t)<br>Percentage (%) | 1,341 mt, 100% recovered through recycling  |

| Code                                   | Accounting Metrics   | Unit of Measure  | Data, Omission & Explanation (2021)   |
|--|--|------------------|---|
| <b>Recycling and Resource Recovery</b> |  |                  |   |
| IF-WM-000.A                            | Number of customers by category:(1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other                                      | Number           | (1) municipal - 43,604 (2) commercial - 352,684 (3) industrial - 69,941 (4) residential - 204 (5) other customers - 4,111   |
| IF-WM-000.B                            | Vehicle fleet size   | Number           | 8,101 vehicles  |
| IF-WM-000.C                            | Number of: (1) landfills, (2) transfer stations, (3) recycling centers,(4) composting centers, (5) incinerators, and (6) all other facilities      | Number           | Active sites - Number of (1) 9 landfills, (2) 26 Treatment, Storage and Disposal facilities, 1 autoclave facility (3) 10 Recycle centers, 2 facilities specializing in solvent recovery, 7 oil re-refineries (4) 0 composting centers, (5) 5 incinerator facilities with 9 incinerators, (6) 526 other facilities including 9 oil accumulation centers, 75 oil terminals, 5 packaging and blending facilities, 10 wastewater treatment facilities, and various service branch and office locations. Our properties are more fully described in Item 2. Properties in the Company's 2021 Form 10-K filing. |
| IF-WM-000.D                            | Total amount of materials managed, by customer category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other Metric tons | Metric tons (mt) | (1) municipal - 337,012 mt (2) commercial - 2,392,270 mt (3) industrial - 1,753,315 mt (4) residential - 2,274 mt (5) other -7,792 mt   |