



# Designing a World Without Waste

RTS Sustainability Snapshot 2025



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# Message from the CEO

At Recycle Track Systems (RTS), sustainability isn't a trend, it's our foundation. From our beginnings, we've sought to reimagine the waste and recycling industry through technology, transparency, and accountability. This Sustainability Snapshot 2025 reflects our progress toward that vision.

We recognize that the waste industry sits at the crossroads of some of today's most urgent environmental challenges: climate change, resource depletion, and responsible governance. Through collaboration, innovation, and data-driven decision-making, we aim to design a world without waste, one where circularity replaces disposal, and sustainability drives every choice we make.

I'm proud of our team's dedication and our clients' shared commitment to sustainability. Together, we are not only moving waste differently; we are moving the world toward a better, cleaner, and more resilient future.

## Greg Lettieri

Chief Executive Officer  
Recycle Track Systems (RTS)



## Executive Summary

Our priorities guide us in embedding sustainability into every part of our business model. Through stakeholder engagement in the materiality assessment process, three themes emerged as the most critical for RTS and our community of clients and partners:

Circular Economy

Emissions Reduction

Regulatory Compliance

These topics directly reflect our operational impact and where we can drive the most meaningful change.

In addition to our primary focus areas, RTS includes information on other significant topics such as Data Security, Climate Action, Health & Safety, Workplace Inclusion, Natural Resource Protection, and Business Transparency, reflecting our comprehensive understanding of the broader sustainability landscape.



# Materiality Matrix

## Methodology

The RTS Sustainability team collaborated with key stakeholders to determine our material topics. These stakeholders included employees from various departments and levels of leadership, and involved a questionnaire that covered the importance of these material topics to both the employee and the business as a whole. The questionnaire involved a ranking system to determine the top areas of focus for the business. The chart below summarizes the results of this survey.

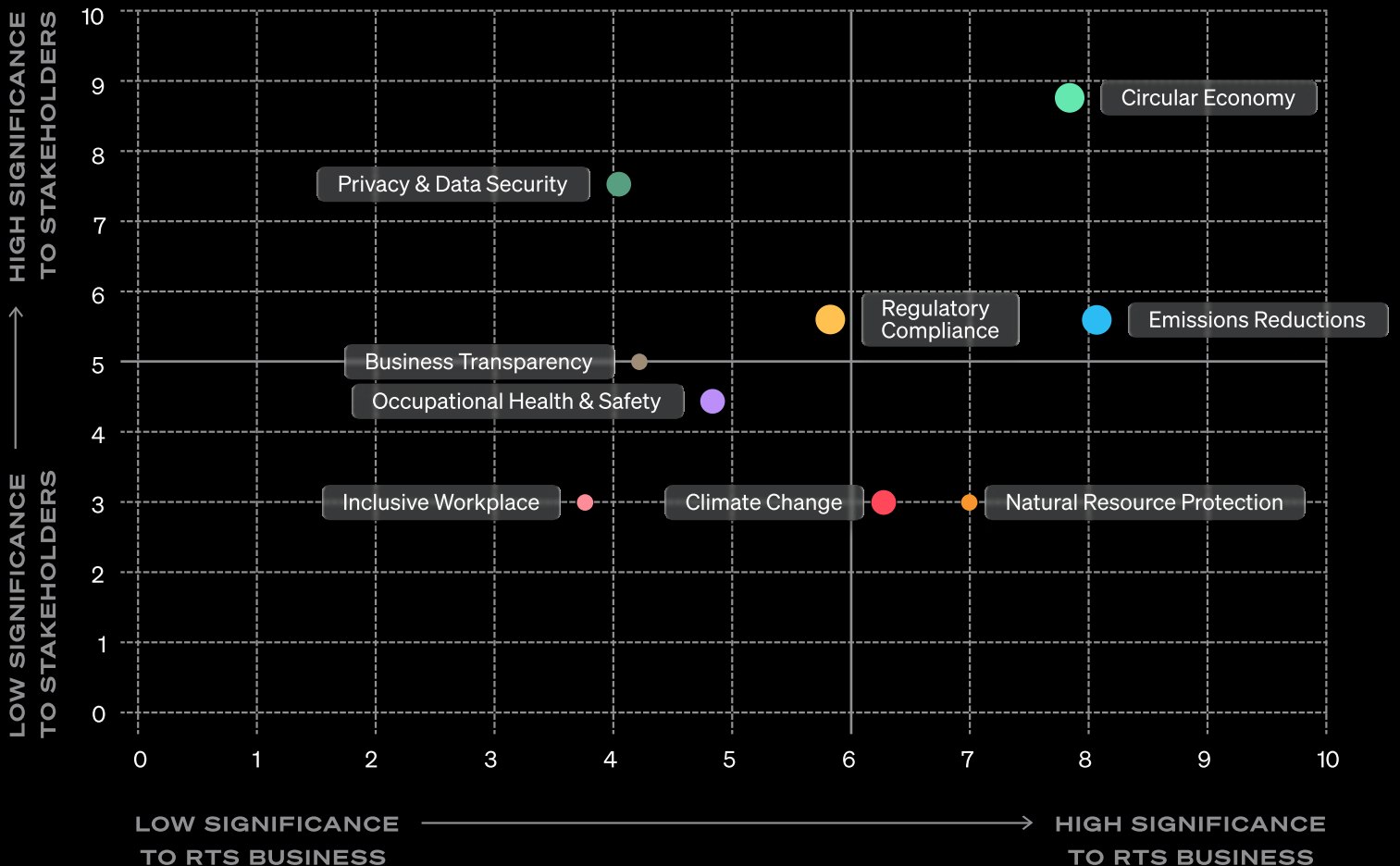


The goal behind developing this sustainability report was rooted in the same way we design everything at RTS: grounded in data, shaped by real stakeholder input, and focused on where we can deliver measurable impact. By engaging teams across our organization and rigorously prioritizing what matters most to our business, our clients, and the communities we serve, we created a report that reflects both our responsibility and our opportunity - to design practical, scalable solutions for a world without waste.

**Ross Guberman**  
SVP of Sustainability

## Material Topics

- Circular Economy
- Privacy & Data Security
- Inclusive Workplace
- Emissions Reductions
- Climate Change
- Natural Resource Protection
- Regulatory Compliance
- Occupational Health & Safety
- Business Transparency



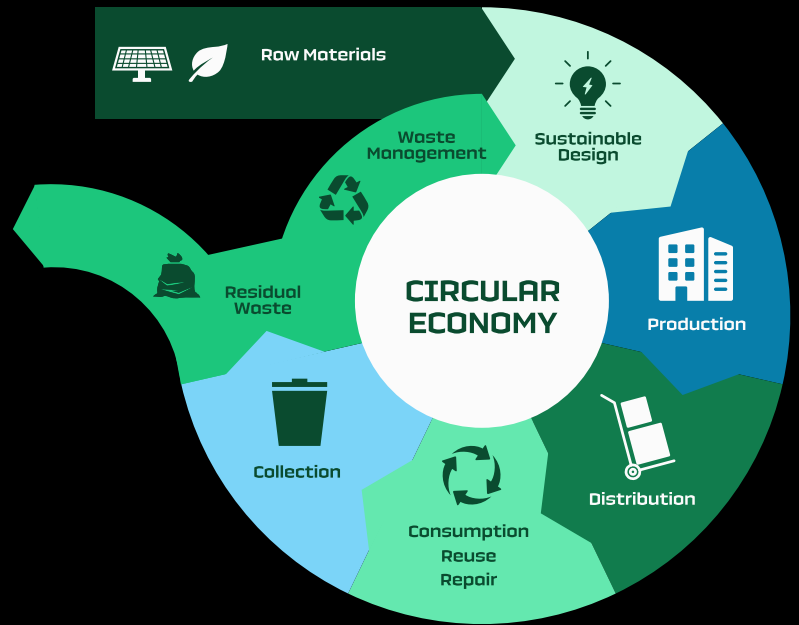
# Circular Economy

## WHAT IT IS

A circular economy replaces the traditional linear “take-make-waste” model with one that is regenerative by design. Materials are reused, recycled, or composted to keep them in continuous circulation, minimizing the need for new resources.

## WHY IT'S IMPORTANT

The waste industry is uniquely positioned to close the loop on material use. Globally, over two billion tons of waste are generated each year, and much of it still ends up in landfills or incinerators. For RTS, advancing circularity is both an environmental responsibility and a business opportunity. By helping clients minimize waste at the source, we reduce emissions, conserve natural resources, and create value through recovered materials.



## Zero Waste Metrics

**90%+**

diversion achieved across four TRUE Zero Waste projects

**5825 tons**

diverted annually

**597 tons**

waste avoided annually through reuse and repurposing

## What we are doing



Serviced over 33,000 client sites to identify waste-generating activities and implement solutions that eliminate waste before it occurs.



Expanded recycling and composting programs that close material loops.



Recovered reusable materials, such as 21 bales of plastic from the Javits Center, and transformed them into decking materials.



Managed four TRUE Zero Waste projects, and supported clients in achieving TRUE Zero Waste Certification.

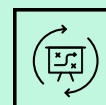
## What we look to do in the future



Enhance analytics to verify material recovery and circular performance.



Through initiatives such as SWEEP, we will partner with municipalities to improve recycling infrastructure.



Develop circular design education and client training initiatives.

# Emissions Reduction

## WHAT IT IS

Emissions reduction means cutting greenhouse gases, such as carbon dioxide and methane, that accelerate climate change. In the waste sector, emissions primarily come from trucks, equipment, and decomposing waste in landfills.

## WHY IT'S IMPORTANT

The transportation of waste is one of the industry's largest carbon contributors. Every inefficient route, unnecessary haul, or idling truck adds to air pollution and greenhouse gas emissions. Reducing emissions benefits both the environment and the communities we serve, improving air quality and reducing operational costs. RTS's technology-based routing and service optimization solutions are central to creating a low-carbon waste system.



## Emissions Metrics

# 964

Pello sensors deployed



## What we are doing



Supporting NYC's Commercial Waste Zone (CWZ) program to improve route efficiency and reduce truck congestion.

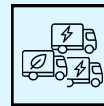


Using Pello technology to right-size client service levels, minimizing hauls and emissions.



Enabling fleet-level and operational emissions reductions; our partner GFL now runs over 15% of their fleet on compressed natural gas (CNG), and partner Casella committed 40% reduction in Scope 1 and 2 emissions.

## What we look to do in the future



Develop a Green Fleet Transition Plan for all operational markets.



Integrate emissions tracking into RTS client dashboards.



Shifting toward the Science Based Targets initiative (SBTi) as the standard for measuring our impact and setting our goals

# Regulatory Compliance

## WHAT IT IS

Compliance ensures that RTS meets or exceeds laws and standards governing environmental protection, safety, and waste management.

## WHY IT'S IMPORTANT

Compliance is the backbone of responsible waste management. Adhering to environmental regulations prevents pollution, ensures fairness across the industry, and maintains public trust. RTS acts as a compliance partner for clients, translating complex regulatory requirements into actionable solutions that also advance sustainability goals.



## Compliance Metrics

830

locations servicing organics

4968

locations servicing recycling

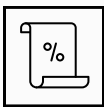
## What we are doing



Staying current with food waste recycling laws, source separation (SSR), and C&D diversion mandates.



Collaborating with agencies to remain proactive on emerging regulations.



Providing clients with compliance documentation and reporting support.

## What we look to do in the future



Automate compliance tracking and alerts within RTS systems.



Expand employee and client education programs.



Advocate for progressive waste and recycling policy reforms.

## Privacy & Data Security

### WHAT IT IS

Safeguarding sensitive digital information through responsible collection, storage, and use.

### WHY IT'S IMPORTANT

As RTS leverages digital tools to track waste data, client trust depends on strong data protection. Cybersecurity is integral to maintaining operational continuity and ethical governance.



## Climate Change

### WHAT IT IS

Long-term changes in global climate patterns due to human activity generating greenhouse gas emissions.

### WHY IT'S IMPORTANT

The waste sector both contributes to and can mitigate climate impacts. Landfills emit methane—a powerful greenhouse gas—but through waste diversion and smarter logistics, RTS helps cut those emissions directly.



## Occupational Health & Safety

### WHAT IT IS

Protecting employees from injury and harm in all work environments.

### WHY IT'S IMPORTANT

The safety of our drivers, partners, and teams is essential. The waste and recycling industry faces daily risks that demand vigilance, training, and accountability.



## Inclusive & Supportive Workplace

### WHAT IT IS

Fostering a diverse, equitable, and inclusive culture across all levels of the organization.

### WHY IT'S IMPORTANT

Diversity drives innovation. A supportive workplace strengthens morale, retention, and creativity—qualities essential for RTS's growth and mission success.

## Natural Resource Protection

### WHAT IT IS

Preserving air, water, soil, and biodiversity through responsible waste management.

### WHY IT'S IMPORTANT

Every ton of waste diverted saves energy, conserves raw materials, and protects natural ecosystems. RTS plays a direct role in reducing resource extraction through waste prevention and recycling.



## Business Transparency

### WHAT IT IS

Disclosing information about operations, sustainability progress, and governance openly and accurately.

### WHY IT'S IMPORTANT

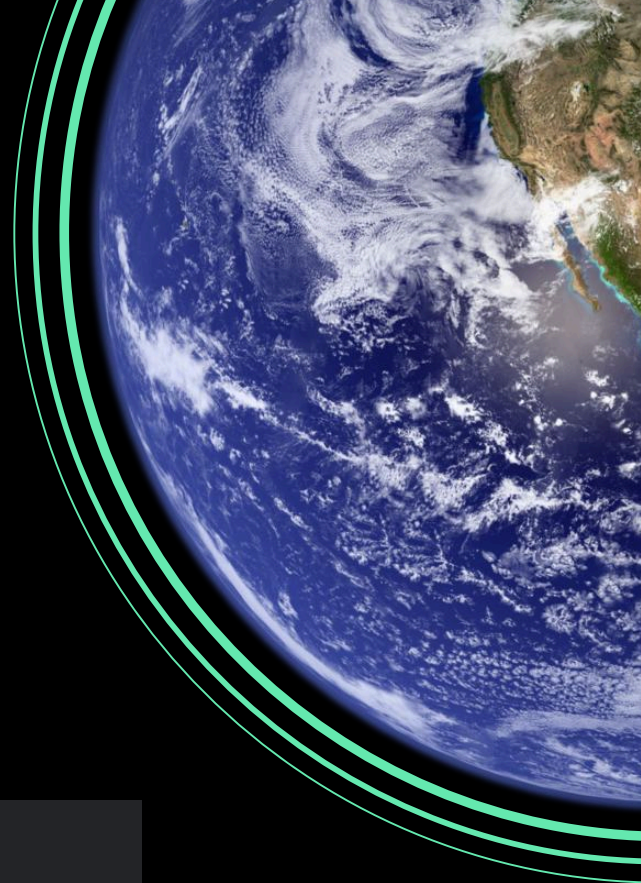
Transparency builds stakeholder confidence and positions RTS as a responsible leader in an industry that often lacks visibility into outcomes and impact.



# Looking Ahead

RTS's journey toward sustainability is ongoing, and our commitment to continuous improvement remains at the core of our business strategy. As the waste and recycling industry evolves, we recognize both the challenges and opportunities in driving measurable impact. Looking forward, our focus will be on deepening integration between technology, operations, and environmental performance to accelerate progress across all priorities.

We will continue to expand our role as a data-driven sustainability partner, helping clients better understand their waste streams, track performance in real time, and make informed decisions that reduce both waste and emissions. Through digital innovation and strategic collaboration, RTS will further develop solutions that advance circularity, optimize logistics, and enhance transparency throughout the materials lifecycle.



## In the coming years, RTS aims to:

### Scale Circular Systems

Expand client participation in recycling, composting, and reuse programs while advancing TRUE Zero Waste certifications.

### Decarbonize Operations

Implement a roadmap toward a cleaner fleet and lower overall greenhouse gas emissions, supported by real-time emissions tracking.

### Enhance Compliance Tools

Leverage technology to automate regulatory tracking, ensuring clients remain compliant with evolving local and national waste laws.

### Deepen Sustainability Data Reporting

Establish enhanced analytics and dashboards to measure and communicate sustainability performance with clarity and precision.

### Strengthen Workforce and Culture

Continue investing in employee safety, training, and inclusion initiatives to maintain a high-performance, values-driven workplace.

### Collaborate for Impact

Build partnerships with cities, clients, and environmental organizations to develop scalable circular economy models and community-based waste solutions.

RTS also plans to set measurable, time-bound goals across our sustainability priorities to ensure transparency and accountability in our progress. These will include targets for waste diversion, emissions reduction, and safety performance, as well as benchmarks for diversity, compliance, and digital security.

Our long-term ambition remains unchanged: to redefine waste management through innovation, integrity, and impact. By continuing to embed sustainability principles into every aspect of our business, RTS will help create a more circular, transparent, and sustainable world, one designed without waste.



Contact us at [info@rts.com](mailto:info@rts.com)