



Ross Environmental Services, Inc.
Ross Incineration Services, Inc.
Ross Transportation Services, Inc.
Members of The RossWay Group®

2023 Sustainability Progress Report

Report Information Based on 2022
Sustainability Metric Results





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About the Ross companies

The Ross companies, which includes Ross Environmental Services, Inc. (RES), Ross Incineration Services, Inc. (RIS) and Ross Transportation Services, Inc. (RTS), (collectively referred to as the “Ross Group”) proudly presents the 2023 Sustainability Progress Report. The companies are committed to sustainability and continue to monitor the triple bottom line of economic, environmental and social impacts.

The companies have been family-owned and located in Lorain County, Ohio since 1949. This report summarizes the results of the Ross Group’s Sustainability efforts in 2022. The Ross Group continued an upward trajectory while many industries were still recovering from the pandemic. More than ever, the Ross Group worked towards becoming a resilient, sustainable organization ever committed to continual improvement.

The companies continue to monitor and track key indicators to benchmark progress. The Ross Group implements sustainability programs in the areas of supply chain accountability and purchasing. Sustainability practices are also embedded into project management and enterprise risk management systems. These processes are designed to help mitigate risk, create new opportunities and ensure that the companies remain sustainable into the future.

The Ross Group provides a broad range of environmental management services to its customers. The companies help its customers meet sustainability goals by enabling them to maintain compliance with environmental laws and regulations. They provide environmentally-sustainable services, including transportation and incineration of hazardous and non-hazardous waste materials, which are vital to the protection of the environment and human health. Other available options include onsite customer field services, remediation and recycling services.

The Ross Group’s commitment to sustainability is embodied in its motto of “What We Do Matters”. It is also captured in its values, which express its commitment to improve the economic, environmental and social conditions within the community.

This report provides a summary of the efforts by associates at the Ross companies who positively contribute to both the present and future through environmental, social and economic means.



WHAT WE DO MATTERS®

Minimizing Environmental Impacts & Maximizing Environmental Opportunities

The mission of the Ross companies is to safely and profitably serve customers by providing incineration, transportation, treatment and related services required to meet environmental management needs and protect the environment. Here’s how the Ross Group worked to maximize opportunities and reduce environmental impacts in 2022.

ROSS VALUES "What We Do Matters."		ROSS VALUES ...CONTINUED	
SAFETY 		ENVIRONMENTAL PROTECTION 	
CONTINUOUS IMPROVEMENT		COMMUNITY INVOLVEMENT	
CUSTOMER SERVICE 		COMPLIANCE 	
EMPLOYER OF CHOICE		COST CREATIVITY	

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Ross Incineration directly protects the environment through its primary service: the treatment of hazardous and non-hazardous waste by high-temperature incineration. The company's incineration system reduces the volume and toxicity of waste received from its customers. As a result, Ross Incineration prevents thousands of tons of hazardous and non-hazardous wastes from entering the environment through landfills or other means. The

environmental impact is further reduced by utilizing ash management, metals reclamation and recycling systems in place at Ross Incineration.

Ross Incineration establishes goals and tracks environmental, health, and safety performance progress through the utilization of the ISO Integrated Management System (IMS), which includes ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health and Safety Management Systems. The company maintains certification for both ISO standards and last completed a surveillance audit in January of 2023. RIS established ISO goals for 2023 as part of its ISO IMS program and tracks progress toward these goals.



RIS Objectives (2023)

- Goal #1:** Promote a safety and compliance culture that encourages ownership of environmental, health and safety across ALL levels of the organization. Develop and encourage associates to initiate environmental, health and safety leadership and actions.
- Goal #2:** Reduce system upsets year over year using Root Cause/Pareto Analysis to employ engineering controls to drive improvement.
- Goal #3:** Improve inventory management: consistently achieve container repack less than 500 DEs and consistently keep aged inventory less than 90 days.

Similarly, **Ross Environmental Services** has its own ISO 14001 certified Environmental Management System (EMS) within which goals were established for FY2023.

RES Objectives (2023)

- Goal #1:** Promote a successful safety culture for the Business Center.
- Goal #2:** Maintain a robust, mature EMS for RES.
- Goal #3:** Improve organizational culture through training, development and growth opportunities that increases employee engagement.
- Goal #4:** Develop and implement sales and operational strategies to achieve the organic revenue growth targets.
- Goal #5:** Develop and implement sales and operational strategies to achieve the organic revenue growth targets.
- Goal #6:** Develop and implement Business Process and Information Technology (IT) System Improvements.





Ross Transportation invests in new truck technology and maintains a continuous goal of increasing the fuel efficiency of its fleet. In that spirit, RTS developed its own Sustainability Management System nearly a decade ago. Driver training is one of many important components of this system. Below are RTS' sustainability goals:

Evaluate the use of new trucks to increase fuel, emissions and material resource efficiency

Beginning in 2016, RTS began purchasing new fuel-efficient tractors that have required comparatively less maintenance.

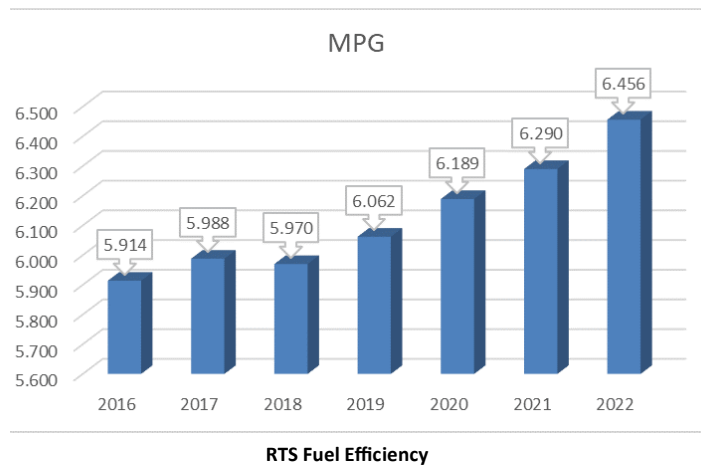
Improve Fuel efficiency to reach an average of 6.5 MPG for RTS' fleet and improve idle time

Steady improvements have been made since 2016, as evidenced by the chart to the right.

Improve RTS' sustainable resource management and reduce waste through the integration of Manager Plus and further integration with Ross Environmental Services' Purchasing services.

The value of parts inventory has steadily declined since the installation of a Computerized Maintenance Management System (Manager Plus). The Equipment and Maintenance Manager directly manages the process, resulting in more effective purchases. Through 2022, the value of the RTS parts inventory was 45% lower than what was "on the shelf" 2018.

Our Equipment and Maintenance Manager has responsibility for ordering the appropriate equipment for RES, RIS and RTS. This individual maintains control of 'Cradle to Grave' equipment for all companies' rolling stock and possesses a thorough understanding of how Ross uses equipment. The end result maximizes the equipment's lifespan while sustainably resourcing company needs.



Enhancing Social and Economic Impacts

The Ross Group hopes to leave a lasting impact on the community its called home since its inception. Associates have multiple options at their disposal to positively affect the social and economic climate of the region.

Philanthropy and Community Outreach

The Ross Group provides annual support to groups like the Community Foundation of Lorain County, Blessing House, the Lorain County Chamber of Commerce, the United Way of Greater Lorain County, Leadership Lorain County, Lorain County Children Services and the Karen P. Nakon Breast Cancer Foundation.

In late 2022, the Ross Foundation awarded a \$4 million grant to Lorain County Fair for the construction of a new 55,000-square foot expo center and covered horse arena. It's the largest single donation in the Ross Foundation's 39-year history.

The Ross Foundation stayed true to its roots by continuing a partnership with the Eaton Township Fire Department. Founder Robert C. Ross served as a volunteer fireman in the 1950s and later gifted the department a new tanker truck. In keeping with his spirit of service, the Ross Foundation donated six new sets of ballistic gear to the fire department for emergency situations. The gear included helmets with eye protection, bulletproof vests and related medical equipment. A separate grant awarded at the same time provided new air compressors for filling compressed air tanks.

Another \$15,000 donation benefitted both the fire department and Midview schools by providing more than 180 life-saving kits of bandages, gauze and more to be stored in classrooms districtwide.

Lastly, the Ross Group opened its doors to the community by hosting a Holiday Open House. The event, featuring activities like



With the Lorain County Fair Board

face painting and an appearance from Santa Claus, tied in with the Ross Group's annual participation in the Lorain County Children Services Caring Tree project, where associates select a child in the Children Service system and act as a secret Santa.

Community Service Events

The Ross Group of companies participates in the annual Eaton Township Household Hazardous Waste collection event, safely collecting more than 137,000 gallons of household waste since 1993. Community members freely discard items like paints, oils and aerosols while mingling with Ross Group associates and snacking on treats.

Associates also volunteer twice a year to pick up litter along the Eaton Township road that has served as the center of plant operations for decades. Efforts are in conjunction with the Lorain County Adopt-a-Highway program.

Associate-Driven Efforts

Children, grandchildren and stepchildren of Ross associates are encouraged to apply for the Ross-Cromling scholarship, which helps to cover enrollment costs at an accredited post-secondary educational institution (community college, college, university or trade school). All of the scholarship money is raised through fundraisers and donations. The Ross-Cromling scholarship, established in 1991, has raised more than \$40,000 in scholarship funds.

Many Ross Group associates are Midview graduates, and their philanthropy is reflected accordingly. An associate-driven back-to-school donation drive culminates in large donations of classroom supplies prior to the start of each school year.



Internally, the Ross companies extend its giving to associates by way of its C³ (Continuous Cost Creativity) program. As of March 2023, associates made more than 1,050 suggestions to reduce environmental impacts and improve operations. Their efforts routinely save tens of thousands of dollars for the Ross companies each year.

Furthermore, employees are given continuing education opportunities through Ross University, a program where associates take classes on a wide range of topics such as Sustainability, Project Management, Leadership Training and more.

The “What We Do Matters” and Executive Giving Funds

Associates and the Ross Leadership Team are permitted to leverage resources to benefit worthy causes. Associates may utilize the *What We Do Matters Fund*. Once a request is approved, the company will donate up to \$200 to a local nonprofit in the associate's name. Associates typically donate between \$3,000 and \$5,000 each year.

Senior leadership at the Ross companies may participate in community events and philanthropy through the Executive Management Giving Program. When a member of the Ross Group Management team donates to a local nonprofit, he or she may seek a match for the donation. Thousands more are donated on an annual basis.

The Ross companies are committed to sustainability and continual monitoring the triple bottom line: economic, environmental and social impacts. Slogans like “Rely on Ross, We Do It Right!” and “What We Do Matters,” are more than empty expressions. They align with the Ross Group's values and guide the principles by which associates work and live.



The 2022 Holiday Open House



Michael Christian presents Melissa Clifford with a C³ Award check for an idea that's cutting costs.

If you would like more information about any of these topics mentioned in this report or about the Ross Group of companies, please contact the Corporate Communications Department at:

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