# Republic Services, Inc.

## 2016 Global Reporting Initiative G4 Content Index & Report

**Republic Services, Inc.**
**2016 Global Reporting Initiative G4 Content Index & Report**

Unless the context requires otherwise, all references in this 2016 GRI Report to "Republic," "the Company," "we," "us" and "our" refer to Republic Services, Inc. and its consolidated subsidiaries.

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:
- 2016 10-K - http://phx.corporate-ir.net/phoenix.zhtml?c=82381&p=irol-sec
- 2017 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
- 2016 Sustainability Report - http://republicservices.com/sustainability

| General Standard Disclosures | Page Number or External Reference | Reporting Status |
|---|---|---|
| GENERAL STANDARD DISCLOSURES | | |
| G4-1 | Pg 7 of this Report | Complete |
| G4-2 | Pg 9 of this Report | Complete |
| G4-3 | 2016 10-K | Complete |
| G4-4 | 2016 10-K | Complete |
| G4-5 | 2016 10-K | Complete |
| G4-6 | 2016 10-K | Complete |
| G4-7 | 2016 10-K | Complete |
| G4-8 | 2016 10-K | Complete |
| G4-9 | 2016 10-K | Complete |
| G4-10 | 2016 10-K, Pg 13 of this Report | Partial |
| G4-11 | 2016 10-K | Complete |
| G4-12 | 2016 10-K | Complete |
| G4-13 | 2016 10-K | Complete |
| G4-14 | | Incomplete |
| G4-15 | | Incomplete |
| G4-16 | | Incomplete |
| G4-17 | 2016 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 |
| G4-21 | G4-2 of this Report | Complete |
| G4-22 | Pg 14 of this Report | Complete |
| G4-23 | Pg 14 of this Report | Complete |
| G4-24 | G4-2 of this Report | Complete |

| | | |
|---|---|---|
| G4-25 | G4-2 of this Report | Complete |
| G4-26 | G4-2 of this Report | Complete |
| G4-27 | G4-2 of this Report | Complete |
| G4-28 | Pg 15 of this Report | Complete |
| G4-29 | Pg 15 of this Report | Complete |
| G4-30 | Pg 15 of this Report | Complete |
| G4-31 | Pg 15 of this Report | Complete |
| G4-32 | Pg 15 of this Report | Complete |
| G4-33 | Pg 15 of this Report | Complete |
| G4-34 | 2017 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter | Complete |
| G4-35 | 2017 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter | Complete |
| G4-36 | 2017 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter | Complete |
| G4-37 | 2017 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter, G4-2 of this Report | Complete |
| G4-38 | 2017 Proxy Statement, Governance website | Complete |
| G4-39 | 2017 Proxy Statement, Governance website | Complete |
| G4-40 | 2016 Proxy Statement, Nominating & Corporate Governance Committee Charter | Complete |
| G4-41 | 2017 Proxy Statement, Governance website | Complete |
| G4-42 | 2017 Proxy Statement, Governance website | Complete |
| G4-43 | G4-2 of this Index, 2017 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter | Complete |
| G4-44 | G4-2 of this Report, 2017 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter | Complete |
| G4-45 | G4-2 of this Report, 2017 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter | Complete |
| G4-46 | G4-2 of this Report, 2017 Proxy Statement, Audit Committee Charter, Sustainability & Corporate Responsibility Committee Charter | Complete |
| G4-47 | G4-2 of this Report, 2017 Proxy Statement, Sustainability & Corporate Responsibility Committee Charter | Complete |
| G4-48 | G4-2 of this Report, Sustainability & Corporate Responsibility Committee Charter | Complete |
| G4-49 | G4-2 of this Report, Sustainability & Corporate Responsibility Committee Charter | Complete |
| G4-50 | G4-2 of this Report, Sustainability & Corporate Responsibility Committee Charter | Complete |
| G4-51 | 2017 Proxy Statement | Complete |
| G4-52 | 2017 Proxy Statement | Complete |
| G4-53 | 2017 Proxy Statement | Complete |
| G4-54 | Pg 18 of this Report | Incomplete |
| G4-55 | Pg 18 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 |
|---|---|---|
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| SPECIFIC STANDARD DISCLOSURES | | |
|---|---|---|
| **DMA and Indicators** | | |

| CATEGORY: ECONOMIC | | |
|---|---|---|
| G4-EC DMA | Pg 20 of this Report | Complete |
| G4-EC1 | 2016 10-K | Complete |
| G4-EC2 | 2016 10-K | Complete |
| G4-EC3 | 2016 10-K | Complete |
| G4-EC4 | 2016 10-K | Complete |
| G4-EC5 | | Incomplete |
| G4-EC6 | | Incomplete |
| G4-EC7 | | Incomplete |
| G4-EC8 | | Incomplete |
| G4-EC9 | | Incomplete |

| CATEGORY: ENVIRONMENTAL | | |
|---|---|---|
| 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 23 of this Report | Partial |
| G4-EN16 | Pg 24 of this Report | Partial |
| G4-EN17 | Pg 24 of this Report, CDP Report | Partial |
| G4-EN18 | Pg 28 of this Report | Complete |
| G4-EN19 | Pg 28 of this Report | Partial |
| G4-EN20 | | Incomplete |
| G4-EN21 | | Incomplete |
| G4-EN22 | Pg 31 of this Report | Partial |
| G4-EN23 | | Incomplete |

| | | |
|---|---|---|
| G4-EN24 | | Incomplete |
| G4-EN25 | | Incomplete |
| G4-EN26 | | Incomplete |
| G4-EN27 | | Incomplete |
| G4-EN28 | | Incomplete |
| G4-EN29 | Page 31 of this report, 2016 10-K | Incomplete |
| G4-EN30 | | Incomplete |
| G4-EN31 | Page 31 of this report, 2016 10-K | Partial |
| G4-EN32 | | Incomplete |
| G4-EN33 | | Incomplete |
| G4-EN34 | | Incomplete |
| **CATEGORY: SOCIAL** | | |
| **SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK** | | |
| G4-LA DMA | Pg 32 of this Report | Complete |
| G4-LA1 | | Incomplete |
| G4-LA2 | | Incomplete |
| G4-LA3 | | Incomplete |
| G4-LA4 | | Incomplete |
| G4-LA5 | | Incomplete |
| G4-LA6 | Pg 38 of this Report | Complete |
| G4-LA7 | Pg 39 of this Report | Complete |
| G4-LA8 | | Incomplete |
| G4-LA9 | Pg 40 of this Report | Complete |
| G4-LA10 | | Incomplete |
| G4-LA11 | | Incomplete |
| G4-LA12 | | Incomplete |
| G4-LA13 | | Incomplete |
| G4-LA14 | | Incomplete |
| G4-LA15 | | Incomplete |
| G4-LA16 | | Incomplete |
| **SUB-CATEGORY: HUMAN RIGHTS** | | |
| G4-HR DMA | Pg 41 of this Report, 2016 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 |

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|---|---|---|
| G4-HR10 | | Incomplete |
| G4-HR11 | | Incomplete |
| G4-HR12 | | Incomplete |
| **SUB-CATEGORY: SOCIETY** | | |
| G4-SO DMA | Pg 42 of this Report | Complete |
| G4-SO1 | | Incomplete |
| G4-SO2 | | Incomplete |
| G4-SO3 | | Incomplete |
| G4-SO4 | Pg 42 of this Report | Partial |
| G4-SO5 | Pg 42 of this Report, 2017 Proxy Statement | Partial |
| G4-SO6 | Pg 42 of this Report, Political Contributions Policy | Partial |
| G4-SO7 | | Incomplete |
| G4-SO8 | | Incomplete |
| G4-SO9 | | Incomplete |
| G4-SO10 | | Incomplete |
| G4-SO11 | | Incomplete |
| **SUB-CATEGORY: PRODUCT RESPONSIBILITY** | | |
| G4-PR DMA | Pg 43 of this Report | Complete |
| G4-PR1 | | Incomplete |
| G4-PR2 | | Incomplete |
| G4-PR3 | Pg 43 of this Report | Complete |
| G4-PR4 | | Incomplete |
| G4-PR5 | | Incomplete |
| G4-PR6 | Pg 43 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.**

*At Republic Services, we take pride in our role as responsible stewards of the nation's recycling and waste materials.*

We have a critical role in helping more than 14 million customers lessen their impact on the planet. Our customers and our communities can count on us to help them with simple solutions, the highest levels of reliability and ongoing environmental responsibility.

### ADVANCING OUR SUSTAINABILITY COMMITMENTS

Our core commitments are reflected in the five elements of Republic's Blue Planet sustainability platform: Operations, Materials Management, Communities, Safety and People. These elements touch every aspect of our business and they are integrated in what we do every day. We are continually working to improve the effectiveness of our solutions, mitigate the environmental and social impact on the communities we serve, and create added momentum toward a more durable model that will sustain these efforts over the long term.

We run Republic's operations with environmental responsibility in mind, and our commitment to sustainability also extends to responsible business practices in areas such as employee relations and corporate governance. We are extremely pleased with how far we have come over the past four years since we launched Blue Planet.

Republic earned a place on the 2016 Dow Jones Sustainability World Index and North America Index — the only company in the solid waste industry to be named to both indices, as well as being recognized as a Bronze Class company and Industry Mover.

We also were named to the Climate A List and Supplier Climate A List by CDP™ (Carbon Disclosure Project). In addition we were recognized by the Ethisphere™ Institute, which named Republic Services to the 2017 World's Most Ethical Companies® List, and by Forbes, which placed Republic on its 2017 America's Best Large Employers List. These awards demonstrate our commitment and significant progress toward environmental, social and corporate governance performance.

Last year, we marked progress in all of our sustainability objectives while delivering financial value to our shareholders:

- **Recycling –** Our recycling business delivered over $420 million in revenue in 2016, while opening doors to sustainability-minded customers and contracts across the country and reducing more than 15 million tons of $CO_2e$ (carbon dioxide equivalent) compared to the use of virgin materials.

- **Landfill Gas-to-Energy –** Renewable energy projects provide a predictable, reliable, revenue stream. These projects also utilize a valuable resource, reduce greenhouse gas emissions and produce renewable electricity and transportation fuels. Our focused efforts on our landfill gas projects have allowed us to generate more than 36 billion cubic feet of methane for renewable energy projects per year.

- **Fleet –** Through fleet automation, our One Fleet standardized vehicle maintenance program, conversion to compressed natural gas and use of renewable natural gas derived from organic waste, we have lowered our fossil fuel usage, which reduces costs. In fact, over the past four years, even as our business has grown by 11.5%, we've been able to hold our fleet fossil fuel usage to just 2.5%, which also results in reduced carbon impact.

- **Safety –** Due to the nature of our industry, we prioritize safety above all else. An exemplary safety track record helps ensure that every employee returns home at the end of the day. It also helps us attract the best drivers and improves relationships with the communities we serve, while reducing costs.

### EMBRACING OUR RESPONSIBILITY

At Republic, we embrace our responsibility to regenerate our planet with the materials that we are entrusted to handle every day — and we do so by driving increased recycling, generating renewable energy and helping our customers be more resourceful.

We have developed innovative products that meet emerging customer needs, including the 2016 introduction of Universal Recycling and Electronics Recycling products that offer customizable mail back, pack-up and pick-up options.

To demonstrate the depth of our personal and institutional commitment, Republic seeks out opportunities to enhance our environmental, social and corporate governance performance, while delivering profitable growth – the true definition of sustainability for publicly owned companies.

Nowhere is this challenge greater than in recycling. We continue to invest in recycling and we are committed to helping our customers do the right thing for the planet and to meet their environmental responsibility goals. However, due to the cyclical nature of recycled commodities markets, this business can be challenging during the down cycles.

Republic remains committed to working with private industry and our customers, including local municipalities and businesses, to educate and provide simple solutions that ensure recycling is effective and available for future generations to come. I believe there is a path forward to achieve this vision, but it will require deliberate and sustained cooperation among all stakeholders.


Best Regards,

Don Slager

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

**Sustainability Materiality for our Reporting Scope**
The parameters of our 2016 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.

In 2016, Republic began an evaluation of progress in the "Integrated Reporting" movement, which included a review of standards and recommendations from the Sustainability Accounting Standards Board (SASB), Task Force on Climate Related Financial Disclosures (TCFD), Climate Disclosure Standards Board (CDSB), Integrated International Reporting Council (IIRC) and others.  Not only do these bodies provide insights on what investors are seeking in terms of how to disclose, but they also contain insights on what to disclose.  In some cases, as with SASB, the stakeholders included in the process align closely with Republic's stakeholders and thus provide a robust source of materiality inputs.  This evaluation will be a multi-year effort to determine how/what to adopt, where to disclose, data integrity and controls for any material sustainability disclosures that may be integrated with current SEC reporting documents. Republic will be continuing our traditional stakeholder engagement activities during this process through formal and informal channels to provide an update on our 2014 results and 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 issues 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 2016 was 88%.  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 2016:

- 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.

During 2016, we engaged with many of our largest shareholders, representing approximately 50% of shares outstanding, as well as proxy advisors. During these meetings, we discussed Republic's business strategy, financial performance and commitment to sustainability as well as our governance practices and executive compensation programs. Feedback received is shared with the Board and considered during deliberations, particularly with regard to Board, governance, compensation and sustainability practices. The feedback received from shareholders has had a direct impact on our Company in the form of recent changes made to our governance and compensation programs. During 2016, as a direct result of shareholder feedback, we adopted a shareholder-friendly proxy access bylaw. In 2015, we added a relative total shareholder return ("RTSR") metric and replaced the long-term cash component in our executive compensation program with performance based shares. The Board believes conversations with our shareholders are extremely beneficial and we look forward to continuing to develop and foster these relationships.

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.
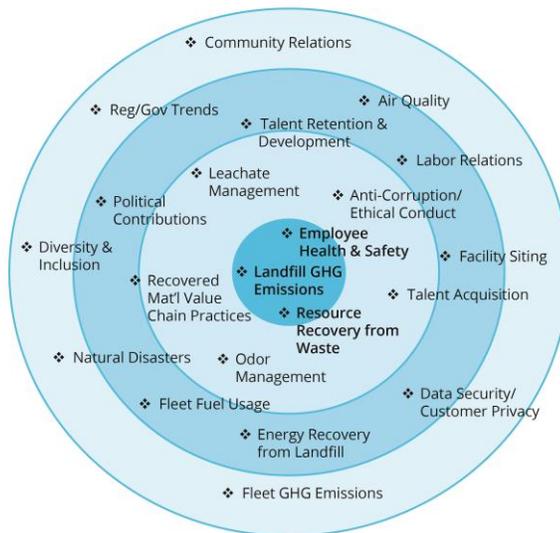


Sustainability aspects in the outer concentric circles have decreasing importance; however, they still have a financial impact on our business and/or external aspects. Those nearer the center are more material than those in the outer loop. Every aspect identified on our map currently has a management 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 coming years, 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 2016 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 2016 10-K report for more information.

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

Refer to the cover page of our 2016 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 and 4 of our 2016 10-K report for more information.

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

Refer to Item 1, page 2, Item 1, page 4 and 8-10, and Item 8, page 67 of our 2016 10-K report for more information.

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

We had a total of 33,120 full time employees as of December 31, 2016.  The share of females in our total workforce is 17%, and 21% of our management positions are filled by females.

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

Refer to Item 1A page 20 of our 2016 10-K report for more information.

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

Refer to Item 1, pages 8-10 of our 2016 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 1, page 4, Item 7, page 27- 30 and 31-32 and Item 8 pages 82-85 of our 2016 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; Item 8, pages 84-87; Exhibit 21.1 of our 2016 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.**

2016 represents our third 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 2016 Sustainability Report and within this GRI Index represent a similar scope to that presented in our 2015 report. Through 2015 and into 2016, we have been assessing the approach, inputs and findings of our materiality assessment, and have incorporated the outcomes of this work into our 2016 report scope and business strategy.

We have restated some of our environmental aspects, specifically 2014 and 2015 data for EN15 and EN18 as related to Scope 1 emissions.  This is due to the following change:

- Emissions from landfill gas as fuel were previously reported within Republic's inventory boundary under Scope 1 stationary combustion and biogenic emissions. However, we have confirmed that this landfill gas was transformed into natural gas by Republic-owned plants and either flared or sold to a third-party, i.e. not used by Republic. (The emissions from the flared landfill gas are already reflected in the biogenic emissions in EN15.)

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 2016 Sustainability Report and within this GRI Index represent a similar scope to that reported on in our 2015 report.

**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 2016

**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 2016 Sustainability Report.  Republic Services has completed a third-party verification of its publicly reported 2013 through 2016 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.

**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 28-32 of our 2017 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 28-29 and 32 of our 2017 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 28-29 and 32 of our 2017 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 page 20 of our 2017 Proxy Statement, our Materiality Narrative in G4-2 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 10-18 of our 2017 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 pages 23-24 of our 2017 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 pages 22-23 of our 2017 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 23-26 and 35 of our 2017 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 pages 23-29 and 42-44 of our 2017 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 19-21, 28-29 of our 2017 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 19-29 of our 2017 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 28-29 of our 2017 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 23-29 of our 2017 Proxy Statement, our Audit Committee Charter 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 23-29 and 32 of our 2017 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 42-87 of the 2017 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 42-87 of the 2017 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 pages 52 and 63 of the 2017 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 Business Ethics and Conduct 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 Business Ethics and Conduct 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 Business Ethics and Conduct 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 2016 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 2016 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 2016 10-K pages 3-4 and 8-10 for opportunities and pages 12,16,18 for risks related to climate change.

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

Refer to pages 102-105 of our 2016 10-K report for more information.

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

Republic Services receives renewable energy tax credits from the US Federal government. A discussion on this is covered within our 2016 10-K pages 34, 38, 47 and 96.

**Environmental**

**Disclosures on Management Approach**
Republic 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 represents 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 2017 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 here, in Section G4-EN19. Additional information on how we have identified and prioritized these material aspects is provided in G4-2.

*Policies and Procedures*
Given the nature of our business it is essential for us to be in compliance with environmental laws and regulations. Non-compliance can put our employees, our brand or our environment at risk. 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.

Republic Services leverages an **environmental management system** (EMS) to ensure compliance, which has been in place for many years. In 2015, we engaged a consultant to assess our current system as compared to the ISO 14001:2015 Environmental Management Systems standard, with the goal of preparing the company to seek certification. The consultant completed a document review alongside interviews with key stakeholders who own the management and implementation of policies related to the ISO 14001:2015 criteria. A new EMS policy was formally issued on June 10, 2016 as a result of this assessment and includes the following items:
✓ Production operations / business facilities
✓ Selection / on-going evaluation of suppliers / service providers and contractors
✓ Development of new products and services
✓ Product distribution / logistics
✓ Management of waste
✓ Engineering / maintenance

The policy is publicly available on our website (http://www.republicservices.com/sustainability), and was highlighted in our 2015 Sustainability Report to demonstrate our commitment. Our policy is an overarching public statement, signed by our CEO, signaling our intentions toward an ISO certified and comprehensive EMS aligned with our sustainability initiatives.

Republic Service's EMS is managed under the **Corporate Environmental Compliance Policy**.

Our environmental compliance policy is implemented in the field through Republic operations with the oversight of our Corporate Engineering and Environmental Management Department. They are staffed with two Director of Field Operations who provide support to the local division engineering and

environmental management activities. The company is now organized into 11 Areas, each with an Area Environmental Manager that oversees multiple Environmental Managers responsible for the implementation of the items described in the Corporate Environmental Compliance Policy. Environmental Managers also manage the services of several Environmental Specialists and Environmental Technicians within each Area.

The Corporate Legal Department with the support of Corporate Environmental Compliance is responsible for documenting, storing and tracking all environmental enforcement issues including inspections, Notices of Violations, Letters of Warning and other information related to environmental compliance with federal, state and local regulations. Operations Management is responsible for ensuring that all employees, contractors, vendors, and visitors to our facilities actively comply with our policies. Managers are also required to timely report, manage, and resolve all environmental enforcement violations. Given its importance, we have established **Absolutes and Standards** around environmental compliance. Our Absolutes and Standards are non-negotiable. They support a culture of consistency and policy compliance and further strengthen our Environmental Management System.

Our EMS program consists of several policies, manuals, standard operating procedures, reporting forms, tracking databases, etc. to ensure compliance with the Company's policy. A few are listed below:

- **Corporate Environmental Compliance Policy**: as mentioned above, this is the overarching policy for our EMS. Third party facility approval and request processes are also part of this policy. Republic guidelines require the use of approval procedures that must be followed for all agreements involving the use of non-Republic Services (Republic) third-party disposal, transfer station, and recycling sites. The use of the Republic Third Party Facility request form is required to initiate this process.

- **Landfill Air Compliance Program Standard**: The purpose of the Standard is to provide guidance and a consistent approach regarding air compliance services performed for Republic Services. This document is used by the company's Engineering and Environmental Management team and related third-party consultants - i.e., all personnel are responsible for conducting air compliance services and supporting such activity at Republic landfills.

- **Landfill and Transfer Station Operating Standard and Best Practices User Guide**: The Standards Manual are designed to provide practical and comprehensive information to understand the operating standards of all Republic Services active landfills and transfer stations. The guides contain field-tested best practices describing policies and procedures that guide facility managers on how to comply with the standard.

- **Procurement Policy**: Republic has a centralized procurement team to manage and guide the company's procurement effort. Their policy is to provide professional procurement and supply chain management services through effective teamwork and communication with stakeholders and suppliers and by sourcing goods and services that meet the Company's needs at the highest quality and the lowest total cost.

- **Special Waste Management Policy**: These issues are also addressed in standard operating procedures (SOPs) covering Liquid Waste Solidification, Treated Medical Waste, and Radiation Monitoring. The Company is committed to complying with all applicable federal, state and local laws and regulations and specific facility permits related to the generation, handling, transportation and disposal of Special Waste materials by the Company.

- **Engineering Policy**: This policy establishes guidelines for Corporate and Field personnel on the procedures for using the landfill and environmental budget model, project management practices, and environmental due diligence. It also includes landfill gas, leachate management, and air compliance SOPs. Due diligence, M&A and business development also .

Republic conducts a number of different types and levels of audits for environmental compliance:
- We participate in CHWMEG independent auditing at a cross section of facilities on an annual basis. This covers roughly 10% of our facilities annually.
- There is an EH&S Self-Assessment in place with a questionnaire for all Republic Services lines of business (LOBs) to utilize in a self-evaluation process. The assessment covers internal controls, safety and environmental compliance standards. The site evaluations are reviewed by the responsible Area Environmental and Safety Managers. All Republic Services locations received the 2016 EHS Self-Assessment.

*Certifications*
Republic Services Energy Services operates businesses serving the oil and gas production industry. Many of the materials could potentially be DOT hazardous and, as required by regulations, all field operations are required to train employees and maintain HAZWOPER training credentials. Within this Area, 100% of field operations personnel are HAZWOPER certified. The remainder of our operations do not require HAZWOPER training and/or certification.

*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 $CO_2$, $CH_4$ and $N_2O$ emissions from fuel consumption. HFC emissions from refrigerant use, PFCs, $NF_3$ and $SF_6$ 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).

| Emission Category (tCO2e) | 2015 | 2016 |
|---|---|---|
| **Total Scope 1 Emissions** | 14,945,104 | 13,967,446 |
| Landfill Gas Emissions | 13,365,175 | 12,404,374 |
| Fuels | 1,579,929 | 1,562,896 |
| Stationary Combustion | 29,858 | 41,144 |
| **Biogenic Emissions** | 6,402,962 | 6,660,382 |

Biologically sequestered carbon emissions are relevant to Republic Services and include:
1. $CO_2$ from the combustion of landfill gas via flares

2. $CO_2$ pass-thru from the combustion of landfill gas flares
3. Fugitive $CO_2$ generated from the biological decomposition of waste in landfills
4. $CO_2$ as a product of CH4 oxidation in the landfill cap
5. Mobile combustion of biodiesel and biogas.
We also have carbon that is permanently biologically sequestered from municipal solid waste by the landfill.

The first five sources 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 93% 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 or 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. Permanently biologically sequestered carbon is not included in the figure reported in CC 8.9a but is still relevant. It includes carbon from municipal solid waste (MSW) that is permanently biologically sequestered by the landfill which acts as a sink, and as such emissions from MSW are avoided. The annual MSW waste input figures reported by Republic have been used to calculate the carbon sequestered using a 2008 US EPA waste characterization study.

Republic follows the operational control consolidation approach.

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

| Emission Category (tCO2e) | Emission Source | 2015 | 2016 |
|---|---|---|---|
| LOC | Electricity | 283,543 | 276,488 |
| MKT | Electricity | 295,362 | 274,431 |

Republic follows the operational control consolidation approach.

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

| Sources of Scope 3 emissions (tCO$_2$e) | 2015 | 2016 | Emissions calculation methodology |
|---|---|---|---|
| **Purchased goods and services** | 595,598 | 454,947 | Republic uses Environmentally Extended Economic Input Output (EEIO) analysis based on its annual supplier and 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. |
| **Capital goods** | 549,955 | 395,255 | Republic uses Environmentally Extended Economic Input Output (EEIO) analysis based on its annual supplier and 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. |
| **Fuel-and-energy-related activities (not included in Scope 1 or 2)** | 379,970 | 370,445 | 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 2016 Conversion Factors for Company Reporting. |
| **Waste generated in operations** | 103,691 | 87,613 | Republic uses Environmentally Extended Economic Input Output (EEIO) analysis based on its annual supplier and procurement spend data. The spend data was mapped to corresponding industry sectors and was then multiplied by cradle-to-gate emission factors for the activity to provide an estimate of 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. |
| **Upstream transportation and distribution** | 245,147 | 265,445 | Republic maintains detailed cost data for Third Party Hauler and Subcontract Collection services that 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 2016 DOE national average for Ultra Low Sulfur Diesel (ULSD). These total gallons of third 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 2016 DOE national average for ULSD, which is then used to calculate GHG emissions. US EPA Climate Leaders: Emission Factors for Greenhouse Gas Inventories, 2016 were used to calculate the emissions. |
| **Business travel** | 6,782 | 8,305 | 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 (<300 mi), Med. flights (300-2300 mi), Long flights (>2300 mi). UK DEFRA 2016 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, 2016 were used to calculate the emissions from the rental car gasoline. |
| **Employee commuting** | 19,309 | 19,096 | Republic uses Environmentally Extended Economic Input Output (EEIO) analysis based on its annual supplier and 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 during 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-over-year reporting and trends over time. |

| Upstream leased assets | 3,792 | 2,795 | Republic uses Environmentally Extended Economic Input Output (EEIO) analysis based on its annual supplier and 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 estimate of 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-over-year reporting and trends over time. |
|---|---|---|---|
| **Use of Sold Products** | 10 | 10 | This figure represents a portion of the composted tonnage sold to downstream users, and the corresponding emissions from transporting and turning compost piles, but does not include the negative emissions savings associated with the carbon storage resulting from the compost application to soils.<br><br>We have estimated the full lifecycle emissions impacts from our sold products, mainly recycled commodities (2.5M tons sold in 2016, including 127k tons of compost). The number reported represents the positive portion of the emissions associated with the use of sold compost. Total lifecycle emissions impacts, however, result in a negative 6.6M MTCO2e (avoided) emissions, which we are not accounting for in our total scope 3 emissions figure.<br><br>Lifecycle emissions include upstream mining, processing and transportation of materials that enter the waste stream, transportation and recovery/processing of commodities/compost by companies like ourselves, as well as, downstream processing, transportation, and re-manufacturing where applicable. Emissions from recycled materials and compost sold are calculated using methodologies and emission factors from the EPA's Waste Reduction Model (WARM), version 14. Recycled materials sold is based on the percent of various commodities as sold by Republic in 2016. GWPs are from the IPCC (2007) Fourth Assessment Report. This model bases its emissions calculations on a life-cycle analysis, including emissions from the long-term decomposition of waste in a landfill and upstream sources/sinks. Further emissions savings are realized through the collection, processing and sale of |

recycled commodities. Data quality is considered to be consistent with inputs from our database on sustainability metrics.

Refer to our CDP Report for additional details on the standards, methodologies and assumptions used to calculate the data reported in this Indicator. Other categories not reported herein are considered not revelant to Republic.

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

|  | 2015 | 2016 | Percent Change |
|---|---|---|---|
| Revenue ($USD millions) | $9,115 | $9,838 | 7.9% |
|  |  |  |  |
| **Scope 1 Emissions (MTCO2e)** | 14,945,104 | 13,967,446 | -6.5% |
| MTCO2e/$M Sales | 1,640 | 1,420 | -13.4% |
|  |  |  |  |
| **Scope 2 Emissions (MTCO2e)** | 283,543 | 276,488 | -2% |
| MTCO2e/$M Sales | 31 | 28 | -10% |
|  |  |  |  |
| **Scope 1&2 Emissions (MTCO2e)** | 15,228,648 | 14,243,934 | -6% |
| MTCO2e/$M Sales | 1,671 | 1,448 | -13% |

The inventory includes $CO_2$, $CH_4$ and $N_2O$ emissions from fuel consumption and landfill emissions. HFC emissions from refrigerant use, PFCs, $NF_3$ and $SF_6$ 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.

## Scope 1 - Fleet Emissions Goal
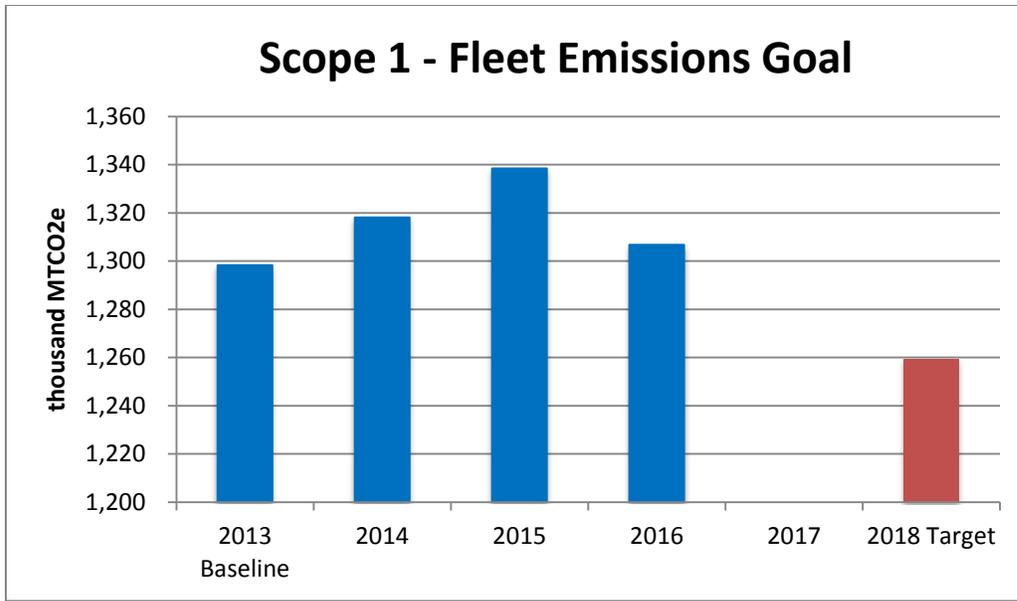


Republic also has a number of initiatives in progress to reduce the amount of fuel that we use, and therefore, our GHG emissions from our fleet. Specific to our primary scope 1 fleet reduction goal, our diesel to CNG conversion program has, to date, converted 18% of our trucks to CNG from diesel, and we are continuing to do this at a rate of roughly 30% of replacement vehicle purchases per year. 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. The previously reported Scope 1+Scope 2 GHG emissions for 2015 has been updated and has been used to calculate the % change. In 2016, we realized a 26,899 MTCO2e emission reduction.  In addition, in 2016 we began the use of renewable natural gas in our fleet, which provided a reduction of 34,154 MTCO2e from our Scope 1 emissions. 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 MTCO2e per year[1]*

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

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[1] 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 CO2e.

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 CO2e emissions over this 5 year goal period. That's in addition to the nearly 15 million tons of avoided CO2e emissions that we enable through our recycling network each year and the 6.6 million tons of avoided CO2e emissions that we enable through our own recycling operations.
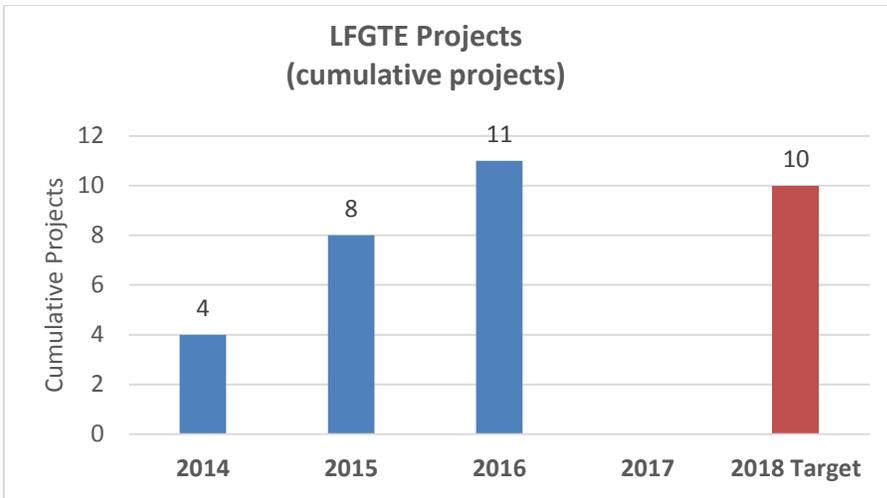
**Recycling Capacity
(added per year)**
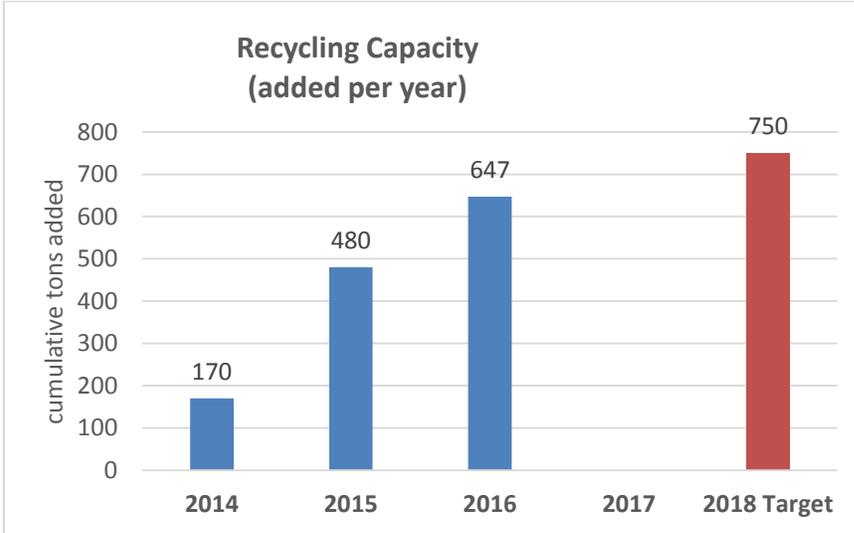


**Energy**

- *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, completed 4 projects in 2015 (avoided emissions totaling 153,000 MTCO2e[2]) and completed 3 projects in 2016, avoiding 25,880 MTCO2e, and exceeding our 5-year target. These savings are in addition to the existing LFGTE projects already in place across Republic's landfill operations.

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[2] 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.

**LFGTE Projects**
**(cumulative projects)**

Cumulative Projects

- 2014: 4
- 2015: 8
- 2016: 11
- 2017:
- 2018 Target: 10

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

Refer to page 14 of our 2015 Sustainability Report for a discussion on how water impacts Republic Services, primarily at our landfills through the management of leachate. Our leachate collection systems collect and process water to ensure that landfills have a minimum impact on watershed regeneration.  In 2016, 1.488 billion gallons of leachate was collected, processed and treated at Republic's active and closed landfill sites through a comprehensive leachate treatment program.

**G4-EN29        Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations**

Refer to pages 22-23 of our 2016 10-K for a discussion on our environmental matters with potential monetary sanctions exceeding $100,000.

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

Refer to pages 22-23, 32-33, 57, 77, and 90-91 of our 2016 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, is provided in Section G4-LA6.  Additional information on how we have identified and prioritized these material aspects is provided in G4-2.

At Republic Services, safety is our #1 priority as evidenced by it being at the top of "Our Priorities" list (see below).  These priorities are communicated to all employees and are used by Executive management to ensure that it is clear that Safety is a priority over everything else.  Executive management is involved in leading safety throughout the organization and includes safety in Board meetings, Corporate Sr. Management meetings, Area Management meetings and Division Management meetings.  Additionally, the Risk Management Department meets quarterly with the Safety Department to discuss safety programs and initiatives.
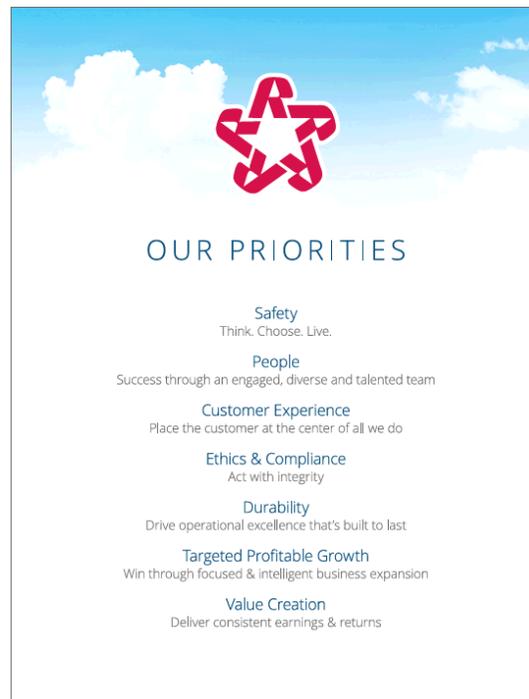


Republic has a comprehensive safety management system.  We spend roughly $1,000,000 a year to create safety management materials, such as Focus 6, Defensive Driver Training and Special Topic Safety Videos. (This spend does not include driver wages incurred during training sessions or salaries for our Safety Staff.)  Additionally, Republic Services has a staff of corporate and field safety professionals to administer the plan.  The primary function of the staff is to improve overall safety performance, direct field safety activity, facilitate OSHA, Environmental and DOT matters, reduce losses, and provide statistics for performance standards to company goals.  The safety team includes:

Field Safety Staff:
- 11 Area Safety Managers
- 8 Business Unit Level Safety Managers
- 6 Safety Representatives
- 22 Area Driver Training Managers

Corporate Safety Staff:
- Senior Vice President, Safety
- Director, Safety
- Sr. Manager, Safety
- Manager, Safety Programs
- 2 Sr. Safety Analysts

Republic has multiple policies, programs and procedures in place to incentivize, educate and prioritize safety for our front-line employees.  Details of several of these components are as follows:

1. **New Driver Training –** Standardized training for all new drivers hired into Republic Services.
   - All Driver Training Mangers and Behind the Wheel Instructors are internally certified to perform the training.
   - The program includes internal certification for each step of the training process.  Each new driver must successfully complete both classroom and field skills training to move on to the next step of training.
   - There are 22 training centers and approximately 2,300 drivers trained yearly.
   - Core Content includes, but is not limited to:
     - ✓ Route Familiarity – New employees ride with an experienced employee, after the initial basic safety training, to ensure a clear understanding of the job, climate and requirements.
     - ✓ Classroom Training – Training on Republic Safety Programs and Defensive Driving Techniques, including Smith System 5 Keys to Safe Driving.  The Smith System is a highly recognized 3rd party defensive driver training program.  The 5 Keys are:
       - Aim High in Steering – Improves following distance and awareness in front of the truck
       - Get the Big Picture – 360 degree awareness around the truck at all times
       - Keep Your Eyes Moving – Always scan your mirrors and avoid a fixed stare
       - Make Sure They See You – Ensure 3rd parties recognize our truck
       - Leave Yourself an Out – Have a backup plan to avoid a collision
     - ✓ Line of Business (LOB) Specific Training – Training specific to the type of equipment the employee will operate, which includes, Commercial Frontload, Industrial Roll-off, Residentail Sideload, etc.
     - ✓ Skills Course Testing – All employees must demonstrate the ability to safely operate the equipment prior to being released to a route.  Each Skills Course Test is pass/fail.  If a trainee is ultimately not able to pass a test, they are terminated from the company.
     - ✓ Behind the Wheel (BTW) Instructor Training – All employees ride with a BTW, for a period of 1 to 4 weeks, based on past experience, to apply the skills learned at the center to an actual route.
     - ✓ Follow-up Certification – All employees receive a 30, 60 and 90 day follow-up meeting with their supervisor to ensure a clear understanding of the training.

2. **Annual Defensive Driver Training –** Interactive, internally developed, standardized training for all existing drivers.

- Training is typically provided by a 3<sup>rd</sup> party consultant, recognized as an expert in the area of driver training. Republic Services has maintained an agreement with Safety Research Consultants to provide the training since 2009. Each driver receives training at their respective division, yearly. The instructors consist primarily of active and retired police officers. All trainers are certified and all attendees receive certificates of training from the program. Content includes:
  - ✓ Safe Driver Training – Interactive training based on the games Pictionary, Password and Gesstures. The training includes:
    - Smith System Training – Review of the 5 keys to safe driving.
    - Focus 6 – Review of company Focus 6 defensive driving program.
    - Overall Safety – General topics covering all aspects of driver safety.

**3. Focus 6** – Monthly training – The program addresses six specific accident/claim types. Backing up, Intersection Hazards, Push/Pull/Lift (Strain/Sprain Injuries), Rear Collisions, Rollover and Pedestrian Incidents. Historically, Focus 6 accidents have accounted for the largest number of high cost claims. .
- Training is internally conducted by the Operations Manager and Supervisors for each Division. General Managers typically attend and Area Safety Managers train and coach employees who deliver the training.
- The program includes both classroom and skills based training. The classroom portion of the training includes a DVD facilitated by a field leader. The skills based portion of the training is held in the yard outside the training classroom or individually on route with drivers.
- Various methods are used to reinforce the training message, including:
  - ✓ Monthly Poster
  - ✓ Supervisor "talking points" to encourage interaction in training with employees
  - ✓ Bi-weekly safety points
  - ✓ Ride-a-long activity and skills training focus on one-on-one interaction
- Republic Safety staff spend considerable time in analyzing safety incidents. The areas mentioned above constituted approximately 20% of all claims. The following improvements were achieved from 2016 to 2017:
  - ✓ Focus 6 frequency reduced by 7%
- The Focus 6 also includes periodic special Safety programs – depending on the need, including:
  - ✓ 101 Days of Summer (Summer Safety) – Watch out for children, drink plenty of water
  - ✓ 90 Days of Winter (Winter Campaigns) – for areas with severe winter weather

**4. Compliance Training** – Monthly compliance topics (OSHA, DOT, etc.)
- Standardized training in a classroom atmosphere and/or videos. Topics include, but are not limited to:
  - ✓ Lockout/Tagout and Electrical Safety
  - ✓ Hazard Communication
  - ✓ Emergency Response Plan Procedures
  - ✓ Proper Personal Protective Equipment Training
  - ✓ Seat Belt Use
  - ✓ DOT Drug/Alcohol Substance Abuse

**5. Republic Services Observation Program (ReSOP)** – Employee observation program developed to improve the overall performance of front-line employees. Each supervisor is responsible for completing 2 ReSOP's per week. Approximately 100,000 observations completed each year.
- Create a culture where supervisors develop a relationship with and change the behavior of employees, focused on:
  - ✓ Safety
  - ✓ Customer Service
  - ✓ Operational Effectiveness

&#x2713; Performance Management
- Employees are scheduled for observation by Supervisors based on criteria including but not limited to; tenure, job changes, risk exposure, and route / work area concerns.

**6. Truck Safety Devices** – Trucks are more visible and have a variety safety features.
- Rear Cameras, except Roll off trucks and pick-up trucks.
- In-cab backing alarm system (Primarily in Front End Load and Residential trucks) in addition to back-up alarms.
- Enhanced strobe lights increase visibility of trucks (All route trucks)
- Enhanced Visibility Tape (All route trucks)
- Mirrors on trucks (All Trucks)

**7. SAFE Booklet – Safe Actions for Excellence –** Step by step standardized safety procedures to be followed by employees when performing work. Includes procedures for all job positions, including: Drivers, Helpers, Technicians, Heavy Equipment Operators, Laborers, Sorters, and Office Employees.

**8. In Cab Event Recorder (Currently on approx. 775 Trucks)**
- Republic currently has 540 routed front line trucks equipped with in-cab event recording systems. We are currently planning on expanding the use of the recording devices starting in early 2018 at a rate of 250 units per month. In June, we will determine the full impact of the system and make a decision to potentially speed up rollout. The system is utilized for:
  - &#x2713; Identifies critical/unsafe driving behavior – device will record video events based on specific parameters to capture the event and driver activity 10 seconds before and 10 seconds following the captured event. This includes sudden stopping or starting, increased acceleration and actual accidents.
  - &#x2713; Will record the accident from the driver's prospective of the road and also inside the cab.
  - &#x2713; Field level supervision – Will review recording and use it as a coaching tool for drivers
    - No cell phone use and no texting while driving
    - Seat belt enforcement
    - Did the driver come to a complete Stop?
  - &#x2713; Quarantine Process – If an accident should occur, immediate notification of the incident and video is sent to the Risk Management Department at Republic.
  - &#x2713; Additionally, Republic has access to recorded video footage for up to 48 hours and we can access the video to address 3$^{rd}$ party claims of damage.

**9. Serious Incident Notification Procedures**
- All serious accidents, <u>REGARDLESS OF FAULT,</u> must be reported to Corporate Risk Management as quickly as possible. Serious accidents/serious injuries may include, but not be limited to, the following:
  - &#x2713; Fatality
  - &#x2713; Amputation
  - &#x2713; Individuals taken from the scene with serious/life threatening injury
  - &#x2713; Individuals taken from the scene via air-flight
  - &#x2713; Multiple injuries
  - &#x2713; Property damage (for example: fire, tornado, earthquake, etc.) over $100,000
  - &#x2713; Incidents that have or could attract major media attention
- In the event of a serious loss / fatality, Risk Management holds a conference call with Executive Management, Senior Management, Safety and local operations to insure proper response and enhance early intervention.
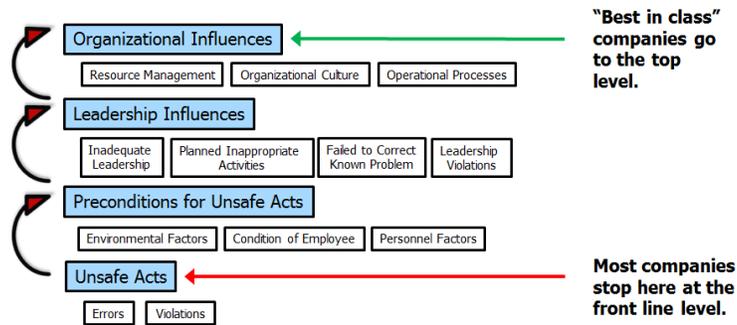
**10. Red Cross First Aid/CPR Certification** – All field safety professionals are certified First Aid/CPR providers.  Additionally, all operation supervisors are certified in First Aid/CPR response.  In the event of an incident, our structure allows for quick emergency medical response.

**11. One Fleet** – A program that provides a standard approach and tools to implement best practices and processes – for fleet management, truck care and maintenance.  A maintenance program to drive the "Republic Way" – one, standard best-in-class fleet management system that makes fleet management foundational and the cornerstone of the "Republic Way".  A program that minimizes variability in Fleet operations through standardized procedures and consistent execution to improve reliability and fleet availability. A set of Republic standards that ensures program durability and where changes are sustained over the long term maximizing shareholder value.

- Fleet Management impacts everything we do as a company.
- We have enjoyed a significant level of success in maintenance; therefore, our aspirations are to move from "good" to "great" in the journey toward operations excellence.
- The key objective to continued improvement is ensuring consistent execution and durability across the network.
- We have engaged a cross-functional team from the field to guarantee that everyone has a voice and no stone is left unturned.
- We expect to complete our multiyear program in the second quarter of 2017 that hits every site in the Republic network through a phased rollout approach.
- There are 6 Operating System Pillars in the program:
    1. Preventive Maintenance – A consistent preventive maintenance (PM) program in which properly trained techs perform all preventative maintenance repairs on time; quality is assured through regular spot checks.
    2. Planning and Scheduling – Improve shop capacity and productivity significantly by introducing maintenance planning, scheduling (P/S) and standard best practices across all sites.
    3. Workplace Organization – Ensure that each site optimizes its layout and organization based on its unique footprint to reduce waste and improve productivity using 5S standards.
    4. Repair Quality and Training – Establish standard work procedures and times for the most common repairs, with operating procedures, part needs, quality requirements, and safety focus.
    5. Driver Practices – Introduce standardized driver practices that build on the current Operations - Maintenance partnership with increased accountability from drivers.
    6. Parts Management – Leverage best-in-class practices across the company to manage inventory – including external vendor management – to improve parts availability, reduce waste and lower costs.

**12. Human Factors Analysis and Classification System (HFACS)** – Incidents are evaluated to identify the root cause of accidents in all levels of the organization.

- Republic began to utilize the HFACS process to evaluate Workers Compensation incidents in August of 2014.  The goal of the program is to identify and correct issues that could lead to losses.
- The process includes:

Organizational Influences — "Best in class" companies go to the top level.

Resource Management | Organizational Culture | Operational Processes

Leadership Influences

Inadequate Leadership | Planned Inappropriate Activities | Failed to Correct Known Problem | Leadership Violations

Preconditions for Unsafe Acts

Environmental Factors | Condition of Employee | Personnel Factors

Unsafe Acts — Most companies stop here at the front line level.

Errors | Violations

- In implementing HFACS, we have increased accountability and prevented accident re-occurrence.

**13. Republic Absolutes and Standards** – In 2017, Republic enhanced a few specific programs to ensure management involvement and front line employee compliance. The programs included:
- Seat Belt Use – Seat belts must be properly worn by operators and passengers of Company-owned, leased, or rented vehicles and equipment.
- Personal Protective Equipment – Personal Protective Equipment (PPE) must be properly worn by required personnel when appropriate. PPE includes but is not limited to: protective clothing; shields; and equipment for eyes, face, head, hands, feet and other extremities.
- Company Uniforms – Approved uniforms must be worn by required personnel at all times during working hours. Employees must be in their uniform and ready to work before clocking in for the day and remain in uniform for the duration of their shift.
- Fleet Security – Company vehicles must be secured while on route and while on site at Republic facilities. One Route, whenever a vehicle is left unattended and will be outside the driver's line of sight, or if the driver will be more than approximately 100 feet away from the vehicle, it must be shut down and the key removed.
- Lock/out-Tag/out – Employees must adhere to the lock out tag out (energy control) procedures when servicing, maintaining, or cleaning out all Company-owned, leased, or rented vehicles and equipment.

**14. Coalition Activity and Distracted Driving** – Republic has joined several coalitions and committees to impact 3rd party distracted driving.
- Together for Safer Roads (TSR) – An innovative coalition that brings together global private sector companies to focus on improving road safety and reducing deaths and injuries by road traffic collisions. Its founding members are Anheuser-Busch InBev, AIG, AT&T, Chevron, Ericsson, Facebook, IBM, iHeartMedia, PepsiCo, and Ryder. TSR uses the knowledge, data and technology, and global networks of members to promote:
  o Safer road, vehicles and systems, Safer road users and Advocacy and thought leadership
- National Safety Council (NSC) – The organization saves lives by preventing injuries and deaths at work, in homes and communities, and on the roads through leadership, research, education and advocacy. The NSC has partnered with AAA and the University of Utah on a study showing the correlation between cognitive distraction and driving safety and they have developed awareness materials to educate the general public.
- Direct Delivery Leadership Council (DDLC) – The mission of the DDLC is to identify, establish and promote "best practices" for improving and integrating safety leadership, productivity and profitability for the direct delivery and service industries. The DDLC was established by a group of companies who are committed to the improvement of direct delivery operations. These industry leaders believe that through cooperation, research, analysis and planning the members can achieve a better world for our drivers and for the public they serve.
- National Waste and Recycling Association (NW&RA) – Safety is both a core value and a priority from a strategic management perspective. Our work is focused on making trash collection,

processing and disposal operations less dangerous by encouraging safety training, compliance with regulations, ANSI standards and company safety rules and policies.

Safety is taken very seriously at Republic. All losses are reported to management and the safety team within 24 hours. Lag time reports are generated to ensure reporting compliance. Additionally, all serious losses are reported immediately to Corporate Risk Management to ensure quick, appropriate response.

Lastly, Republic has instituted a strict policy for discipline. Progressive disciplinary actions are taken, up to and including termination.

**The National Waste and Recycling Association Driver of the Year Award** is a means to achieve public recognition within the industry for safe driving. All Republic divisions participate in this program. The safest driver is awarded with the use of a new truck with their name and driver of the year sticker on the door. Additionally, they receive a cash prize and all-expense paid trip to Waste Expo with his/her spouse. Since 2009, Republic has had 15 Driver of the Year Winners in the Large Category of Waste Haulers. Since the industry only recognizes 3 Large Industry drivers each year, Republic has won 18 of the past 24 Driver of the Year! Our most recent winners are:

- 2009 – Donny Lederer (Commercial)
- 2009 – John Thomas (Industrial)
- 2010 – Ken Aldrich (Commercial)
- 2010 – Anthony Lucious (Industrial)
- 2010 – Rodney Poe (Residential)
- 2011 – Keith Pilot (Residential)
- 2011 – Danny McIntyre (Commercial)
- 2012 - Brett Popke (Industrial)
- 2012 - Jesus Pena (Commercial)
- 2012 - Mike Buczkowski (Residential)

- 2013 - Daniel Parker (Industrial)
- 2013 - Terrance Johnson (Residential)
- 2014 - Quemene Perea (Commercial)
- 2014 - Florentino Castrellon (Industrial)
- 2014 - Johnny Caine (Residential)
- 2015 – Todd Colarusso (Commercial)
- 2016 – Efren Lopez (Residential)
- 2016 – Dave Bedford (Industrial)

**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 | 2016 |
|---|---|---|---|
| **Lost-Time Injuries Frequency Rate (LTIFR)** | 8.82 (Per 1,000,000 hours worked) | 7.29 (Per 1,000,000 hours worked) | 6.74 (Per 1,000,000 hours worked) |

**Safety**
- *Reduce our OSHA recordable rates by 7% on a year-over-year basis to 2018, from a 2014 baseline[3]*

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[3] 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 1 calendar year.

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 2016, we met our company goal to improve OSHA recordable rates by 7%.  In addition, we had zero OSHA reportable fatalities.

**OSHA Recordable Rates**
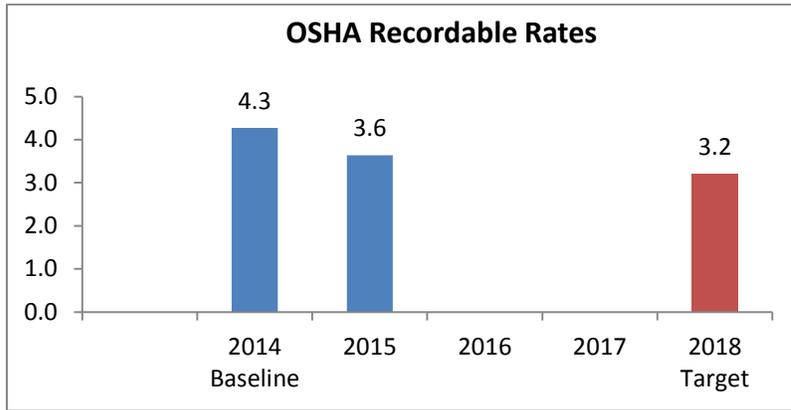


Regrettably, there were three employee fatalities in 2016 as a result of vehicle accidents.  Although these are not considered OSHA reportable, we do take each incident very seriously and have increased our efforts to prevent future fatalities.  Safety continues to be our top priority.  In addition to our safety management policies, practices, and procedures described above, Republic has multiple initiatives in progress to incentivize, educate and reinforce safety for our front-line employees.

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.

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 75% of the Driver of the Year awards issued for the large company 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 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.

|  | 2015 | 2016 |
|---|---|---|
| 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 2016, for example, 22% of general managers, 25% of operations managers, and 27% 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 of the Company and independent contractors 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) Corporate Policies and Procedures Manual ("Corporate Policies"), which make up the specific policies governing business ethics and expected behavior to which Employees and independent contractors 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. It covers elements of anti-corruption and bribery.

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

For the reporting year 2016, we did not have any material violations or breaches of our Code of Business Ethics and Conduct.  Refer to page 26 of our 2017 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 solid waste, environment, 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 2016, Republic Services spent $400,000 on lobbying at the Federal level.  Our total PAC contributions in the 2016 election cycle were $173,104.13 and we made contributions of $14,150 to federal political parties, candidates and committees.  All of our contributions are tracked on a monthly basis.

Our largest lobbying contribution was to West Front Strategies, Inc, for $240,000.  We also contributed to an industry association, National Waste & Recycling Association (NW&RA) in the amount of $368,224.  The mission of the NW&RA is to provide leadership, advocacy, research, education and safety expertise to promote the North American waste and recycling industries, serve as their voice and create a climate where members prosper and provide safe, economically sustainable and environmentally sound services.

**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.