



SUSTAINABILITY REPORT

2025

Ross Environmental Services

150 Innovation Drive
Elyria, OH 44035

About the Ross companies

The Ross companies, which include Ross Environmental Services, Inc. (RES), Ross Incineration Services, Inc. (RIS), and Ross Transportation Services, Inc. (RTS) (collectively referred to as "Ross" or the "Ross Group"), proudly present the 2025 Sustainability Progress Report. The companies remain steadfast in their commitment to sustainability, and continually tracking the triple bottom line of economic, environmental, and social impacts.

Family-owned and located in **Lorain County, Ohio since 1949**, the Ross Group has maintained its focus **on resilience, innovation, and continual improvement**. This report highlights the sustainability achievements and progress made in **2024**. While industries continue to evolve post-pandemic, the Ross Group has upheld its mission of delivering sustainable environmental solutions while reinforcing its role as a responsible corporate citizen.

Sustainability Commitment and Progress

The Ross Group actively monitors key performance indicators to benchmark progress and implement sustainability-driven initiatives across supply chain accountability, purchasing, project management, and enterprise risk management. These efforts mitigate risks, create opportunities, and ensure a sustainable future for the company and its stakeholders.

The Ross Group provides a broad range of **environmental management services**, enabling customers to meet their **sustainability goals** while maintaining compliance with **environmental laws and regulations**. Services **include hazardous and non-hazardous waste transportation and incineration**, on-site field services, remediation, and recycling— all essential to **protecting the environment and human health**.

Guided by its motto, "**What We Do Matters**," and core values, the Ross Group remains committed to improving **economic, environmental, and social conditions** within the community. This report summarizes the contributions of Ross associates who work diligently to ensure a sustainable future.



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** to meet environmental management needs and protect the planet. Here's how the Ross Group made progress in **2024**:

Ross Incineration Services (RIS)

RIS directly contributes to environmental protection through **high-temperature incineration**, reducing the **volume and toxicity** of hazardous and non-hazardous waste. Additional environmental benefits include:



- Scrap metal recycling from the incineration process and used battery dismantling:** A little over a decade ago Ross purchased specialized shredding and sorting equipment which enables us to remove metal from the ash that comes out of our incinerator. Ross also separates the metal from dismantling operations. These 'processed' metals are then sent to a foundry for recycling into steel products. This has eliminated over 30,500 tons of metal from potentially becoming waste or otherwise entering the environment when it still has value as a substitute raw material to steel manufacturers.
- Alternative fuels usage:** Ross continually evaluates the materials that we use in our operations and strives to use recycled materials whenever and wherever possible. One such example is our increased usage of recycled fuels that meet comparable specifications to virgin fuels. These are fuels which are no longer useful to manufacturers for one or more reasons, but still have energy value to us. This has not only saved us from purchasing virgin fuel products but has eliminated over 4,500,000 gallons of recycled fuels from potentially becoming waste or otherwise entering the environment when they still have value as a useful commodity.
- Used caustic usage:** Another item used in large quantities by Ross is caustic soda, which is used to neutralize the scrubber water in our air pollution control equipment. As such, Ross began using used caustic solutions which are no longer useful to manufacturers for one or more reasons, but still have pH neutralizing value to us. This has not only saved the companies from purchasing virgin caustic soda but has eliminated over 16,070 tons of caustic from potentially becoming waste or otherwise entering the environment when it still has value as a useful commodity.
- Recyclable Waste:** Ross has a recycling program for paper, plastic, glass, cardboard, aluminum and metal cans. Annually, Ross recycles over 15 tons of trash with our waste vendor Rumpke Recycling and Waste Services.
- Zero Discharge Facility:** Ross' incineration system employs state-of-the-art air pollution control equipment which includes a wet scrubber system that uses water to cool and neutralize off-gases from the process. To minimize the need to purchase water from the local public water authority, all rainwater falling on the active portion of the Ross Incineration facility is collected for use in the closed loop scrubber water system.



- **ISO Integrated Management System (IMS) compliance**, maintaining certifications in:
 - **ISO 14001:2015** (Environmental Management System)
 - **ISO 45001:2018** (Occupational Health & Safety Management System)
- **2025 IMS Goals:**
 - Foster a culture of safety and compliance across all levels of the organization.
 - Maintain consistent system balance and on-stream time, troubleshooting with Root Cause/Pareto Analysis.
 - Improve inventory management, ensuring key inventory metrics are consistently met.
- **Key Commodities Tracking System:** Ross' Purchasing Department tracks its reuse and recycling activities on a continual basis through its Key Commodities Tracking System. Such commodities, such as purchased fuels, containers, caustic and neutralizing agents and scrap metal, are a few of the items being continuously monitored.
- **Monthly Score Cards:** 'Score Cards' are distributed internally on a monthly basis which track Ross' key performance parameters, including, but not limited to safety, finances, operations, waste volumes and revenue, recycle volumes and revenue, capital spending, headcount, and cost savings are compared between actual, budgeted and the previous year's amounts.

Ross Environmental Services (RES)

RES also maintains an **ISO 14001-certified Environmental Management System (EMS)**. Key **2024 sustainability objectives** included:

- Continuing to **promote a successful safety culture** at the corporate headquarters.
- Strengthening **EMS initiatives** to ensure a **mature, robust environmental framework**.
- Enhancing **organizational culture** through **training, development, and engagement**.
- Driving **organic revenue growth** through sales and operational strategies.
- **Advancing Business Process and Information Technology (IT) improvements**.

Ross Transportation Services (RTS)

RTS continues to invest in **fuel-efficient technology** and sustainability initiatives. Achievements include:

- Expansion of the **Sustainability Management System** (established nearly a decade ago).
- **Fleet upgrades** with new **fuel-efficient trucks**, improving emissions and material resource efficiency.
- **Fuel efficiency improvements**.
- Ongoing **integration of sustainable resource management** through the **Manager Plus** maintenance system and **Ross Environmental Services' purchasing system**.

Enhancing Social and Economic Impacts

Community Engagement & Philanthropy

The Ross Group remains a committed community partner, offering financial support and active participation in **philanthropic and outreach initiatives**:

- **Midview Challenge Grants** - through Ross Foundation, Inc. and in partnership with the Midview Local School District, this long-standing program provides funding for teacher- and staff-led initiatives that would otherwise go unfunded. Grant recipients are selected annually by a committee of Midview educators and administrators.
- **Continued partnership with first responders** – Ross routinely supports first responders, including area law enforcement, fire and EMT, by providing new safety gear and emergency medical equipment.
- **Ross Incineration Facility Tours** are open to the community to educate interested parties about the companies' operations.
- **Donation Drives** – Ross associates generously donate supplies and materials throughout the year to support community organizations such as Friendship Animal Protective League, Lorain County Children's Services, Second Harvest Foodbank, Valor Home, Goodwill, Midview School Supplies, and many more.
- **Community Outreach** – Ross maintains open communication channels with the public and community via social media, press releases, the website, community open houses, and public meetings.
- **Lorain County Fair** - Ross participates annually in the Lorain County Fair by having an informational booth, supporting the 4-H livestock auctions, and sponsoring fairground events such as tractor pulls. In 2023, Ross Foundation pledged a \$4 million grant, payable over 10 years, for a state-of-the-art Exposition Center and covered equestrian sports arena.
- **Ross Foundation** – each year, the Ross Foundation issues grants to many non-profit organizations such as Midview Schools, Save Our Children, Lake Erie Nature and Science Center, Western Reserve Land Conservancy, Village of Grafton Fireman's Association, Good Knights of Lorain County, Voices for Children, Huntington Township, and Second Harvest Food Bank. In 2024, the Ross Foundation, Inc. celebrated its 40th anniversary.
- **Annual contributions** - Ross corporate contributions support non-profit organizations such as Community Foundation of Lorain County, United Way, Blessing House, and Leadership Lorain County, Leadership Lorain County, American Cancer Society, Blessing House, Friendship APL, Elyria Rotary, Dragway 42, Save Our Children, Vermillion Ice Affair, United Way, and many more.

Community Service & Education

Ross' target for environmental stewardship and sustainability activities includes its stakeholders: our associates, neighbors, local community groups, contractors, customers, local and State officials, local police / fire / hospital services, and the public.

Ross communicates its commitment to environmental stewardship and sustainability in the following ways:

- **Household Hazardous Waste Collection Event:** Since 1993, over **150,000 gallons** of hazardous waste safely collected.
- **Adopt-a-Highway Program:** Associates volunteer **twice a year** to clean up Giles Road in Eaton Township.
- **Ross-Cromling Scholarship:** Over **\$45,000 awarded** since inception, supporting associates' children and grandchildren in higher education.
- **Back-to-School Drive:** Annual donation of essential school supplies to **Midview Schools**.
- Participation in and coordination of the **Eaton Township Business Roundtable**
- **Earth Day Celebration:** Associates took part in an Earth Day celebration, with sustainability practices and environmental awareness education.
- **Speakers Bureau:** Associate led presentations at various local organizations and clubs.

Employee-Led Giving Programs/Employee Incentive Programs

Ross believes that its associates are its greatest advocates and ambassadors. Through multiple programs, the company supports and encourages associates to make a difference not only in the company, but in the community.

- **“What We Do Matters” Fund** – funds are available to associates to support organizations in the community, such as veterans' associations, memorial funds, animal rescues and other civic non-profit organizations. Each associate can have a meaningful impact on the community through this program.
- **RGM Giving Program** – with donations to Love, Inc.; Youth Equestrian Development Association (YEDA); Karen P Nakon Foundation; Paralyzed Vets Association and more, Ross matches its senior management members' donations.
- **C3 (Continuous Cost Creativity) Program** – Ross rewards its associates for submitting ideas that enable the company to reduce its impact upon the environment and help to control costs. Since the C3 Program's implementation in 2006, to date, \$50,675 in rewards have been paid out resulting in over \$218,350 in cost savings.
- **Associate Ambassador Program** – Ross associates volunteer to be an extension of the Ross companies at public events such as dinners, career fairs, sporting events (5K runs, golf outings, etc.), sponsorship or grant events, and through the speaker's bureau.

The Phillip T. Schaefer Vision Award

Phillip T. Schaefer was the Vice President of Operations for Ross Incineration Services, Inc. at a critical time in the history of the company. To honor Phil's memory after his passing and recognize his contributions to the companies, the community and the environment, Ross created the Phillip T.



Schaefer Vision Award. It is presented annually to a Ross associate who exemplifies the companies' values, which Phil demonstrated throughout his life.

- Nothing is more important than the SAFETY of our people.
- Dedication to the customer.
- Respect for the dignity, rights and contributions of each associate.
- Mutually beneficial supplier relationships.
- Active participation in and communication with the community.
- Commitment to integrity and high ethical standards.

In addition to the award, **Ross makes a \$1,000 donation to a nonprofit organization selected by the award recipient. Since creating the award program in in 2011, fourteen associates have received this honor.**

Accolades

In 2024, the Ross Group celebrated many momentous landmarks, achievements and honors, including:

- Ross received **75th Anniversary Proclamations** from the Ohio Senate, the Ohio House of Representatives, and from Governor DeWine and Lt. Governor Husted.
- Ross Incineration and Ross Transportation received their **Safety Health Achievement Recognition Program (SHARP) Certification** from the Ohio BWC and OSHA.
- Ross Environmental and Ross Incineration received their **ISO 14001 and ISO 45001** program certifications from an independent third-party accredited auditor.
- **Ohio EPA awarded the 'Gold' Encouraging Environmental Excellence (E3) Award** to the Ross Group. The award recognizes businesses and organizations that are environmentally responsible, have outstanding environmental stewardship, and exceed regulatory requirements.
- Ross received **Proclamations from Ohio Senate & Ohio House of Representatives** congratulating it on the E3 Environmental Excellence award.




Commitment to Sustainability & the Future

The Ross Group remains dedicated to **economic, environmental, and social responsibility**. Slogans like "**Rely on Ross, We Do It Right!**" and "**What We Do Matters**" reflect the company's values, shaping its sustainable business practices.

If you would like more information about any of these topics or the Ross Group, please contact:

Corporate Communications Department

 Community@rossenvironmental.com

 (440) 366-2063

 150 Innovation Drive, Elyria, OH 44035