

NOTICE OF EXEMPT SOLICITATION (VOLUNTARY SUBMISSION)

NAME OF REGISTRANT: Republic Services, Inc.

NAME OF PERSON RELYING ON EXEMPTION: International Brotherhood of Teamsters

ADDRESS OF PERSON RELYING ON EXEMPTION: 25 Louisiana Avenue, N.W., Washington, D.C. 20001

Written materials are submitted pursuant to Rule 14a-6(g)(1) promulgated under the Securities Exchange Act of 1934:

## INTERNATIONAL BROTHERHOOD OF TEAMSTERS

**SEAN M. O'BRIEN**  
General President

25 Louisiana Avenue, NW  
Washington, DC 20001



**FRED E. ZUCKERMAN**  
General Secretary-Treasurer

202-624-6800  
www.teamster.org

April 2022

**Re: Support Third-Party Civil Rights Audit at Republic Services, Inc. (NYSE: RSG), Item 6**

Dear Republic Services, Inc. Shareholder:

Considering the dangers facing frontline operatives in the sanitation industry and the long legacy of environmental racism in the industry, we believe it is crucial that Republic commits to a third-party civil rights audit. As outlined herein, there is a huge disparity between minority representation among Republic's frontline employees and its senior executive ranks. It is also unclear how Republic is ensuring that marginalized communities are not disproportionately exposed to the environmental risks of the Company's operations.

**Accordingly, we urge your support for Item 6 at Republic's May 16<sup>th</sup> annual shareholder meeting.**

Civil rights audits are an objective evaluation of the effectiveness of a Company's policies, practices, and products in addressing the Company's civil rights impact on marginalized stakeholders based on their race, sexual orientation, gender, disability, or national origin, among other characteristics. Critically, these audits should be performed by third-party civil rights experts – that can provide independent verification of the effectiveness of a Company's policies and practices around civil rights impacts. For instance, it is difficult to see how Republic's management could objectively assess the veracity of its own claims that Republic "foster[s] a speak up culture," particularly as it applies to civil rights. Over the last few years, major companies notably--Starbucks, Airbnb and Facebook have conducted this type of audit. Large financial institutions like J.P. Morgan, BlackRock, Citibank, and State Street have also recently committed to conducting a similar racial equity focused third-party audit, as well as other companies such as Tysons Foods and Dow Chemical. It is essential, we believe, that Republic follow the lead of these companies given:

- ***The disparities in the racial and ethnic composition of frontline workers and executive ranks.*** With sanitation considered one of the most dangerous jobs in the country, and

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even more so during the COVID-19 pandemic, the fact that ethnically diverse groups make up 50% of waste operatives but only 13% of executive management, is profoundly troubling. Moreover, while Republic says its goal is to create an "even more ... diverse workforce" it fails to disclose targets for improving executive-level representation for minority groups or for advancing the internal promotion of such groups.

- **Republic's operations raise potential civil rights equity questions.** The waste industry's legacy with environmental racism through the siting of landfills heightens the importance of an independent audit of the Company's civil rights impact. While the company recently published a brief 3-page report titled: "Environmental Justice" – which provides some new highly aggregated data on the racial and demographic siting (within a 3-mile radius) of the Company's landfills -- this limited disclosure does not substitute for an independent audit of the underlying processes, particularly given that those landfill locations represent decades of decision-making. What is crucial is that current decisions – such as whether to open or close a landfill, day-to-day operational running, and ongoing remediation efforts-- reflect a present-day commitment to civil rights and racial justice.
- **Republic has not undertaken a system-wide review of its practices through a civil rights lens.** While touting various programs, initiatives and data, Republic provides no indication that it has undertaken a holistic evaluation of how its operational and employment practices impact stakeholder civil rights. Moreover, it is entirely unclear, based on the Company's response, that they have the in-house civil rights expertise to conduct such a review, let alone independent objectivity.

For these reasons, we believe, Republic should undertake the third-party civil rights audit proposed here.

For more information, please contact Michael Pryce-Jones by email at: [mpryce-jones@teamster.org](mailto:mpryce-jones@teamster.org).

Sincerely,



Fred E. Zuckerman  
General Secretary-Treasurer

FEZ/mpj

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