



# Sustainability in Action

2021 Sustainability Report



# 2021 Sustainability Report

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Republic Services is proud to present our 2021 Sustainability Report, which tracks progress toward our 2030 goals and details some of the ways we're partnering with customers to create a more sustainable world.

Our 2030 sustainability goals, which we announced in 2019, are aligned under our Elements of Sustainability: Safety, Talent, Climate Leadership and Communities. Republic Services is the industry leader in climate action. We're the only environmental services provider with a greenhouse gas reduction goal approved by the Science Based Targets initiative (SBTi), and we've expanded on the industry's first comprehensive report aligned with the Task Force on Climate-related Financial Disclosures to include physical risks and opportunities from climate change.

As part of our ongoing commitment to transparency, this report includes our most expansive disclosures to date. Our Sustainability Report is part of a suite of sustainability reporting that includes [SASB](#), [GRI](#), [TCFD](#), [CDP](#), [EEO-1](#) and [Environmental Justice](#).

## DISCLOSURE REGARDING FORWARD-LOOKING STATEMENTS

This report contains certain forward-looking information about us that is intended to be covered by the safe harbor for "forward-looking statements" provided by the Private Securities Litigation Reform Act of 1995. Forward-looking statements are statements that are not historical facts. Words such as "guidance," "expect," "will," "may," "anticipate," "plan," "estimate," "project," "intend," "should," "can," "likely," "could," "outlook" and similar expressions are intended to identify forward-looking statements. These statements include information about our sustainability targets, goals and programs in addition to our plans, strategies, expectations of future financial performance and prospects. Forward-looking statements are not guarantees of performance. You should not place undue reliance on any forward-looking statement. These statements are based upon the current beliefs and expectations of our management and are subject to significant risk and uncertainties that could cause actual results to differ materially from those expressed in, or implied or projected by, the forward-looking information and statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot assure you that the expectations will prove to be correct. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. More information on factors that could cause actual results or events to differ materially from those anticipated is included from time to time in our reports filed with the Securities and Exchange Commission, including our Annual Report on Form 10-K for the year ended December 31, 2021, particularly under Part I, Item 1A - Risk Factors, and in our Quarterly Reports on Form 10-Q. Additionally, new risk factors emerge from time to time and it is not possible for us to predict all such risk factors, or to assess the impact such risk factors might have on our business or sustainability programs and goals. We undertake no obligation to update publicly any forward-looking statements whether as a result of new information, future events or otherwise, except as required by law.





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# About Us

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Our Vision: Partnering with customers to create a more sustainable world



## A MESSAGE FROM OUR PRESIDENT AND CEO

# Sustainability in Action

At Republic Services, we're committed to partnering with customers to create a more sustainable world.

This is our company vision, which is intentionally ambitious because we believe we are uniquely positioned to help our customers achieve their own sustainability goals. That commitment begins with our Elements of Sustainability – Safety, Talent, Climate Leadership and Communities – and these elements anchor our 2030 sustainability goals.

Throughout the past year we've made meaningful progress toward our 2030 goals. Our safety record over the last 10 years has been nearly 40% better than the industry average, and we continue to strive for zero fatalities because we want every team member to make it home every night. Our Talent goal is focused on employee engagement, and we're proud that our most recent engagement score remains higher than the U.S. average. We also continue to invest in the communities where we live and work; in 2021, we positively impacted 1 million people.

I'm especially proud of our progress toward our Climate Leadership targets. We've made industry-leading commitments to reduce emissions and decarbonize our operations, and we're already seeing the results. As of our 2021 data, we've reduced operational greenhouse gas emissions by 9% over our 2017 baseline year. That's well on our way to achieving our interim target of a 10% reduction by 2025.

## Platform for Growth

Ultimately, we view sustainability as a platform for growth. Creating a more sustainable world is both our responsibility and an opportunity for our business. That's because environmental sustainability and economic sustainability are inextricably linked.

We recently announced two strategic initiatives that leverage sustainability as a platform for growth. The first is a joint venture with Archaea Energy to develop a new portfolio of landfill renewable natural gas (RNG) projects, and the second

is our Polymer Center, the nation's first integrated plastics recycling facility, which combines innovation and investment to advance circularity.

In addition, we continue to expand where we compete by providing customers the most complete set of products and services. The addition of US Ecology to the Republic Services team greatly broadens our environmental solutions offerings and allows us to offer customers a single trusted partner for their multiple recycling and waste streams.

## Power of Our People

Over the past year we further advanced our aspiration to be an employer of choice. We are human-centered, and we respect the dignity and unique potential of every person. We rely on the diverse backgrounds of our team members to provide a broad range of ideas and perspectives that allow our employees to grow, thrive and exceed our customers' expectations. Going forward, Republic will continue to be a model for inclusion, diversity and equal employment opportunity.

Our 39,000 employees are driven to deliver results in the right way. We hold ourselves to the highest ethical standards and practices and are guided by a comprehensive corporate governance framework that defines responsibilities, sets expectations for conduct and helps ensure compliance. This year, we've linked executive compensation with progress toward our Safety, Talent and Climate Leadership goals. And we've reinforced our commitment to environmental justice. (See pages [12-13](#).)

We are at an inflection point. We all must do our part to help ensure a more a sustainable world now and for future generations.

**That's why Republic Services is dedicated to putting sustainability in action.**



*Jon Vander Ark*  
**Jon Vander Ark**  
 President and Chief Executive Officer

# Our 2030 Sustainability Goals



## SAFETY

### Safety Amplified

**0**

Zero employee fatalities

### Incident Reduction

**<2.0**

Reduce our OSHA Total Recordable Incident Rate (TRIR) to 2.0 or less by 2030



## TALENT

### Engaged Workforce

**88**

Achieve and maintain employee engagement scores at or above 88 by 2030



## CLIMATE LEADERSHIP

### Science Based Target

**35%**

Reduce absolute Scope 1 and 2 greenhouse gas emissions 35% by 2030 (2017 baseline year)  
Approved by SBTi<sup>1</sup>

Interim target:  
10% reduction by 2025

### Circular Economy

**40%**

Increase recovery and circularity of key materials by 40% on a combined basis by 2030 (2017 baseline year)

### Renewable Energy

**50%**

Increase beneficial reuse of biogas by 50% by 2030 (2017 baseline year)



## COMMUNITIES

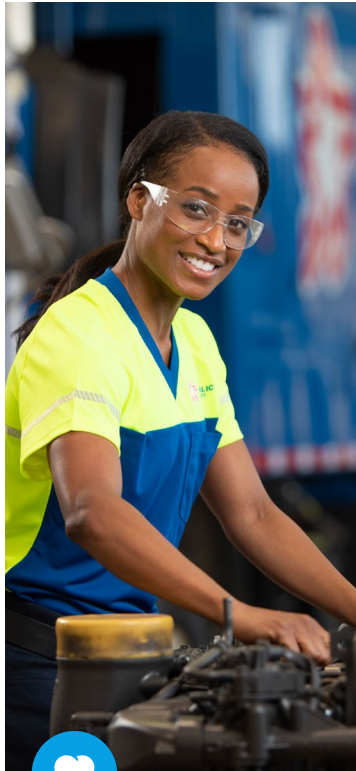
### Charitable Giving

**20M**

Positively impact 20 million people by 2030



# Our Values



## Safe

We protect the livelihoods of our colleagues and communities.



## Committed to Serve

We go above and beyond to exceed our customers' expectations.



## Environmentally Responsible

We take action to improve our environment.



## Driven

We deliver results in the right way.



## Human-Centered

We respect the dignity and unique potential of every person.

# Our Business



## Customers

**13M**  
CUSTOMERS

**5M**  
AVERAGE  
DAILY PICKUPS

**95%**  
CUSTOMER  
RETENTION



## Team

**39K**  
EMPLOYEES

**38%**  
BETTER SAFETY  
PERFORMANCE

**84**  
EMPLOYEE  
ENGAGEMENT SCORE

than the industry average over the past 10-year period based on OSHA recordable rates



## Operations

**5TH**  
LARGEST VOCATIONAL  
FLEET WITH  
16,000+ TRUCKS

**71**  
RECYCLING  
CENTERS

**77**  
RENEWABLE  
ENERGY PROJECTS



## Sustainability

**5M**  
TONS OF MATERIALS  
PROCESSED IN  
RECYCLING CENTERS

**21%**  
OF FLEET POWERED  
BY RENEWABLE  
NATURAL GAS

**1M**  
PEOPLE POSITIVELY  
IMPACTED THROUGH  
CHARITABLE GIVING



# Awards and Rankings



Member of  
**Dow Jones  
Sustainability Indices**  
Powered by the S&P Global CSA



Sustainability Yearbook  
Member 2021  
**S&P Global**



# Sustainability as a Platform for Growth

At Republic Services, we view sustainability as more than just how we operate. We are in a unique position to leverage it as a platform for growth, allowing us to accelerate the transition to a low-carbon economy and drive circularity while creating value for our business. We're seeking opportunities and making investments in projects that we expect to deliver significant environmental and economic benefits.

## Renewable Energy from Landfills

Our landfills around the country safely and responsibly handle our customers' waste. These sites also provide a lesser-known benefit to the communities we serve – they're producing renewable energy.

When organic waste breaks down in a landfill, the natural process creates biogas, which consists largely of methane. We capture this gas through collection systems, and, for many years, have utilized it to generate energy. Our legacy landfill gas-to-energy (LFGTE) projects produce electricity for the public utility grid.

Today, demand for renewable energy is being driven by efforts to decarbonize and reduce emissions, so our focus has shifted to production of renewable natural gas (RNG). RNG can be used for a variety of applications to displace conventional gas from fossil fuels. As a transportation fuel, it can reduce emissions up to 70%, which has made it highly valued in the marketplace.

To help meet this rapidly growing demand, we recently announced a **joint venture with Archaea Energy to develop 39 landfill RNG projects across 19 states**. This venture is the nation's largest RNG portfolio build-out to date, offering both environmental and economic sustainability.

Once fully operational, these projects are expected to generate approximately 12.5 million MMBtu of RNG annually – equivalent to the average annual natural gas usage of nearly 200,000 residential customers in the U.S.

We already are involved with 69 LFGTE projects around the country, and these additional deployments give us scale to make a significant climate impact directly from our operations. Once all 39 projects are online in 2027, we anticipate capturing and beneficially reusing 70% of our total landfill gas and making significant progress toward our Renewable Energy goal. (See page [40](#).)





SUSTAINABILITY AS A PLATFORM FOR GROWTH

## Polymer Center: Innovation and Investment in Recycling

Plastics circularity has traditionally been a challenge in the recycling industry. While many people do their best to recycle, what’s not broadly understood is the lifecycle potential of different recycled materials. While an aluminum can is generally recycled back into a new can, a water bottle or detergent jug is more likely to be remade into products such as textiles, carpet or construction pipe instead of a new bottle or jug. These “downcycled” products have few options for further recycling, so their lifecycle tends to be finite – not circular.

But demand is growing for recycled plastics that can be reused in consumer packaging, and the current supply is not keeping up. Republic Services wants to keep plastic packaging in the circular economy.

We have an innovative solution: the **Republic Services Polymer Center, the nation’s first integrated plastics recycling facility.** This will enable us to manage the plastics stream through an integrated process from curbside collection of recyclable material to production and delivery of high-quality recycled content for consumer packaging.

The facility is designed to directly address increasing demand from consumer brands and packaging manufacturers for recycled plastic, driving value for recovered resins and enabling greater circularity.

Our first Polymer Center, opening in Las Vegas in 2023, will process plastics from Republic’s recycling facilities in the West, with three to five additional sites planned to provide nationwide coverage in the future. These sites will help recover a greater volume of valuable plastics, expand the materials accepted for recycling in some communities and help support our Circular Economy goal. (See page 40.)



# Our Commitment to Environmental Justice



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 make 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.

We are committed to serve and take care of our communities through comprehensive recycling and waste collection and innovative diversion solutions. Our standardized, enterprise-wide operating model goes above

and beyond regulations in an already highly regulated industry to ensure the communities in which we operate receive fair treatment and have opportunities for meaningful involvement.

We know that having effective operations is 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 to being a good neighbor by engaging with and investing in the communities we serve.

We frequently host facility tours and town halls, participate in city council and chamber meetings, provide educational materials and transparently allow guests a firsthand view of our responsible operations with the opportunity to ask questions of site team members.

While we emphasize proactive and consistent community outreach, we also take pride in being agile, listening to community feedback and being responsive to concerns that 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 listen, discuss and find common ground.

OUR COMMITMENT TO ENVIRONMENTAL JUSTICE

# Our Data

As part of our commitment to transparency and disclosure, Republic analyzes our facility locations and their neighboring communities.

The data demonstrates equitable access to our facilities' benefits across both ethnic and socioeconomic dimensions. Our analysis is based on ESRI demographic data for multiple radii surrounding each Republic Services facility (location data is as of December 2021). The analysis leverages multiple aspects of the U.S. EPA's Environmental Justice Screening and Mapping (EJSCREEN) approach while providing valuable information on demographics relative to state averages.

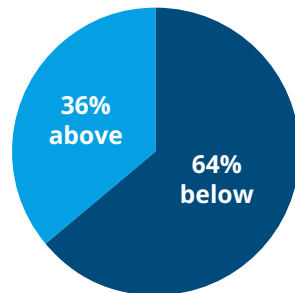
## Distribution of Facility Locations

The analysis of communities in a 1-kilometer and 5-kilometer radius shows that our facilities do not disproportionately impact ethnic minority or lower-income populations.

### 1KM RADIUS

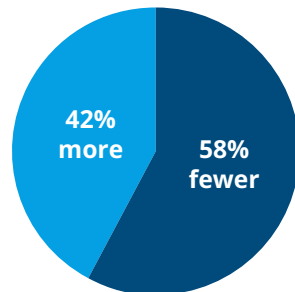
#### Minority population vs. state average

64% of facilities are in areas with minority populations below the state average



#### Household income vs. state average

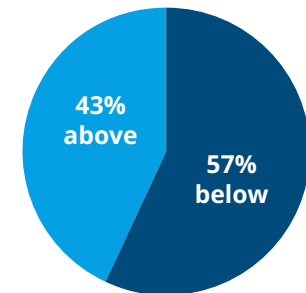
58% of facilities are in areas with fewer households below the poverty level than the state average



### 5KM RADIUS

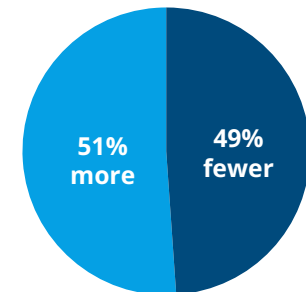
#### Minority population vs. state average

57% of facilities are in areas with minority populations below the state average



#### Household income vs. state average

49% of facilities are in areas with fewer households below the poverty level than the state average







# Our Approach

We play a vital role in making the world a better place today and for future generations.

# Elements of Sustainability

Our foundational Elements of Sustainability are deeply integrated into our business and serve as the anchor for our 2030 sustainability goals.



## Safety

Safety drives every decision we make. Our dedication to safety extends to our customers and into our communities. With the majority of our employees and one of the country's largest fleets on the road every day, it is essential that safety is part of everything we do.



## Talent

Our employees demonstrate an unwavering commitment to serving our customers, communities and each other. That's what inspires us to continually strive to be a workplace where the best people, from all backgrounds, come to work. We are dedicated to maintaining our inclusive culture and leveraging market-leading employment practices that make us an employer of choice.



## Climate Leadership

We are focused on delivering services and solutions for a more sustainable world. Through landfill and fleet innovation, recycling and circularity of key materials, and renewable energy production, we're committed to environmentally responsible operations that increase efficiency, grow our business and help our customers meet their goals.



## Communities

Investing in the communities where our employees and customers live and work is vital. That's why our charitable giving platform revolves around sustainable neighborhood revitalization. We directly support people, places and spaces in need with financial grants, in-kind donations and volunteer time.



## U.N. Sustainable Development Goals

The challenges facing the planet continue to multiply, including a changing climate, political instability and a pandemic that has become endemic. On the environmental front alone, extreme heat and drought have spurred record wildfires and resource scarcity.

To directly address the world’s urgent environmental, political and economic challenges, the United Nations established a set of Sustainable Development Goals (SDGs) designed as a call to action. The SDGs aim to promote prosperity while protecting the planet, and they provide a framework for actionable solutions.

Of the 17 SDGs, Republic Services identified the four that are most relevant to our environmental services business. We aligned our 2030 goals with these four SDGs and believe these are the areas in which our scale and efforts can make the most difference.

**SAFETY**



- Safety Amplified
- Incident Reduction

**TALENT**



- Engaged Workforce

**CLIMATE LEADERSHIP**



- Science Based Target



- Circular Economy
- Renewable Energy

**COMMUNITIES**



- Charitable Giving

# Our Approach to Sustainability

## Materiality Assessment

To help inform our sustainability strategy, goals and communications, Republic Services regularly engages with our stakeholders to help identify the sustainability topics that matter most. This engagement, known as a materiality assessment, involves direct outreach to internal and external stakeholders including customers, municipalities and investors. Maintaining open dialogues on these topics is crucial as we make progress toward our 2030 goals. Our latest materiality assessment was completed in early 2022. In addition to stakeholder interviews, it included an analysis of previous surveys and engagements, sustainability standards and frameworks, media and peers’ disclosures. From this analysis, a **materiality matrix** ([next page](#)) was created to plot sustainability topics based on two axes, “Importance to Business” and “Importance to Stakeholders.” The assessment was conducted in conjunction with KPMG, using KPMG’s proprietary materiality tool to rank sustainability topics. While all of the topics are important, we’ve categorized the top five as priority topics:



**SAFETY**



**GREENHOUSE GAS EMISSIONS**



**TALENT ATTRACTION & RETENTION**



**CIRCULAR ECONOMY**

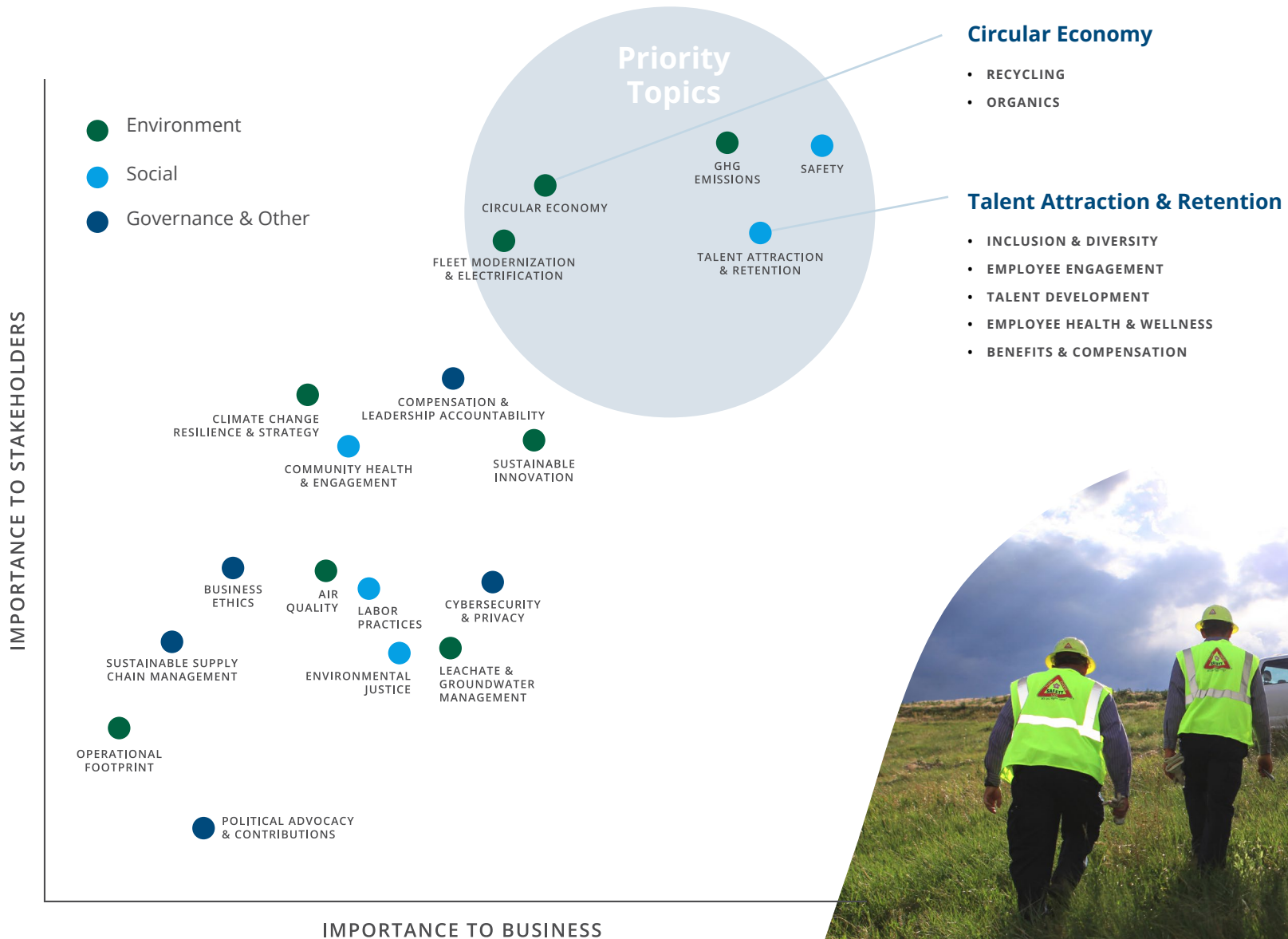


**FLEET MODERNIZATION & ELECTRIFICATION**

The results showed that, overall, Republic’s sustainability elements – Safety, Talent, Climate Leadership and Communities – and our 2030 goals are aligned with the top five topics identified in the assessment. Future opportunities include linking circularity goals to sustainable innovation, developing additional goals related to fleet modernization, and evaluating additional goals around talent attraction and retention. We are confident that each of our 2030 goals has the potential to provide both environmental and economic sustainability while helping create a more sustainable world.



# Republic Services Sustainability Materiality Matrix



# Corporate Governance



We are guided by our company values, which include being driven to deliver results in the right way. That means ensuring our operations are environmentally responsible and our actions are ethical.

Through social and environmental responsibility, we can provide a superior customer experience and maintain our commitment and promise to our communities, investors and employees.

Republic Services operates within a comprehensive corporate governance framework that defines responsibilities, sets high ethical expectations for professional and personal conduct, and helps ensure compliance with these responsibilities and standards.

## Board of Directors

Our Board consists of 12 highly engaged and skilled directors with varied experiences and backgrounds, who bring diverse perspectives to their oversight of our business while representing the long-term interests of our shareholders.

We have a non-executive Chairman of the Board and a separate CEO. The Board believes that having a non-executive, independent director serving as its chair is in the best interests of Republic Services and its shareholders because it strengthens the Board's independence and allows the CEO to focus on managing our business. The Chairman of the Board is also a valuable bridge between the Board and management and provides independent leadership to the Board.

The Board maintains a regular evaluation process that is closely linked with ongoing succession planning. It is committed to Board refreshment based on the company's current and future needs and strategic priorities.

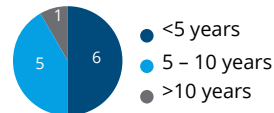
### Race/Ethnicity 25% ETHNIC MINORITY



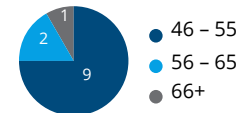
### Gender 33% WOMEN



### Tenure AVG. TENURE: 5.1 YRS



### Age AVG. AGE: 53.3 YRS



**50%**  
overall Board diversity<sup>1</sup>

### Independence 92% INDEPENDENT



## Our Board has Five Standing Committees

### Audit Committee

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### Talent & Compensation Committee

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### Finance Committee

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### Nominating & Corporate Governance Committee

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### Sustainability & Corporate Responsibility Committee

Each is composed solely of independent directors and has its own chair responsible for directing the committee's work.

## Sustainability Oversight

The Board oversees our sustainability initiatives and conducts an annual review of our sustainability performance. Our commitment to corporate sustainability led to the formation of a dedicated Sustainability & Corporate Responsibility Committee in 2015. With input from the Committee, the Board oversees our sustainability performance, our corporate responsibilities, our role as a socially responsible organization and our enterprise risk related to issues including:

- Safety
- Climate change
- Environmental justice
- Cybersecurity
- Corporate reputation
- Charitable giving and community support
- Political contributions

The Board also oversees our **Enterprise Risk Management (ERM) Program**, which includes assessment, prioritization and management of risks and opportunities, including those related to climate issues.



The Board's Talent & Compensation Committee recently approved changes to our executive compensation program for top executives to further align with our sustainability goals and priorities. Annual incentives may be adjusted based on the company's interim performance on safety, leadership diversity and climate leadership goals.



## Code of Business Ethics and Conduct

At Republic Services, our values are the shared principles that guide our actions and decisions. They shape our culture and are the foundation of our commitment to the highest ethical conduct. Every employee is expected to live our values daily.

**Our Code of Business Ethics and Conduct is a public statement of who we are and the standards we expect in our daily work:**



**For Our People:** We are human-centered and committed to powering the potential of every employee. We care for employees' safety, health and welfare.



**For Our Shareholders:** We are committed to delivering results in the right way. Our shareholders rely on us to handle our assets and information with integrity to maintain our credibility and safeguard their investment.



**For Our Customers and Suppliers:** We are committed to going above and beyond to exceed our customers' expectations, and we believe in dealing fairly and honestly with all customers and suppliers.



**For Our Marketplace:** As part of our commitment to delivering results in the right way, we must protect confidential information and ensure the accuracy of information that is properly disclosed to the public. Our marketplace relies on us to act with integrity and promote fair and open securities markets.



**For Our Competitors:** We compete vigorously with the highest standards of ethical conduct and in compliance with competition laws wherever we do business.



**For Our Government:** We never engage in unethical or illegal business practices to win business. We are aware of and comply with local laws and policies when working with governments.



**For Our Community:** We take action to protect our environment and are committed to delivering services and environmental solutions for a more sustainable world.



### AWARE Line

If an employee has a question, concern or believes something is unethical or inconsistent with our values, policies or Code of Business Ethics and Conduct, we encourage them to speak up. Each employee plays an important role in maintaining our highly ethical and compliant culture. No matter the method of reporting, we have zero tolerance for retaliation.

Employees can call the confidential AWARE Line 24/7 at **1-866-AWARE-4**, or go online to **[AWARELINE.RepublicServices.com](https://www.republicservices.com/AWARELINE)**

# Partnering with Customers to Create a More Sustainable World

Our customers care about sustainability more than ever. That's why Republic Services is dedicated to providing sustainable solutions for customers across our operations. We're delivering on customer promises and helping them meet their sustainability goals through landfill and fleet innovations, renewable energy production and materials circularity.

## San Antonio, TX

In San Antonio, the city's waste is helping fuel its bus fleet. Renewable natural gas (RNG) produced from Republic's Tessman Road Landfill is being utilized by the city's mass transit agency to fuel approximately 75% of its bus fleet, significantly lowering emissions. The use of RNG typically reduces greenhouse gas emissions by 60% to 70% over diesel. This is helping the city of San Antonio achieve two elements of its climate action plan:

- ✓ Increase carbon-free energy
- ✓ Cleaner and more efficient vehicle technologies

## Boise, ID

Republic Services has three electric collection trucks operating regular recycling routes in Boise. We have a longstanding partnership with the city and have collaborated on a number of sustainable solutions for the community, including our first alternative fuel fleet in 2008 and Southern Idaho's largest compost facility. In Idaho, an electric vehicle (EV) powered by the public utility grid will experience a 93% reduction in greenhouse gas emissions over diesel. Our commitment to fleet electrification helps support the city of Boise's climate action goal:

- ✓ Carbon neutral by 2050

## Carbon Calculator

Our manufacturing, industrial and commercial customers are increasingly looking to Republic Services for solutions to help them reduce emissions and lower their environmental impact. Understanding their carbon footprint is the first step in helping them make more educated decisions about waste diversion programs, including recycling and organics, and frequency of collections.

To meet customers' needs, we developed a greenhouse gas calculator that estimates a customer's Scope 3 emissions from the end-of-life treatment of their waste and recycling as well as from transportation. We calculate the footprint using a combination of internal and EPA data including annual volume, volume-to-weight conversions, fuel economy, average travel distance and material-specific emissions factors.

Understanding their carbon footprint also helps customers increase corporate transparency and meet the growing expectations of stakeholders, including their own customers and investors.







# Safety

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Safety drives every decision we make. With the majority of our employees and one of the country's largest fleets on the road every day, it is essential that safety is part of everything we do.



# Our Progress SAFETY

## Safety Amplified

The very nature of our business requires us to prioritize safety. Our steadfast focus on employee safety remains centered on zero fatalities.

**GOAL:**  
Zero employee fatalities

## Incident Reduction

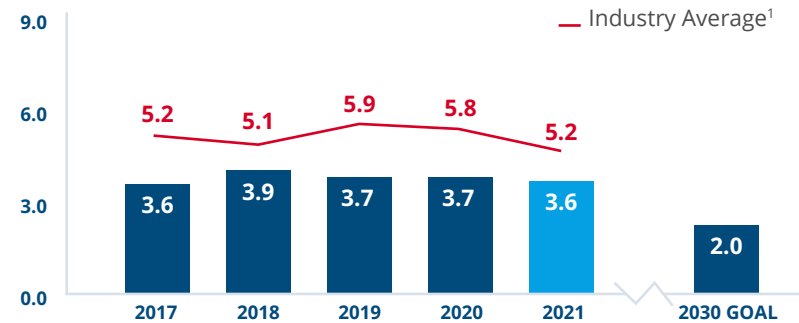
Over the past 10 years, our safety performance (based on OSHA recordable rates) has been 38% better than the industry average.

**GOAL:**  
Reduce Total Recordable Incident Rate to 2.0 or less by 2030

### EMPLOYEE FATALITIES

OSHA Reportable	2	0	2	1	2	0
Operating Collection Vehicles	4	1	2	1	0	0
	2017	2018	2019	2020	2021	2030 GOAL

### OSHA TOTAL RECORDABLE INCIDENT RATE



<sup>1</sup> Occupational Safety and Health Administration (OSHA) is the main federal agency charged with the enforcement of safety and health standards. The OSHA recordable rate shown is the Total Recordable Incident Rate (TRIR) and is a function of the number of recordable injuries and the total number of hours worked. Published OSHA data lag one calendar year.

# We Are Safe

Our company's top value is to be safe, and for good reason. Our employees can tell you that safety is our top priority, emphasizing the importance of protecting the livelihoods of our colleagues and communities right from the start. Our commitment to safety starts with our people: employees with strong operational skills.

Safety Amplified is our overarching safety platform that provides training, tools and resources to help keep our employees and the communities they serve safe. Six focus areas help ensure that safety is embedded into everything we do as we collectively work toward our most important goals: zero employee fatalities and reducing our OSHA Total Recordable Incident Rate.

## Focus Together

The heart of our safety platform provides our workforce with best-in-class training to help frontline employees eliminate the most common types of serious incidents.



## Innovate Together

We utilize advanced fleet technology, including automation, rear cameras, in-cab backup alarms and event recording systems to help keep people safe.



## Lead Together

We prioritize communication with employees by engaging with them, coaching and mentoring, and following through on commitments.



## Analyze Together

We evaluate real-time data, including roadway awareness and data mapping, to inform decision-making and identify opportunities for growth.



## Partner Together

Staying safe requires involvement by employees at all levels, including leadership visits to support each division's safety goals.



## Celebrate Together

We recognize our team's positive impacts and achievements by tracking safe days and sharing proven best practices.



# Safety First

Safety matters because individuals matter. Each of our 39,000 employees has a reason to be safe – a reason to get up every morning and do their job. It may be family, or it may be friends, but it’s why they do the job they do.

Safety is our top priority and a core value at Republic Services. And it’s tied to another of our core values, to be human-centered. Our goal is zero fatalities. Period. We want every team member to go home to their family every day, regardless of their role in the company. To do that, individuals need to make the safe choice every time – and remember why safety matters to them.

## #MyWhy

Republic employees were invited to share their motivation for making the safe choice:



This is just one of #MyWhys. There are 12 others (grandchildren).

— **Cathy S.**



Every second is a blessing with family. #MyWhy

— **Joe B.**



My twin boys Blake and Bryce and my daughter Caleigh. Family!!!!

— **James M.**



#MyWhy will forever be my daughter and my mother. The brightest teachers and greatest blessings.

— **Deserae C.**



My pets are #MyWhy. I never want them to feel abandoned because I didn't come home.

— **Gina W.**



#MyWhy is my beautiful children. They are my motivation and my drive to always follow safe practices.

— **Onyia A.**



# Together for Safer Roads



Republic Services is committed to keeping our colleagues and our communities safe. With one of the nation's largest fleets on the road every day, it's imperative that safety drives every decision we make.

We continue to innovate and pilot new technologies to help our drivers return home safely every night. Since 2016, Republic has partnered with Together for Safer Roads, a coalition of private fleet operators committed to working together to advance road safety with a shared vision of avoiding road traffic collisions, injuries and deaths.

As part of that partnership, we will be helping test ways to improve drivers' in-cab visibility and decrease blind spots. A pilot program using computer vision and behavior AI technology will soon be deployed in collaboration with Republic and other fleet partners. This software is intended to help improve fleet driver visibility and reaction times, making roads safer for everyone, including pedestrians, bicyclists and motorcycle riders.

## Finish Your Fridays

Our commitment to safety is uniform, but we encourage our teams to develop innovative awareness campaigns to keep messaging fresh and relevant. One example is the Southwest Area's "Finish Your Fridays" newsletter. Tim Pieters, Area Safety Manager, created the email newsletter in 2016 after reading in a safety assessment that Fridays were the day when the most crashes and incidents occurred.

Finish Your Fridays is a weekly communication that encourages employees to maintain focus at the end of the workweek instead of being distracted by weekend plans. The newsletter is themed around current events like holidays or sports, such as baseball's opening day.

The messages include warnings of risks, driving tips and more, all supporting the theme. Tips from the baseball week newsletter included: "Defensive positioning wins games," with reminders to drive defensively; "Winning teams avoid mistakes," like preventable crashes or injuries; and "Know the strike zone," or have awareness around your truck.

Tim sends the communication out on Thursday afternoons, and teams use it as a discussion point in their crew meetings on Friday mornings. The tagline each week is a constant: Finish Your Fridays by safely servicing your customers and getting home to your family.



# 365 Safe Days in Sandusky, OH

With safety as a top priority at Republic Services, going a full year with zero reportable accidents is something to celebrate. That is exactly what our Sandusky, Ohio, team achieved during 2021. While 365 safe days in itself is a notable undertaking, this team managed to accomplish this feat despite some unique challenges.

The Sandusky division is sizable, with 72 employees operating 41 routes and a transfer station. Sandusky is located along Lake Erie, which produces a healthy dose of lake-effect snow, ice and high winds in the winter. In the summer, the area welcomes more than 3 million visitors, primarily to one of our largest customers, Cedar Point amusement park.

In addition to servicing the homes, businesses and attractions along the shores of Lake Erie, the Sandusky team provides waste collection to Middle Bass Island. As its name suggests, Middle Bass is an 803-acre island in the lake. With no bridge, the most common way to access this island is by ferry. In the spring and summer months, a Republic Services collection truck is ferried over to the island each morning. The crew spends the day servicing customers before returning with the truck to the mainland each afternoon.

In the winter, the ferry stops running, but a few hardy souls make Middle Bass Island their home year-round and still need our services. So the team will ferry a truck as well as compactors over to the island before the boat service shuts down for the season. The truck is stationed on the island for the winter months, and a driver is flown to the island each morning to service customers. Waste is emptied into the compactors, which are ferried back along with the truck in the spring.

With these added logistical challenges, it's especially important that the team pays attention to safety protocols.

General Manager Heather Brown joined the division in November 2020 as operations manager and worked to strengthen the "culture of caring," where team members look out for one another. With this mindset in place, the division has established a high level of engagement, personal ownership and peer-to-peer accountability. As a result, driver turnover dropped, employee engagement soared – and together, the division stayed safe throughout 2021.



## NWRA Drivers and Operator of the Year

Recognition for a commitment to safety is one of the most meaningful honors any member of our industry can receive. We are especially proud that **Republic Services employees swept the National Waste & Recycling Association's Driver of the Year and Operator of the Year awards** in 2021. The annual awards recognize drivers and operators who perform safely, maintain a superior performance record and enhance the overall safety and image of the industry. Republic's sweep marked the first time employees from one company won all four categories in a single year.



### NATIONAL RESIDENTIAL DRIVER OF THE YEAR

#### James Davis Fort Lauderdale, FL

James Davis has been a Republic Services residential driver for 19 years, all of them accident- and injury-free. James routinely goes above and beyond by befriending his customers and assisting those in need of an extra hand with their collection bins. When not driving his route, James can be found volunteering with his local church, reading or traveling with his family.



### NATIONAL COMMERCIAL DRIVER OF THE YEAR

#### Dedra McKinley Baton Rouge, LA

Dedra McKinley is a seven-year employee of Republic Services and serves as a behind-the-wheel instructor, where she trains and mentors future drivers. Her colleagues say she is meticulous in providing service to customers and helping team members. She is equally dedicated to her family, and enjoys cooking, attending concerts and spending time with her children and grandchildren.



### NATIONAL INDUSTRIAL DRIVER OF THE YEAR

#### Tony Forrest Charlotte, NC

Tony Forrest joined Republic Services 34 years ago, right after completing driving school. He continually receives praise from his customers and team members for his superior customer service and proactive approach in executing his duties. Tony is also involved with his church, regularly serving as a deacon, cook, singer and more, and volunteers in the community.



### NATIONAL OPERATOR OF THE YEAR

#### Victoria Barragan Milpitas, CA

Victoria Barragan is a heavy-equipment operator at Republic Services' Newby Island Resource Recovery Park and is the first woman to be recognized as NWRA's Operator of the Year. She joined Republic Services 29 years ago as a sorter at the recycling facility at Newby Island. Victoria enjoys supporting her local soccer team, the San Jose Earthquakes, and volunteering with her local church.









# Talent

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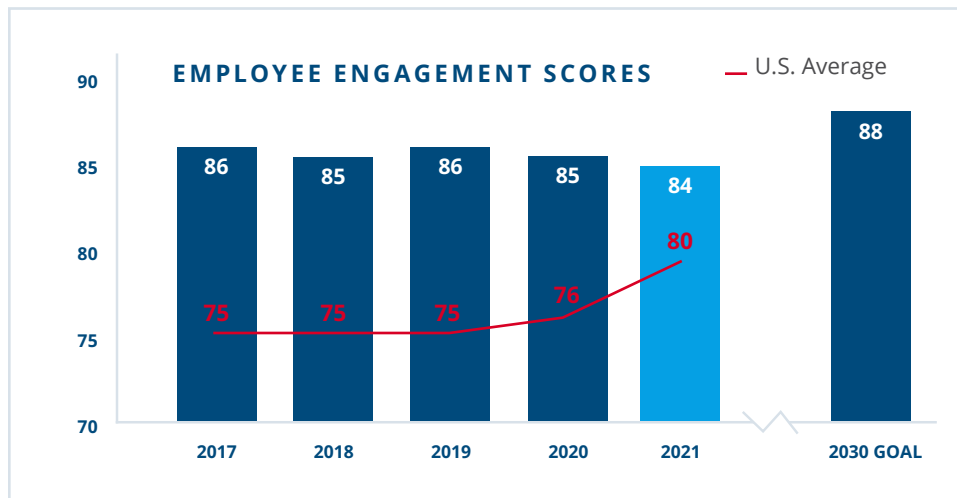
Our employees demonstrate an unwavering commitment to serving our customers, communities and each other. That's what inspires us to continually strive to maintain a workplace where the best people, from all backgrounds, come to work.

# Our Progress TALENT

## Engaged Workforce

Research shows that teams with a highly engaged workforce experience less turnover and fewer safety incidents. Engaged employees also deliver a better customer experience and are more productive, which is directly tied to the success of our business.

**GOAL:**  
**Achieve and maintain employee engagement scores at or above 88<sup>1</sup> by 2030**



## Putting Engagement into Action

Why is an engaged workforce so important? Companies that have an engaged workforce are safer, more inclusive and more productive. They're more customer-centric, have stronger cultures, drive greater results – they're just better. Data from our own Business Units show that the most engaged teams have less turnover.

Republic Services has long measured employee engagement, and our scores consistently outperform industry and national benchmarks. We conduct two employee experience surveys a year as a way to take the pulse of our team members. We're proud to have achieved a participation rate of 98%. Every voice matters, and we use feedback from the survey to enhance the employee experience.

In 2021, our engagement score was 84, which is 4 points higher than the U.S. average. The top 5% of companies in the U.S. have an employee engagement score of 88 according to Glint, which is the goal Republic Services has set by 2030.

 **4 points better than the U.S. average**



# Celebrating an Inclusive Culture



At Republic Services, we're focused on celebrating diversity and always having a culture of inclusion – a culture that allows employees to bring their whole selves to work. We're proud that our frontline workforce closely represents the demographics of the communities we serve, and we're working to increase representation of genders, races, abilities and experiences across all levels of the company.

To foster authentic conversations among our team members, we host a regular series of panel discussions called "Let's Talk." More than 10,000 employees have joined Let's Talk events, with topics including the Black and Asian American experience, Hispanic heritage, veterans, allyship and safety. These discussions build upon our values and support a culture where people of all backgrounds feel safe, respected and appreciated.

As we continue to drive an inclusive culture, we are committed to being:

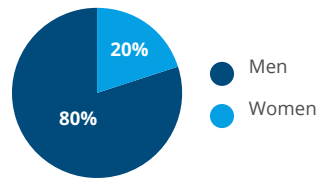
- ✓ A place that's human-centered, where people from all backgrounds can come to work and be successful
- ✓ A place where employees can perform at their best because they are cared for by others and accepted for who they are
- ✓ A place where people with diverse perspectives and points of view feel comfortable speaking up, and where they feel confident that they will be heard

# Republic Services' Diverse Workforce

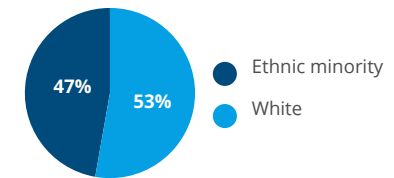
Republic Services continually strives to maintain a high-performing workforce that is diverse, engaged and well-prepared to meet the needs of our customers and communities.

We're proud that our frontline workforce closely represents the communities we serve. As of 2021, **nearly half of our total workforce – 47% – is ethnically diverse**, with women making up 20% of our workforce. We've made meaningful strides in our percentage of women in management positions. **Women now make up 38% of our top leadership roles**, more than double from 2019.

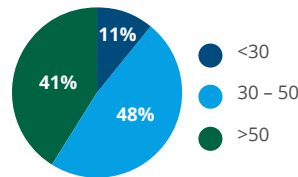
## GENDER



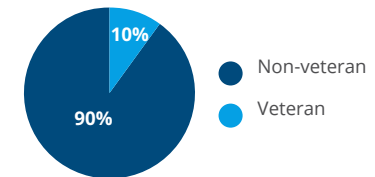
## ETHNICITY



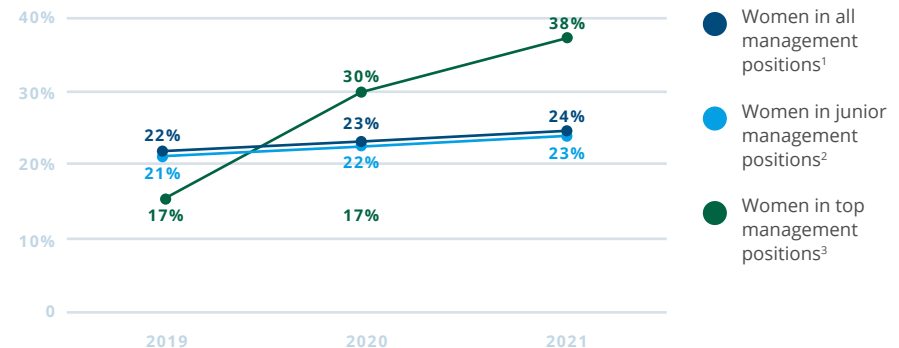
## AGE



## VETERANS



## WOMEN IN LEADERSHIP



1 As a % of total management workforce

2 As a % of total junior management positions

3 As a % of total top management positions, maximum two levels away from the CEO or a comparable position



## Our Business Resource Groups



Women  
of Republic

### Women of Republic

Women of Republic aims to increase engagement through cross-functional teamwork and provides mentorship opportunities. In 2021, Women of Republic connected our members by hosting an informational session about succeeding as a woman in the modern workforce. In addition, the group celebrated Women's History Month by highlighting our frontline female employees and organizing a charitable giving campaign with a women's professional clothing drive.



V.A.L.O.R.

### V.A.L.O.R.

V.A.L.O.R. (Veterans, Advocacy, Learning, Outreach and Recruiting) strives to unite and support veterans and their families throughout the organization and in our communities. In 2021, the group championed Veterans Day with a "Let's Talk" discussion, a toolkit for local divisions and a volunteer opportunity in partnership with Soldier's Angels' Home of the Brave program, which benefited nearly 25,000 veterans in 125 VA locations across the country. In November, the Company launched its "Road to 5K" initiative, a commitment to employ 5,000 veterans by 2025.



Black  
Employee  
Network

### Black Employee Network

The Black Employee Network is designed to position Republic Services as the employer of choice for Black professionals at all levels. The group provides opportunities for members to cultivate and grow their careers in alignment with Republic's core values. It provides professional development, networking and support with recruiting and career advancement.



UNIDOS  
UNITED

### Unidos

The vision of Unidos, which means "United" in Spanish, is to support Republic's community of Latinx employees and inspire cross-cultural engagement and inclusion in the organization. The group fosters a strong community by honoring Latin culture through collective pride and shared accountability. It hosted activities including Hispanic Heritage Month and a conversation in tandem with LatinaVIDA about imposter syndrome within the Latinx community.

## Supplier Diversity

Republic Services understands that success comes from diverse perspectives, and we are committed to supporting a diverse supply chain. We aim to transform supplier diversity within the environmental services industry and drive economic empowerment within diverse communities. Our procurement procedures include methods to source goods and services in a way that makes our supply chain more resilient and agile through engagement, growth and investment.

### Our 2025 Supplier Diversity Goals

- Spend \$150 million with certified diverse suppliers
- Increase certified Black- and women-owned business spend by 50%  
(2021 baseline)



[Republic's Supplier Diversity website](#)



# Republic Services Leadership Academy

Leadership development is a vital component of our culture, where people of all backgrounds can grow and thrive. We're focused on ensuring our employees have the skills necessary to be successful in their current roles and the opportunity to advance within the organization.

To support and bolster the skills of our mid-level managers, we've developed a transformative leadership development experience. The Republic Services Leadership Academy launches this summer and features an Ivy League leadership and business curriculum.

The program is intended to strengthen managers' leadership effectiveness and business acumen, while emphasizing strategic thinking and innovation. Managers selected for the program will spend a year engaging in dynamic development opportunities that include leadership and business modules through Cornell University; special focus areas on people, customers and P&L; and cohort connections and discussions. We aim to enroll mid-level managers who are diverse by way of backgrounds, experiences and career paths so that we can continue to build a pipeline of diverse talent.

The Republic Services Leadership Academy joins our portfolio of targeted development opportunities that also includes the General Manager Acceleration Program (GMAP) and Leadership Trainee Program.

Together, these programs provide visibility and support for the career advancement of our high-potential and diverse employees.

# Republic Services Technical Institute

Advancing technology has helped drive increasing demand for skilled workers across all industries, and the environmental services industry is no different. Skilled technicians who can maintain our vast fleet of vehicles are especially crucial. So, we created our own innovative solution to train and hire talent: the Republic Services Technical Institute.

In October 2021, we unveiled the Tech Institute – the industry’s first diesel technician training program – located just outside of Dallas. The Tech Institute provides free education and student compensation during a 12-week training program, and immediate placement as a full-time technician with Republic upon graduation, including relocation assistance where applicable.

The program was developed in partnership with the U.S. Department of Labor and Lincoln Tech, the leader in post-secondary education for auto, diesel and skilled trades.

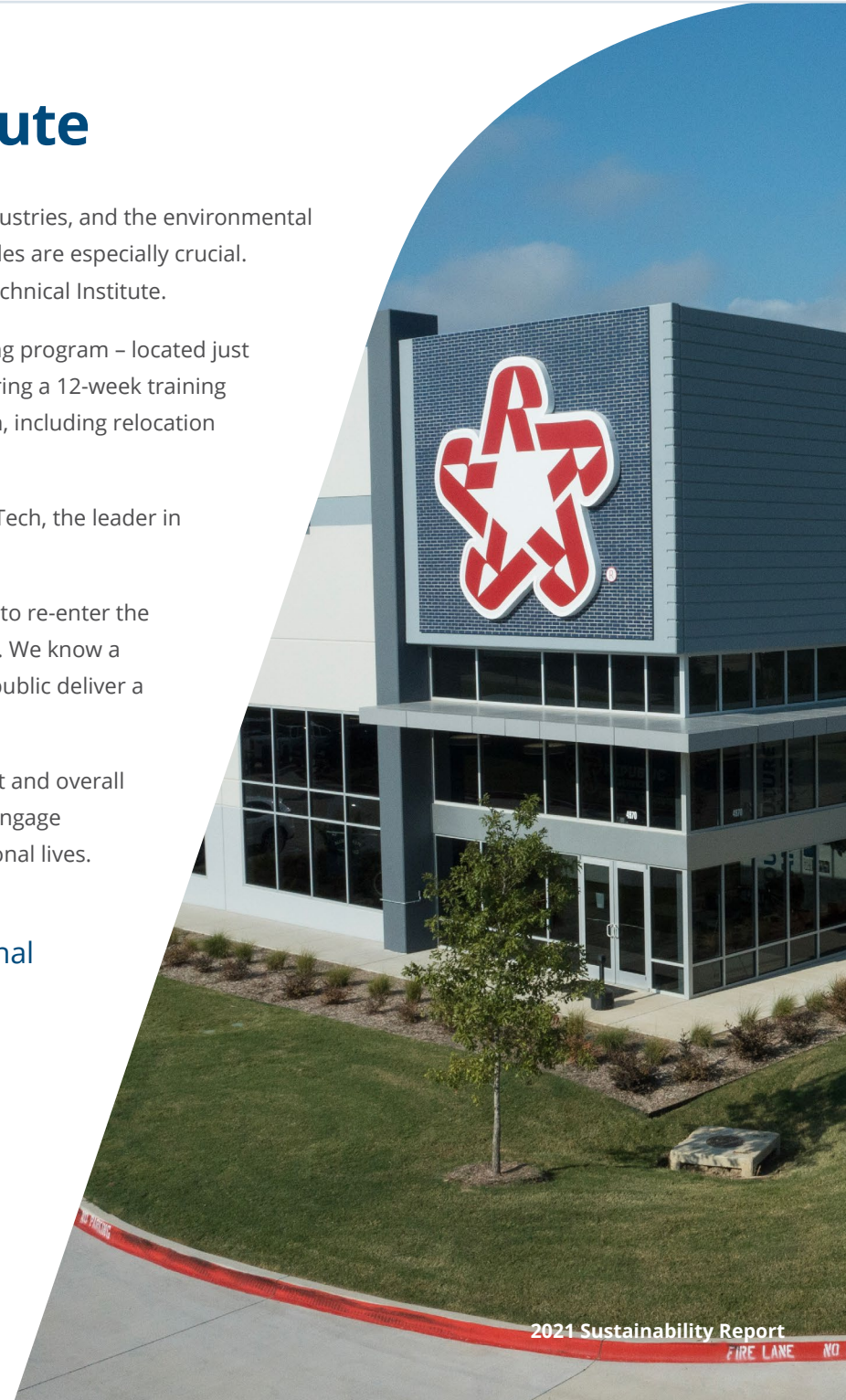
We’re targeting a candidate pool that will expand our workforce, including veterans looking to re-enter the civilian workforce, recent high school graduates and individuals from underprivileged areas. We know a highly trained workforce leads to a well-maintained fleet that stays on the road, helping Republic deliver a superior customer experience.

The Tech Institute also offers life-skills training designed to support leadership development and overall student wellness. This comprehensive approach is a unique differentiator that will further engage students in their training and position them for success in both their professional and personal lives.

“ I’m proud to say that as someone who has been in the vocational education industry for more than two decades, I’ve never experienced a program that combines diesel training, life skills and leadership development quite like this.

— **Misty Ross**

Director, Republic Services Technical Institute



# Not Your Average ROAD-EO

At Republic Services' ROAD-EO National Championship, our top drivers, heavy-equipment operators and maintenance technicians square off to determine who will be crowned the best of the best.

This biennial competition is Republic's premier employee engagement event, bringing together frontline employees from across the country to demonstrate their driving and maintenance skills – and to celebrate their achievements and thank them for their dedication to safety.

December 2021 marked our third ROAD-EO National Championship. To qualify, hundreds of employees from around the company competed in local and regional qualifiers for a shot at the finals. From the hundreds who participated, 84 qualified for the championship. Each finalist, along with a guest, received

a four-day, expenses-paid trip to Phoenix for the competition and celebration.

For the competition, drivers and operators showed off their skills on a timed obstacle course, and techs were tasked with identifying 10 maintenance problems on a truck or bulldozer within 10 minutes.

After a day of competition, eight champions emerged — including our first back-to-back winner! In addition to a trophy and bragging rights, first, second and third place winners were awarded additional paid time off and cash prizes to celebrate their achievements.



## 2021 Winners



*First two-time champion!*

**REAR-LOAD DRIVER**  
**Jesus Lizares**  
Gardena, CA



**FRONT-LOAD DRIVER**  
**Mark Solorz**  
Sauk Rapids, MN



**SIDE-LOAD DRIVER**  
**James Thompson**  
Telford, PA



**ROLL-OFF DRIVER**  
**Jose Duarte**  
Huntington Beach, CA



**WHEEL LOADER OPERATOR**  
**David Talas**  
Phoenix, AZ



**BULLDOZER OPERATOR**  
**Greg Schaff**  
Commerce City, CO



**COLLECTION TECHNICIAN**  
**Matt Gallus**  
Sauk Rapids, MN



**POST-COLLECTION TECHNICIAN**  
**Corey Blair**  
Bishopville, SC



[Video: 2021 ROAD-EO National Championship](#)





# Climate Leadership

Through landfill and fleet innovation, recycling and circularity of key materials and renewable energy production, we are committed to environmentally responsible operations that increase efficiency, grow our business and help our customers meet their goals.

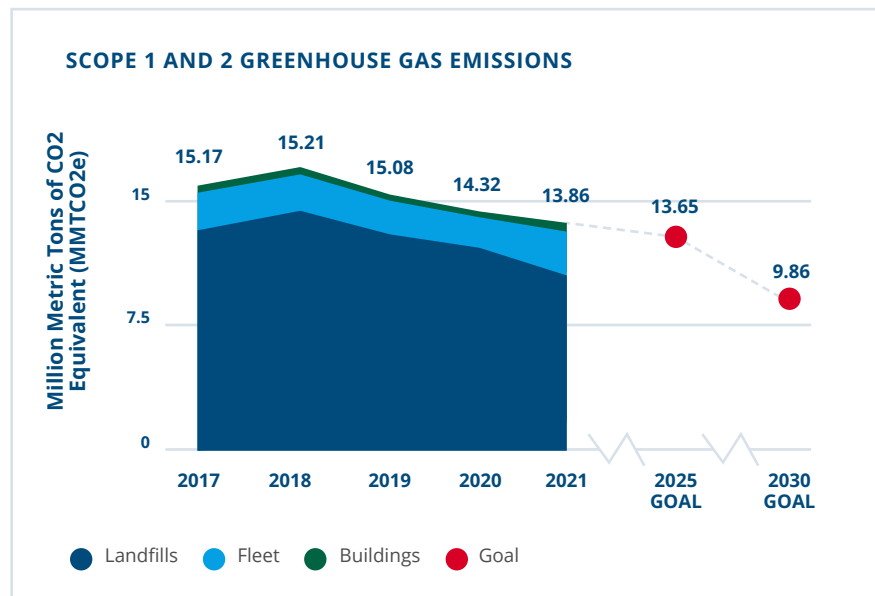
# Our Progress CLIMATE LEADERSHIP

## Science Based Target

We continue to reduce emissions from landfill, fleet, equipment and building operations. Our interim goal is a 10% reduction by 2025. [Greenhouse gas \(GHG\) data is third-party verified.](#)

**9%**  
reduction in  
emissions  
since 2017

**GOAL:**  
**Reduce absolute Scope 1 and 2 greenhouse gas emissions 35% by 2030** (2017 baseline year)



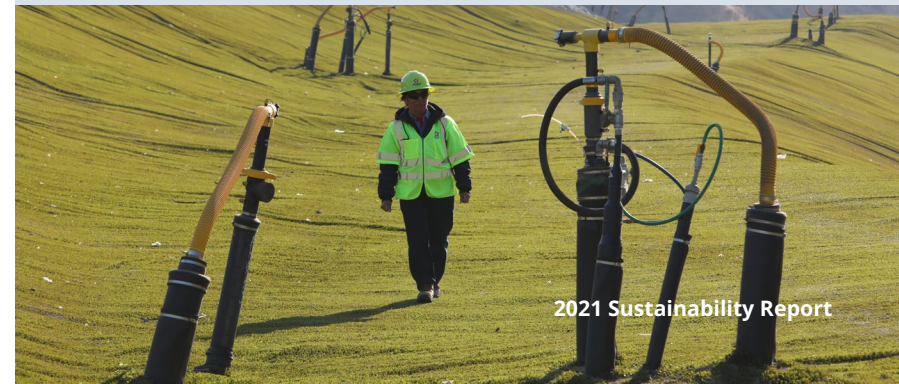
## Science Based Targets initiative

Republic Services is the **first U.S. environmental services provider** with an emissions reduction goal approved by the Science Based Targets initiative (SBTi).

A science-based target is a clearly defined pathway to reduce greenhouse gas (GHG) emissions in line with levels required to meet the goals of the Paris Agreement, an international treaty on climate change adopted in 2015. The agreement intends to limit global warming in order to prevent the worst impacts of climate change.

A science-based target supports economic as well as environmental sustainability, driving innovation, brand reputation and investor confidence. To date, about 1,400 companies worldwide have set science-based targets.

The SBTi is a partnership among CDP, the U.N. Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).



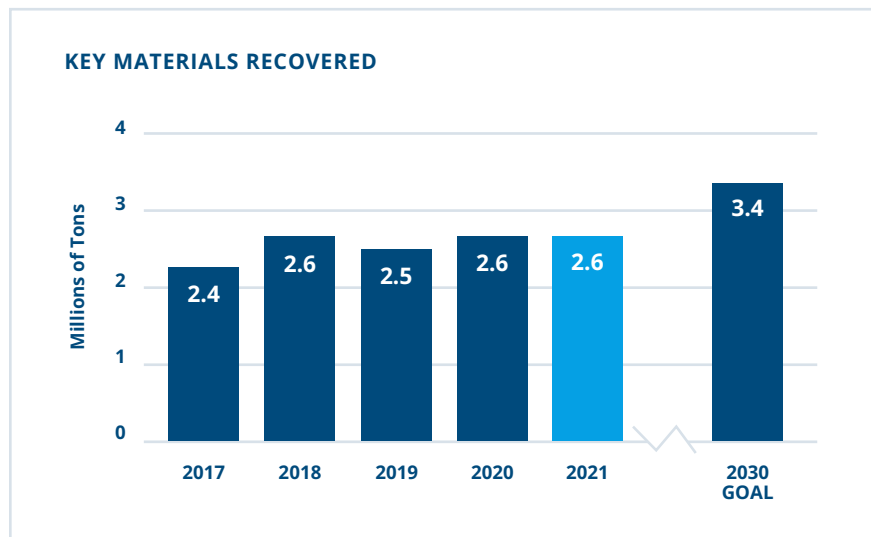
# Our Progress CLIMATE LEADERSHIP

## Circular Economy

We are dedicated to preserving natural resources by recovering and recycling key materials from the waste stream.

**GOAL:**  
**Increase recovery and circularity of key materials by 40% on a combined basis by 2030**

(2017 baseline year)

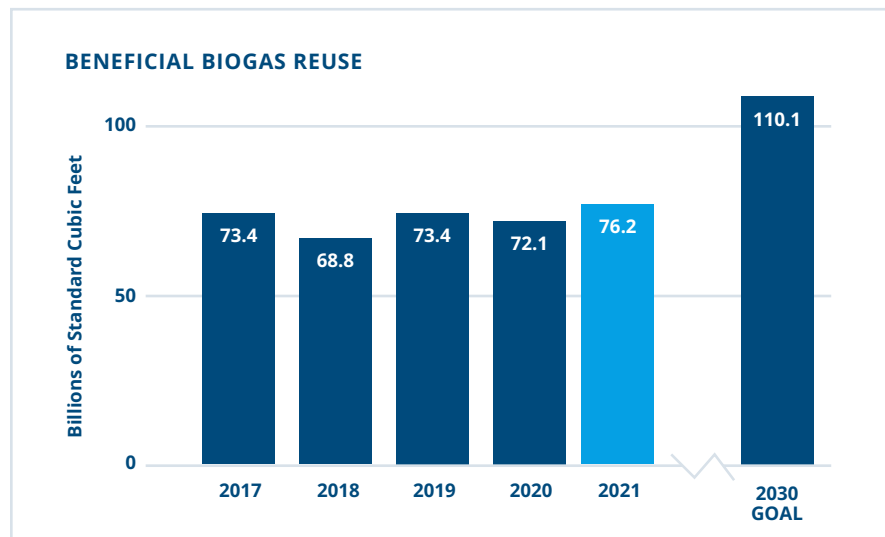


## Renewable Energy

Biogas is a natural byproduct of the breakdown of waste, and we aim to beneficially reuse it as energy whenever possible.

**GOAL:**  
**Increase beneficial reuse of biogas by 50% by 2030**

(2017 baseline year)





# Environmental Solutions for a Better Tomorrow

With our rapidly expanding environmental solutions offerings, Republic Services provides customers a single partner to manage their multiple waste streams efficiently and help them meet their own sustainability goals.

We continue to grow this segment of our business and now offer a national footprint of vertically integrated assets, from hazardous waste, container

rental, cleaning and hauling to emergency response, excavation, industrial services and field services.

Integrating our recent ACV Enviro and US Ecology acquisitions into our portfolio of environmental services is critical to our ability to partner with customers to create a more sustainable world. Some new capabilities include:



## Hazardous Waste Secure Disposal

We operate six specialty disposal facilities across North America that provide safe and secure containment and disposal of radioactive, hazardous and non-hazardous waste. Our highly engineered design, secure construction, and rigorous regulatory compliance and monitoring systems ensure the waste disposed on-site is no longer a threat to the environment.



## Aerosol Recycling

We provide a fully enclosed process that saves hundreds of tons of aerosol waste from entering landfills each year and prevents aerosols' potent greenhouse gas emissions from entering the atmosphere. This allows the aerosols and packaged goods industry to better manage a long-standing environmental challenge while producing new, compatible end products that can recirculate into the market for a broad array of reuse.



## Metals Recovery

We provide a sustainable alternative to traditional stabilization and landfill disposal with recycling technologies that recover metals such as copper, cobalt, nickel, zinc and tin. Our effective reclamation of heavy metals from a variety of waste streams saves thousands of tons of metal-bearing waste from entering landfills each year.



## Cleaning Up After Disaster Strikes

**The Republic Services team was at the forefront of cleanup efforts after an oil spill off Southern California's coast in October 2021.** A third party's pipeline ruptured, resulting in more than 125,000 gallons of crude oil washing ashore. When called into service, we quickly mobilized 250 people who worked to support recovery efforts

including the collection, transport and disposal of oil-soaked waste. Serving our communities when disaster strikes isn't new for Republic Services. But being called on to help with the devastating effects of an oil spill is a new opportunity to provide environmental solutions.

# Climate Action at Our Landfills

Reducing emissions is vital to curbing climate change and creating a more sustainable world. Climate action is a priority for Republic Services, and we are proud to be leading the way with the industry's first greenhouse gas (GHG) reduction goal approved by the Science Based Targets initiative (SBTi).

Biogas is a natural byproduct of the decomposition of organic waste in landfills. It is about 50% methane, a greenhouse gas. While methane accounts for 11% of U.S. GHG on a carbon dioxide equivalent basis, less than a fifth of those emissions are attributed to landfills.

This biogas can be captured by wells, where our priority is to convert it into renewable energy. (See page 45.) At Republic's operations, 87% of our landfill acreage is covered by gas collection systems. By maximizing biogas collection, we minimize gas escaping as fugitive emissions.

Landfill emissions make up more than 85% of the Scope 1 and 2 emissions addressed by our Science Based Target goal. To manage these emissions, we need to be able to effectively measure them. The current challenge for landfill operators is in quantifying fugitive emissions, which is done through modeling, as opposed to direct measurement.

This year, Republic Services moved to a more representative emissions modeling methodology known as SWICS (Solid Waste Industry for Climate Solutions). This methodology is used by industry peers and is an acceptable alternative for private landfills under the Climate Registry and recognized by SBTi. It takes into account a landfill's gas collection effectiveness and efficiency as well as its cover system, allowing us to recognize the emissions reductions from our investments.

In addition to modeling, we continue to explore and invest in emissions measurement and detection technologies. These include innovative air- and land-based techniques.

## Stationary sensors

These ground-based systems utilize fixed sensors that continuously monitor and measure methane.

## Drone measurement

Aerial drones measure localized methane concentrations using laser sensor technology. These systems identify both small and large emissions sources with greater accuracy.

## Satellite imaging

High-altitude imaging provides broad measurement on atmospheric columns but can have limitations based on weather, light and orbit.

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While doing our own reviews, we are also partnering with industry and academia to test emissions measurement and detection technologies. Through more effective emissions measurement, we can provide greater transparency to our stakeholders and take action based on the data.

# Our Road to Zero Emissions

Creating a more sustainable world means reducing emissions across our operations and in the communities we serve. That's why Republic Services has made an industry-leading commitment to fleet electrification.

Recycling and waste collection is especially well-suited for electrification. Collection trucks drive short and consistent distances, operate at slower speeds, make hundreds of stops throughout the day and return to a base where they can recharge overnight. Electric vehicles (EVs) also offer a superior customer experience, with cleaner and quieter operations in the neighborhoods we serve.

Our first electric trucks are powered by the public utility grid. Even in states with the highest grid carbon intensities, EVs have



significant greenhouse gas benefits over diesel vehicles.

Batteries and electric motors are incredibly efficient at converting energy to propulsion – and, combined with regenerative braking, our electric collection trucks are three to four times more fuel-efficient than a diesel truck.

In 2021, Republic began operating our first regular collection routes with electric trucks. In Idaho, three EVs are collecting commercial recycling, and we have two more EVs operating in North Carolina. These EVs are already delivering economic as well as environmental benefits, with lower fuel and maintenance costs in addition to zero carbon emissions.

Additional EV deployments are planned in 2022, and we expect the pace of our electric truck rollout to accelerate in future years.

## Heavy Equipment Innovation

Our efforts to increase efficiency and reduce emissions aren't limited to our on-the-road fleet. Our heavy equipment fleet also provides opportunities for innovation.

At our landfills, we've begun rolling out hybrid bulldozers that feature electric drives. The hybrid bulldozer has a traditional diesel engine, but the torque converter and transmission are replaced by a generator and electric motor, delivering meaningful fuel savings.

To date, our electric-drive bulldozers are using an average of 19% less fuel than their fully diesel counterparts, and idle time has been reduced, resulting in lower emissions.

This technology also benefits from significantly fewer rotating parts than a traditional powertrain, reducing maintenance costs and downtime. We continue to look for innovation opportunities with our post-collection fleet.



## Recycling for a More Sustainable World

Republic Services provides recycling solutions for millions of customers across the country, conserving precious natural resources, contributing to the circular economy and helping communities meet diversion goals.

Many factors play a role in how and what consumers recycle – from changing packaging designs to shifting shopping habits to confusion over which items can and can't be recycled. The COVID-19 pandemic in particular transformed consumer behavior, and these changes were evident in household recycling bins. Cardboard from e-commerce shipments increased dramatically from residences – more than 60% in some locations – as did single-use beverage containers.

The increase in smaller cardboard boxes used for online shopping deliveries is known in the industry as the “Amazon effect.” Traditionally, the cardboard recovered at recycling facilities consisted of large shipping containers from commercial retailers. Because of the Amazon effect, cardboard boxes today are smaller and more plentiful – so we've invested in equipment upgrades to better capture this material.

In 2021, our 71 recycling facilities processed 5 million tons of materials, returning valuable cardboard, paper, plastics, metals and glass to the marketplace for reuse while making steady progress toward our Circular Economy goal. And our recently announced Polymer Center will help enable greater plastics circularity. (See page [11](#).)

**\$54M** invested in recycling infrastructure

## Truth in Labeling

The triangular “chasing arrows” symbol is commonly referred to as a recycling symbol and can be found on a wide range of products. The symbol generally identifies the type of plastic that an item is made of. However, it does not necessarily mean that an item is recyclable. This causes confusion about which items are truly recyclable and leads to tons of non-recyclable waste being thrown in recycling bins each year.

Now, legislation is attempting to clear up the confusion. California recently passed the nation's first law limiting use of the chasing arrows symbol. Beginning in 2024, the symbol can only be used on materials that are routinely recycled into new products or packaging.

Republic Services supported this measure and believes it will help reduce recycling contamination, which currently averages 26% nationwide.



# The Power of Waste

When you throw a banana peel in the trash, did you know it could one day help run the lights in your home or fuel a city bus? That's the power of renewable energy, which Republic Services is generating at more than 70 of our landfills around the country.

Renewable energy is a clean source of electricity or transportation fuel that displaces the use of fossil fuels and has a lower environmental impact than traditional energy sources. It can be produced from landfill gas, or biogas, which is generated naturally as organic waste decomposes.

Biogas consists largely of methane and can be beneficially utilized to produce renewable natural gas (RNG), a low-carbon transportation fuel; medium-Btu gas, or thermal energy, for commercial or industrial use; or baseload electricity for the public utility grid.

At the end of 2021, Republic Services was involved with 69 landfill gas-to-energy projects and eight solar projects. In 2021, we increased the beneficial reuse of landfill gas thanks to new RNG projects coming online, including an innovative project at McCarty Road Landfill in Houston. The McCarty Road

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## 69

Landfill gas-to-energy projects

RNG project has the capacity to produce more than 1.1 million MMBtu per year, enough natural gas for nearly 17,000 households annually.

We have 17 more RNG projects in development that are expected to begin operations in the next couple of years. An additional 39 RNG projects are planned as part of our recently announced joint venture with Archaea Energy. (See page [10](#).)

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## 8

Solar projects



## Belleville Solar Project

After a landfill is capped and permanently closed, what remains is often a grass-covered hill with a flat top. This flat surface provides the ideal opportunity to host a solar project.

In 2021, a new solar project at a closed Republic landfill in Belleville, Ill., began operations. The 13-megawatt solar field generates enough electricity to power more than 2,000 homes in the community. The 55-acre site is one of the largest solar projects in the U.S. to be built on a closed landfill, delivering both environmental and economic sustainability.

Republic hosts solar projects at seven other sites across the country and has equity stakes in additional projects, but this is the first jointly owned solar field on one of Republic's closed landfills. We constantly seek opportunities to deepen the environmental and economic benefits we can drive from our owned assets, including closed landfill sites. Placing solar fields on closed landfills delivers clean, renewable electricity for customers and the communities we serve.

# Leading the Way in Organics Recycling

Organics recycling is a key component of the circular economy. Food and yard waste make up a third of the material that's sent to landfills,<sup>1</sup> but through diversion and recycling, it can be returned to the community as renewable energy or compost.

Republic Services is a leading provider of organics recycling, with 12 compost facilities in five states and three organics pre-processing operations. In 2021, we processed more than 2 billion pounds of food and yard waste.

Recycling organic waste into compost creates a nutrient-rich soil amendment, which helps preserve natural resources and reduces water consumption.

## 3 Commercial food waste pre-processing lines

The compost produced at our facilities is used by the agriculture and landscaping industries as well as by the cities from which the organic waste is generated.

2021 was a pivotal year for organics recycling at Republic. In addition to opening the Otay Compost Facility in the San Diego area (See page 47), we expanded our Boise, Idaho, compost facility. Republic collects and processes green waste for Boise, the fastest growing city in Idaho, and the city was seeking a solution for its increasing volume. The expansion, which opened in December 2021, increased the square footage of the compost facility by nearly 40%.

## 12 Compost facilities

## 4 Green waste processing facilities

Organics pre-processing is another way we're helping meet our customers' needs. In California, Republic operates three pre-processing operations to handle commercial food waste, including new facilities in Martinez and Sacramento. This includes table scraps

and unsellable produce from customers such as supermarkets, restaurants and hotels.

Pre-processing removes contamination such as plastic bags or cutlery from this material, resulting in clean organic material that is delivered to wastewater treatment digesters or an anaerobic digestion facility. From there, the organic material is broken down and converted into renewable energy.

Our investment in organics infrastructure is an important way Republic is supporting our municipal customers' climate action goals.



## California's SB 1383

California state law SB 1383 went into effect Jan. 1, 2022, requiring the majority of homes and businesses to recycle their food and yard waste. The goal is to reduce greenhouse gas emissions by diverting organic material from landfills.

According to the state's recycling agency, Cal Recycle, organics account for a significant portion of California's overall waste stream. Food waste alone accounts for nearly 20% of total landfill disposal.<sup>2</sup> The law aims to reduce the volume of organic waste sent to landfills by 75% by 2025.



📍 CHULA VISTA, CA

# Otay Compost Facility

Republic Services is partnering with customers to create a more sustainable world through investments in infrastructure, like our Otay Compost Facility in Chula Vista, Calif. The Otay Compost Facility is **California's first fully solar-powered compost operation** and is helping communities meet the requirements of a new state law mandating diversion of food and yard waste from landfills.

Energy independence is important in the San Diego region, and the Otay facility operates completely off the grid. A total of 144 solar panels generate power to the fans, sensors and other equipment utilized to operate the compost facility. The site boasts 573 kilowatts of battery storage, enough to power its operations for three days for the rare times the San Diego sun isn't shining.

Republic developed the Otay facility, which opened in October 2021, to help our customers comply with California's SB 1383. The facility is designed to take in 200 tons per day of food and yard waste from the cities of Chula Vista and Carlsbad as well as customers in San Diego County. The law also requires cities to purchase and use organics-based products like compost, helping ensure the compost produced at Otay is returned to the community, supporting a circular economy.



# Conservation and Critical Biodiversity

Creating a more sustainable world means contributing to an environment in which all living things can thrive. Biodiverse ecosystems strengthen our food systems, help regulate the climate, lessen the harshest impacts of extreme weather and provide innumerable other benefits. Republic Services aims to avoid negative impacts to critical biodiversity through our operations. When they do occur, we take meaningful steps to minimize, restore or, if necessary, offset those impacts. This is why we're preserving open space and habitats for native plants and wildlife, and creating opportunities for public access and environmental education at many of our landfills.



## Corvallis, OR

### OREGON WHITE OAK

At Republic Services' Coffin Butte Landfill, 556 acres are dedicated to preservation and research of the native Oregon White Oak. The oaks provide critical habitat for a variety of birds and reptiles, and their acorns provide a nutritious food source for mammals. For nearly a decade, the oak habitat has served as a living laboratory for scientists and students from Western Oregon University. The research measures factors including growth, water stress, reproduction and overall health of the trees. The Oregon White Oak has the potential to live 250 to 500 years but is slow-growing, making it vulnerable to infill growth from species such as the Douglas Fir. Based on research at the site, the Douglas Fir in the preservation area were logged and removed from Coffin Butte to give the White Oaks a fighting chance. Today, there are 49 oaks thriving in the preservation area.



## Missoula, MT

### MISSOULA PHLOX

Nestled in Montana's Missoula Valley are 304 acres of open land set aside by Republic Services as a conservation easement. We situated this land adjacent to a public Bluebird Preserve, adding critical habitat to Missoula's Conservation Lands System. The conservation space is designed to protect the Missoula Phlox, a species of wildflower known only to exist within a narrow strip of Missoula's North Hills. This critical habitat is also home to elk, bluebirds, birds of prey, bitterroot and many other species of plants, animals and other wildlife. Republic's conservation easement adds four miles of trails for pedestrians and horseback riders as well as a scenic overlook of the Missoula and Bitterroot valleys.



## Chula Vista, CA

### SAN DIEGO FAIRY SHRIMP

The landscape of Republic's Otay Landfill generally is arid, but seasonal showers bring a surprise – shrimp! The San Diego Fairy Shrimp is an endangered species, and one of its habitats can be found on our Otay Landfill property. As spring rains rehydrate vernal pools at the Otay site, the eggs of the fairy shrimp activate and hatch. The shrimp reach maturity in a matter of weeks and begin to lay their eggs. As the pools dry, the eggs become embedded into the mud. The eggs can sit dormant, but viable, for decades before the perfect conditions “spring” them back into action. The pools at Otay are protected from the landfill operations and are covered by San Diego's Vernal Pool Habitat Conservation Plan.



## Bioremediation: Nature's Filtration System



Republic Services has responsibility for 124 closed landfills that have stopped accepting additional materials and are now permanently capped. Even after a landfill closes, its waste continues to break down, and one of the byproducts is a liquid known as leachate. Regulations require landfill operators to capture leachate, which can be pumped out and removed for treatment — or it can be extracted naturally.

The process known as bioremediation can be thought of as nature's filtration system. Through bioremediation, vegetation is used to clean or consume leachate directly from a landfill. At our closed landfill sites, we're utilizing two forms of bioremediation: treatment wetlands and phytoremediation.

Treatment wetlands are a large pool of leachate, which may be constructed on top of a closed landfill or outside the waste footprint. These wetlands are lined, then filled with leachate from the closed landfill. A variety of wetlands plant species naturally filters the leachate, efficiently removing metals and other contaminants. Once the leachate is treated and meets regulatory

discharge standards, it is considered clean enough to be released into a nearby waterway, just like treated liquids from a wastewater treatment facility.

Phytoremediation is essentially a tree farm planted at these closed landfills. The process involves planting grasses and trees, including hybrid willows and poplars, that are watered and fed by leachate. Not unlike a backyard watering system, irrigation lines run from storage tanks along the rows of trees, delivering leachate to the roots. These tree farms are highly effective at removing leachate and at some locations have completely eliminated the need to haul any leachate off-site, which delivers both environmental and economic sustainability.

The natural bioremediation process has the added benefits of helping promote reforestation and carbon capture, avoiding emissions from hauling trucks transporting the leachate and minimizing the impact on local wastewater treatment facilities.





# Communities

Giving back to the communities we serve has always been a priority for Republic Services.



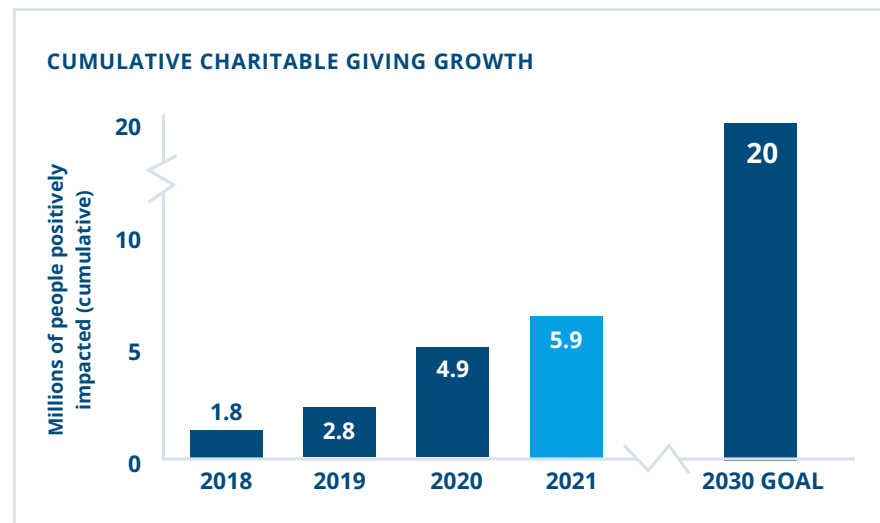
# Our Progress COMMUNITIES

## Charitable Giving

Investing in the communities where our employees and customers live and work is vital, so our charitable giving platform revolves around sustainable neighborhood revitalization. We directly support people, places and spaces in need with financial grants, in-kind donations and volunteer time.

**GOAL:**

**Positively impact 20 million people by 2030**



## Investing in Communities

Putting sustainability in action means supporting the communities where Republic Services customers and employees live and work. Our charitable giving platform revolves around sustainable neighborhood revitalization, and we give back in numerous ways, including through charitable grants, in-kind donations, employee donations and volunteering. These charitable efforts generally fall under two umbrellas:

**Republic Services Charitable Foundation**

Our Foundation is a private corporate foundation funded solely by Republic Services. Its signature program is National Neighborhood Promise, which provides grants to support sustainable revitalization projects and programs around the country. (See pages 52–53.)

**Community Grants**

Our Business Units provide support to community organizations at the local level through donations of funds, donated products and services, and activities such as volunteering and hosting charitable drives. (See pages 54–55.)

**\$7.7M** given back to the communities we serve in 2021

# A Promise to Revitalize Neighborhoods

The goal of neighborhood revitalization is to improve communities in a way that makes a lasting impact on the quality of life of its residents. Republic Services aims to do just that through the Republic Services Charitable Foundation's National Neighborhood Promise (NNP) program.

Our focus is on neighborhood revitalization because it embodies our sustainability elements, providing safe, environmentally responsible spaces for the community to engage with one another.

The Foundation primarily works with local affiliate organizations of three national nonprofit partners – **Rebuilding Together**, **Habitat for Humanity International** and **NeighborWorks America** – to directly support revitalization and sustainability projects and programs in communities we serve across the country.

In 2021, the Foundation awarded \$1.5 million in NNP grants to support 11 revitalization projects. Grants ranged from \$100,000



to \$200,000, and local Republic teams also provided in-kind donations and volunteer time. Among these projects were the expansion of a local food bank; buildout of an incubator for minority-owned small businesses; renovation of community and learning centers; and creation and revitalization of parks, trails and gardens. (See page 53).

Since 2018, the Foundation has funded nearly 70 NNP projects across the country.

Video: [Republic Services-Habitat for Humanity Chicago Project](#)




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# 11

**National Neighborhood Promise projects**



## Republic Services Charitable Foundation



📍 ST. PAUL, MN

### Rondo Commemorative Plaza

Construction of I-94 destroyed much of the Rondo neighborhood of St. Paul, Minn., wiping away a rich history and removing the sense of community for residents of the predominantly Black neighborhood. After years of disinvestment, community leaders sought to create a new center for the neighborhood. To help support this effort, the Republic Services Charitable Foundation awarded Rebuilding Together Twin Cities a \$150,000 NNP grant to revitalize the community recreation center, commission a locally created historical wall and develop a public green space. More than 60 Republic Services volunteers worked over two days to reinvigorate the green outdoor space. Rondo Commemorative Plaza was dedicated on June 19, 2021, in honor of Juneteenth, which marks the end of slavery in the United States.



📍 PORTLAND, OR

### Seeds of Harmony Community Garden

Located in a food desert, the Seeds of Harmony Community Garden in Portland, Ore., helps support residents in New Columbia, the state's largest affordable housing development and home to a vibrant immigrant community where 15 native languages are spoken. In 2021, the Republic Services Charitable Foundation provided a \$100,000 NNP grant and partnered with Rebuilding Together Portland to revitalize the community garden, bringing freshly grown food to residents of North Portland. Republic Services volunteers added pathways to increase accessibility, rebuilt and replaced raised planter beds, installed a greenhouse and renovated a storage shed to house garden tools and other supplies.



📍 PHOENIX, AZ

### Republic Services Garden at Hance Park

In addition to grants through the NNP program, the Republic Services Charitable Foundation committed \$2 million to sponsor a sustainable garden in our corporate hometown of Phoenix, Ariz. The contribution is the Foundation's largest single grant to date. It supports the city's \$45 million revitalization plan for Phase 1 of the 32-acre Margaret T. Hance Park, transforming it into an iconic urban space that will help drive the city's civic, cultural, educational and economic life. The Republic Services Garden will feature a recycled steel shade canopy, seating areas, swings and native desert plants chosen for their ability to thrive in the arid Phoenix climate. The garden is expected to open in early 2023 to the park's nearly 900,000 visitors annually.

## Employee Relief Fund

We're committed to taking care of our employees, especially in their hour of need. Funded by employees, for employees, the Republic Services Employee Relief Fund provides emergency funds to team members after a disaster or other hardship.

Republic employees contribute to the Relief Fund through the company's Employee Giving Program, which provides the opportunity to directly support charitable organizations through payroll deduction.

In fact, more than 80% of the team members participating in the Employee Giving Program directed support to the Employee Relief Fund, demonstrating their commitment to each other. In 2021, more than 200 employees received assistance from the Relief Fund for disasters like the wildfires in the West, with support totaling more than \$300,000.



## Community Grants

It's said that charity begins at home, and that's certainly the case for Republic Services' local operations. Our 39,000 employees work across 900 locations nationwide, and they're active supporters of their communities.

Through Republic's Community Grant program, our local teams can give back directly to their neighbors with donations of funds and in-kind services.

In 2021, local teams provided \$2.4 million in support to more than 500 local nonprofits that are addressing needs in neighborhood revitalization, safety, disaster relief and social services. That's more than double the impact of the prior year. (See page [55](#)).





## COMMUNITY GRANTS

# Sustainability in Action in Our Communities



## 📍 WHEELING, WV

### Winter Coat Drive

Being human-centered is one of Republic's values, and our team in Wheeling, W. Va., demonstrates this by spreading warmth in the community. These weren't just warm wishes being shared – we ensured local children had proper winter coats to wear before the weather turned cold. In the fall, the local team held a collection drive, setting a goal of 150 coats. The Wheeling team came through in true Republic fashion, exceeding the goal. Thanks to these dedicated employees, 160 Wheeling kids stayed warm over the winter.

## 📍 LAFAYETTE, CA

### Compost Giveaway

Republic Services diverts food and yard waste from landfills and recycles it into nutrient-rich compost for use in gardens. In Lafayette, Calif., we partnered with the county's RecycleSmart program for a compost giveaway for local residents. The compost was produced at Republic's Forward Compost Facility in Northern California, one of six compost facilities we operate in the state. Compost provides nutrients to soil and helps conserve water. Returning the compost to residents is a key step in the circular economy and helps our customers join us in putting sustainability in action.

## 📍 LAS VEGAS, NV

### Mint 400 Desert Cleanup

A few miles outside of the hustle and bustle of Las Vegas is Jean, Nev., home to The Mint 400 Desert Cleanup Presented by Republic Services. The vast expanse of the Mojave Desert is home to many native creatures, including the endangered desert tortoise. While tortoises can be difficult to spot, something more obvious and out of place is easily observed here – trash. Since 2017, Republic Services and The Mint 400 have gathered hundreds of volunteers to tackle this ongoing issue affecting wildlife and their ecosystem. Republic helped found the annual cleanup, and our sponsorship includes disposal of the collected trash, serving the goal of preserving biodiversity.

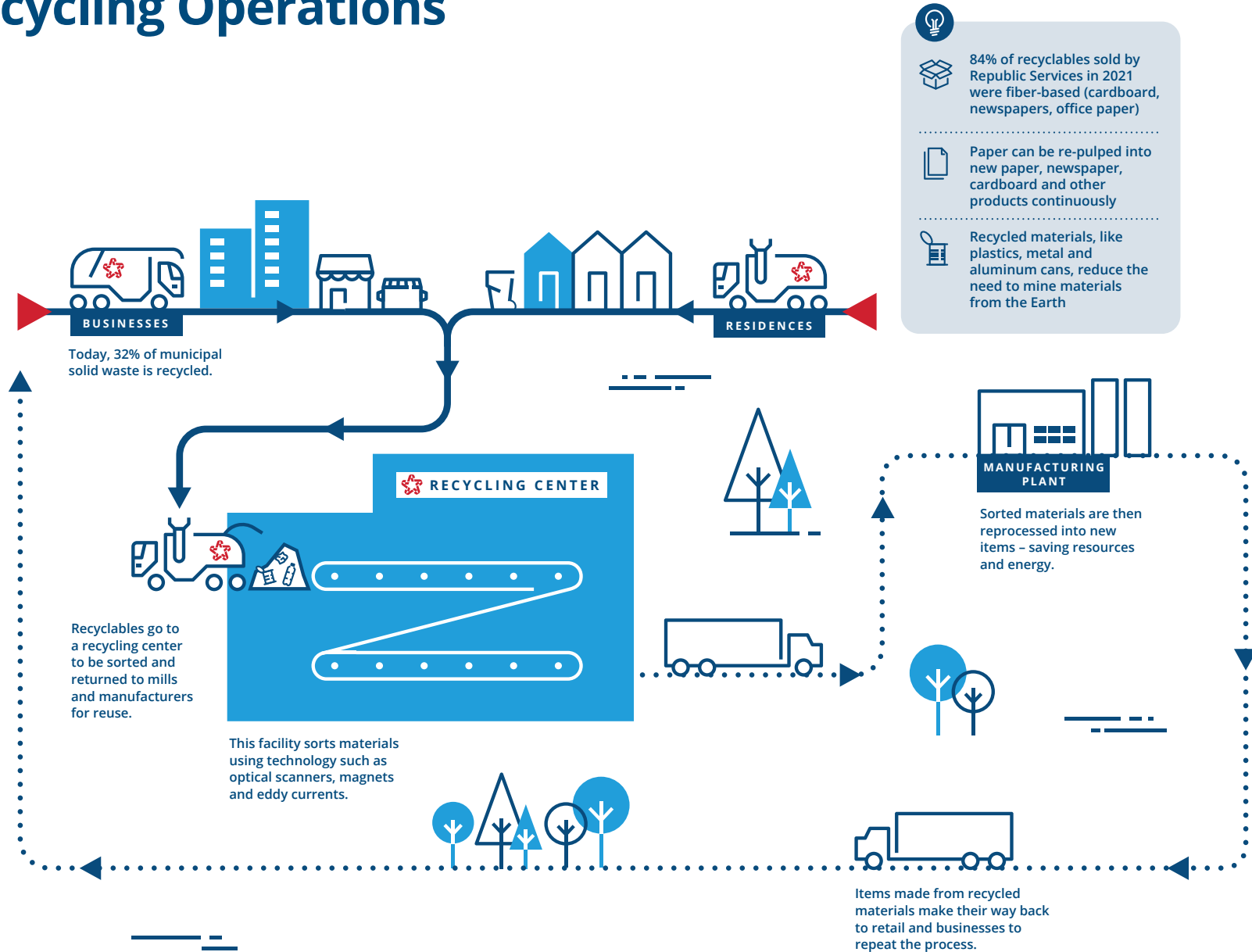




# Our Processes

We've developed infographics that illustrate and explain our sustainable operations.

# Recycling Operations

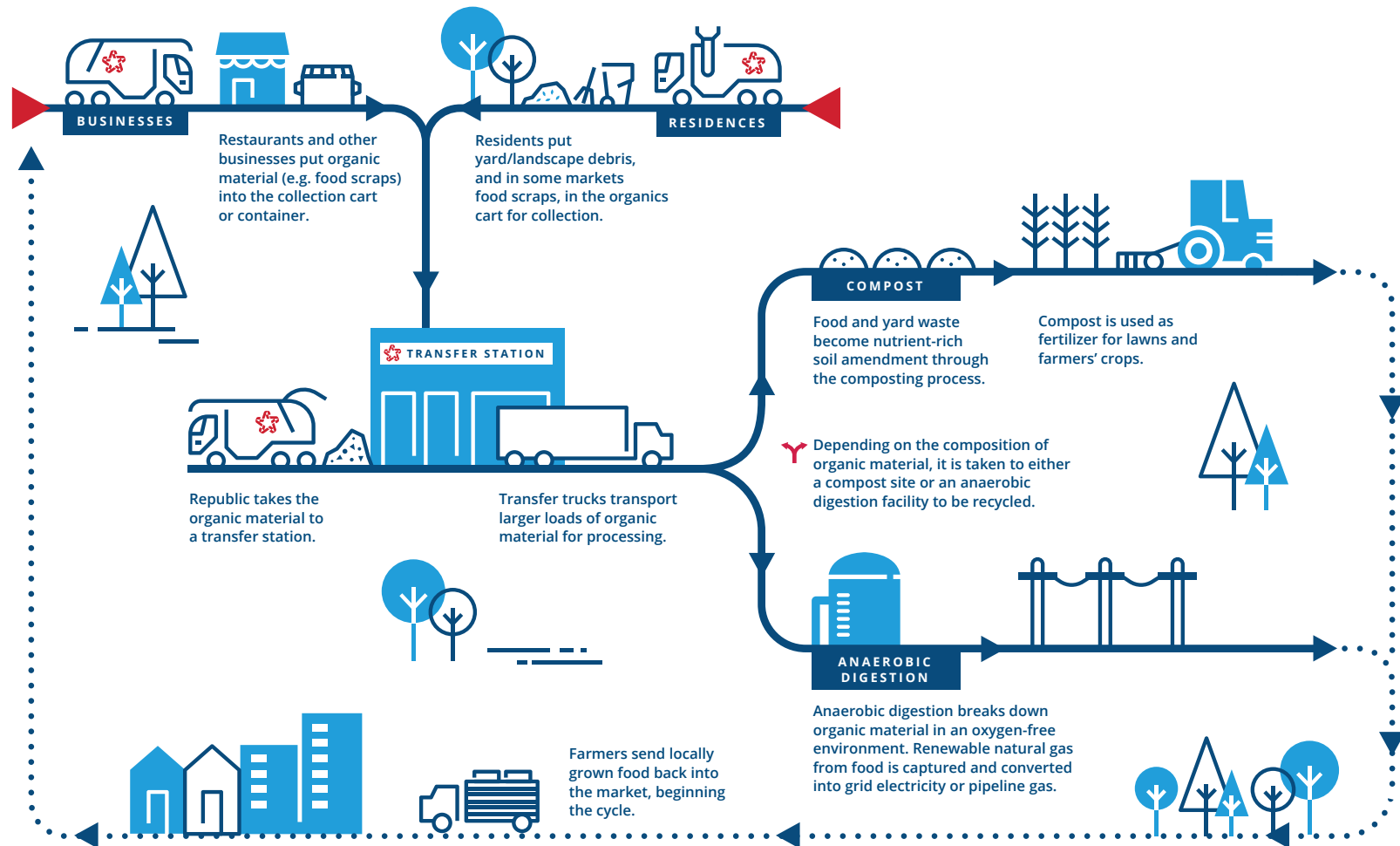


 84% of recyclables sold by Republic Services in 2021 were fiber-based (cardboard, newspapers, office paper)

 Paper can be re-pulped into new paper, newspaper, cardboard and other products continuously

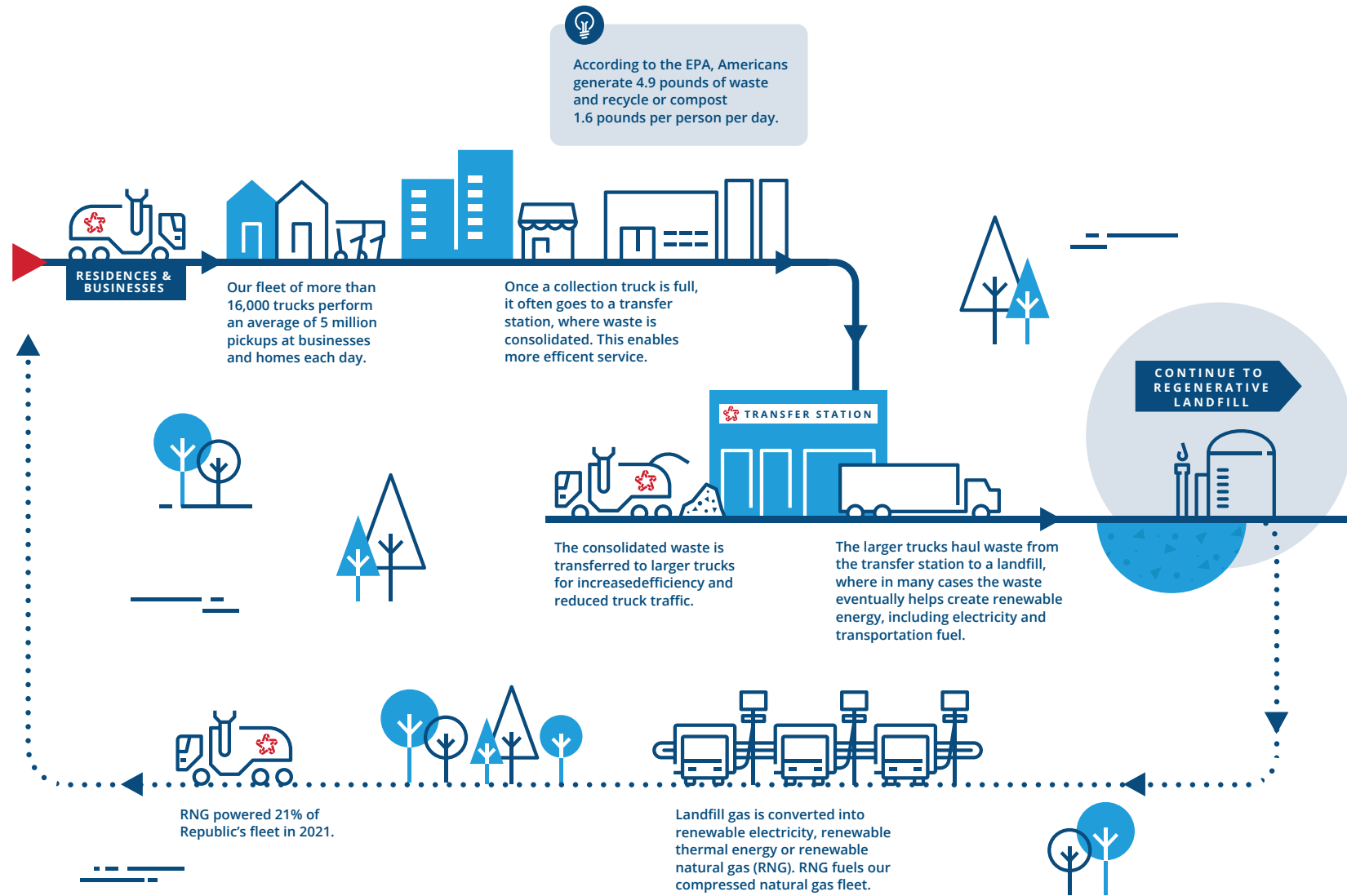
 Recycled materials, like plastics, metal and aluminum cans, reduce the need to mine materials from the Earth

# Organics Operations

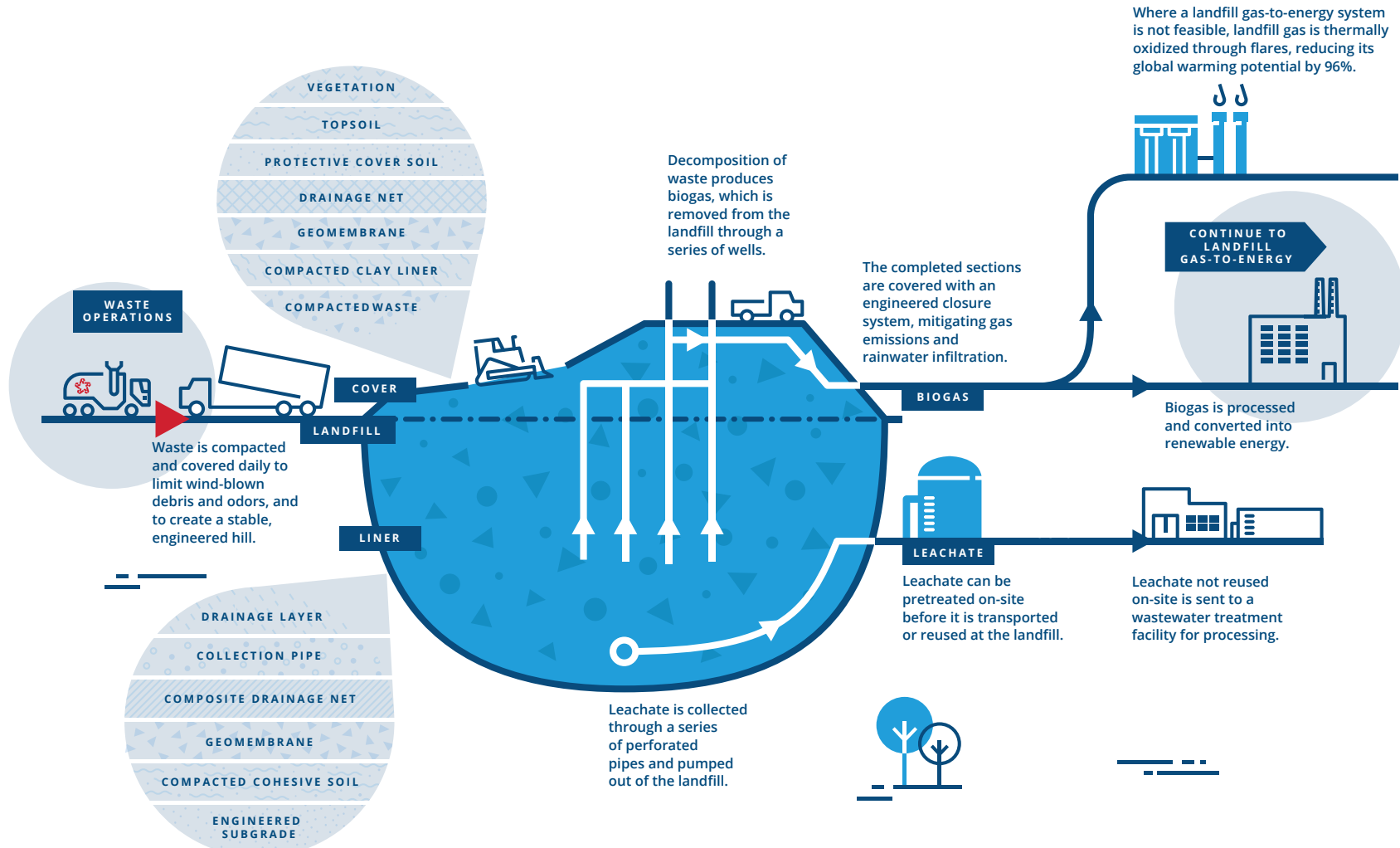




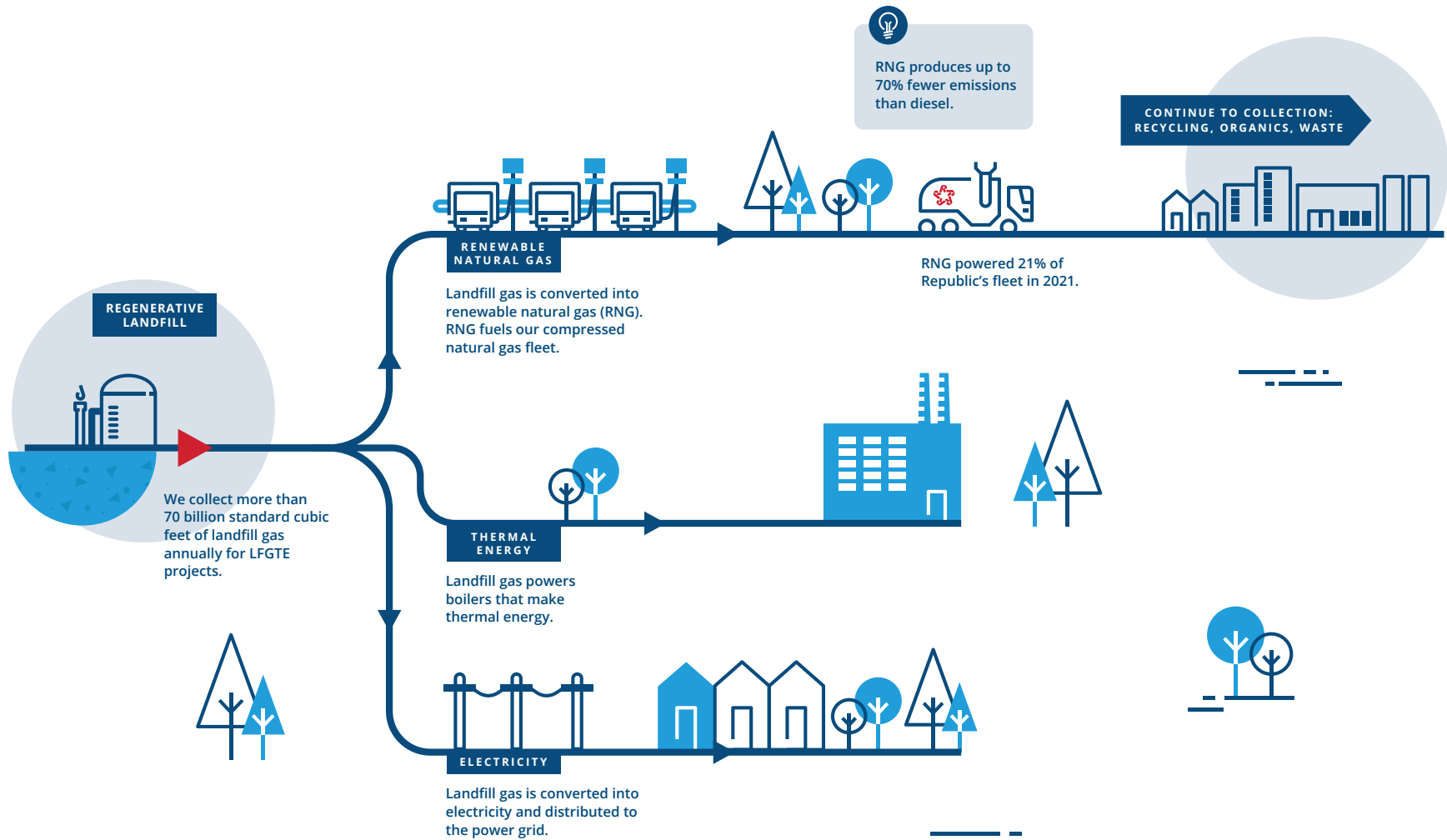
# Waste Operations



# Regenerative Landfill

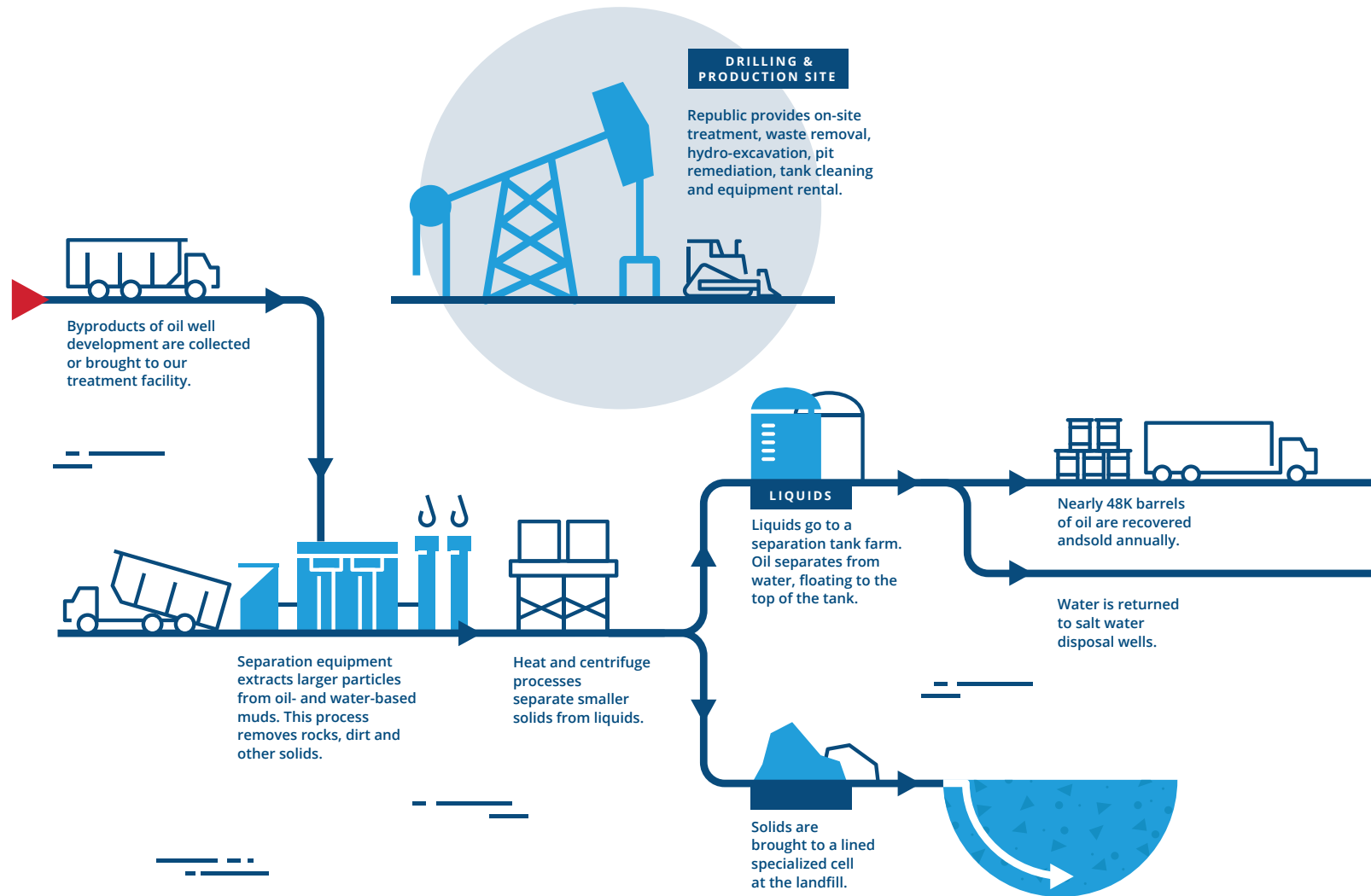


# Landfill Gas-to-Energy (LFGTE)

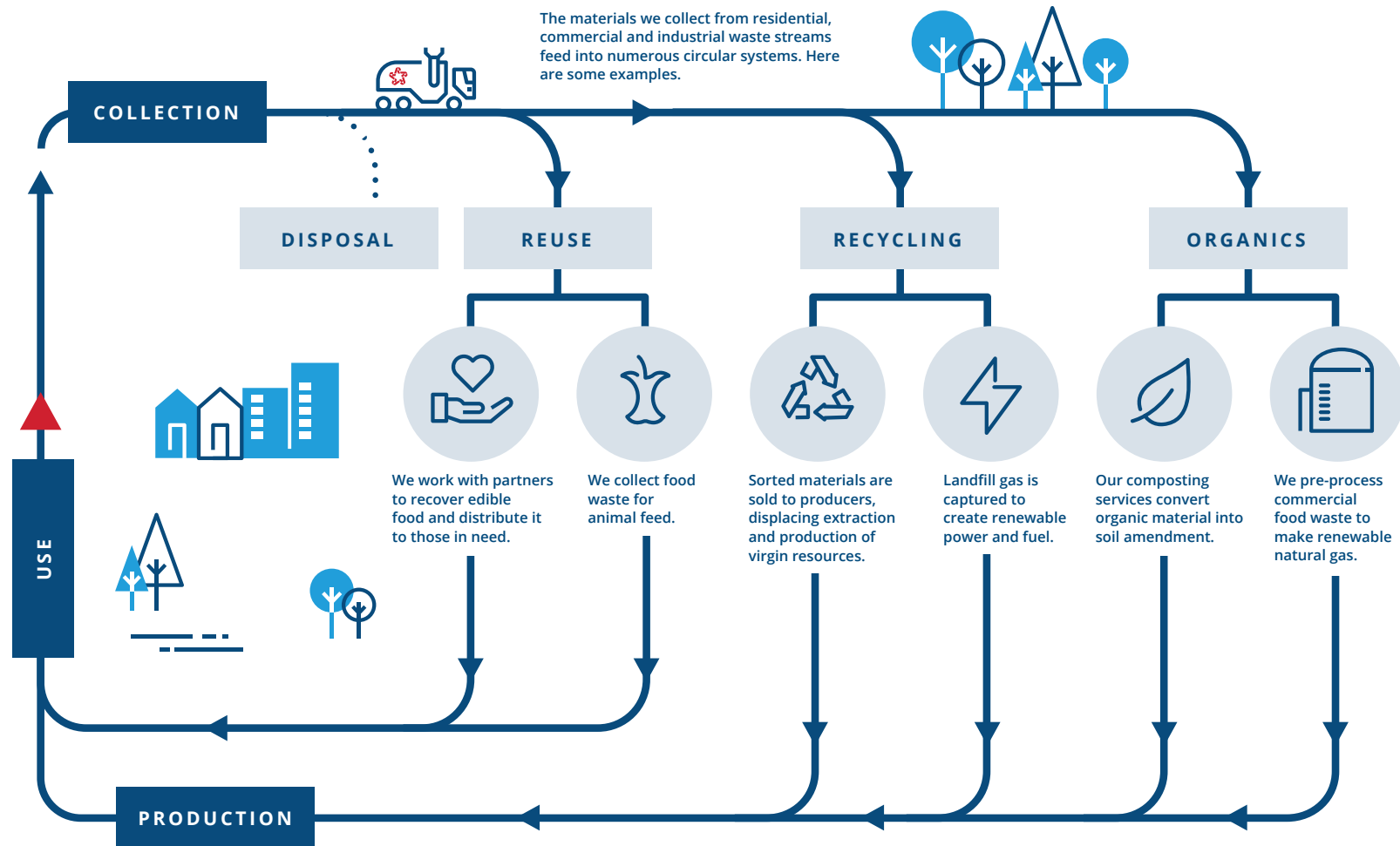




# Upstream Environmental Solutions



# Circular Economy





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Learn more about our sustainability work through our GRI, SASB, TCFD and other reports at [RepublicServices.com/Sustainability](https://RepublicServices.com/Sustainability)

For information on how Republic Services can help you achieve your sustainability goals, reach out to [Sustainability@RepublicServices.com](mailto:Sustainability@RepublicServices.com)

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