



Human Rights Policy

Respect for Human Rights

"*Respectful – We value others and demonstrate that in everything we do*" is one of the five core values of Republic Services. This is put into practice every day by our employees, and we expect the same from our business relationships, including our partners and suppliers. Embedded in this value is the commitment to respect human rights – the fundamental rights, freedoms, and standards of treatment to which all people are entitled. We reinforce this commitment by conducting business and making decisions in an ethical and responsible manner and require that our business practices never infringe on human rights. In addition to our values, our [Code of Business Ethics and Conduct](#), Employee Handbook, policies, procedures and training programs support fundamental human rights and are aligned with our Human Rights Policy. We continue to look for ways to promote human rights where we can make a positive contribution to the communities in which we operate.

While human rights are the responsibility of every employee and our Board of Directors, the executive oversight of the Human Rights Policy resides with our Chief Executive Officer and our Executive Vice President, Chief Legal Officer and Chief Ethics and Compliance Officer. The Sustainability and Corporate Responsibility Committee of our Board of Directors oversees the Human Rights Policy as part of its responsibilities in reviewing significant issues, strategic goals, objectives, policies and practices relating to sustainability progress, social responsibilities, environmental issues, and enterprise and other risks. This Human Rights Policy applies to Republic Services, Inc. and its majority-owned subsidiaries, regardless of geographic location, and we expect our suppliers and partners to uphold these principles as well.

Equal Opportunity, Inclusion and Respect

We are committed to fostering a positive and diverse workplace that is safe and free from discrimination, harassment, intimidation and retaliation. We provide equal opportunity to seek to ensure that recruitment, employment and promotion decisions are based solely on qualifications, abilities and performance, which includes results and behaviors consistent with our values. We promote an inclusive environment where all individuals are welcomed and valued. All applicants and employees are respected and treated as individuals without regard to their race, color, religion, sex, sexual orientation, gender identity or expression, national or social origin, ethnicity, age, disability, veteran status, genetic testing or any other classification protected by law. This means that we will not tolerate unlawful discrimination with respect to any employment-related decision or practice.

Healthy Workplace and Lifestyle

We prioritize safety above all else. When people feel safe, they can fully participate in the opportunities that are available to them each day. We are committed to operating our facilities and equipment in a safe and efficient manner and in compliance with all applicable federal, state and local safety and health laws, regulations and standards. Our safety programs and ongoing training are designed to ensure a safe work environment that is free from recognized hazards and provide proactive measures to prevent accidents that could cause injury or property damage to employees, customers or the general public.

We have established Employee Wellness Programs to promote a culture of health for the benefit of our workforce and to drive engagement in our health and retirement plans.

Safe and Secure Workplace

We promote a workplace free from violence – any acts or threats of violence will not be tolerated. We have security safeguards designed to protect our employees and physical assets and will continue to monitor and enhance our security measures as appropriate to strengthen the safety and security of our employees.

Accommodations

We provide reasonable accommodations for any qualified applicant or employee who has a disability (as defined by federal or state law). We also provide reasonable accommodations for our employees' religious beliefs.

Pay, Benefits and Work Hours

Our employee compensation is competitive and reflects geographical differences, complexity and scope of position, and business unit or division, while remaining consistent with the Fair Labor Standards Act and other applicable federal, state and local laws. Pay is determined by the Company based on market considerations and a variety of business factors, including applicable collective bargaining agreements. We are committed to providing competitive health, welfare, and retirement benefits for employees. We implement measures to ensure that work hours, meal and rest periods, and overtime are in compliance with federal and state laws.

Freedom of Association and Collective Bargaining

In accordance with applicable labor laws, we respect the right of our employees to form, join or assist labor organizations and to bargain collectively through representatives of their own choosing without fear of retaliation, intimidation or harassment. We further recognize that our employees have a legal right to refrain from such activities. The Company is committed to bargaining in good faith with our employees' representatives.

Forced Labor, Human Trafficking and Child Labor

We prohibit the use of all forms of forced labor and any form of human trafficking. We further prohibit the hiring of individuals that are under 18 years of age.

Community and Stakeholder Engagement

We are dedicated to being a good neighbor in the communities in which we live and work. Republic Services has centered its charitable giving and services around community development and neighborhood revitalization to help build stronger and safer communities, in addition to our commitment to safety, disaster relief and social services. We have a well-developed, year-round engagement program that includes candid dialogue with our shareholders and key stakeholders and covers a variety of topics including sustainability oversight and social responsibilities. We highly value these discussions and consider the feedback when making decisions involving our operations and the rights, interests and well-being of our employees, customers, communities and the environment.

Environmental Responsibility

We are responsible stewards of the environment wherever we do business. It is our responsibility to lead by example – to help create a cleaner, safer and more sustainable environment for future generations.

Guidance and Reporting Concerns

We are committed to fostering a positive and open working environment where employees are comfortable sharing ideas, thoughts and concerns. We strive to maintain an ethical culture in which employees can report dishonest or unethical behavior without fear of retaliation. This includes raising concerns about potential violations of our Code of Business Ethics and Conduct and related policies, including our Human Rights Policy. The Republic Services AWARE Line (toll-free employee hotline) is available for all employees to raise concerns if they are uncomfortable speaking directly with their supervisors or any other member of management or wish to remain anonymous. Any concerns are addressed using a robust internal process whereby we investigate, respond and take appropriate corrective actions if warranted. We regularly update our policies and practices based on our findings. Additionally, in our unionized workplaces, employees also may raise grievances with regard to some types of workplace issues in accordance with their specific location's applicable grievance procedure.

We do not permit retaliation or intimidation against anyone who reports a concern, raises a compliance question, seeks advice or cooperates in an investigation. Anyone who retaliates or attempts to retaliate will be subject to disciplinary action, up to and including termination of employment.

This policy is the property of Republic Services, Inc. ("Republic Services" or the "Company") and is to be used in connection with the conduct of the business of Republic Services and/or its subsidiaries. This policy is not intended to and does not constitute or create contractual terms of employment.