



Policies and Procedures Manual (“PPM”)

Non-Discrimination and Equal Employment Opportunity Policy

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Note: The information in this Manual is the property of Republic Services, Inc. (“Republic”) and is to be used in connection with the conduct of the business of Republic and/or its subsidiaries (being collectively referred to in the policies as the “Company” or “Republic”). These policies are not intended to and do not constitute or create contractual terms of employment.



1. Purpose

The purpose of this section of the Policies and Procedures Manual (“PPM”) 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”).

2. Applicability

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

3. Policy Effective Date

This policy was originally effective as of April 14, 2009 and was most recently updated on July 20, 2020 and continues to be updated from time to time. Refer to the [Policies and Procedures Manual](#) section of [Inside Republic Services](#) for the most current version of the Company’s policies.

4. General Policy

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.

5. 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.

6. Employee Responsibilities

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.

7. 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.

8. Non-Retaliation Statement

Failure to comply with this policy will result in disciplinary action, including in certain circumstances, termination of employment. The Company will not take any adverse action against an individual who makes a good faith report of discrimination, or who participates in a review of such conduct. The Company does not permit employees to engage in retaliation. 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. Retaliation is a serious violation of this policy and should be reported immediately to the Division or Area Human Resources Manager; the Area Director, Human Resources; a Corporate Human Resources Manager; the Vice President, Human Resources; or by contacting the confidential AWARE Line either by phone at 1-866-3-AWARE-4 or web report at AWARELine.RepublicServices.com. Any person found to have retaliated against another individual for reporting discrimination, or other concerns related to this policy, will be subject to serious disciplinary action, including, in certain circumstances, termination of employment.

9. Policy Contact(s)

If you have specific questions or concerns relating to this policy, please contact your local Human Resources Manager; your Area Director, Human Resources; the Vice President, Human Resources; or Corporate Human Resources.

10. Related Policies and Other Resources

- [The Americans with Disabilities Act](#)
- [Anti-Harassment Policy](#)
- [Code of Business Ethics and Conduct](#)
- [Speak Up Poster](#)