



Sustainability in Action

# Environmental Justice

## DECEMBER 2022 UPDATE

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Our December 2022 Update incorporates three primary enhancements:

1. Aligns our data and methodology with the U.S. Environmental Protection Agency (EPA) and its interactive [Environmental Justice Screening and Mapping \(EJScreen\) tool](#). This:
  - Increases demographic and economic transparency for individual Republic Services locations.
  - Provides consistency by using EPA definitions and tools. For example, our previous “poverty level” analysis has shifted to “low-income levels.”
2. Expands our analysis to include our U.S. Environmental Solutions facilities.
3. Broadens our commitments to include an independent civil rights assessment to further evaluate and strengthen our current programs and initiatives.

## INTRODUCTION

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Our business is fundamentally about keeping communities clean and healthy. Being a good neighbor is a top priority for Republic Services, and we’re proud of the positive impact we have on our local communities and the environment.

Environmental justice is an important aspect of our ongoing commitment to being a leader in sustainability. We have grounded our approach to this topic in line with the U.S. Environmental Protection Agency’s (EPA) definition of environmental justice: “*the **fair treatment** and **meaningful involvement** of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations and policies.*”



## FAIR TREATMENT THROUGH REPUBLIC SERVICES' STANDARD OPERATING MODEL

Our operating model enables us to deliver consistent, high-quality service to all our customers. Implementation of standardized processes with rigorous controls and executive-level oversight allows us to leverage our scale and deliver durable operational excellence.



- ✓ Our **Engineering and Environmental Compliance Teams** consistently monitor the operation of our landfills and report in to our Chief Operating Officer. Through oversight and detective controls of our landfills, Republic Services is able to standardize compliance, operations, quality of service and reporting across our operations. These groups monitor several environmental factors including leachate and gas management, stormwater and odor control.



- ✓ Republic Services' **Internal Audit Team** routinely performs thorough audits of operations to ensure compliance with our operating standards. Our Ethics and Compliance function also performs routine reviews with the engineering and environmental compliance groups, and our Chief Legal Officer meets with our Engineering and Environmental Compliance leaders on a quarterly basis.

We continually look to raise the bar in keeping communities clean and healthy through recycling and waste collection and innovative diversion solutions. Our standard, enterprise-wide approach allows us to manage longer-term environmental and social risks with a system of checks and balances that empowers local company leaders to take action for the long-term benefit of our environmental goals, community engagement and financial performance.



## MEANINGFUL INVOLVEMENT WITH AN EMPHASIS ON CONSISTENT COMMUNITY ENGAGEMENT

We know effective operations are critical to ensuring we have a positive impact in the communities we serve, but it's only part of the equation. That is why we take a proactive approach in the community and strive to be a good neighbor by engaging with and investing in the communities we serve.

Our [Human Rights Policy](#) provides guidance on our well-developed engagement program, including candid dialogue with our communities and other stakeholders. Human rights are the responsibility of every Republic Services employee and Board member. Our Chief Executive Officer, Executive Vice President, Chief Legal Officer and Chief Ethics & Compliance Officer provide executive oversight of our Human Rights Policy, which is overseen by the Sustainability & Corporate Responsibility Committee of our Board.

Republic Services both empowers and expects local leadership to be active members of their local communities and own community relationships, while our community relations team provides resources and ensures consistency. We believe it's important to see a familiar face helping build trust within the community and creating easy-to-access avenues of communication between the community and Republic Services.



- ✓ Our local leadership teams utilize a **Good Neighbor Plan** that encourages and guides engagement, involvement and education in the community. These activities include tours and open houses for elected officials and community leaders to view our safety and environmental initiatives; community events such as parades and clean-ups; and public education including development of economic impact reports and participation in local associations.

Community is a core component of our sustainability program, including our goal to positively impact 20 million people by 2030 through charitable giving and our National Neighborhood Promise program. For additional information, visit our [Charitable Giving](#) website or the [Communities](#) section of our Sustainability Report.

While we emphasize proactive and consistent community outreach, we take pride in being agile, listening to community feedback and being responsive to concerns community members may have. In instances where there are community objections about site operations or plans, our local teams are encouraged to meet with the community to discuss and find common ground.



## BOARD OVERSIGHT

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Republic Services' ability to achieve a positive impact on our communities starts with strong oversight. Our Board has a longstanding commitment to sustainability and has direct and active oversight of our program. The Board reviews the Company's sustainability performance on a quarterly basis.

Specifically, the Board's Sustainability & Corporate Responsibility Committee, established in 2015, has oversight responsibility with respect to environmental justice, along with other risks and opportunities related to the four elements of our sustainability program: safety, talent, climate leadership and communities.

## CIVIL RIGHTS AND EQUAL EMPLOYMENT OPPORTUNITY

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Being human-centered is one of our core values and keeps us focused on respecting the dignity and unique potential of every person. These are fundamental values of working at Republic Services that allow us to ensure we have a positive impact. Learning from each other and challenging ourselves to do more is a critical part of achieving our goals.

As part of our continuing focus on maintaining a highly inclusive and diverse culture, Republic Services has committed to hiring an independent firm to conduct a civil rights assessment. Republic Services' Board has a strong track record of active oversight of our talent and community engagement efforts. The outside perspective gained from this effort is intended to help us further assess and strengthen our current programs and initiatives. Based on what we learn, we may identify future focus areas to help us continue to advance employee safety, talent retention and development, employee engagement, inclusion and diversity, and community engagement across our organization. This assessment will also help Republic Services further its environmental justice efforts and our commitment to keeping communities clean and safe.

We expect the assessment will include input from a range of stakeholders, including Republic Services employees, customers and members of our communities. It will be guided by applicable laws, Republic Services' business and considerations relevant to the environmental services industry.

## COMMITMENT TO TRANSPARENCY AND DISCLOSURE

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This is Republic Services' third analysis of our facilities' locations and is designed to provide information and insight into our neighboring communities. Based on feedback from stakeholders, we're now leveraging the EPA's EJScreen tool as our primary data source. We've incorporated EJScreen's search functionality on our [website](#), which allows users to find socioeconomic data related to specific Republic Services locations. We believe this additional level of data is evidence of our commitment to transparency and will help stakeholders better understand our presence in local communities and engage with us. We've also expanded our analysis to include our U.S. Environmental Solutions facilities. We will continue to refresh this data in our annual sustainability reporting.

### Methodology

Our previous analysis used the EJScreen radii approach, but was based on ESRI demographic and poverty-level data. The updated approach in this third disclosure exclusively utilizes data and terminology from EJScreen to provide consistency for our stakeholders. More information on EJScreen data and methodology can be found on the [EPA's EJScreen](#) site, including [definitions](#).

Our analysis represents the percentage of 1) people of color and 2) people in low-income households within a given radius compared to the state average. To conduct this analysis we created a 1km and 5km radii around each location and then extracted the EPA's data for percentage of people of color and low-income households. We then compared those percentages to the respective state average. If, for example, the percentage of people of color was lower than the state average, then that facility fell into the "below" category, and vice versa. All "above" and "below" counts were tallied to provide a total percentage.

### Densely Populated Areas

Beyond disclosing location data on our facilities and their surrounding communities, we also disclose the number of facilities in or near areas of dense population, in line with the Sustainability Accounting Standards Board (SASB) Waste Management Sustainability Accounting Standard. This is defined as the total landfill count within 5km of urban populations greater than 50,000 people, based on 2010 U.S. Census Bureau data. In 2021, Republic Services had 94 open landfills and 80 closed landfills in or near these areas.

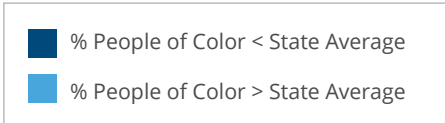
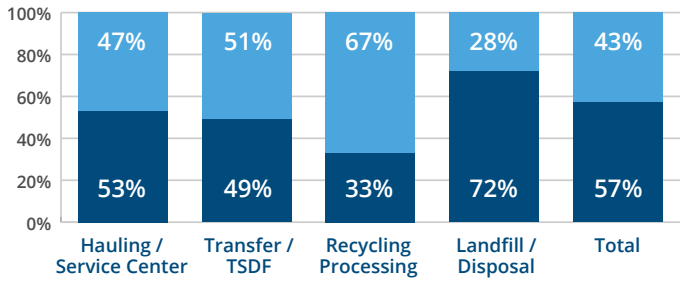
As a leader in environmental services, sustainability is deeply integrated into our business model. One of our strategic priorities and differentiating capabilities is to use sustainability as a platform for growth. To learn more, visit our sustainability website and read our Sustainability Report at [RepublicServices.com/sustainability](https://RepublicServices.com/sustainability).

# ANALYSIS

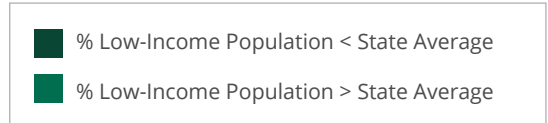
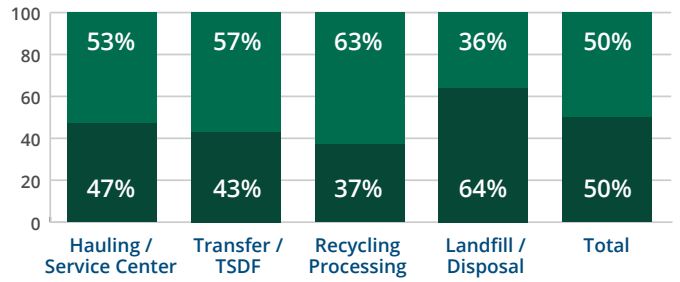
Analysis of data regarding our facility locations, across both 1km and 5km radii, demonstrates equitable access to our facilities' benefits across both ethnic and socioeconomic dimensions. The facility, ethnic and socioeconomic data in our analysis is as of September 2022.

## Distribution of Facility Locations 1-kilometer radius

### % People of Color vs. State Average



### Household Income vs. State Average



**57%**  
of our facilities are in areas with people of color populations **below** the state average.

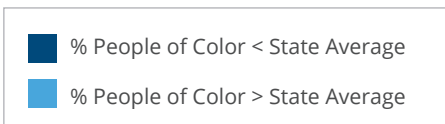
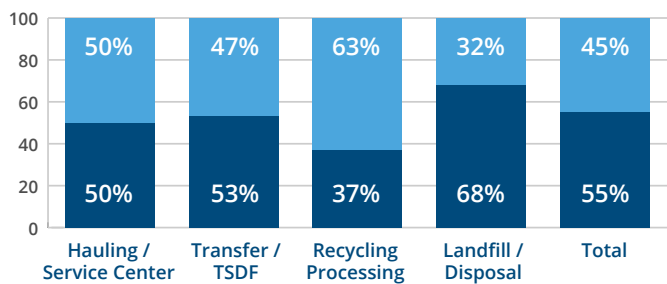
**43%**  
of our facilities are in areas with people of color populations **above** the state average.

**50%**  
of our facilities are in areas with a low-income population **below** the state average.

**50%**  
of our facilities are in areas with a low-income population **above** the state average.

## Distribution of Facility Locations 5-kilometer radius

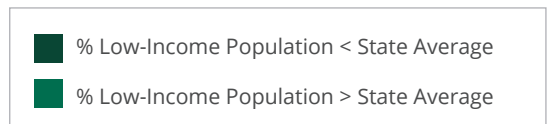
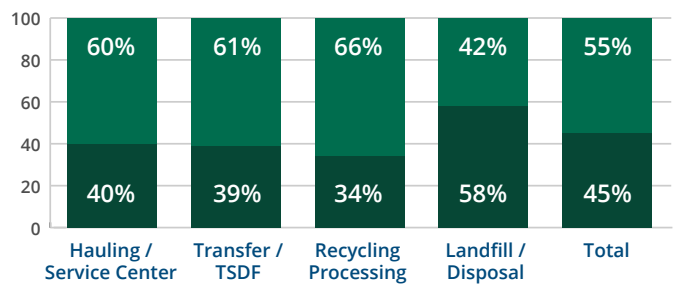
### % People of Color vs. State Average



**55%**  
of our facilities are in areas with people of color populations **below** the state average.

**45%**  
of our facilities are in areas with people of color populations **above** the state average.

### Household Income vs. State Average



**45%**  
of our facilities are in areas with a low-income population **below** the state average.

**55%**  
of our facilities are in areas with a low-income population **above** the state average.