

2022 GRI Content Index

Statement of use	GFL Environmental Inc. has reported the information cited in this GRI content index for the period 1 January 2022 to 31 December 2022 (unless noted otherwise) with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI 2 – GENERAL DISCLOSURES		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response ¹
2-1	Organizational details	GFL Environmental Inc. (GFL) headquarters are located at 100 New Park Place, Suite 500, Vaughan, ON, L4K 0H9, Canada. GFL is the fourth largest diversified environmental services company in North America, as measured by revenue and North American operating footprint. Our operations are located across all 10 Canadian provinces and in more than half of the U.S. States. GFL is publicly traded on the Toronto and New York Stock Exchanges under the trading symbol “GFL”. See pages 30-38 of GFL’s 2022 Annual Report for additional information.
2-2	Entities included in the organization’s sustainability reporting	2022 Annual Report – pg. 42-43
2-3	Reporting period, frequency and contact point	Our reporting period is the 2022 calendar year unless otherwise noted. We report on an annual cycle. Comments and questions related to the information in this index can be directed to Investor Relations at ir@gflenv.com .
2-4	Restatements of information	Any restatements of information and associated reasons are identified within GFL’s 2022 Sustainability Update Report and 2022 ESG Data Summary Table .
2-5	External assurance	Our 2022 limited third party assurance statement for our scope 1 and 2 GHG emissions is available here .
2-6	Activities, value chain and other business relationships	2022 Annual Report – pg. 42-58
2-7	Employees	2022 ESG Data Summary Table – pg. 6
2-9	Governance structure and composition	Our 2023 Proxy Circular contains information about GFL’s Board of Directors and its committees. Information about our Sustainability Governance is available on pg. 9 of our 2022 Sustainability Update Report .
2-10	Nomination and selection of the highest governance body	2023 Proxy Circular – pg. 11-13, 61-62 Nomination, Governance and Compensation Committee Charter Board Diversity Policy Corporate Governance Guidelines
2-11	Chair of the highest governance body	2023 Proxy Circular – pg. 14, 54 Mr. Patrick Dovigi is the Founder, President and CEO and Chairman of the Board of GFL.

¹ Unless otherwise noted, Annual Report page references refer to pdf document page numbering and not to numbering on the referenced page(s).

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GRI 2 – GENERAL DISCLOSURES		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response
2-12	Role of the highest governance body in overseeing the management of impacts	<p>2023 Proxy Circular – pg. 60-63</p> <p>Board and Committee Charters</p> <p>The Board of Directors meets on a quarterly basis with additional meetings called periodically as required to address specific issues as they arise. On a quarterly basis, the Board reviews our strategy, budgets and business plans for our business services.</p> <p>In 2022, in our 2021 Sustainability Report, we released our first set of sustainability goals, targets and commitments which we call our Sustainability Action Plan. These include reducing GHG emissions from our own operations, increasing the volume of recyclables we manage and capturing more landfill gas for beneficial use (among other climate-related and non-climate related commitments). GFL's NGC Committee of the Board is responsible for providing guidance to management and GFL's Sustainability Initiatives Committee (SUSIC) in monitoring the implementation of our Sustainability Action Plan and our progress towards achieving the goals, targets and commitments we have made in the time frames in which they are to be achieved. With our Sustainability Action Plan in place, the SUSIC will report on our progress to the NGC Committee semi-annually. As part of its annual review of the short-term compensation to be awarded to our 5 most senior executive officers, the NGC Committee will also assess the performance of those officers against the achievement of certain goals, targets and commitments that form part of our Sustainability Action Plan.</p> <p>The Audit Committee provides oversight of GFL's financial risk management, including financial risks related to climate change. The Audit Committee also provides oversight of GFL's enterprise risk management process to ensure the identification and management of the key business risks and opportunities that could potentially have significant financial or social impacts on our business, including those that are climate related. GFL's Risk Management Steering Committee, which oversees the implementation and management of our enterprise risk management process, reports to the Audit Committee.</p>

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GRI 2 – GENERAL DISCLOSURES		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response
2-13	Delegation of responsibility for managing impacts	<p>2023 Proxy Circular – pg. A-2, Section 7 Delegations and Approval Authorities</p> <p>2022 Annual Report – pg. 72-75</p> <p>As noted in 2-12 above, the members of the two executive level committees (the SUSIC and Risk Management Steering Committee) are responsible for ensuring that we meet the sustainability targets, goals and commitments that we set in our Sustainability Action Plan and address our top risks as identified in our enterprise risk management process.</p> <p>Sustainability Initiatives Committee Our Sustainability Initiatives Committee (SUSIC) is responsible for:</p> <ul style="list-style-type: none"> • Defining our sustainability related key performance indicators (KPIs) to ensure accountability for achieving our goals and commitments. • Updating as necessary, GFL’s sustainability goals and strategies to ensure that sustainability continues to be integrated across our operations. <p>The SUSIC meets on a quarterly basis and reports semi-annually to the NGC Committee on the progress made toward implementing our identified sustainability goals, objectives and commitments.</p> <p>Risk Management Steering Committee The Risk Management Steering Committee oversees the implementation of our enterprise risk management process, including our employee, health and safety, and climate-related risks and opportunities. The Risk Management Steering Committee is composed of our Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, Chief Legal Officer, Executive Vice President, Strategic Initiatives, Area Vice President, Environmental Services and other corporate Vice Presidents, including the Vice President, Risk Management, Vice President, Internal Audit and Compliance and the Vice President, Environmental Responsibility and Sustainability. The Risk Management Steering Committee reports to the Audit Committee on the implementation and management of our enterprise risk management process.</p>
2-15	Conflicts of interest	<p>2023 Proxy Circular – pg. 54, Conflicts of Interest and Related Party Transactions</p> <p>Code of Ethics – pg. 3, Section 3.8 Conflicts of Interest</p> <p>Corporate Governance Guidelines – pg. 5, Section 10 Conflicts of Interest and Related Party Transactions</p> <p>2022 Annual Report – pg. 76. To our knowledge, there are no existing or potentially material conflicts of interest between the Company or a subsidiary of the Company and any director or officer of the Company or of a subsidiary of the Company.</p>

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GRI 2 – GENERAL DISCLOSURES		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response
2-16	Communication of critical concerns	Audit Committee Charter As noted in disclosures above, the NGC Committee and Audit Committee are responsible for reporting to GFL's Board. This includes reporting on potential and actual negative impacts on stakeholders raised through grievance mechanisms and other processes. GFL's Whistleblower Policy includes a process for the anonymous reporting of complaints against the company and our Board is updated on whistleblower complaints on a quarterly basis.
2-17	Collective knowledge of the highest governance body	2023 Proxy Circular – pg. 54, Orientation and Continuing Education; pg. 56 – Skills Matrix In Fiscal 2022, the Company provided continuing educational sessions to it's Board, including presentations on our sustainability related targets, goals and commitments and ESG advancements and planned initiatives. Page 56 of the 2023 Proxy Circular includes a skills matrix that provides information on the experience and skills of each of the Directors on our Board.
2-18	Evaluation of the performance of the highest governance body	2023 Proxy Circular – pg. 62 Corporate Governance Guidelines – pg. 5, Section 11 Self-Assessment Our NGC Committee is responsible for evaluating and assessing, on an annual basis, the performance and effectiveness of our Board and the committees thereof and the contributions of the individual board members. The assessment addresses, among other things, individual director independence, individual director and overall board skills and attributes, including diversity, and individual director financial literacy. Our Board receives and considers the recommendations from our NGC Committee regarding the results of its evaluation. Our NGC Committee is also responsible for orientation and continuing education programs for our directors.
2-19	Remuneration policies	2023 Proxy Circular – pg. 27-47 Our compensation program for our directors is designed to attract and retain committed and qualified directors that possess the range and depth of skills and experience required for our Board. We believe that to continue accomplishing our objectives, we must have an executive compensation program that aligns the interests of our executive officers with those of our shareholders by tying a meaningful portion of compensation directly to the long-term value and growth of our business, and providing incentives that encourage growth balanced with appropriate levels of risk-taking and a strong pay-for-performance relationship. Further information on compensation for our directors and senior executives is found in our 2023 Proxy Circular on the pages referenced above.
2-20	Process to determine remuneration	2023 Proxy Circular – pg. 27-47
2-22	Statement on sustainable development strategy	2022 Sustainability Update Report – Message from Our Founder and CEO – pg. 4, Our Sustainability Action Plan - pg. 9

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GRI 2 – GENERAL DISCLOSURES		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response
2-23	Policy commitments	We believe that we have appropriate policies and processes in place that align with UNGC Principles and the OECD guidelines to ensure that we are conducting our business operations responsibly. In particular, GFL has adopted corporate governance policies that include our Human Rights Policy, Code of Ethics, Supplier Code of Conduct, Environmental Policy and Anti-Corruption Policy, as well as a Whistleblower Policy. Our processes include regular updates to our Board of Directors on any material incidents that may arise. Copies of our policies and more information regarding our governance practices are available on our website here .
2-24	Embedding policy commitments	<p>GFL's Board is responsible for monitoring the implementation of procedures, policies and initiatives relating to our corporate governance, risk management, corporate social responsibility, health and safety, ethics and integrity. The majority of our policies include provisions related to oversight and/or how the requirements in the policy are implemented at GFL. As we form or continue business relationships with our various partners, suppliers, contractors or other parties we inform them of applicable policies (e.g. Supplier Code of Conduct) and any related obligations they may have.</p> <p>At the time of hire or onboarding, all GFL employees are required to review and acknowledge our corporate policies. Annually thereafter those employees with supervisory responsibilities (salaried and hourly) are required to re-acknowledge these policies.</p>
2-26	Mechanisms for seeking advice and raising concerns	Code of Ethics Whistleblower Policy
2-27	Compliance with laws and regulations	2022 SASB Report [link]
2-28	Membership associations	2022 ESG Data Summary Table – pg. 7 provides information on the major trade associations we are members of and contribute to. GFL is also a signatory to the CEO Action for Diversity and Inclusion™ pledge.
2-30	Collective bargaining agreements	2022 Annual Report – pg. 49. As of December 31, 2022, we had more than 19,500 employees across our operations, 46.6% in Canada and 53.4% in the United States. 9.1% of our employees are unionized or subject to a collective bargaining arrangement.

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GRI 3 – GENERAL DISCLOSURES		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response
3-1	Process to determine material topics	<p>In 2021 we undertook our first materiality assessment to ground our Sustainability Action Plan in what matters most to our business and our stakeholders, and to identify risks and opportunities in implementing our business strategy. In completing our materiality assessment, we considered the perspectives of our stakeholders including our employees, customers, and shareholders. The analysis also drew from desktop research and internal working sessions with our employees, including our executive leadership. Our process for conducting materiality assessments is noted in the diagram below.</p> <p>Steps in Our Materiality Assessment</p> <pre> graph LR A["Defined list of sustainability topics and stakeholder groups (informed by GRI Standard and SASB)"] --> B["Finalized approach for desktop research, including research sources and assessment methodology"] B --> C["Gathered and researched stakeholder perspectives (external)"] C --> D["Incorporated GFL business perspectives (internal)"] D --> E["Validated materiality assessment results"] </pre> <p>As we continue to implement the actions in our Sustainability Action Plan, we intend to review and update our materiality assessment as necessary to help inform our progress and identify new or emerging interests among our stakeholders as well as priorities for our business. Future materiality assessments will include in-depth engagement with our internal and external stakeholders, including interviews and surveys. We will also look to use the knowledge gained from conducting additional analyses, like our work to complete our standalone TCFD report, to inform future assessments.</p>

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GRI 3 – GENERAL DISCLOSURES		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response
3-2	List of material topics	<div> <div> <div>GFL Materiality Analysis</div> </div> <div> <div>Priority Material Topics</div> <div> <div>Environment</div> <ul style="list-style-type: none"> • Climate mitigation and resiliency • Responsible waste management • Recycling and recovery • Innovation • Environmental management system <div>Social</div> <ul style="list-style-type: none"> • Health and safety • Diversity, equity, inclusion and belonging <div>Governance</div> <ul style="list-style-type: none"> • Labour practices </div> </div> </div>
3-3	Management of material topics	<p>2022 Annual Report – pg. 86-116, Management's Discussion and Analysis of Financial Condition and Results of Operations</p> <p>Information on the management of the priority material topics noted above can be found in this GRI Index, our 2022 Sustainability Update Report, 2022 ESG Data Summary Table, and 2022 SASB Report [links]. Additional information can also be found on the Sustainability and Governance Documents pages of GFL's website.</p>

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GRI 200 – ECONOMIC		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	2022 Annual Report – pg. 42-44 and Consolidated Financial Statements
201-2	Financial implications and other risks and opportunities due to climate change	2022 CDP Report – Section C2. Risks and Opportunities
GRI 205: Anti-corruption		
205-2	Communication and training about anti-corruption policies and procedures	At the time of hire or onboarding, all GFL employees are required to review and acknowledge our corporate policies including our anti-corruption policies and procedures. Annually thereafter those employees with supervisory responsibilities (salaried and hourly) are required to re-acknowledge these policies. The anti-corruption policies provide that violations must be reported pursuant to our Whistleblower Policy , and our Board is updated on whistleblower complaints on a quarterly basis. In addition, GFL’s Board annually reviews our corporate governance policies including our Anti-Corruption Policy . Our Supplier Code of Conduct also includes provisions to ensure conformance of our suppliers with our anti-corruption and anti-bribery policies.
205-3	Confirmed incidents of corruption and actions taken	None

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GRI 300 – ENVIRONMENTAL		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response
GRI 302: Energy		
302-1	Energy consumption within the organization	2022 ESG Data Summary Table – pg. 5
302-3	Energy intensity	2022 ESG Data Summary Table – pg. 5
GRI 303: Water and Effluents		
303-1	Interactions with water as a shared resource	2022 ESG Data Summary Table – pg. 1, Wastewater Treated. GFL's water usage for its operations is not significant. GFL's liquid waste operations collect, consolidate, manage, transport and process hazardous and non-hazardous industrial and commercial waste, including contaminated waste water, for treatment, recycling, recovery, disposal or beneficial use for our customers.
303-2	Management of water discharge-related impacts	For our facilities that have discharge permits or approvals, effluent is monitored for applicable effluent parameters and reported to regulators in accordance with regulatory and permit requirements.
GRI 304: Biodiversity		
304-2	Significant impacts of activities, products and services on biodiversity	GFL's portfolio of assets across North America includes more than 90 landfills. Landfills are most often located (at least when originally constructed) in areas that are more rural. Before a landfill site can be developed or expanded, the proposed development is required to conduct an environmental assessment which includes an assessment of the potential impacts on biodiversity-sensitive areas. If such areas are identified in the environmental assessment, the permits issued for the development and operation of the landfill, will, if deemed appropriate by the regulator, include measures required to be taken to mitigate the impacts of the landfill development and operations on such biodiversity-sensitive areas, and GFL complies with these requirements.
304-3	Habitats protected or restored	As part of our commitment to promote and conserve biodiversity, our Sustainability Action Plan includes our commitment to certify conservation or protection projects at a minimum of 10 of our facilities by 2025.

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GRI 300 – ENVIRONMENTAL		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	<p>Direct (scope 1) GHG emissions data for the 2020 to 2022 reporting years are provided in GFL's 2022 ESG Data Summary Table. Additional information on the breakdown of our scope 1 emissions is also found in Section C7. Emissions Breakdowns of our 2022 CDP Report. The asserted scope 1 emissions, for each year reported, have been independently verified by a third-party. Our 2022 limited third party assurance statement for our scope 1 and 2 GHG emissions is available here.</p> <p>Emission Sources: GFL's scope 1 emissions include fugitive emissions from our landfills, composting processing, refrigerants, in addition to combustion emissions from stationary and mobile sources, such as building heat and fleet vehicles.</p> <p>Emissions Methodology: The quantification and reporting for scope 1 GHG emissions is done in accordance with The GHG Protocol Corporate Accounting and Reporting Standard and associated GHG Protocol guidance documents ISO 14064-1:2018 Specification with guidance at the organizational level for quantification and reporting of GHG emissions and removals, and the IPCC AR-4 100-year Global Warming Potentials (100 year) in our calculations to estimate emissions in metric tonnes of carbon dioxide equivalent.</p> <p>To support the quantification of fugitive methane emissions from landfills in our GHG inventory, GFL has adopted recommendations and guidance from the Solid Waste Industry for Climate Solutions (SWICS) landfill gas emissions approach, as well as the quantification methods presented in the US EPA's Part 98 Mandatory Greenhouse Gas Reporting Program.</p> <p>Other reference methodologies used to quantify and report scope 1 GHG emissions include: IPCC Guidelines for National Greenhouse Gas Inventories, 2006; US EPA Center for Corporate Climate Leadership: Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression, and Industrial Gases; US EPA Mandatory Greenhouse Gas Reporting Rule; US EPA Emissions & Generation Resource Integrated Database (eGRID); Entreprises pour l'Environnement, Protocol for the quantification of greenhouse gas emissions from waste management activities (Built on GHG Protocol), version 5.0, October 2013.</p> <p>Base Year: GFL's base year is 2021 as this is the earliest relevant point in time for which we have data that includes initiation of substantive structural changes resulting from significant acquisitions completed in 2020 that added more than 40 landfills to our footprint and is consistent with the GHG Protocol guidance for base year selection. The reported emissions do not account for structural changes that occurred in the reporting year.</p>

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GRI 300 – ENVIRONMENTAL		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response
GRI 305: Emissions continued		
305-2	Energy indirect (Scope 2) GHG emissions	<p>Indirect (scope 2) GHG emissions data for the 2020 to 2022 reporting years are provided in GFL's 2022 ESG Data Summary Table. Additional information on the breakdown of our scope 2 emissions is also found in Section C7. Emissions Breakdowns of our 2022 CDP Report. The asserted scope 2 emissions, for each year reported, have been independently verified by a third-party auditor. Our 2022 limited third party assurance statement for our scope 1 and 2 GHG emissions is available here.</p> <p>Emission Sources: GFL's scope 2 emissions include purchased grid electricity.</p> <p>Emissions Methodology: 2020 scope 2 emissions associated with electricity use were quantified based on spend data. 2021 and 2022 scope 2 emissions calculations used electricity usage data from utility bills (kWh) to quantify electricity consumption emissions for larger facilities and intensity-based energy consumption factors for the remaining facilities. In 2022, we improved our data quality for tracking our electricity use through the implementation of a utility bill information management system.</p> <p>The quantification and reporting for scope 2 GHG emissions was done in accordance with The GHG Protocol Corporate Accounting and Reporting Standard, The Greenhouse Gas Protocol: scope 2 Guidance, ISO 14064-1:2018 Specification with guidance at the organizational level for quantification and reporting of GHG emissions and removals, and the IPCC AR-4 100-year Global Warming Potentials (100 year) in our calculations to estimate emissions in metric tonnes of carbon dioxide equivalent. Scope 2 emissions reported are location-based figures. All calculations rely on grid electricity emission factors from the National Inventory Report for Canada on a provincial level, and the eGRID emission factors from the US EPA based on the representative eGRID subregion.</p> <p>Base Year: GFL's base year is 2021. The reported emissions do not account for structural changes that occurred in the reporting year.</p>

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GRI 300 – ENVIRONMENTAL		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response
GRI 305: Emissions continued		
305-3	Other indirect (Scope 3) GHG emissions	<p>Indirect (scope 3) GHG emissions data for the 2020 to 2022 reporting years are provided in GFL's 2022 ESG Data Summary Table. Additional information on the breakdown of our scope 3 emissions is also found in Section C7. Emissions Breakdowns of our 2022 CDP Report.</p> <p>Categories Reported: GFL's scope 3 emissions are all other indirect emissions from our value chain, including: purchased goods and services, capital goods, fuel and energy-related activities, transportation and distribution (3rd party), waste generated in operations, employee commuting, business travel and use of sold products (2022 only).</p> <p>Emissions Methodology: GFL's scope 3 GHG emissions have been calculated based on The GHG Protocol, ISO 14064, and associated guidance.</p>
305-4	GHG emissions intensity	<p>Carbon intensity figures for both avoided and emitted GHGs, for 2020 to 2022 are provided in GFL's 2022 ESG Data Summary Table. A discussion of our emission intensity is provided in GFL's 2022 CDP Climate Report, Section C6.10.</p>
305-5	Reduction of GHG emissions	<p>2022 Sustainability Update Report – pg. 20</p> <p>2022 CDP Report – Section C4. Targets and Performance</p>
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>2022 ESG Data Summary Table – pg. 5</p>
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	<p>2022 SASB Report [link]</p> <p>GFL is in the business of the collection, consolidation, management, transportation, processing and disposal of both hazardous and non-hazardous solid and liquid waste materials that are generated by our customers. We generate nominal volumes of solid and liquid waste in our own operations which includes a low volume of hazardous waste primarily related to our fleet operations.</p>
306-3	Waste generated	<p>GFL is in the business of the collection, consolidation, management, transportation, processing and disposal of both hazardous and non-hazardous solid and liquid waste materials that are generated by our customers. We generate nominal volumes of solid and liquid waste in our own operations which includes a low volume of hazardous waste primarily related to our fleet operations.</p>
306-4	Waste diverted from disposal	<p>2022 ESG Data Summary Table – pg. 1-2 – Recyclable Material Managed and Recovered</p> <p>2022 SASB Report [link]</p> <p>As noted above, GFL generates nominal volumes of waste in our own operations. The documents referenced in this disclosure provide information on the volumes of materials from our customers that we divert from landfill or other final disposal through the recycling and recovery services we offer.</p>

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GRI 400 – SOCIAL		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response
GRI 401: Employment		
401-1	New employee hires and employee turnover	2022 ESG Data Summary Table – pg. 6
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	Safe For Life Program Description
403-2	Hazard identification, risk assessment, and incident investigation	Safe For Life Program Description
403-3	Occupational health services	Safe For Life Program Description Through GFL's Corporate Health and Safety Policy we formally commit to recognizing all of our employees' rights under applicable health and safety legislation including requirements that maintain the confidentiality of our employees' personal health-related information.
403-4	Worker participation, consultation, and communication on occupational health and safety	Safe For Life Program Description In addition to engaging and consulting with employees through our Safe For Life program, GFL follows all applicable regulatory requirements for creating and maintaining joint health and safety committees.
403-5	Worker training on occupational health and safety	Safe For Life Program Description
403-6	Promotion of worker health	Beyond providing a comprehensive health package, GFL also has in place an Employee Assistance Program that provides a range of confidential services to help employees manage personal difficulties and life situations. As part of our Sustainability goals, we have committed to implementing an employee relief fund and an employee engagement survey by 2025 to ensure the well-being of our employees.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Through our Supplier Code of Conduct , we require that all of our suppliers are committed to ensuring environmental responsibility in their own operations, reducing consumption of scarce resources, and managing waste streams in an environmentally responsible manner. We also require that our suppliers operate their businesses in a manner that is aligned with our Code of Ethics. As part of our Sustainability Action Plan, we are committed to completing sustainability supply chain management audits for 100 of our critical tier 1 suppliers by 2025 to ensure our continued alignment.
403-8	Workers covered by an occupational health and safety management system	Corporate Health and Safety Policy
403-9	Work-related injuries	2022 ESG Data Summary Table – pg. 6 – TRIR 2022 Sustainability Update Report – pg. 13-14 – Health and Safety

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GRI 400 – SOCIAL		
GRI Disclosure No.	Disclosure Title	Disclosure Location or Response
GRI 404: Training and Education		
404-2	Programs for upgrading employee skills and transition assistance programs	We believe in providing our employees with access to opportunities for continuous learning. Our Sustainability Action Plan includes establishing the GFL Employee Scholarship Fund that allows GFL employees and their family members to access financial support for secondary and post-secondary education.
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	2023 Proxy Circular – pg. 14-21 2022 ESG Data Summary Table – pg. 6
GRI 415: Public Policy		
415-1	Political contributions	2022 ESG Data Summary Table – pg. 6 Our 2022 ESG Summary Table provides information on the primary organizations we are members of or work with to further policies that impact our business operations within the jurisdictions we operate.

