



# NON-DISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY

*Note: This Policy is the property of Republic Services, Inc. and/or its subsidiaries and affiliated entities (collectively referred to herein as “Republic” or the “Company”) and is to be used in connection with the conduct of Republic’s business. This Policy is not intended to and does not constitute or create contractual terms of employment. Refer to the [Policies and Procedures Manual](#) (“PPM”) section of [Inside Republic Services](#) for the most current versions of Republic’s Policies.*

POLICY NUMBER: HRS-113	CATEGORY: Human Resources
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ORIGINAL EFFECTIVE DATE: 4/14/2009	LATEST REVISION DATE: 01/16/2025
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**POLICY CONTACT(S) AND QUESTIONS:** Local Human Resources Manager; your Area Director, Human Resources; the Vice President, Human Resources; or Corporate Human Resources.

**POLICY HIGHLIGHTS:**

- Provides Company policy on Pay Transparency.
- Provides overview of Company Recruitment practices.

## PURPOSE

The purpose of this Policy is to describe Republic Services, Inc.’s and its subsidiaries (“Republic” or the “Company”) approved policies and procedures for non-discrimination and equal employment opportunity (“EEO”).

## SCOPE

This policy applies to all applicants, employees, contractors, vendors and those doing business with the Company and its affiliates.

## REQUIREMENTS AND RESPONSIBILITIES

Policy Statement

The Company has established this policy to ensure that all applicants and employees are provided equal opportunity without regard to their physical appearance, personal beliefs, veteran status or any other classification protected by law.

It is the policy of the Company to treat all applicants and employees as individuals without regard to their race, color, religion, national or social origin, ethnicity, sex, sexual orientation, gender identity or expression, age, disability, veteran status, relationship or association with a protected veteran (spouses or other family members), genetic testing or any other classification protected by law, even if the law does not prohibit the conduct. This means that the Company will not tolerate Discrimination with respect to any employment-related decision or practice, including, but not limited to, advertising, benefits, compensation, hiring, promotion, demotion, transfer, discipline (including probation, suspension and/or termination), availability of Company facilities, performance evaluation, recruitment, social/recreational programs and training.

### Pay Transparency Policy Statement

Republic will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by Republic, or (c) consistent with Republic's legal duty to furnish information.

### Recruitment

Each Company location will maintain contact with recruitment sources approved by Area or Corporate Human Resources specifically selected by such location in order to provide maximum access to a broad base of applicants, including individuals who are members of groups protected by law.

All employment decisions will be based on an individual's qualifications, such as skill, knowledge and/or the ability to perform the position being filled (e.g., education, experience, demonstrated competence, etc.). When appropriate, Government security requirements also must be satisfied.

The Company will ensure that all employment advertising and all employment orders placed with employment agencies clearly indicate the Company's EEO policy with the following statement: EOE including Disability/Protected Veterans. The Company also will ensure that all employment selection procedures are job-related and consistent with all applicable federal, state and local requirements.

### Responsibilities

Employees are required to abide by the provisions set forth in this Policy and [Recruiting and Selection Procedures](#) (the "Procedures").

All supervisors and managers are responsible for ensuring that all procedures and practices at each Company location are in full compliance with all applicable federal, state and local EEO statutes, rules and regulations, and the provisions of this policy.

All supervisors and managers are responsible for implementing this policy and their performance will be judged, in part, on how they implement this policy. The Company requires all supervisors and managers to attend appropriate training and briefings on the Company's EEO policies and procedures in order to assist in their implementation.

## **CONSEQUENCES OF NON-COMPLIANCE**

Any Republic employee, regardless of position or title, who violates any provision of this policy, may be subject to disciplinary action, including in certain circumstances termination of employment. Violations by any third party acting on behalf of the Company may result in removal of assignment.

## **REPORTING AND PROTECTION FROM RETALIATION**

Employees are encouraged to speak up without fear of retaliation when they see or suspect policy violations. Retaliation is prohibited and will not be tolerated at Republic. Retaliation means that an employee is subjected to a negative consequence for reporting a concern under this Policy or participating in an investigation under this Policy.

## **DEFINITIONS**

**Discrimination** – means treating an individual or group differently or less favorably than others because of their protected class or characteristics.

**Protected Class or Characteristics** – refers to race, color, religion, national or social origin, ethnicity, sex, sexual orientation, gender identity or expression, age, disability, veteran status, relationship or association with a protected veteran (spouses or other family members), genetic testing or any other classification protected by law.

## POLICIES, PROCEDURES AND OTHER RESOURCES

- [Recruiting & Selection Procedures](#)
- [The Americans with Disabilities Act Policy](#)
- [Anti-Harassment Policy](#)
- [Code of Business Ethics and Conduct](#)
- [PPM SharePoint Site](#)
- [Speak Up Poster](#)
- Ethics & Compliance Team ([EthicsandCompliance@RepublicServices.com](mailto:EthicsandCompliance@RepublicServices.com))