



Safety Policy

General Policy

All Company employees and locations must (i) comply with all applicable federal, state and local safety and health laws and standards and Department of Transportation (DOT) regulations, as well as those standards set forth by the Company and the American National Standards Institute (ANSI) and Occupational Safety and Health Administration (OSHA), (ii) provide a safe work environment that is free from recognized hazards and (iii) implement proactive measures to prevent accidents that cause bodily injury or property damage to employees, customers and the general public. Employees who violate this policy will be subject to disciplinary action, up to and including termination of employment.

Employee Responsibilities

Employees

All employees must adhere to this policy, follow the practices and procedures set forth in the Company's Safe Actions for Excellence (SAFE) Booklet and are responsible for their own safety as well as the safety of those around them in the workplace.

All employees are responsible for preventing workplace accidents, injuries and illnesses through effective compliance with this policy.

All employees are responsible for attending and participating in all safety-related training and remaining in compliance with all federal, state and local continuing professional education requirements and certifications relevant to their employment.

Employees are required to abide by the provisions set forth in this and all other relevant Company policies. Employees found to be in violation of this policy may be subject to disciplinary action, up to and including termination of employment.

General Manger/Department Head

The General Manager/Department Head is responsible for the overall safe operation of their location, and for ensuring that all reasonable actions are taken to prevent workplace accidents, injuries, and illnesses through effective enforcement of this policy at their location.

The General Manager/Department Head is responsible for monitoring employee compliance with all required safety-related training, including continuing professional education requirements.

Applicability

This policy applies to all Republic Services employees, including temporary employees, contract workers, vendors and Republic Services facility visitors, subject to applicable state laws and/or collective bargaining agreements.

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.