



## Republic Services Receives Perfect Score on Human Rights Campaign Foundation's 2018 Corporate Equality Index

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PHOENIX, Nov. 20, 2017 /PRNewswire/ -- Republic Services, Inc. (NYSE: RSG) is pleased to announce that the Company earned a top score of 100 percent and the distinction of "Best Places to Work for LGBTQ Equality" on the Human Rights Campaign Foundation's 2018 Corporate Equality Index (CEI), a national benchmarking tool on corporate policies and practices pertaining to lesbian, gay, bisexual, transgender and queer (LGBTQ) workplace equality. Republic is the sole recycling and solid waste collection provider to achieve a top score of 100 percent.



## We'll handle it from here.®

"Republic cannot thrive without hiring the best talent into a truly diverse and inclusive workplace and culture," said Mike Huycke, senior vice president of human resources at Republic Services. "We believe in making our people feel welcomed and valued, and it is important that we provide an inclusive work environment and evolving benefits programs that enable us to recruit and retain the best people. It is part of what makes Republic a great place to work, and it has become integral to fulfilling our promise to our customers."

The Company prioritizes programs and initiatives to make all employees feel welcomed and valued. Diversity and inclusion at Republic involves a robust talent acquisition function, ongoing employee education, manager accountability as well as prioritizing development and promotional opportunities for all employees.

The 2018 Corporate Equality Index evaluated and rated businesses nationwide on their LGBTQ-related policies and practices, including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs and public engagement with the LGBTQ community.

For more information on the 2018 Corporate Equality Index, or to download the report, please visit [www.hrc.org/cei](http://www.hrc.org/cei).

Republic has been steadily building on programs and initiatives to attract diverse, talented individuals. The Company was recently recognized by *Forbes* on its 2017 America's Best Large Employers List as well as named among the World's Most Ethical Companies by the Ethisphere Institute.

### About Republic Services

Republic Services, Inc. is an industry leader in U.S. recycling and non-hazardous solid waste disposal. Through its subsidiaries, Republic's collection companies, recycling centers, transfer stations and landfills focus on providing effective solutions to make proper waste disposal effortless for its 14 million customers. We'll handle it from here.®, the brand's promise, lets customers know they can count on Republic to provide a superior experience while fostering a sustainable Blue Planet for future generations to enjoy a cleaner, safer and healthier world.

For more information, visit the Republic Services website at [RepublicServices.com](http://RepublicServices.com). "Like" Republic on Facebook at [www.facebook.com/RepublicServices](https://www.facebook.com/RepublicServices) and follow on Twitter [@RepublicService](https://twitter.com/RepublicService).

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Media, Jennifer Eldridge, [media@RepublicServices.com](mailto:media@RepublicServices.com), 480-718-0119