



## **Republic Services**

### **2015 Global Reporting Initiative G4 Content Index & Report**

## Republic Services 2015 Global Reporting Initiative G4 Content Index & Report

Coverage of the company's publicly available economic, governance, environmental and social indicators is for 100% of our business where data is available, unless otherwise noted.

All externally referenced documents can be found at:

- 2015 10-K - <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-sec>. Please note all references to 2015 Form 10-k as amended and updated by Form 8-K filed June 3<sup>rd</sup> updating notes 1, 2, 5, 6, 9, 14 and notes 16.
- 2016 Proxy Statement - <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-sec>
- Corporate Governance Documents - <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-govhighlights>
- 2015 Sustainability Report - <https://republicservices.com/sustainability>

General Standard Disclosures	Page Number or External Reference	Reporting Status
<b>GENERAL STANDARD DISCLOSURES</b>		
G4-1	Pg 7 of this Report	Complete
G4-2	Pg 9 of this Report	Complete
G4-3	2015 10-K	Complete
G4-4	2015 10-K	Complete
G4-5	2015 10-K	Complete
G4-6	2015 10-K	Complete
G4-7	2015 10-K	Complete
G4-8	2015 10-K	Complete
G4-9	2015 10-K	Complete
G4-10	2015 10-K	Partial
G4-11	2015 10-K	Complete
G4-12	2015 10-K	Complete
G4-13	2015 10-K	Complete
G4-14		Incomplete
G4-15		Incomplete
G4-16		Incomplete
G4-17	2015 10-K	Complete
G4-18	G4-2 of this Report	Complete
G4-19	G4-2 of this Report	Complete
G4-20	G4-2 of this Report	Complete
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G4-27	G4-2 of this Report	Complete
G4-28	Pg 15 of this Report	Complete
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G4-31	Pg 16 of this Report	Complete
G4-32	Pg 16 of this Report	Complete
G4-33	Pg 16 of this Report	Complete
G4-34	2016 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter	Complete
G4-35	2016 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter	Complete
G4-36	2016 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter	Complete
G4-37	2016 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter	Complete
G4-38	2016 Proxy Statement	Complete
G4-39	2016 Proxy Statement	Complete
G4-40	2016 Proxy Statement, Nominating & Corporate Governance Committee	Complete
G4-41	2016 Proxy Statement	Complete
G4-42	2016 Proxy Statement	Complete
G4-43	G4-2 of this Index, 2016 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter	Complete
G4-44	G4-2 of this Index, 2016 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter	Complete
G4-45	G4-2 of this Index, 2016 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter	Complete
G4-46	G4-2 of this Index, 2016 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter	Complete
G4-47	G4-2 of this Index, 2016 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter	Complete
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G4-49	G4-2 of this Index, Sustainability & Corporate Responsibility Committee Charter	Complete
G4-50	G4-2 of this Index, Sustainability & Corporate Responsibility Committee Charter	Complete
G4-51	2016 Proxy Statement	Complete
G4-52	2016 Proxy Statement	Complete
G4-53	2016 Proxy Statement	Complete
G4-54	Pg 19 of this Report	Incomplete
G4-55	Pg 19 of this Report	Incomplete
G4-56	Code of Ethics & Business Conduct	Complete
G4-57	Code of Ethics & Business Conduct	Complete
G4-58	Code of Ethics & Business Conduct	Complete

<b>SPECIFIC STANDARD DISCLOSURES</b>		
<b>DMA and Indicators</b>		
<b>CATEGORY: ECONOMIC</b>		
G4-EC DMA	Pg 20 of this Report	Complete
G4-EC1	2015 10-K	Complete
G4-EC2	2015 10-K	Complete
G4-EC3	2015 10-K	Complete
G4-EC4	2015 10-K	Complete
G4-EC5		Incomplete
G4-EC6		Incomplete
G4-EC7		Incomplete
G4-EC8		Incomplete
G4-EC9		Incomplete
<b>CATEGORY: ENVIRONMENTAL</b>		
G4-EN DMA	Pg 21 of this Report	Complete
G4-EN1		Incomplete
G4-EN2		Incomplete
G4-EN3		Incomplete
G4-EN4		Incomplete
G4-EN5		Incomplete
G4-EN6		Incomplete
G4-EN7		Incomplete
G4-EN8		Incomplete
G4-EN9		Incomplete
G4-EN10		Incomplete
G4-EN11		Incomplete
G4-EN12		Incomplete
G4-EN13		Incomplete
G4-EN14		Incomplete
G4-EN15	Pg 21 of this Report	Partial
G4-EN16	Pg 22 of this Report	Partial
G4-EN17	Pg 22 of this Report	Partial
G4-EN18	Pg 25 of this Report	Complete
G4-EN19	Pg 25 of this Report	Partial
G4-EN20		Incomplete
G4-EN21		Incomplete
G4-EN22	Pg 28 of this Report, Pg 12-14 of 2014 Sustainability Report	Partial
G4-EN23		Incomplete
G4-EN24		Incomplete
G4-EN25		Incomplete

G4-EN26		Incomplete
G4-EN27		Incomplete
G4-EN28		Incomplete
G4-EN29		Incomplete
G4-EN30		Incomplete
G4-EN31	2015 10-K	Partial
G4-EN32		Incomplete
G4-EN33		Incomplete
G4-EN34		Incomplete
<b>CATEGORY: SOCIAL</b>		
<b>SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK</b>		
G4-LA DMA	Pg 29 of this Report	Complete
G4-LA1		Incomplete
G4-LA2		Incomplete
G4-LA3		Incomplete
G4-LA4		Incomplete
G4-LA5		Incomplete
G4-LA6	Pg 29 of this Report	Complete
G4-LA7	Pg 30 of this Report	Complete
G4-LA8		Incomplete
G4-LA9	Pg 30 of this Report	Complete
G4-LA10		Incomplete
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G4-LA12		Incomplete
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G4-LA16		Incomplete
<b>SUB-CATEGORY: HUMAN RIGHTS</b>		
G4-HR DMA	Pg 31 of this Report, 2015 10-k	Complete
G4-HR1		Incomplete
G4-HR2		Incomplete
G4-HR3		Incomplete
G4-HR4		Incomplete
G4-HR5		Incomplete
G4-HR6		Incomplete
G4-HR7		Incomplete
G4-HR8		Incomplete
G4-HR9		Incomplete
G4-HR10		Incomplete
G4-HR11		Incomplete

G4-HR12		Incomplete
<b>SUB-CATEGORY: SOCIETY</b>		
G4-SO DMA	Pg 32 of this Report	Complete
G4-SO1		Incomplete
G4-SO2		Incomplete
G4-SO3		Incomplete
G4-SO4	Pg 32 of this Report	Complete
G4-SO5	Pg 32 of this Report, 2016 Proxy Statement	Complete
G4-SO6	Pg 32 of this Report, Political Contributions Policy	Complete
G4-SO7		Incomplete
G4-SO8		Incomplete
G4-SO9		Incomplete
G4-SO10		Incomplete
G4-SO11		Incomplete
<b>SUB-CATEGORY: PRODUCT RESPONSIBILITY</b>		
G4-PR DMA	Pg 33 of this Report	Complete
G4-PR1		Incomplete
G4-PR2		Incomplete
G4-PR3	Pg 33 of this Report	Complete
G4-PR4		Incomplete
G4-PR5		Incomplete
G4-PR6	Pg 33 of this Report	Complete
G4-PR7		Incomplete
G4-PR8		Incomplete
G4-PR9		Incomplete

## G4 General Standard Disclosures

**G4-1 Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.**

### Blue Planet

At Republic Services, we believe sustainability is about balance. It is about protecting our Blue Planet™. In addition, we believe we can create stronger profits and a more durable business by encompassing a broader view. For our 14 million customers, this means peace of mind that recyclables are indeed recycled the right way. It is the assurance that by entrusting Republic to own and safeguard the waste we collect, customers are making a positive, sustainable choice. It is the understanding that we relentlessly pursue innovation in our services, products and capabilities, making it effortless for customers to do more of the right thing with confidence. It is through enhanced training programs, our diversity and inclusion initiatives and offering competitive benefits and compensation plans that demonstrate our commitment to creating an environment where the best people come to work. It is why we prioritize safety education and training on a daily basis, and it is why we celebrate strong safety records. And finally, it is why we invest back into our communities through customer engagement, philanthropic giving, volunteerism, infrastructure investments and operating in over 240 markets across the U.S. at the highest standards. These commitments are reflected in the way we do business and guided by the five elements of our sustainability platform: **Operations, Materials Management, Communities, Safety and People.**

We are caretakers of this Blue Planet, largely covered with blue waters that flow beneath blue skies. It is worthy of every effort we can make to protect it for our children and our children's children.

### Operations

For Republic's part, we start with a resounding commitment to reduce carbon emissions in our operations whenever and wherever possible. As the operator of the 8th largest vocational fleet in the country, we believe we have a responsibility to be leaders in reducing carbon emissions as well as dependency on foreign oil. Today, we operate a compressed natural gas (CNG) fleet that constitutes roughly 16 percent of our total fleet. In fact, roughly 33 percent of the replacement vehicles we purchased in 2015 are powered by this domestic fuel source. To sustain our commitment, we have built 38 natural gas fueling stations on our sites. These stations, along with the CNG trucks they support, represent a significant local investment in cleaner, quieter and more efficient vehicles in the communities they serve.

As an industry leader that owns and operates over 300 active and closed landfills nationwide, we set the standard for quality landfill management. We leverage the power of science, advanced technologies and innovation to customize site management plans, and address complexities that range from odor mitigation and groundwater protection to community engagement.

Whether it is state-of-the-art leachate collection and pretreatment systems, landfill gas collection systems that connect with advanced air pollution control equipment or sophisticated groundwater protection protocols, we are uniquely capable of managing the dynamic operating environment at any landfill.

### Materials Management

Republic's business, and the broader economy, exists within planetary boundaries. This means we consider our Blue Planet to be a vital asset. It means we must responsibly account for and value precious natural resources like air, water, land and the ecosystems they create. It means we strive for balance in every aspect of what we do, whether it is our people, operations or resources, to ensure that we help to regenerate the planet. Simply put, our ability to deliver truly exceptional service to our customers is directly linked to our commitment to extract value from the country's waste stream — through materials that can be repurposed as commodities to offset virgin material use or through materials that generate

energy to offset fossil fuels. When we extract materials and energy, we are regenerating our economic engine while preserving the planet's natural resources. Our world-class operations exemplify our commitment to innovation and excellence at 67 recycling centers across the nation. We collected over 5 million tons of recyclable materials in 2015, enabling discarded items to be regenerated into newspaper, cardboard, glass and plastic bottles, tissue, paper towels, and metal cans. Recycling this quantity of material saves 15 million tons of carbon dioxide equivalent (CO<sub>2</sub>e), which is nearly as much as Republic's entire carbon footprint. Republic Services is equally committed to harnessing landfill gas, the natural byproduct of decomposing waste, and converting it into energy. We operate 69 landfill gas-to-energy (LFGTE) projects across the country. Annually, these projects generate enough electricity to power approximately 250,000 households, meeting the needs of a community the size of the city of Atlanta, Georgia.

### Communities

Republic's customers care about more than simply having their recyclables and waste picked up. They share our concern for the planet and want to do what is best for the environment. For effective solutions and reliable industry knowledge, customers often look to Republic Services and our products and services that make being environmentally responsible convenient and effortless for them. As an example, our community-based program encourages customers to recycle by empowering them to earn recycle points, which do two things: 1) provide access to hundreds of discounts on everyday products and at stores, and 2) fund needed civic projects in their own neighborhoods through community grants. Whether supporting the purchase of new playground equipment, planting flowers at the local library or donating trees, customers can contribute to neighborhood improvements, all funded by Republic.

Whether it's walks and runs to raise awareness or food drives to benefit local food banks, Republic Services employees are always ready, willing and able to extend a helping hand to their communities. From a corporate perspective, Republic makes donations to support not only the local Phoenix community, where our headquarters is located, but also backs causes that are national in scope and impact. Our 33,000 dedicated employees constantly stay connected with their local communities. While there are far too many local activities to name, we're proud to see our charitable efforts focused where they're most needed: Children & Family, Community & Environment, Health & Wellness, Arts & Education.

### Safety

Safety is core to the responsibility we assume as caretakers of our Blue Planet. Republic is dedicated to the safety of our employees, customers and the communities we serve. Due to the nature of our industry, we prioritize safety above all else and we recognize and reward employees for outstanding safety records. Over the past 8 years, our safety performance has been 42% better than the industry average. Our *Think, Choose, Live* slogan encapsulates our everyday safety messaging to our employees to: Think about what you are doing, Choose the safe answer, and Live to go home to your family. With the phrase printed on numerous items, including hard hats and equipment our employees touch, there are constant reminders for employees to go home in the same condition that they came to work. Our goal is to ensure every one of our employees returns home safely each night.

We take pride in recognizing employees who demonstrate a relentless commitment to safety. Employees with the best driving records are eligible for the industry's most prestigious award, the National Waste & Recycling Association's Driver of the Year. Republic drivers have won 18 of 24 Driver of the Year awards issued for the large truck category since 2009.

### People

An important part of protecting our Blue Planet is our people. Without their unwavering commitment to the planet and our customers, we wouldn't be able to do all that we do every day. We're focused on attracting and retaining talented professionals that are just as committed to the environment as our company and our customers — and we motivate them through meaningful and rewarding careers.



We believe that empowered employees are the greatest indicator of our success. We provide ongoing job training, growth and development opportunities for our employees at every level. We're invested in our employees and continue to look for meaningful ways to demonstrate our appreciation for the hard work and dedication they show each and every day they come to work.

In 2015, we made great strides in making Republic Services a great place to work through our continued investment in our 33,000 dedicated employees. And, of course, better serving our customers and our communities is the key to generating long-term value for you, our stakeholders.

#### Positive Impact

We participated in the 2015 CDP S&P 500 Climate Change assessment. This activity represents the progress achieved by companies in reducing emissions, responding to climate-related risks and opportunities, and mobilizing influence to manage climate change. We are proud to have earned a Disclosure Score of 98 out of 100, which reflects our strong commitment to transparency, thoroughness and responsibility, and an A- in Performance, which demonstrates our commitment to carbon reduction.

We believe we are creating a positive impact. What we do each day, and what we empower our customers to do in their homes and businesses, leads to sustained environmental benefits. By working with our customers and the community, and living up to our brand promise, We'll handle it from here™, we are making a difference in protecting and preserving our Blue Planet. But, at the same time, we are the first to recognize that there is significantly more work to be done, and we are only just beginning. On behalf of our 33,000 employees, I am pleased to share with you our 2015 GRI Report. We are proud of our current achievements and hope that you are as encouraged about the future as we are here at Republic Services.

Donald W. Slager

#### **G4-2 Provide a description of key impacts, risks, and opportunities.**

##### **Sustainability Materiality for our Reporting Scope**

The parameters of our 2015 GRI Report have been established based on a strategic assessment of the issues that are of greatest relevance to our business strategy, our stakeholders and the ability to make a positive impact within the communities that we serve.

##### **Sustainability Materiality Assessment Process**

In 2014, we undertook a multifaceted and three-phase approach to determine our company's material sustainability issues in order to align our materiality reporting scope with our company and stakeholders' key business drivers and to define our sustainability program strategy. We continued to evaluate our most material issues in 2015 by engaging internal and external stakeholders to help further prioritize and guide our program development and reporting activities. Republic will be continuing this stakeholder engagement activity into 2016 through formal and informal channels to provide an update on our 2014 results, as well as, align our sustainability strategy, goals and reporting with our core business strategy.

The foundation for determining our material issues to the business begins with identifying risks at the company level through our enterprise risk management function, which includes involvement of key managers throughout the business, our leadership team and our Board of Directors. We also engage our Executive Council, a 29 member multi-disciplinary team of leaders from across the business representing both Corporate and Field operations to identify not only risks, but opportunities for our business related to sustainability. Many topics that impact our business, such as fuel and electricity consumption, emissions from our fleet, and emissions from our landfills, are directly linked to climate change and the

communities in which we operate. Many other topics, such as safety, employee engagement, and corruption are directly linked to broader social challenges, expanding the scope of sustainability beyond just an environmental focus. This results in our annual Strategic Plan, which is shared with and endorsed by the Board of Directors in the Fall of each year. This Plan is aligned with the Market Planning Process (MPP) that is conducted each year in all of our markets to identify material issues at the local and asset level. The most significant business risks are reported publicly through the company's annual 10-K filing.

In the fall of 2014, we completed our first corporate wide sustainability materiality assessment by taking a strategic approach to better understand and measure against the issues that present material risks and opportunities to our company. This work previously leveraged a risk and opportunity assessment focused on climate change issues. Throughout 2015 and in early 2016, we expanded the focus of this work to also consider how these issue align with, and may be influenced by the interests of our stakeholders that could have a direct or indirect impact on our ability to create, preserve or erode economic, environmental and social value for our company, our stakeholders and society at large. This work is being informed by and is aligned with the Global Reporting Initiative's G4 Principles and Standards.

Our formal sustainability-specific materiality assessment aims to:

- Gather input on critical risk and opportunity drivers and sustainability issues across our businesses
- Evaluate the nature of specific impacts and our ability to affect the issues both directly and indirectly
- Provide context and review prioritized drivers for transparency and disclosure of sustainability risks and opportunities
- Identify gaps in our risk and opportunity assessment to inform our materiality-assessment process in subsequent years
- Suggest actions to enhance sustainability and corporate programs as well as improve our transparency in reporting

### **Stakeholder Engagement**

In order to develop a comprehensive understanding of risks and opportunities that are material to our business, we engage with a diverse set of stakeholders to assess the materiality of sustainability-specific issues. Our targeted stakeholder-engagement process includes employees, customers, investors, supply chain partners and relevant governmental and non-governmental bodies/organizations.

#### *Employees*

- **Employee Engagement survey:** Through an annual employee engagement survey, an open door policy, and our human capital development programs, we listen to our employees, show them we care, and most importantly, demonstrate our commitment to making Republic a great place to work for everyone. Our employee engagement score in 2015 was 82%. By completing our annual Republic Listens employee engagement survey, employees are able to provide valuable insight that allows us to take action on the things that matter most to them. The survey is administered by Towers Watson, an outside vendor that specializes in employee surveys and research. They develop the survey questions and compile the results while ensuring that responses stay confidential. Employees can participate in the survey either online or on paper at their location. The results are shared throughout the Company, allowing leaders the opportunity to see and understand them. Each department and Business Unit is responsible for discussing the results, as well as developing and executing action plans. Broader changes companywide are implemented by our HR teams, executives and the appropriate leaders.
- **Individual Employee Interviews:** Beginning in 2015 and continuing in 2016, Republic launched a series of targeted one-on-one sustainability interviews with select employees to better understand issues that matter most to our employees. This supports our ability to attract and retain the best employees, which supports the people and talent agenda pillar of our business

strategy, as well as, enables us to monitor and improve performance around sustainability. This direct employee feedback is incorporated into the prioritization of material issues.

- Market Planning Process (MPP): In this local and asset level review, leaders are looking at the current and potential list of assets, competitive threats, strengths and weaknesses, risks and opportunities, growth plans, regulatory and legislative changes, and other key local market factors. In order to validate the assessment at the local and asset level we engage employees to identify material issues that are either potential risks or opportunities.

#### *Customers*

We listen to our customers on a daily basis and respond as well as anticipate their wants and needs through dedicated account management teams. In addition to our daily interactions, we employed the following strategies to inform customer-specific risks and opportunities in 2015:

- Directly engaged with our customers on the topic of what issues are most material to them and how Republic can contribute to a positive impact. We serve over 14 million customers across the United States. These range from Multi-National companies with multiple sites across the US, to “mom and pop” local businesses; from large municipalities representing millions of residents to single, rural homeowners. Each and every customer can contact Republic Services with feedback through various publicly available communication channels. In addition, we proactively seek input directly through our sales and customer service channels.
- Active participation in industry organizations, including the National Waste & Recycling Association, Institute of Scrap Recycling Industries, Environmental Research and Education Foundation, and many, many other national, state and local organizations both governmental and non-governmental.
- Focused interviews with select customers to solicit feedback and reflection on material issues to Republic, from their perspective.

#### *Communities, Municipalities, and Organizations*

We’re committed to each and every community we serve and that commitment is strengthened through our partnerships with local municipalities serving the interests of their communities. We are able to enhance our understanding of both local and global trends impacting our business, customers and communities around the world through these partnerships and programs. As a part of our materiality assessment process, we actively engaged with a selection of relevant municipalities to better inform the assessment of our company’s risks and opportunities related to society and sustainability at-large. The viewpoints of the municipalities with which we spoke ranged from the most progressive cities in the world to those with severe environmental and social challenges.

We also reach out to non-governmental organizations (NGOs) who often are leading the charge with scientific expertise on various sustainability issues. It is important to us to understand these issues with the broader lens that NGOs typically represent, as well as the deep dive that they are able to offer. We look to partner with NGOs where interests align.

#### *Investment Community*

Republic has an active shareholder outreach program and regularly engages with shareholders on a number of matters, including executive compensation, governance and sustainability. The Management Development and Compensation Committee (Compensation Committee) carefully considers feedback received from shareholders on executive compensation.

Although the Compensation Committee was very pleased that our 2015 non-binding advisory vote on executive compensation received support from 97.1% of the shares voted, it decided to continue our shareholder outreach program in fall 2015 to get shareholders’ views on the changes we made to our executive compensation program for 2015 and on governance and sustainability issues. This outreach

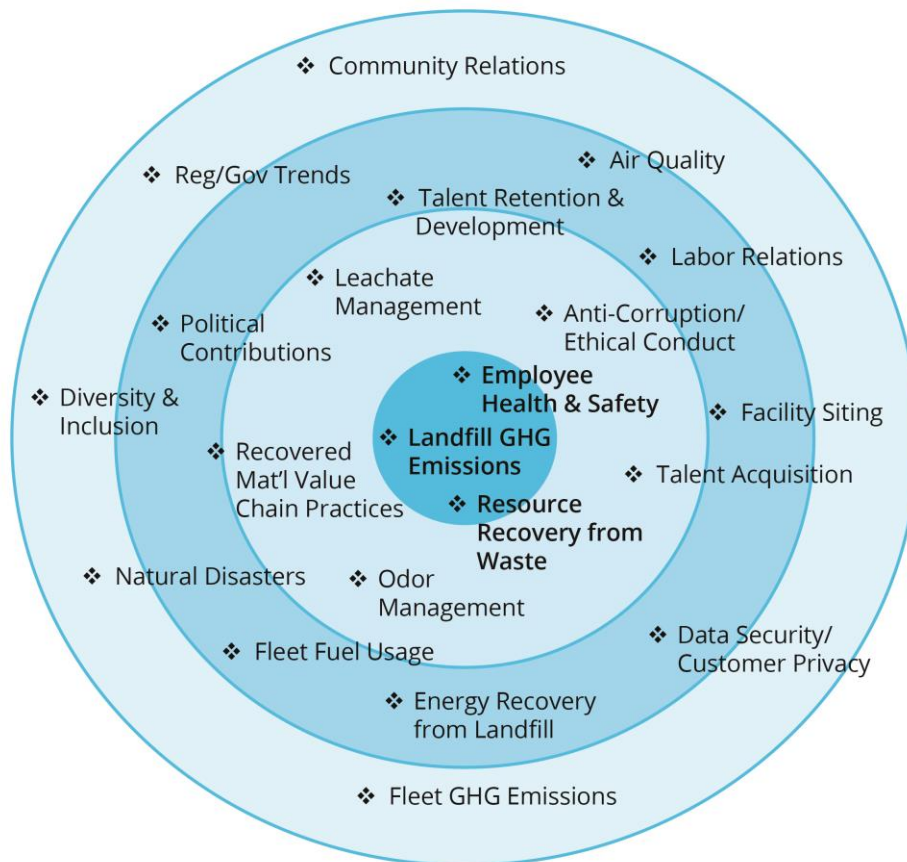
involved a number of our largest shareholders and included our independent Chairman of the Board, our independent Compensation Committee Chair and members of senior management.

*Supply Chain Partners*

We believe it’s important to engage with our supply chain partners both downstream and upstream from our company. This helps us to better understand risks and opportunities to us and our stakeholders as a result of the actions of others. It also provides us with an opportunity to influence and educate our partners where we see gaps in sustainability activities. Where possible or needed, we engage with our supply chain partners to mitigate risks, take advantage of opportunities and/or strengthen our partners.

**Materiality Map**

This materiality assessment process results in a suite of sustainability aspects of material significance to Republic. All aspects listed in our materiality diagram below are deemed to be material to Republic, and include impacts within and outside our organization. Those in the “bulls-eye” represent the most material impacts as identified by Republic and our stakeholders. While all three of these impacts have on-going management best practices in place, we also established public goals for each to demonstrate our commitment to vigilance on these topics and to enable our stakeholders to engage with us in monitoring our progress.



Sustainability aspects in the outer concentric circles have decreasing importance; however, they still have a financial impact on our business and/or external aspects. Those nearer the center are more material than those in the outer loop. Every aspect identified on our map currently has a management practice in place. The detailed prioritization of these additional aspects has yet to be established, and as we continue our sustainability materiality assessment process throughout the remainder of 2016, we expect our materiality map to become clearer and anticipate additional goals that will emerge as a result.

#### **Ongoing Assessment**

We anticipate the general sustainability materiality assessment process to be an ongoing initiative that stays current with emerging broader sustainability trends and the ongoing growth and evolution of our company.

#### **G4-3 Report the name of the organization.**

Republic Services, Inc.

#### **G4-4 Report the primary brands, products, and services.**

Refer to Item 1, page 2 of our 2015 10-K report for more information.

#### **G4-5 Report the location of the organization's headquarters.**

18500 North Allied Way  
Phoenix, Arizona 85054

#### **G4-6 Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.**

Refer to Item 1, page 2 of our 2015 10-K report for more information.

#### **G4-7 Report the nature of ownership and legal form.**

Refer to the cover page of our 2015 10-K report for more information.

#### **G4-8 Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).**

Refer to Item 1, page 2 of our 2015 10-K report for more information.

#### **G4-9 Report the scale of the organization**

Refer to Item 1, page 2, Item 1, page 4, Item 6, page 25 and Item 8, page 66 of our 2015 10-K report for more information.

#### **G4-10 a. Report the total number of employees by employment contract and gender.**

Refer to Item 1, pages 4 and 5 of our 2015 10-K report for more information.

#### **G4-11 Report the percentage of total employees covered by collective bargaining agreements.**

Refer to Item 1A page 21 of our 2015 10-K report for more information.

**G4-12 Describe the organization's supply chain.**

Refer to Item 1, pages 8-10 of our 2015 10-K report for more information.

**G4-13 Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain**

Refer to Item 7, page 27, 28, 30, 32 and Item 8 pages 82-83 of our 2015 10-K report for more information.

**G4-17 List all entities included in the organization's consolidated financial statements or equivalent documents.**

Refer to Item 2, page 22 and Item 8, pages 82-83 of our 2015 10-K report for more information.

**G4-18 Explain the process for defining the report content and the Aspect Boundaries.**

**b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.**

Refer to our Materiality Narrative in G4-2.

**G4-19 List all the material Aspects identified in the process for defining report content.**

Refer to our Materiality Narrative in G4-2.

**G4-20 For each material Aspect, report the Aspect Boundary within the organization.**

Refer to our Materiality Narrative in G4-2.

**G4-21 For each material Aspect, report the Aspect Boundary outside the organization.**

Refer to our Materiality Narrative in G4-2.

**G4-22 Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.**

2015 represents the second full Sustainability Report to be issued by Republic Services, with our first being issued in 2014. The scope and boundary, as well as material aspects that are identified and reported upon in our 2015 Sustainability Report and within this GRI Index represent a similar scope to that presented in our 2014 report. Through 2015 and into 2016, we have been assessing the approach, inputs and findings of our materiality assessment, and will work to incorporate the outcomes of this work into our 2016 report scope and business strategy.

We have restated some of our environmental aspects, specifically 2014 data for EN 16, EN18 and EN19. This is due to the following changes:

- Emissions from estimated natural gas have been moved from Scope 1 Stationary Combustion Natural Gas to Scope 2 Heating. This has impacted the Scope 1 Stationary Combustion totals, Scope 1 totals, and Scope 2 totals. Emissions from estimated natural gas in leased facilities are reported under Scope 2 (as per section 5.2.1 on Leased Assets in the WRI/WBCSD GHG Protocol Scope 2 Guidance) as Republic does not have operational control over the heating equipment.
- Estimated natural gas intensity was also corrected, as we identified errors through our verification and corrected these for historical data.

- Prior to 2015, Scope 1 emissions from Fuels were reported for all non-stationary sources, including on-road vehicles and off-road equipment. In 2015, we separated the Fleet on-road vehicle data (diesel, natural gas (CNG/LNG), unleaded gas and biodiesel) from the off-road equipment (off-road diesel, kerosene, propane) for more accurate tracking of the Fleet data. Historical data for 2013 and 2014 were also separated following this method.
- Scope 3 FERA (fuel-and-energy-related activities not in Scope 1 or Scope 2) emissions has been corrected based on the updates to our natural gas intensity estimations per item above.

We look forward to continuing to enhance our transparency, and track and report on performance against our goals.

**G4-23 Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.**

The scope and boundary, as well as material aspects that are identified and reported upon in our 2015 Sustainability Report and within this GRI Index represent a similar scope to that reported on in our 2014 report. Republic has, however, expanded its reporting of scope 3 emissions to include relevant and estimated emissions of its value chain.

**G4-24 Provide a list of stakeholder groups engaged by the organization.**

Refer to our Materiality Narrative in G4-2.

**G4-25 Report the basis for identification and selection of stakeholders with whom to engage.**

Refer to our Materiality Narrative in G4-2.

**G4-26 Report the organization’s approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.**

Refer to our Materiality Narrative in G4-2.

**G4-27 Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.**

Refer to our Materiality Narrative in G4-2.

**G4-28 Reporting period (such as fiscal or calendar year) for information provided.**

Calendar year 2015

**G4-29 Date of most recent previous report (if any).**

June 2015.

**G4-30 Reporting cycle (such as annual, biennial).**

Annual

**G4-31 Provide the contact point for questions regarding the report or its contents.**

jbohan@republicservices.com

**G4-32 Report the 'in accordance' option the organization has chosen.**

Although we are including specific standard disclosures from the GRI G4 and align with the reporting principles of GRI G4, Republic Services has not endeavored to report in accordance with the Core or Comprehensive version of GRI G4.

**G4-33 Report the organization's policy and current practice with regard to seeking external assurance for the report.**

Republic Services has not sought external assurance of this GRI G4 Content Index nor its 2015 Sustainability Report. Republic Services has completed a third-party verification of its publicly reported 2013, 2014 and 2015 Scope 1, 2 and 3 (Business Travel and Contract Hauling only) GHG emissions in accordance with the ISO 14064-3 Standard. Additional information is available through the CDP, at [cdp.net](http://cdp.net).

**G4-34 Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.**

Refer to pages 16-22 of our 2016 Proxy Statement and the Sustainability & Corporate Responsibility Committee Charter on the Republic governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

**G4-35 Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.**

Refer to pages 16-22 of our 2016 Proxy Statement and the Sustainability & Corporate Responsibility Committee Charter on the Republic governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

**G4-36 Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.**

Refer to pages 16-22 of our 2016 Proxy Statement and the Sustainability & Corporate Responsibility Committee Charter on the Republic governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

**G4-37 Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.**

Refer to pages 14-22 of our 2016 Proxy Statement and the Sustainability & Corporate Responsibility Committee Charter on the Republic governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

**G4-38 Report the composition of the highest governance body and its committees.**

Refer to pages 16-18 of our 2016 Proxy Statement and our governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-govhighlights>



**G4-39 Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization’s management and the reasons for this arrangement).**

Refer to page 12 of our 2016 Proxy Statement and our governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

**G4-40 Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.**

Refer to page 18-20 of our 2016 Proxy Statement and our Nominating and Corporate Governance Committee Charter on our governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

**G4-41 Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders.**

Refer to pages 20-22 of our 2016 Proxy Statement and our governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

**G4-42 Report the highest governance body’s and senior executives’ roles in the development, approval, and updating of the organization’s purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.**

Refer to page 20-22 and 32-34 of our 2016 Proxy Statement and our governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

**G4-43 Report the measures taken to develop and enhance the highest governance body’s collective knowledge of economic, environmental and social topics.**

Refer to our Materiality Narrative in G4-2, pages 16-18 of our 2106 Proxy Statement and our Sustainability & Corporate Responsibility Committee Charter on our governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance>

**G4-44 Report the processes for evaluation of the highest governance body’s performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment.  
b. Report actions taken in response to evaluation of the highest governance body’s performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.**

Refer to our Materiality Narrative in G4-2, pages 20-22 of our 2016 Proxy Statement and our Sustainability & Corporate Responsibility Committee Charter on our governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance>.

**G4-45 Report the highest governance body’s role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body’s role in the implementation of due diligence processes. Report whether stakeholder consultation is used to support the highest governance body’s identification and management of economic, environmental and social impacts, risks, and opportunities.**

Refer to our Materiality Narrative in G4-2, pages 20-22 of our 2016 Proxy Statement and our Sustainability & Corporate Responsibility Committee Charter on our governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance>.

**G4-46 Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.**

Refer to our Materiality Narrative in G4-2, pages 20-22 of our 2016 Proxy Statement and our Sustainability & Corporate Responsibility Committee Charter on our governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance>.

**G4-47 Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.**

Refer to our Materiality Narrative in G4-2, pages 17-18 and 20-22 of our 2016 Proxy Statement and our Sustainability & Corporate Responsibility Committee Charter on our governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance>.

**G4-48 Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.**

Refer to our Materiality Narrative in G4-2 and our Sustainability & Corporate Responsibility Committee Charter on our governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance>.

**G4-49 Report the process for communicating critical concerns to the highest governance body.**

Refer to our Materiality Narrative in G4-2 and our Sustainability & Corporate Responsibility Committee Charter on our governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance>.

**G4-50 Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.**

Refer to our Materiality Narrative in G4-2 and our Sustainability & Corporate Responsibility Committee Charter on our governance website <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance>.

**G4-51 Report the remuneration policies for the highest governance body and senior executives for the types of remuneration.**

Refer pages 31-72 of the 2016 Proxy Statement and <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

**G4-52 Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.**

Refer to pages 31-72 of the 2016 Proxy Statement and <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

**G4-53 Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.**

Refer to page 42 and 53 of the 2016 Proxy Statement and <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

**G4-54 Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.**

The Securities and Exchange Commission adopted the final rule that requires a public company to disclose the ratio of the compensation of its chief executive officer (CEO) to the median compensation of its employees on 8/5/2015. Companies will be required to provide disclosure of their pay ratios for their first fiscal year beginning on or after Jan. 1, 2017 (i.e., 2018 Proxy). We will report these compensation figures on this assessment at a time commensurate with our disclosure requirements.

**G4-55 Report the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.**

The Securities and Exchange Commission adopted the final rule that requires a public company to disclose the ratio of the compensation of its chief executive officer (CEO) to the median compensation of its employees on 8/5/2015. Companies will be required to provide disclosure of their pay ratios for their first fiscal year beginning on or after Jan. 1, 2017 (i.e., 2018 Proxy). We will report these compensation figures on this assessment at a time commensurate with our disclosure requirements.

**G4-56 Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.**

Refer to our Code of Ethics at <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

**G4-57 Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.**

Refer to our Code of Ethics at <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

**G4-58 Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.**

Refer to our Code of Ethics at <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-governance> for more information.

## **G4 Specific Standard Disclosures**

### **Economic**

#### **Disclosures on Management Approach**

Refer to Republic Services 2015 10-K and our Annual Report for a detailed overview of the economic material aspects of our business, how we manage these aspects and impacts and the results of our management approach.

#### **G4-EC1 Direct economic value generated and distributed**

Refer to our 2015 10-K for more information.

#### **G4-EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change**

Refer to our 2015 10-K pages 6-7 for opportunities and pages 16-18 for risks related to climate change.

#### **G4-EC3 Coverage of the organization's defined benefit plan obligations**

Refer to our 2015 10-K for more information.

#### **G4-EC4 Financial assistance received from government**

Republic Services receives alternative fuel tax credits from the US Federal government. A discussion on this is covered within our 2015 10-K.

## Environmental

### Disclosures on Management Approach

Republic Services exercises the utmost responsibility in our operations. This includes our fleet, our buildings, our landfill technology and the day-to-day activities we conduct in the community. We're working hard to understand and measure our impact to the air, water and land to minimize or eliminate any negative consequences, where possible.

In 2014, we launched our Blue Planet™ initiative, which is our sustainability platform. Blue Planet is our dedication to preserving a cleaner, safer, and healthier world where people thrive, not just for today but for future generations. This initiative continues into 2015 and beyond.

### Commitments, Goals and Targets

At Republic Services, we recognize the opportunity we have to responsibly manage the diversity of materials in the waste stream. Not only to extract value from those materials in the form of commodities and energy, but to also reduce the greenhouse gas emissions associated with those materials.

Details on how we evaluate and manage these aspects, including our commitments and targets for these material aspects are provided in Section G4-EN19. Additional information on how we have identified and prioritized these material aspects is provided in G4-2.

### Policies and Procedures

We strive to conduct our operations in compliance with applicable laws, regulations and permits. Our facilities and operations are subject to a variety of federal, state and local regulations that regulate, among other things, the environment, public health, safety, zoning and land use.

Details on applicable laws, policies and procedures to manage our environmental aspects and impacts are provided in our Environmental Policy, available at <https://republicservices.com/sustainability>.

### Governance

The Sustainability and Corporate Responsibility Committee, was formed on April 22, 2015. Per the Charter of this Committee: The Sustainability and Corporate Responsibility Committee (the "Committee") is appointed by the Board of Directors (the "Board") to assist the Board in fulfilling its oversight responsibility and to act in an advisory capacity to the Company's management with respect to significant issues, strategic goals, objectives, policies and practices that pertain to (i) Republic's sustainability performance; (ii) Republic's corporate responsibilities that are of significance to the Company and its role as a socially responsible organization; and (iii) enterprise and other risk, including cyber security, environmental and reputational risks, facing the Company and the practices by which these risks are managed and mitigated.

### **G4-EN15 Direct greenhouse gas (GHG) emissions (Scope 1)**

Scope 1 emissions reported are independent of any GHG trades, such as purchases, sales or transfers of offsets or allowances. The inventory includes CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O emissions from fuel consumption. HFC emissions from refrigerant use, PFCs, NF<sub>3</sub> and SF<sub>6</sub> are not included as Republic does not use these compounds at a materially reportable level. Emissions factors used for electricity and other fuels are subregion-, country- or region-specific where applicable using the latest databases from governmental sources (i.e., EPA's eGRID, UK's Defra for mobile sources to supplement eGRID data gaps).

<b>Emission Category (tCO<sub>2</sub>e)</b>	<b>2014</b>	<b>2015</b>
<b>Total Scope 1 Emissions</b>	<b>15,088,090</b>	<b>14,946,324</b>
<b>Landfill Gas Emissions</b>	<b>13,538,423</b>	<b>13,365,175</b>

<b>Fuels</b>	<b>1,552,668</b>	<b>1,550,071</b>
<b>Stationary Combustion</b>	<b>25,186</b>	<b>31,077</b>
<b>Biogenic Emissions</b>	<b>6,911,156</b>	<b>6,457,534</b>

Biologically sequestered carbon emissions are relevant to Republic Services and include: 1. CO<sub>2</sub> from the combustion of landfill gas via flares 2. CO<sub>2</sub> pass-thru from the combustion of landfill gas flares 3. Fugitive CO<sub>2</sub> generated from the biological decomposition of waste in landfills 4. CO<sub>2</sub> as a product of CH<sub>4</sub> oxidation in the landfill cap 5. Stationary combustion of landfill gas 6. Mobile combustion of biodiesel 7. Carbon that is permanently biologically sequestered from municipal solid waste by the landfill. They are reported in aggregate under CC 8.9a as biogenic sources of carbon emissions and treated separately from Scope 1 in accordance with the GHG Protocol. The first three sources comprise 94% of Republic Services Biogenic emissions. Republic Services considers these as a part of our Scope 1 emissions but reports them separately (per GHG Protocol) as they are biogenic in nature and also not in the scope of US EPA reporting requirements for landfills. Republic Services follows guidance from US EPA on determining emissions of these sources of solid, gaseous, liquid and biomass fuels from: Federal Register (2009) EPA; 40 CFR Parts 86, 87, 89 et al; Mandatory Reporting of Greenhouse Gases; Final Rule, 30Oct09, 261 pp. Tables C1 and C2 at FR pp. 56409 56410. Revised emission factors for selected fuels: Federal Register (2010) EPA; 40 CFR Part 98; Mandatory Reporting of Greenhouse Gases; Final Rule, 17Dec10, 81 pp.

Republic follows the operational control consolidation approach.

**G4-EN16 Energy indirect greenhouse gas (GHG) emissions (Scope 2)**

<b>Emission Category (tCO<sub>2</sub>e)</b>	<b>Emission Source</b>	<b>2014</b>	<b>2015</b>
<b>LOC</b>	Electricity	297,558	283,696
<b>MKT</b>	Electricity	291,296	295,589

Republic follows the operational control consolidation approach.

**G4-EN17 Other indirect greenhouse gas (GHG) emissions (Scope 3)**

<b>Sources of Scope 3 emissions (tCO<sub>2</sub>e)</b>	<b>2014</b>	<b>2015</b>	<b>Emissions calculation methodology</b>
<b>Purchased goods and services</b>	0	595,598	Republic uses Environmentally Extended Economic Input Output (EIO) analysis based on its annual supplier & procurement spend data. The spend data was mapped to corresponding industry sectors and is then multiplied by cradle-to-gate emission factors for the activity to provide an estimated carbon emissions associated with the extraction, production and transport of purchased goods and services acquired or purchased by Republic in the reported year. Supplier spend activity that was already included in Scope 1 or 2 (such as electricity purchases from leased buildings) and other Scope 3 categories (such as upstream transportation and distribution) that could be further defined to a GHGP Scope 3 category or could be supplemented with actual data were removed from the Purchased Goods & Services category to prevent double counting. This may represent an under- or over-reporting of emissions in certain supplier categories and

			specific suppliers based on available spend data due to the nature of cost and accrual accounting. We anticipate improving the methodology and availability of data in the future which will impact our year-on-year reporting and trends over time.
<b>Capital goods</b>	0	549,955	Republic uses Environmentally Extended Economic Input Output (EEIO) analysis based on its annual supplier & procurement spend data. The spend data was mapped to corresponding industry sectors and is then multiplied by cradle-to-gate emission factors for the activity to provide an estimated carbon emissions associated with the extraction, production and transport of capital goods acquired or purchased by Republic in the reported year. We have elected to use this methodology over using a single generic emissions factor (EF) for 'all' capital goods as reported, to enable better visibility into specific capital good categories by spend and carbon impact. Supplier spend activity that was already included in Scope 1 or 2 (such as electricity purchases from leased buildings) and other Scope 3 categories (such as upstream transportation and distribution) that could be further defined to a GHGP Scope 3 category or could be supplemented with actual data were removed from the Capital Goods category to prevent double counting. This may represent an under- or over-reporting of emissions in certain supplier categories and specific suppliers based on available spend data due to the nature of cost and accrual accounting. We anticipate improving the methodology and availability of data in the future which will impact our year-on-year reporting and trends over time.
<b>Fuel-and-energy-related activities (not included in Scope 1 or 2)</b>	375,479	379,970	Emissions were calculated for fuel-and-energy-related activities (not included in Scope 1 or 2) by totaling activity data for each Scope 1 fuel type and electricity consumption by country. These totals were multiplied by their relevant specific emission factors from UK Defra / DECC 2015 Conversion Factors for Company Reporting.
<b>Waste generated in operations</b>	0	103,691	Republic uses Environmentally Extended Economic Input Output (EEIO) analysis based on its annual supplier & procurement spend data. The spend data was mapped to corresponding industry sectors and is then multiplied by cradle-to-gate emission factors for the activity to provide an estimated carbon emissions associated with the extraction, production and transport of leachate waste generated in operations by Republic in the reported year. Supplier spend activity that was already included in Scope 1 or 2 (such as electricity purchases from leased buildings) and other Scope 3 categories (such as upstream transportation and distribution) that could be further defined to a GHGP Scope 3 category or could be supplemented with actual data were removed from the waste generated in operations category to prevent double counting. This may represent an under- or over-reporting of emissions in certain supplier categories and specific suppliers based on available spend data due to the nature of cost and accrual accounting. We anticipate improving the methodology

and availability of data in the future which will impact our year-on-year reporting and trends over time.

<b>Upstream transportation and distribution</b>	214,743	245,147	<p>Republic maintains detailed cost data for 3rd Party Hauler and Subcontract Collection services which it uses to support its Collection services. An assessment of spend on fuel as a percent of total spend on Third Party haulers has been made and is used to determine the quantity of fuel consumed by the third party fleets using the 2015 DOE national average for Ultra Low Sulfur Diesel. These total gallons of 3rd party fuel used are then used for these upstream transportation and distribution emission calculations. Fuel used by Subcontract Collection vehicles is also calculated. The fuel spend estimate is similarly converted to gallons of diesel using the 2015 DOE national average for ULSD, which is then used to calculate GHG emissions. US EPA Climate Leaders: Emission Factors for Greenhouse Gas Inventories, 2015 were used to calculate the emissions. The emissions totals for this category currently only estimate the emissions from the management of leachate waste, and do not include mixed solid waste from Republic's office and/or day-to-day operations.</p>
<b>Business travel</b>	6,184	6,782	<p>Annual data for air travel and rental cars are provided by Republic's travel agency. Air travel data is broken out by each flight leg and the distances, which is used to calculate total short, medium and long haul miles (Short flights (&lt;300 mi), Med. flights (300-2300 mi), Long flights (&gt;2300 mi). UK DEFRA 2015 emissions factors are used to calculate the air travel GHG emissions. Rental car mileage was converted to gasoline gallons using an estimated 20 miles per gallon. US EPA Climate Leaders: Emission Factors for Greenhouse Gas Inventories, 2015 were used to calculate the emissions from the rental car gasoline.</p>
<b>Employee commuting</b>	0	19,309	<p>Republic uses Environmentally Extended Economic Input Output (EEIO) analysis based on its annual supplier &amp; procurement spend data. The spend data was mapped to corresponding industry sectors and then multiplied by cradle-to-gate emission factors for the activity to provide an estimated carbon emissions associated with the transportation of its employees for relocation the reported year. This may represent an under- or over-reporting of emissions in certain supplier categories and specific suppliers based on available spend data due to the nature of cost and accrual accounting. We anticipate improving the methodology and availability of data in the future which will impact our year-on-year reporting and trends over time.</p>



<b>Upstream leased assets</b>	0	3792	Republic uses Environmentally Extended Economic Input Output (EEIO) analysis based on its annual supplier & procurement spend data. The spend data was mapped to corresponding industry sectors and is then multiplied by cradle-to-gate emission factors for the activity to provide an estimated carbon emissions associated with the extraction, production and transport of upstream leased assets purchased by Republic in the reported year. Supplier spend activity that was already included in Scope 3 categories (such as rental vehicles for business travel) that could be further defined to a GHGP Scope 3 category or could be supplemented with actual data were removed from the upstream leased assets category to prevent double counting. This may represent an under- or over-reporting of emissions in certain supplier categories and specific suppliers based on available spend data due to the nature of cost and accrual accounting. We anticipate improving the methodology and availability of data in the future which will impact our year-on-year reporting and trends over time.
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Refer to our CDP Report for additional details on the standards, methodologies and assumptions used to calculate the data reported in this Indicator.

**G4-EN18 Greenhouse gas (GHG) emissions intensity**

	2014	2015
Revenue (\$USD millions)	\$8,803	\$9,115
<b>Scope 1 Emissions (MTCO2e)</b>	15,088,090	14,946,324
MTCO2e/\$M Sales	1,714	1,640
<b>Scope 2 Emissions (MTCO2e)</b>	297,558	283,696
MTCO2e/\$M Sales	34	31
<b>Scope 1&amp;2 Emissions (MTCO2e)</b>	15,385,649	15,230,019
MTCO2e/\$M Sales	1,748	1,671

The inventory includes CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O emissions from fuel consumption and landfill emissions. HFC emissions from refrigerant use, PFCs, NF<sub>3</sub> and SF<sub>6</sub> are not included as Republic does not use these compounds at a materially reportable level.

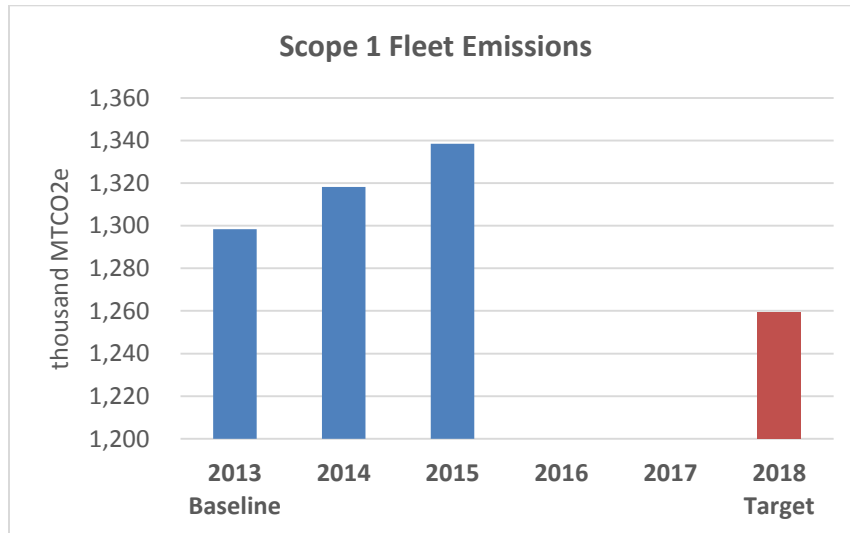
**G4-EN19 Reduction of greenhouse gas (GHG) emissions**

Republic has a number of initiatives in progress to reduce its overall GHG emissions, including programs focused on its two largest sources of emissions, landfills and fleet.

**Fleet Operations**

- *Reduce our Scope 1 Fleet absolute greenhouse gas emissions by 3% by 2018, from a 2013 baseline*

The greatest contribution to emissions from Republic’s energy use in our own operations (fleet, buildings and landfill day to day operations) is our fleet. We have 16,000 recycling and waste collection vehicles that serve our customers across the Country and our collection fleet comprises roughly 10% of our scope 1 emissions. Thus, our attention is focused on reducing the impact of our fleet.



Our diesel to CNG conversion program has, to date, converted 16% of our fleet to CNG from diesel, and we are continuing to do this at a rate of roughly 33% of replacement vehicle purchases per year. While this has resulted in a decrease in the total gallons of diesel purchased and consumed by our fleet and yields a corresponding GHG emissions reduction, amongst other benefits, this is offset by an increase in the emissions associated with our increased CNG fuel usage and by our total fleet emissions increase of 2% due to business growth. We believe a gradual fleet conversion is most prudent to realize the full value of our previous fleet investment, while meeting the requirements of our customers, and that using CNG vehicles provides us a competitive advantage while reducing the amount of fuel required for our operations, improving air emissions, and significantly reducing vehicle noise profiles.

### Materials Management

We recognize the opportunity we have to responsibly manage the diversity of materials in the waste stream. Not only to extract value from those materials in the form of commodities and energy, but to also reduce the greenhouse gas emissions associated with those materials. We are focused on two high impact areas to drive emissions reductions resulting from the materials we handle:

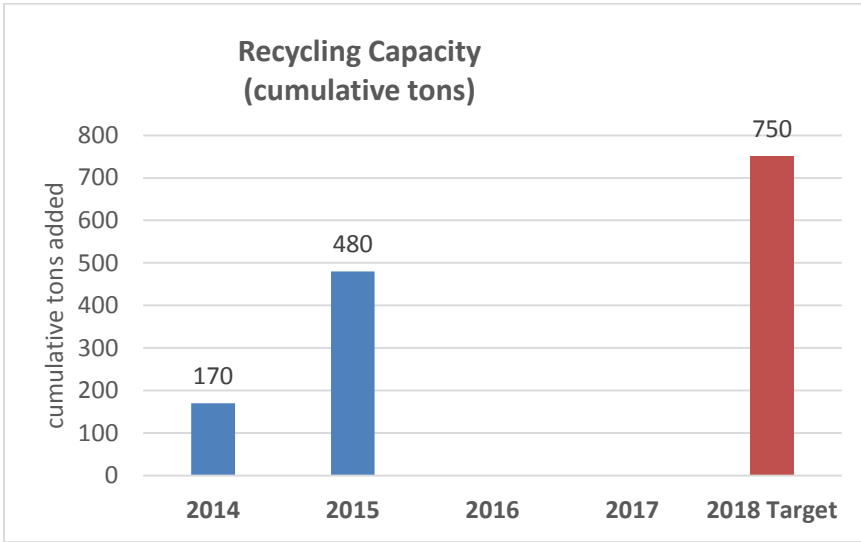
#### Commodities & Recycling

- Add an additional 150,000 tons per year or more of recycling capability by 2018 to enable growth of recycling and a net reduction of 480,000 MTCO<sub>2e</sub> per year<sup>1</sup>

Recycling results in a significant reduction in greenhouse gases compared to growing or mining those same commodities for use as virgin raw materials. Republic’s goal is to increase the ability to recycle by adding capacity each year to our recycling infrastructure. Through experience, we’ve learned that communities can only add or increase recycling when the infrastructure exists. We are on target to reach our goal by 2018, and this will result in a reduction of 2.4M tons of CO<sub>2e</sub> emissions over the next 5 year

<sup>1</sup> EPA Warm Version 13, 6/14, Mixed recyclables; includes lifecycle assessment (LCA) of materials. Every ton of material that is recycled instead of landfilled results in a reduction of 3.2 tons of CO<sub>2e</sub>.

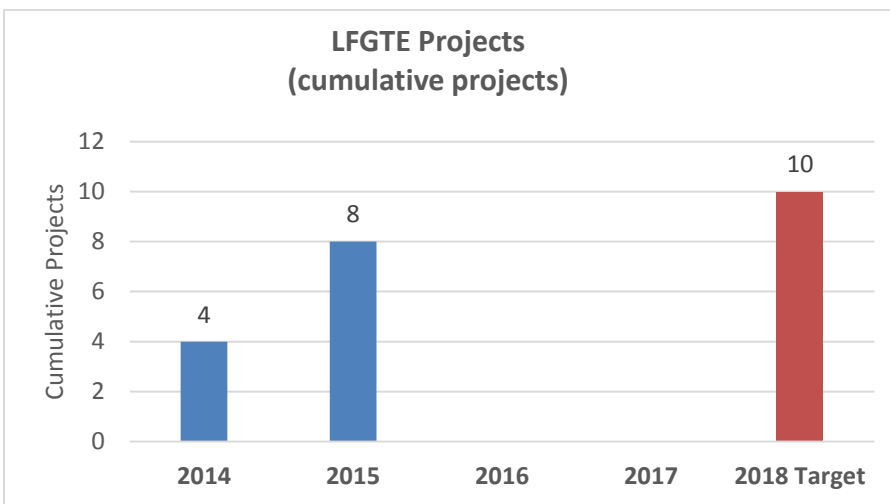
goal period. That’s in addition to the 15 million tons of CO2e emissions that we are avoiding through the recycling investments we’ve already made as of year-end 2013.



**Energy**

- *Develop at least 2 LFGTE projects per year, resulting in roughly 20,000 tons per year of avoided CO2*

Materials like paper, food and yard waste generate biogas containing methane when they break down in landfills. Harvesting the biogas prevents the methane from escaping into the atmosphere. Using biogas for energy projects, called landfill gas-to-energy (LFGTE), displaces the use of fossil fuels for energy generation. By managing these materials and creating an alternative energy source, we can significantly reduce greenhouse gas emissions through the avoided use of fossil fuels. We exceeded our target in 2014 and completed 4 projects in 2015, with 2015 avoided emissions totaling 153,000 MTCO2e<sup>2</sup>. These savings are in addition to the existing LFGTE projects already in place across Republic’s landfill operations.



<sup>2</sup> Every LFGTE project captures roughly 1500 scfm of biogas. Avoided emissions calculated using the EPA LFG Energy Benefits calculator “avoided equivalent emissions” and EPA equivalency calculator.

**G4-EN22            Total water discharge by quality and destination**

Refer to page 12-14 of our 2014 Sustainability Report for a discussion on our engineered systems for the management of leachate at our landfills. Our leachate collection systems collect and process water to ensure that landfills have a minimum impact on watershed regeneration. In 2015, 1.397 billion gallons of leachate was collected, processed and treated at Republic's active and closed landfill sites through a comprehensive leachate treatment program.

**G4-EN31            Total environmental protection expenditures and investments by type**

Refer to pages 23, 33 and 67-68 of our 2015 10-K for a discussion on our Environmental Remediation Liabilities and expenditures.

## Labor Practices & Decent Work

### Disclosures on Management Approach

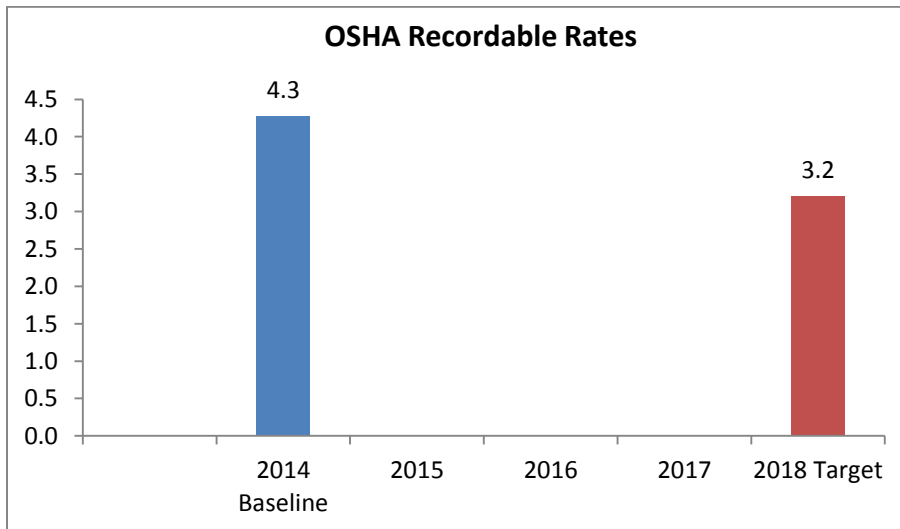
The goal of our people and talent agenda pillar is to create an environment to attract and retain the best talent. Our people continue to be the most critical component in successfully executing our strategy. We strive to make Republic a desirable place to work for our approximately 33,000 full-time employees by creating learning experiences, programs, compensation and benefits that attract, develop, train, engage, motivate, reward and retain the best workforce. We aspire to be a company where the best people want to work and are engaged every day. We accomplish this through our focus on safety, learning and talent development, and diversity and inclusion. Details on how we evaluate and manage these aspects, including our commitments and targets for these material aspects is provided in Section G4-LA6. Additional information on how we have identified and prioritized these material aspects is provided in G4-2.

#### G4-LA6 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender

	2014	2015
<b>Lost-Time Injuries Frequency Rate (LTIFR)</b>	8.82 (Per 1,000,000 hours worked)	7.29 (Per 1,000,000 hours worked)

Republic is dedicated to the safety of our employees, customers and the communities we serve. Due to the nature of our industry, we prioritize safety above all else and we recognize and reward employees for outstanding safety records. Over the past 8 years, our safety performance (based on OSHA recordable rates) has been 42% better than the industry average. In addition, we had zero employee fatalities in 2015.

*In 2015, we set a goal to reduce our OSHA recordable rates by 7% on a year-over-year basis to 2018, from a 2014 baseline.<sup>3</sup>*



<sup>3</sup> Occupational Safety and Health Administration (OSHA) is the main federal agency charged with the enforcement of safety and health legislation. The OSHA Recordable rate shown is the Total Recordable Injury Rate (TRIR) and is a function of the number of recordable injuries and the total numbers of hours worked. Published OSHA data lag one calendar year.

Republic has a number of initiatives in progress to incentivize, educate and prioritize safety for our front-line employees. These include Dedicated to Safety, Dedicated to Excellence, Focus 6 and our *Think, Choose, Live* campaign.

We are proud of our two safety incentive programs: Dedicated to Safety and Dedicated to Excellence. For Dedicated to Safety, employees must meet all safety requirements for the year, including no preventable accidents and no safety warnings. For Dedicated to Excellence, employees must earn the Dedicated to Safety Award and meet additional criteria for customer service, attendance and other performance metrics. Further, our industry-leading safety training program, Focus 6, provides employees with tips and techniques to prevent the six most common types of serious accidents: backing, intersections, push-pulllift, rear collisions, rollover, and pedestrian.

We take pride in recognizing employees who demonstrate a relentless commitment to safety. Employees with the best driving records are eligible for the industry’s most prestigious award, the National Waste & Recycling Association’s Driver of the Year. Republic drivers have won 14 of the 18 Driver of the Year awards issued for the large truck category since 2009.

Our *Think, Choose, Live* slogan encapsulates our everyday safety messaging to our employees to:

- *Think* about what you are doing,
- *Choose* the safe answer, and
- *Live* to go home to your family.

With the phrase printed on numerous items, including hard hats and equipment our employees touch, there are constant reminders for employees to go home in the same condition that they came to work.

Republic Services is unable to provide data for years prior to 2014 due to integration of our two companies, Allied Waste and Republic, and the lack of consistent data collection and reporting across our enterprise, and across our IT and Human Resource systems.

**G4-LA7 Workers with high incidence or high risk of diseases related to their occupation**

None.

**G4-LA9 Average hours of training per year per employee by gender, and by employee category**

We are committed to developing our employees throughout their careers. Targeted onboarding experiences, including our Driver Training Center, Supervisor Onboarding and Sales Acceleration programs, focus on providing the fundamental skills each employee needs to succeed in his or her role. Our Leadership Trainee Program, an 18-month rotational experience for recent graduates, is another example of our commitment to providing opportunities for growth.

Developing our leaders is also a critical part of our people and talent agenda. From Leadership Fundamentals, a program for new front line supervisors, to our Republic Services Executive Institute, a program for our highest potential executives, we have developed programs and experiences to ensure that as our leaders progress, they are accumulating the skills necessary to be successful at each level. Over the last year, more than 1,000 leaders have completed our Leadership Fundamentals program, creating a common language and toolkit for how we coach and develop employees.

	2014	2015
Average hours per FTE of training and development	16 hours	16 hours

## Social – Human Rights

### Disclosures on Management Approach

The goal of our people and talent agenda pillar is to create an environment to attract and retain the best talent. Our people continue to be the most critical component in successfully executing our strategy. We strive to make Republic a desirable place to work for our approximately 33,000 full-time employees by creating learning experiences, programs, compensation and benefits that attract, develop, train, engage, motivate, reward and retain the best workforce. We aspire to be a company where the best people want to work and are engaged every day. We accomplish this through our focus on safety, learning and talent development, and diversity and inclusion.

We are actively and intentionally creating an environment in which all individuals are welcomed and valued. In 2013, we launched Mosaic as our renewed approach and commitment to diversity and inclusion. Through Mosaic, we have developed new strategies and activities to continue creating a more diverse workforce and inclusive work environment. In this way, we can leverage our best thinking to improve our culture and better serve our customers.

We believe there is no better way to protect our planet than to recruit and hire the heroes who have protected our country. We actively recruit and hire veterans - those transitioning from military life as well as those long discharged from active duty. We value the skills, experience and operational excellence they bring to our organization, as well as their commitment to a better tomorrow. Historically, we have had great success hiring veterans. In 2015, for example, 28% of general managers, 27% of operations managers, and 35% of maintenance managers that we hired self-identified as having served in the U.S. Army, Navy, Marines Air Force or Coast Guard. Additional information on how we have identified and prioritized these material aspects is provided in G4-2.

Republic Services' Code of Business Ethics and Conduct makes compliance with high standards of business conduct mandatory for every employee and covers aspects of Human Rights GRI indicators. The Republic Services' Ethics and Compliance Program ("Compliance Program") includes:

- 1) The Code of Business Ethics and Conduct (the "Code"), which establishes Republic Services' guiding ethical and legal principles for conducting its business; and
- 2) Policies and Procedures Manual ("PPM"), which make up the specific policies governing business ethics and expected behavior to which employees must adhere.

While each of these sections has a specific purpose, together they provide an integrated approach to the way Republic Services will conduct business at every level of the Company.

## **Social – Society**

### **Disclosures on Management Approach**

We are dedicated to supporting our customers and being a good neighbor in the communities in which we live and work. This includes investing in our local communities through customer engagement, philanthropic giving, volunteerism, infrastructure investments, and operating in over 240 markets at the highest standards.

Additional information on how we have identified and prioritized these material aspects is provided in G4-2.

#### **G4-SO4 Communication and training on anti-corruption policies and procedures**

We have a comprehensive training program for all employees on our Code of Business Ethics and Conduct (“Code”). It covers elements of anti-corruption and bribery.

#### **G4-SO5 Confirmed incidents of corruption and actions taken**

For the reporting year 2015, we did not have any material violations or breaches of our Code. Refer to page 12 of our 2015 Proxy for more information.

#### **G4-SO6 Total value of political contributions by country and recipient/beneficiary**

We recognize the importance of transparency related to political contributions for our stakeholders. The company and its sponsored PAC follow all applicable federal, state and local campaign finance regulations regarding public disclosure. Reports are filed with applicable agencies which are then made available to company employees and the public at large via websites or via request as dictated by the agency. In addition, we have a publicly available policy regarding political contributions, which describes our protocols for political engagement, our PAC and our involvement with trade organizations. The policy can be found at: <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-govhighlights>.

Republic Services’ national focus areas are related to hazardous and solid waste, energy, transportation, labor, and taxes. We work closely with our trade associations, lobbying teams and other partners to develop and maintain positions on these matters that are consistent with our corporate strategy and sustainability objectives, where possible. In 2015, Republic Services spent \$200,000 on lobbying at the national level. Our total PAC contributions in the 2015 election cycle were \$92,787.85 and we made contributions of \$9,650.00 to federal political parties, candidates and committees. All of our contributions are tracked on a monthly basis.

Refer to our Corporate Governance website for access to this Policy: <http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-govhighlights>.



## **Social – Product Responsibility**

### **Disclosures on Management Approach**

Republic recognizes the responsibility and opportunity we have in managing the nation's waste stream to provide a source of renewable materials and energy to the economy. We are innovative and constantly exploring new options to capture value and energy from materials in the waste stream, while ensuring environmental responsibility and sustainability.

Additional information on how we have identified and prioritized these material aspects is provided in G4-2.

### **G4-PR3 Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements**

Not applicable; none (0%) of Republic Services products and services require any product or service information and labeling.

### **G4-PR6 Sale of banned or disputed products**

Not applicable; Republic Services does not sell any banned or disputed products.