



Sustainability in Action

Republic Services Strengthens Engagement with Employees and Local Communities by Committing to Conduct a Civil Rights Audit

At Republic Services, our people make everything possible. Our employees make us a preferred place to work, play a pivotal role in engaging with the communities we serve and, most of all, they make sure we can live up to our promises to customers and the environment.

We are proud that nearly half of our total workforce is ethnically diverse. In addition, 50% of our current executive officers and 50% of our Board of Directors are either gender or racially or ethnically diverse. Our diversity is our strength. It helps our company engage our communities, recognize challenges faster and innovate for growth.

Our success requires a work environment where people with diverse perspectives and points of view are comfortable speaking up and where they feel confident they will be heard. This commitment to hearing each other requires a culture that prioritizes listening, learning and improving. Being human-centered is one of our core values and keeps us focused on respecting the dignity and unique potential of every person. These are fundamental values of working at Republic that allow us to ensure we have a positive impact. Learning from each other and challenging ourselves to do more is a critical part of achieving our goals.

As part of our continuing focus on maintaining a highly inclusive and diverse culture, Republic has committed to hiring an independent firm to conduct a civil rights audit.

Republic's Board of Directors has a strong track record of active oversight of our talent and community engagement efforts. The outside perspective gained from this effort is intended to help us further assess and strengthen our current programs and initiatives. Based on what we learn, we plan to identify future focus areas as we strive to continually advance employee safety, talent development, employee engagement, inclusion and diversity, and community engagement across our organization. This effort will also help Republic further its environmental justice efforts and our commitment to keeping communities clean and safe.



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We expect the audit will include input from a range of stakeholders, including Republic employees, customers and members of our communities. It will be guided by applicable laws, Republic's business, and considerations relevant to the environmental services industry.